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GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 2223

23 December 1994

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/703)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

C. F. LIEBENBERG,
Minister of Finance.

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 2223

23 Desember 1994

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/703)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by die genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

C. F. LIEBENBERG,
Minister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
30.05			By the deletion of subheading No. 3005.90.20.			

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annota- sies
30.05			Deur subpos No. 3005.90.20 te skrap.			

No. R. 2218**23 December 1994****No. R. 2218****23 Desember 1994****CUSTOMS AND EXCISE ACT, 1964****DOEANE- EN AKSYNSWET, 1964****AMENDMENT OF SCHEDULE No. 1 (No. 1/1/704)****WYSIGING VAN BYLAE No. 1 (No. 1/1/704)**

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by die genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

C. F. LIEBENBERG,
Minister of Finance.

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SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
72.01			By the substitution for heading No. 72.01 of the following:			
"72.01			Pig iron and spiegeleisen in pigs, blocks or other primary forms:			
	7201.10	5	Non-alloy pig iron containing by mass 0,5 per cent or less of phosphorous	kg	5%	
	7201.20	4	Non-alloy pig iron containing by mass more than 0,5 per cent of phosphorous	kg	5%	
	7201.30	9	Alloy pig iron	kg	5%	
	7201.40	3	Spiegeleisen	kg	5%"	
72.03			By the substitution for heading No. 72.03 of the following:			
"72.03			Ferrous products obtained by direct reduction of iron ore and other spongy ferrous products, in lumps, pellets or similar forms; iron having a minimum purity by mass of 99,94 per cent, in lumps, pellets or similar forms:			
	7203.10	7	Ferrous products obtained by direct reduction of iron ore	kg	5%	
	7203.90	3	Other	kg	5%"	
Subchapters II, III and IV			By the substitution for sub-chapters II, III and IV of the following:			
			"Sub-chapter II			
			Iron and non-alloy steel			
72.06			Iron and non-alloy steel in ingots or other primary forms (excluding iron of heading No. 72.03):			
	7206.10	8	Ingots	kg	10%	
	7206.90	4	Other	kg	10%	
72.07			Semi-finished products of iron or non-alloy steel:			
	7207.1		Containing by mass less than 0,25 per cent of carbon:			
	7207.11	8	Of rectangular (including square) cross-section, the width measuring less than twice the thickness	kg	15%	
	7207.12	4	Other, of rectangular (excluding square) cross-section	kg	15%	
	7207.19	9	Other	kg	15%	
	7207.20	6	Containing by mass 0,25 per cent or more of carbon	kg	15%	
72.08			Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, hot-rolled, not clad, plated or coated:			
	7208.1		In coils, no further worked than hot-rolled, of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa:			
	7208.11	1	Of a thickness exceeding 10 mm	kg	5%	
	7208.12	8	Of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	5%	
	7208.13	4	Of a thickness of 3 mm or more but less than 4,75 mm	kg	5%	
	7208.14	0	Of a thickness of less than 3 mm	kg	5%	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
72.09	7208.2		Other, in coils, nor further worked than hot-rolled:			
	7208.21	6	Of a thickness exceeding 10 mm	kg	5%	
	7208.22	2	Of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	5%	
	7208.23	9	Of a thickness of 3 mm or more but less than 4,75 mm	kg	5%	
	7208.24	5	Of a thickness of less than 3 mm	kg	5%	
	7208.3		Not in coils, not further worked than hot-rolled, of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa:			
	7208.31	0	Rolled on four faces or in a closed box pass, of a width not exceeding 1 250 mm and of a thickness of not less than 4 mm, without patterns in relief	kg	5%	
	7208.32	7	Other, of a thickness exceeding 10 mm	kg	5%	
	7208.33	3	Other, of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	5%	
	7208.34	8	Other, of a thickness of 3 mm or more but less than 4,75 mm	kg	5%	
	7208.35	6	Other, a thickness of less than 3 mm	kg	5%	
	7208.4		Other, not in coils, not further worked than hot-rolled:			
	7208.41	5	Rolled on four faces or in a closed box pass, of a width not exceeding 1 250 mm and of a thickness of not less than 4 mm, without patterns in relief			
	7208.42	1	Other, of a thickness exceeding 10 mm	kg	5%	
	7208.43	8	Other, of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	5%	
	7208.44	4	Other, of a thickness of 3 mm or more but less than 4,75 mm	kg	5%	
	7208.45	0	Other, of a thickness of less than 3 mm	kg	5%	
	7208.90	1	Other	kg	5%	
			Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, cold-rolled (cold-reduced), not clad, plated or coated:			
	7209.1		In coils, not further worked than cold-rolled (cold-reduced), of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa:			
	7209.11	5	Of a thickness of 3 mm or more	kg	5% or 167c/kg less 95%	
	7209.12	1	Of a thickness exceeding 1 mm but less than 3 mm	kg	5% or 167c/kg less 95%	
	7209.13	8	Of a thickness of 0,5 mm or more but not exceeding 1 mm	kg	5% or 167c/kg less 95%	
	7209.14	4	Of a thickness of less than 0,5 mm	kg	5% or 167c/kg less 95%	
	7209.2		Other, in coils, not further worked than coldrolled (cold-reduced):			
	7209.21	9	Of a thickness of 3 mm or more	kg	5% or 167c/kg less 95%	
	7209.22	6	Of a thickness exceeding 1 mm but less than 3 mm	kg	5% or 167c/kg less 95%	
	7209.23	2	Of a thickness of 0,5 mm or more but not exceeding 1 mm	kg	5% or 167c/kg less 95%	
	7209.24	9	Of a thickness of less than 0,5 mm	kg	5% or 167c/kg less 95%	
	7209.3		Not in coils, not further worked than coldrolled (cold-reduced), of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa:			
	7209.31	4	Of a thickness of 3 mm or more	kg	5% or 167c/kg less 95%	
	7209.32	0	Of a thickness exceeding 1 mm but less than 3 mm	kg	5% or 167c/kg less 95%	
	7209.33	7	Of a thickness of 0,5 mm or more but not exceeding 1 mm	kg	5% or 167c/kg less 95%	
	7209.34	3	Of a thickness of less than 0,5 mm	kg	5% or 167c/kg less 95%	
	7209.4		Other, not in coils, not further worked than cold-rolled (cold-reduced):			
	7209.41	9	Of a thickness of 3 mm or more	kg	5% or 167c/kg less 95%	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annota- tions
72.10	7209.42	5	Of a thickness exceeding 1 mm but less than 3 mm	kg	5% or 167c/kg less 95%	
	7209.43	1	Of a thickness of 0,5 mm or more but not exceeding 1 mm	kg	5% or 167c/kg less 95%	
	7209.44	8	Of a thickness of less than 0,5 mm	kg	5% or 167c/kg less 95%	
	7209.90	5	Other	kg	5% or 167c/kg less 95%	
			Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, clad, plated or coated:			
	7210.1		Plated or coated with tin:			
	7210.11	5	Of a thickness of 0,5 mm or more	kg	free	
	7210.12	1	Of a thickness of less than 0,5 mm	kg	5%	
	7210.20	3	Plated or coated with lead, including terneplate	kg	free	
	7210.3		Electrolytically plated or coated with zinc:			
	7210.32	4	Of steel of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa	kg	5% or 89,4c/kg less 95%	
	7210.39	5	Other	kg	5% or 89,4c/kg less 95%	
	7210.4		Otherwise plated or coated with zinc:			
	7210.41	9	Corrugated	kg	5% or 194,5c/kg less 95%	
	7210.49	0	Other	kg	5% or 194,5c/kg less 95%	
72.11	7210.50	7	Plated or coated with chromium oxides or with chromium and chromium oxides	kg	free	
	7210.60	1	Plated or coated with aluminium	kg	5%	
	7210.70	6	Painted, varnished or coated with plastics	kg	5%	
	7210.90	5	Other	kg	5%	
			Flat-rolled products of iron or non-alloy steel, of a width of less than 600 mm, not clad, plated or coated:			
	7211.1		Not further worked than hot-rolled, of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa:			
	7211.11	9	Rolled on four faces or in a closed box pass, of a width exceeding 150 mm and a thickness of not less than 4 mm, not in coils and without patterns in relief	kg	5%	
	7211.12	5	Other, of a thickness of 4,75 mm or more	kg	5%	
	7211.19	1	Other	kg	5%	
	7211.2		Other, not further worked than hot-rolled:			
	7211.21	3	Rolled on four faces or in a closed box pass, of a width exceeding 150 mm and a thickness of not less than 4 mm, not in coils and without patterns in relief	kg	5%	
	7211.22	3	Other, of a thickness of 4,75 mm or more	kg	5%	
	7211.29	4	Other	kg	5%	
	7211.30	1	Not further worked than cold-rolled (cold-reduced), of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa	kg		5% or 70,6c/kg less 95%
	7211.4		Other, not further worked than cold-rolled (cold-reduced):			
72.12	7211.41	2	Containing by mass less than 0,25 per cent of carbon	kg		5% or 70,6c/kg less 95%
	7211.49	3	Other	kg		5% or 70,6c/kg less 95%
	7211.90	9	Other	kg		5% or 89,4c/kg less 95%
			Flat-rolled products of iron or non-alloy steel, of a width of less than 600 mm, clad, plated or coated:			
	7212.10		Plated or coated with tin:			
	.10	3	Of a thickness of 0,5 mm or more	kg	free	
	.20	0	Of a thickness of less than 0,5 mm	kg	5%	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
72.13	7212.2		Electrolytically plated or coated with zinc:			
	7212.21	7	Of steel of a thickness of less than 3 mm and having a minimum yield point of 275 MPa or of a thickness of 3 mm or more and having a minimum yield point of 355 MPa	kg	5% or 89,4c/kg less 95%	
	7212.29	8	Other	kg	5% or 89,4c/kg less 95%	
	7212.30	5	Otherwise plated or coated with zinc	kg	5% or 194,5c/ kg less 95%	
	7212.40	2	Painted, varnished or coated with plastics	kg	5%	
	7212.50		Otherwise plated or coated:			
	.05	5	Printed, lithographed or embossed	kg	15%	
	.90	9	Other	kg	free	
	7212.60	9	Clad	kg	free	
			Bars and rods, hot-rolled, in irregularly wound coils, of iron or non-alloy steel:			
	7213.10	3	Containing indentations, ribs, grooves or other deformations produced during the rolling process	kg	5%	
	7213.20	4	Of free-cutting steel	kg	5%	
	7213.3		Other, containing by mass less than 0,25 per cent of carbon:			
	7213.31	5	Of circular cross-section measuring less than 14 mm in diameter	kg	5%	
	7213.39	6	Other	kg	5%	
72.14	7213.4		Other, containing by mass 0,25 per cent or more but less than 0,6 per cent of carbon:			
	7213.41	1	Of circular cross-section measuring less than 14 mm in diameter	kg	5%	
	7213.49	0	Other	kg	5%	
	7213.50	8	Other, containing by mass 0,6 per cent or more of carbon	kg	5%	
			Other bars and rods of iron or non-alloy steel, not further worked than forged, hot-rolled, hot-drawn or hot-extruded, but including those twisted after rolling:			
	7214.10	3	Forged	kg	10%	
	7214.20	8	Containing indentations, ribs, grooves or other deformations produced during the rolling process or twisted after rolling	kg	5%	
	7214.30	2	Of free-cutting steel	kg	5%	
	7214.40	7	Other, containing by mass less than 0,25 per cent of carbon	kg	5%	
	7214.50	1	Other, containing by mass 0,25 per cent or more but less than 0,6 per cent of carbon	kg	5%	
72.15	7214.60	6	Other, containing by mass 0,6 per cent or more of carbon	kg	5%	
			Other bars and rods of iron or non-alloy steel:			
	7215.10	7	Of free-cutting steel, not further worked than cold-formed or cold-finished	kg	5%	
	7215.20	1	Other, not further worked than cold-formed or cold-finished, containing by mass less than 0,25 per cent of carbon	kg	5%	
	7215.30	6	Other, not further worked than cold-formed or cold-finished, containing by mass 0,25 per cent or more but less than 0,6 per cent of carbon	kg	5%	
	7215.40	0	Other, not further worked than cold-formed or cold-finished, containing by mass 0,6 per cent or more of carbon	kg	5%	
	7215.90	3	Other	kg	5%	
			Angles, shapes and sections of iron or non-alloy steel:			
	7216.10	0	U, I or H sections, not further worked than hot-rolled, hot-drawn or extruded, of a height of less than 80 mm	kg	5%	
	7216.2		L or T sections, not further worked than hot-rolled, hot-drawn or extruded, of a height of less than 80 mm:			
72.16	7216.21	1	L sections	kg	5%	
	7216.22	8	T sections	kg	5%	
	7216.3		U, I or H sections, not further worked than hot-rolled, hot-drawn or extruded, of a height of 80 mm or more:			
	7216.31	6	U sections	kg	5%	
	7216.32	2	I sections	kg	5%	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
72.17	7216.33	9	H sections	kg	5%	
	7216.40	4	L or T sections, not further worked than hot-rolled, hot-drawn or extruded, of a height of 80 mm or more	kg	5%	
	7216.50	9	Other angles, shapes and sections, not further worked than hot-rolled, hot-drawn or extruded	kg	5%	
	7216.60	3	Angles, shapes and sections, not further worked than cold-formed or cold-finished	kg	5%	
	7216.90	7	Other	kg	5%	
			Wire of iron or non-alloy steel:			
	7217.1		Containing by mass less than 0,25 per cent of carbon:			
	7217.11	0	Not plated or coated, whether or not polished	kg	5%	
	7217.12	7	Plated or coated with zinc	kg	5%	
	7217.13	3	Plated or coated, with other base metals	kg	5%	
	7217.19	1	Other	kg	5%	
	7217.2		Containing by mass 0,25 per cent or more but less than 0,6 per cent of carbon:			
	7217.21	5	Not plated or coated, whether or not polished	kg	5%	
	7217.22	1	Plated or coated with zinc	kg	5%	
	7217.23	8	Plated or coated with other base metals	kg	5%	
	7217.29	6	Other	kg	5%	
	7217.3		Containing by mass 0,6 per cent or more of carbon:			
	7217.31	9	Not plated or coated, whether or not polished	kg	15%	
	7217.32	6	Plated or coated with zinc	kg	15%	
	7217.33	2	Plated or coated with other base metals	kg	5%	
	7217.39	0	Other	kg	5%	
72.18			Sub-chapter III Stainless steel			
			Stainless steel in ingots or other primary forms; semi-finished products of stainless steel:			
	7218.10	8	Ingots and other primary forms	kg	20%	
	7218.90		Other:			
	.10	1	Of rectangular (including square) cross-section, the width measuring less than twice the thickness	kg	20%	
	.20	9	Other, of rectangular (excluding square) cross-section	kg	20%	
	.30	6	Other, roughly shaped by forging	kg	10%	
	.90	3	Other	kg	20%	
72.19			Flat-rolled products of stainless steel, of a width of 600 mm or more:			
	7219.1		Not further worked than hot-rolled, in coils:			
	7219.11	8	Of a thickness exceeding 10 mm	kg	10%	
	7219.12	4	Of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	10%	
	7219.13	0	Of a thickness of 3 mm or more but less than 4,75 mm	kg	10%	
	7219.14	7	Of a thickness of less than 3 mm	kg	10%	
	7219.2		Not further worked than hot-rolled, not in coils:			
	7219.21	2	Of a thickness exceeding 10 mm	kg	10%	
	7219.22	9	Of a thickness of 4,75 mm or more but not exceeding 10 mm	kg	10%	
	7219.23	5	Of a thickness of 3 mm or more but less than 4,75 mm	kg	10%	
	7219.24	1	Of a thickness of less than 3 mm	kg	10%	
	7219.3		Not further worked than cold-rolled (cold-reduced):			
	7219.31	7	Of a thickness of 4,75 mm or more	kg	10%	
	7219.32	3	Of a thickness of 3 mm or more but less than 4,75 mm	kg	10%	
	7219.33	7	Of a thickness exceeding 1 mm but less than 3 mm	kg	10%	
	7219.34	6	Of a thickness of 0,5 mm or more but not exceeding 1 mm	kg	10%	
	7219.35	2	Of a thickness less than 0,5 mm	kg	10%	
	7219.90	8	Other	kg	10%	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
72.20			Flat-rolled products of stainless steel, of a width of less than 600 mm:			
	7220.1		Not further worked than hot-rolled:			
	7220.11	8	Of a thickness of 4,75 mm or more	kg	10%	
	7220.12	4	Of a thickness of less than 4,75 mm	kg	10%	
	7220.20	6	Not further worked than cold-rolled (cold-reduced)	kg	10%	
	7220.90	8	Other	kg	10%	
72.21	7221.00	0	Bars and rods, hot-rolled, in irregularly wound coils, of stainless steel	kg	free	
72.22			Other bars and rods of stainless steel; angles, shapes and sections of stainless steel:			
	7222.10	9	Bars and rods, not further worked than hot-rolled, hot-drawn or extruded	kg	free	
	7222.20	3	Bars and rods, not further worked than cold-formed or cold-finished	kg	free	
	7222.30	8	Other bars and rods	kg	free	
	7222.40	2	Angles, shapes and sections	kg	free	
72.23	7223.00	8	Wire of stainless steel	kg	free	
Sub-chapter IV						
Other alloy steel; hollow drill bars and rods, of alloy or non-alloy steel						
72.24			Other alloy steel in ingots or other primary forms; semi-finished products of other alloy steel:			
	7224.10	6	Ingots and other primary forms	kg	15%	
	7224.90	2	Other	kg	15%	
72.25			Flat-rolled products of other alloy steel, of a width of 600 mm or more:			
	7225.10	1	Of silicon-electrical steel	kg	free	
	7225.20	4	Of high speed steel	kg	free	
	7225.30	9	Other, not further worked than hot-rolled, in coils	kg	5%	
	7225.40		Other, not further worked than hot-rolled, not in coils:			
	.10	0	Of a thickness of less than 3 mm	kg	15%	
	.90	9	Other:	kg	5%	
	7225.50	8	Other, not further worked than cold-rolled (cold-reduced)	kg	5% or 59,6c/kg less 95%	
	7225.90		Other			
	.20	0	Plated, coated or clad with lead	kg	free	
	.30	8	Electrolitically plated or coated with zinc	kg	5% or 115c/kg less 95%	
	.40	5	Otherwise plated, coated or clad with zinc	kg	5% or 89,4c/kg less 95%	
	.60	5	Plated, coated or clad with aluminium	kg	free	
	.90	1	Other	kg	5%	
72.26			Flat-rolled products of other alloy steel, of a width of less than 600 mm:			
	7226.10	3	Of silicon-electrical steel	kg	free	
	7226.20	8	Of high speed steel	kg	free	
	7227.9		Other:			
	7226.91	6	Not further worked than not-rolled	kg	5%	
	7226.92		Not further worked than cold-rolled (cold-reduced):			
	.10	5	Of a thickness not less than 3 mm	kg	5% or 120c/kg less 95%	
	.90	8	Other	kg	5% or 59,6c/kg less 95%	
	7226.99		Other:			
	.10	4	Plated, coated or clad with tin	kg	5%	
	.30	9	Plated or coated with zinc	kg	5% or 89,4c/kg less 95%	
	.50	3	Plated, coated or clad with chromium or chromium and chromium oxides	kg	5%	
	.90	2	Other	kg	free	

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
72.27			Bars and rods, hot-rolled, in irregularly wound coils, of other alloy steel:			
	7227.10	7	Of high speed steel	kg	5%	
	7227.20	1	Of silico-manganese steel	kg	5%	
	7227.90	3	Other	kg	5%	
72.28			Other bars and rods of other alloy steel; angles, shapes and sections, of other steel; hollow drill bars and rods, of alloy or non-alloy steel:			
	7228.10		Bars and rods, of high speed steel:			
	.20	5	Forged	kg	10%	
	.90	6	Other	kg	5%	
	7228.20		Bars and rods, of silico-manganese steel:			
	.20	8	Forged	kg	10%	
	.90		Other	kg	5%	
	7228.30		Other bars and rods, not further worked than hot-rolled, hot-drawn or extruded:			
	.10	7	Of circular cross-section measuring less than 14 mm in diameter	kg	5%	
	.20	4	Other, of lead-bearing free cutting steel, not in coils	kg	5%	
	.90	5	Other	kg	10%	
	7228.40	4	Other bars and rods, not further worked than forged	kg	10%	
	7228.50	9	Other bars and rods, not further worked than cold-formed or cold-finished	kg	5%	
	7228.60	3	Other bars and rods	kg	5%	
	7228.70	8	Angles, shapes and sections	kg	5%	
	7228.80	2	Hollow drill bars and rods	kg	5%	
72.29			Wire of other alloy steel:			
	7229.10	4	Of high speed steel	kg	5%	
	7229.20	9	Of silico-manganese steel	kg	5%	
	7229.90	0	Other	kg	5%''	
73.01 and 73.02 "73.01"			By the substitution for headings Nos. 73.01 and 73.02 of the following: Sheet piling of iron or steel, whether or not drilled, punched or made from assembled elements: welded angles, shapes and section, of iron or steel:			
	7301.10	1	Sheet piling	kg	5%	
	7301.20	6	Angles, shapes and sections	kg	20%	
73.02			Railway or tramway track construction material of iron or steel, the following: Rails, check-rails and rack rails, switch blades, crossing frogs, point rods and other crossing pieces, sleepers (cross-ties), fish-plates, chairs, chair wedges, sole plates (base plates), rail clips, bedplates, ties and other material specialized for jointing of fixing rails:			
	7302.10	5	Rails	kg	5%	
	7302.20	3	Sleepers (cross-ties)	kg	5%	
	7302.30	4	Switch blades, crossing frogs, point rods and other crossing pieces	kg	5%	
	7302.40	9	Fish-plates and sole plates	kg	5%	
	7302.90	1	Other	kg	5%''	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.01 "72.01"			Deur pos No. 72.01 deur die volgende te vervang: Ru-yster en spieëlyster in gietelinge, blokke of ander primêre vorms:			
	7201.10	5	Nie-legeringru-yster wat volgens massa meer as 0,5 persent fosfor bevat	kg	5%	
	7201.20	4	Nie-legeringru-yster wat volgens massa meer as 0,5 persent fosfor bevat	kg	5%	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.03 "72.03	7201.30	9	Legeringru-yster	kg	5%	
	7201.40	3	Spieëlyster	kg	5%"	
			Deur pos No. 72.03 deur die volgende te vervang: Ysterprodukte direk deur die reduksie van ystererts verkry en ander sponsysterprodukte, in stukke, pille of dergelike vorms; yster met 'n suiwerheid van minstens 99,94 persent volgens massa, in stukke, pille of dergelike vorms:			
	7203.10	7	Ysterprodukte direk deur die reduksie van ystererts verkry	kg	5%	
Subhoofstukke II, III en IV	7203.90	3	Ander	kg	5%"	
			Deur Sub-hoofstukke II, III en IV deur die volgende te vervang:			
			"Sub-hoofstuk II Yster en nie-legeringstaal			
72.06			Yster en nie-legeringstaal in gietblokke of ander primêre vorms (uitgesonderd yster van pos No. 72.03):			
	7206.10	8	Gietblokke	kg	10%	
	7206.90	4	Ander	kg	10%	
72.07			Halfafgewerkte produkte van yster of nie-legeringstaal:			
	7207.1		Wat, volgens massa, minder as 0,25 persent koolstof bevat:			
	7207.11	8	Met 'n reghoekige (met inbegrip van vierkantige) dwarsdeursnee, waarvan die wydte 'n afmeting van minder as tweekeer die dikte het	kg	15%	
	7207.12	4	Ander, met 'n reghoekige (uitgesonderd vierkantige) dwarsdeursnee	kg	15%	
	7207.19	9	Ander	kg	15%	
	7207.20	6	Wat volgens massa, minstens 0,25 persent koolstof bevat	kg	15%	
72.08			Gewalste platprodukte van yster of nie-legeringstaal, met 'n wydte van minstens 600 mm, warmgewals, nie bedek, geplateer of bestryk nie:			
	7208.1		In rolle, nie verder bewerk as warmgewals nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa:			
	7208.11	1	Met 'n dikte van meer as 10 mm	kg	5%	
	7208.12	8	Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	5%	
	7208.13	4	Met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	5%	
	7208.14	0	Met 'n dikte van minder as 3 mm	kg	5%	
	7208.2		Ander, in rolle, nie verder bewerk as warmgewals nie:			
	7208.21	6	Met 'n dikte van meer as 10 mm	kg	5%	
	7208.22	2	Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	5%	
	7208.23	9	Met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	5%	
	7208.24	5	Met 'n dikte van minder as 3 mm	kg	5%	
	7208.3		Nie in rolle nie, nie verder bewerk as warmgewals nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa;			
	7208.31	0	Op vier kante of in 'n geslote kaswalsery gewals, met 'n wydte van hoogstens 1 250 mm en met 'n dikte van minstens 4 mm, sonder verhewe patrone	kg	5%	
	7208.32	7	Ander, met 'n dikte van meer as 10 mm	kg	5%	
	7208.33	3	Ander, met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	5%	
	7208.34	8	Ander, met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	5%	
	7208.35	6	Ander, met 'n dikte van minder as 3 mm	kg	5%	
	7208.4		Ander, nie in rolle nie, nie verder bewerk as warmgewals nie:			
	7208.41	5	Op vier kante of in 'n geslote kaswalsery gewals, met 'n wydte van hoogstens 1 250 mm en met 'n dikte van minstens 4 mm, sonder verhewe patrone			
	7208.42	1	Ander, met 'n dikte van meer as 10 mm	kg	5%	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.09	7208.43	8	Ander, met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	5%	
	7208.44	4	Ander, met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	5%	
	7208.45	0	Ander, met 'n dikte van minder as 3 mm	kg	5%	
	7208.90	1	Ander	kg	5%	
			Platgewalste produkte van yster of nie-legeringstaal, met 'n wydte van minstens 600 mm, koudgewals (koudvervorm), nie bedek, geplateer of bestryk nie:			
	7209.1		In rolle, nie verder bewerk as koudgewals (koudvervorm) nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa:			
	7209.11	5	Met 'n dikte van minstens 3 mm	kg	5% of 167c/kg min 95%	
	7209.12	1	Met 'n dikte van meer as 1 mm maar minder as 3 mm	kg	5% of 167c/kg min 95%	
	7209.13	8	Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm	kg	5% of 167c/kg min 95%	
	7209.14	4	Met 'n dikte van minder as 0,5 mm	kg	5% of 167c/kg min 95%	
	7209.2		Ander, in rolle, nie verder bewerk as koudgewals (koudvervorm) nie:			
	7209.21	9	Met 'n dikte van minstens 3 mm	kg	5% of 167c/kg min 95%	
	7209.22	6	Met 'n dikte van meer as 1 mm maar minder as 3 mm	kg	5% of 167c/kg min 95%	
	7209.23	2	Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm	kg	5% of 167c/kg min 95%	
	7209.24	9	Met 'n dikte van minder as 0,5 mm	kg	5% of 167c/kg min 95%	
	7209.3		Nie in rolle nie, nie verder bewerk as koudgewals (koudvervorm) nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa:			
	7209.31	4	Met 'n dikte van minstens 3 mm	kg	5% of 167c/kg min 95%	
	7209.32	0	Met 'n dikte van meer as 1 mm maar minder as 3 mm	kg	5% of 167c/kg min 95%	
	7209.33	7	Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm	kg	5% of 167c/kg min 95%	
	7209.34	3	Met 'n dikte van minder as 0,5 mm	kg	5% of 167c/kg min 95%	
	7209.4		Ander, nie in rolle nie, verder bewerk as koudgewals (koudvervorm) nie:			
	7209.41	9	Met 'n dikte van minstens 3 mm	kg	5% of 167c/kg min 95%	
	7209.42	5	Met 'n dikte van meer as 1 mm maar minder as 3 mm	kg	5% of 167c/kg min 95%	
	7209.43	1	Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm	kg	5% of 167c/kg min 95%	
	7209.44	8	Met 'n dikte van minder as 0,5 mm	kg	5% of 167c/kg min 95%	
	7209.90	5	Ander	kg	5% of 167c/kg min 95%	
72.10			Platgewalste produkte van yster of nie-legeringstaal, met 'n wydte van minstens 600 mm, bedek, geplateer of bestryk:			
	7210.1		Met tin geplateer of bestryk:			
	7210.11	5	Met 'n dikte van minstens 0,5 mm	kg	vry	
	7210.12	1	Met 'n dikte van minder as 0,5 mm	kg	5%	
	7210.20	3	Met lood geplateer of bestryk, met inbegrip van verlode plaat	kg	vry	
	7210.3		Elektrolites met sink geplateer of bestryk:			
	7210.32	4	Van staal met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa	kg	5% of 89,4c/kg min 95%	
	7210.39	5	Ander	kg	5% of 89,4c/kg min 95%	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.11	7210.4		Andersins met sink geplateer of bestryk:			
	7210.41	9	Gegolf	kg	5% of 194,5c/kg min 95%	
	7210.49	0	Ander	kg	5% of 194,5c/kg min 95%	
	7210.50	7	Met chroomoksiede of met chroom en chroomoksiede geplateer of bestryk	kg	vry	
	7210.60	1	Met aluminium geplateer of bestryk	kg	5%	
	7210.70	6	Geverf, vernis of bestryk met plastieke	kg	vry	
	7210.90	5	Ander	kg	5%	
			Platgewalste produkte van yster of nie-legeringstaal met 'n wydte van minder as 600 mm, nie bedek, geplateer of bestryk nie:			
	7211.1		Nie verder bewerk as warmgewals nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa:			
	7211.11	9	Op vier kante of in 'n geslote kaswalsery gewals, met 'n wydte van meer as 150 mm en met 'n dikte van minstens 4 mm, nie in rolle nie en sonder verhewe patrone	kg	5%	
	7211.12	5	Ander, met 'n dikte van minstens 4,75 mm	kg	5%	
	7211.19	1	Ander	kg	5%	
	7211.2		Ander, nie verder bewerk as warmgewals nie:			
	7211.21	3	Op vier kante of in 'n geslote kaswalsery gewals, met 'n wydte van meer as 150 mm en met 'n dikte van minstens 4 mm, nie in rolle nie en sonder verhewe patrone	kg	5%	
	7211.22	3	Ander, met 'n dikte van minstens 4,75 mm	kg	5%	
	7211.29	4	Ander	kg	5%	
	7211.30	1	Nie verder bewerk as koudgewals (koudervorm) nie, met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa		kg	5% of 70,6c/kg min 95%
	7211.4		Ander, nie bewerk as koudgewals (koudervorm) nie:			
	7211.41	2	Wat volgens massa, minder as 0,25 persent koolstof bevat		kg	5% of 70,6c/kg min 95%
	7211.49	3	Ander		kg	5% of 70,6c/kg min 95%
	7211.90	9	Ander		kg	5% of 89,4c/kg min 95%
72.12			Platgewalste produkte van yster of nie-legeringstaal, met 'n wydte van minder as 600 mm, bedek, geplateer of bestryk:			
	7212.10		Met tin geplateer of bestryk:			
	.10	3	Met 'n dikte van minstens 0,5 mm		kg	vry
	.20	0	Met 'n dikte van minder as 0,5 mm		kg	5%
	7212.2		Elektronies met sink geplateer of bestryk:			
	7212.21	7	Van staal met 'n dikte van minder as 3 mm en met 'n minimum strekgrens van 275 MPa of met 'n dikte van minstens 3 mm en met 'n minimum strekgrens van 355 MPa		kg	5% of 89,4c/kg min 95%
	7212.29	8	Ander		kg	5% of 89,4c/kg min 95%
	7212.30	5	Andersins met sink geplateer of bestryk		kg	5% of 194,5c/kg min 95%
	7212.40	2	Geverf, vernis of bestryk met plastieke		kg	5%
	7212.50		Andersins geplateer of bestryk:			
	.05	5	Bedruk, gelitografeer of gebosseleer		kg	15%
	.90	9	Ander		kg	vry
72.13	7212.60	9	Bedek		kg	vry
			Stawe en stange, warmgewals, in onreëlmatige gehaspelde rolle, van yster of nie-legeringstaal:			
	7213.10	3	Wat inkepings, ribbe, gleuwe of ander deformasies bevat wat gedurende die walsproses verkry is		kg	5%
	7213.20	4	Van vrysnystaal		kg	5%

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.14	7213.3		Ander, wat, volgens massa, minder as 0,25 persent koolstof bevat:			
	7213.31	5	Met 'n sirkelvormige dwarsdeursnee met 'n afmeting van minder as 14 mm in deursnee	kg	5%	
	7213.39	6	Ander	kg	5%	
	7213.4		Ander, wat, volgens massa, minstens 0,25 persent maar minder as 0,6 persent koolstof bevat:			
	7213.41	1	Met 'n sirkelvormige dwarsdeursnee met 'n afmeting van minder as 14 mm in deursnee	kg	5%	
	7213.49	0	Ander	kg	5%	
	7213.50	8	Ander, wat, volgens massa, minstens 0,6 persent koolstof bevat	kg	5%	
			Ander stawe en stange van yster of nie-legeringstaal, nie verder bewerk as gesmee, warmgewals, warmgetrek of warmgepers nie, maar met inbegrip van dié na walsing gedraai:			
	7214.10	3	Gesmee	kg	10%	
	7214.20	8	Wat inkepings, ribbe, gleuwe of ander deformasies bevat wat gedurende die walsproses verkry of na walsing gedraai is	kg	5%	
	7214.30	2	Van vrysnystaal	kg	5%	
	7214.40	7	Ander, wat, volgens massa, minder as 0,25 persent koolstof bevat	kg	5%	
	7214.50	1	Ander, wat, volgens massa, minstens 0,25 persent maar minder as 0,6 persent koolstof bevat	kg	5%	
	7214.60	6	Ander, wat, volgens massa, minstens 0,6 persent koolstof bevat	kg	5%	
72.15			Ander stawe en stange van yster of nie-legeringstaal:			
	7215.10	7	Van vrysnystaal, nie verder bewerk as koudgevorm of koudafgewerk nie	kg	5%	
	7215.20	1	Ander, nie verder bewerk as koudgevorm of koudafgewerk nie, wat, volgens massa, minder as 0,25 persent koolstof bevat	kg	5%	
	7215.30	6	Ander, nie verder bewerk as koudgevorm of koudafgewerk nie, wat, volgens massa, minstens 0,25 persent maar minder as 0,6 persent koolstof bevat	kg	5%	
	7215.40	0	Ander, nie verder bewerk as koudgevorm of koudafgewerk nie, wat, volgens massa, minstens 0,6 persent koolstof bevat	kg	5%	
	7215.90	3	Ander	kg	5%	
72.16			Hoeke, vorms en profile van yster of nie-legeringstaal:			
	7216.10	0	U-, I- of H-profile, nie verder bewerk as warmgewals, warmgetrek of gepers nie, met 'n hoogte van minder as 80 mm	kg	5%	
	7216.2		L- of T-profile, nie verder bewerk as warmgewals, warmgetrek of gepers nie, met 'n hoogte van minder as 80 mm:			
	7216.21	1	L-profile	kg	5%	
	7216.22	8	T-profile	kg	5%	
	7216.3		U-, I- of H-profile, nie verder bewerk as warmgewals, warmgetrek of gepers nie, met 'n hoogte van minstens 80 mm:			
	7216.31	6	U-profile	kg	5%	
	7216.32	2	I-profile	kg	5%	
	7216.33	9	H-profile	kg	5%	
	7216.40	4	L- of T-profile, nie verder bewerk as warmgewals, warmgetrek of gepers nie, met 'n hoogte van minstens 80 mm	kg	5%	
	7216.50	9	Ander hoeke, vorms en profile, nie verder bewerk as warmgewals, warmgetrek of gepers nie	kg	5%	
	7216.60	3	Hoeke, vorms en profile, nie verder bewerk as koudgevorm of koudafgewerk nie	kg	5%	
	7216.90	7	Ander	kg	5%	
72.17			Draad van yster of nie-legeringstaal:			
	7217.1		Wat, volgens massa, minder as 0,25 persent koolstof bevat:			
	7217.11	0	Nie geplateer of bestryk nie, hetsy gepoleer al dan nie	kg	5%	
	7217.12	7	Met sink geplateer of bestryk	kg	5%	
	7217.13	3	Met ander onedelmetale geplateer of bestryk	kg	5%	
	7217.19	1	Ander	kg	5%	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.18	7217.2		Wat, volgens massa, minstens 0,25 persent maar minder as 0,6 persent koolstof bevat:			
	7217.21	5	Nie geplateer of bestryk nie, hetsy gepoleer al dan nie	kg	5%	
	7217.22	1	Met sink geplateer of bestryk	kg	5%	
	7217.23	8	Met ander onedelmetale geplateer of bestryk	kg	5%	
	7217.29	6	Ander	kg	5%	
	7217.3		Wat, volgens massa, minstens 0,6 persent koolstof bevat:			
	7217.31	9	Nie geplateer of bestryk nie, hetsy gepoleer al dan nie	kg	5%	
	7217.32	6	Met sink geplateer of bestryk	kg	5%	
	7217.33	2	Met ander onedelmetale geplateer of bestryk	kg	5%	
	7217.39	0	Ander	kg	5%	
	Sub-hoofstuk III					
	Vlekvrye staal					
			Vlekvrye staal in gietblokke of ander primêre vorms; halfafgewerkte produkte van vlekvrre staal:			
	7218.10	8	Gietblokke en ander primêre vorms	kg	20%	
	7218.90		Ander:			
	.10	1	Met 'n reghoekige (met inbegrip van vierkantige) dwarsdeursnee, waarvan die wydte 'n afmeting van minder as tweekeer die dikte het	kg	20%	
	.20	9	Ander, met 'n reghoekige (uitsluitend vierkantige) dwarsdeursnee	kg	20%	
	.30	6	Ander, ru-gevorm deur smeeding	kg	20%	
	.90	3	Ander	kg	20%	
	72.19		Platgewalste produkte van vlekvrre staal, met 'n wydte van minstens 600 mm:			
	7219.1		Nie verder bewerk as warmgewals nie, in rolle:			
	7219.11	8	Met 'n dikte van meer as 10 mm	kg	10%	
	7219.12	4	Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	10%	
	7219.13	0	Met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	10%	
	7219.14	7	Met 'n dikte van minder as 3 mm	kg	10%	
	7219.2		Nie verder bewerk as warmgewals nie, nie in rolle nie:			
	7219.21	2	Met 'n dikte van meer as 10 mm	kg	10%	
	7219.22	9	Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm	kg	10%	
	7219.23	5	Met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	10%	
	7219.24	1	Met 'n dikte van minder as 3 mm	kg	10%	
	7219.3		Nie verder bewerk as koudgewals (koudvervorm):			
	7219.31	7	Met 'n dikte van minstens 4,75 mm	kg	10%	
	7219.32	3	Met 'n dikte van minstens 3 mm maar minder as 4,75 mm	kg	10%	
	7219.33	7	Met 'n dikte van minstens 1 mm maar minder as 3 mm	kg	10%	
	7219.34	6	Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm	kg	10%	
	7219.35	2	Met 'n dikte van minder as 0,5 mm	kg	10%	
	7219.90	8	Ander	kg	10%	
72.20			Platgewalste produkte van vlekvrre staal, met 'n wydte van minstens 600 mm:			
	7220.1		Nie verder bewerk as warmgewals:			
	7220.11	8	Met 'n dikte van minstens 4,75 mm	kg	10%	
	7220.12	4	Met 'n dikte van minder as 4,75 mm	kg	10%	
	7220.20	6	Nie verder bewerk as koudgewals (koudvervorm)	kg	10%	
	7220.90	8	Ander	kg	10%	
72.21	7221.00	0	Stawe en stange, warmgewals, in onreëlmatige gehaspelde rolle, van vlekvrre staal	kg	vry	
72.22			Ander stawe en stange van vlekvrre staal; hoeke, vorms en profile van vlekvrre staal:			
	7222.10	9	Stawe en stange, nie verder bewerk as warmgewals, warmgetrokke of uitgedruk	kg	vry	
	7222.20	3	Stawe en stange, nie verder bewerk as koudgevorm of koudafgewerk nie	kg	vry	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
72.23	7222.30	8	Ander stawe en stange	kg	vry	
	7222.40	2	Hoeke, vorms en profiele	kg	vry	
	7223.00	8	Draad van vlekvrye staal	kg	vry	
Sub-hoofstuk IV						
Ander legeringstaal; hol boorstawe en stange, van legering- of nie-legeringstaal						
72.24			Ander legeringstaal in gietblokke of ander primêre vorms, half-afgewerkte produkte van ander legeringstaal:			
	7224.10	6	Gietblokke en ander primêre vorms	kg	15%	
72.25	7224.90	2	Ander	kg	15%	
			Platgewalste produkte van ander legeringstaal, met 'n wydte van minstens 600 mm:			
	7225.10	1	Van silikon elektriese staal	kg	vry	
	7225.20	4	Van hoëspoedstaal	kg	vry	
	7225.30	9	Ander, nie verder bewerk as warmgewals nie, in rolle	kg	5%	
	7225.40		Ander, nie verder bewerk as warmgewals nie, nie in rolle nie:			
	.10	0	Met 'n dikte van minder as 3 mm	kg	15%	
	.90	9	Ander	kg	5%	
	7225.50	8	Ander, nie verder bewerk as koudgewals (koudervorm) nie	kg	5% of 59,6c/kg min 95%	
	7225.90		Ander:			
	.20	0	Met lood geplatee, bestryk of bedek	kg	vry	
	.30	8	Elektronies met sink geplatee of bestryk	kg	5% of 115c/kg min 95%	
	.40	5	Andersins met sink geplatee of bestryk	kg	5% of 89,4c/kg min 95%	
	.60	5	Met aluminium geplatee, bestryk of bedek	kg	vry	
72.26	.90	1	Ander	kg	5%	
			Platgewalste produkte van ander legeringstaal, met 'n wydte van minder as 600 mm:			
	7226.10	3	Van silikon elektriese staal	kg	vry	
	7226.20	8	Van hoëspoedstaal	kg	vry	
	7227.9		Ander:			
	7226.91	6	Nie verder bewerk as warmgewals nie	kg	5%	
	7226.92		Nie verder bewerk as koudgewals (koudervorm) nie:			
	.10	5	Met 'n dikte van nie minder as 3 mm	kg	5% of 120c/kg min 95%	
	.90	8	Ander	kg	5% of 59,6c/kg min 95%	
	7226.99		Ander:			
	.10	4	Met tin geplatee, bestryk of bedek	kg	5%	
	.30	9	Met sink geplatee of bestryk	kg	5% of 89,4c/kg min 95%	
	.50	3	Met chroom en chroomoksiede geplatee, bestryk of bedek	kg	5%	
72.27	.90	2	Ander	kg	vry	
			Stawe en stange, warmgewals, in onreëlmatige gehaspelde rolle, van ander legeringstaal:			
	7227.10	7	Van hoëspoedstaal	kg	5%	
	7227.20	1	Van silikon-mangaanstaal	kg	5%	
72.28	7227.90	3	Ander	kg	5%	
			Ander stawe en stange van ander legeringstaal-hoeke, vorms en profiele, van ander legeringstaal; hol boorstawe en -stange, van legering- of nie-legeringstaal:			
	7228.10		Stawe en stange, van hoëspoedstaal:			
	.20	5	Gesmee	kg	10%	
	.90	6	Ander	kg	5%	
	7228.20		Stawe en stange, van silikon-mangaanstaal:			
	.20	8	Gesmee	kg	10%	
	.90		Ander	kg	5%	

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
	7228.30		Ander stawe en stange, nie verder bewerk as warmgewals, warmgetrokke of uitgedrewe:			
	.10	7	Met 'n sirkelvormige dwarsdeursnee met 'n afmeting van minder as 14 mm in deursnee	kg	5%	
	.20	4	Ander, van loodhoudende vrysnystaal, nie in rolle nie	kg	5%	
	.90	5	Ander	kg	10%	
	7228.40	4	Ander stawe en stange, nie verder bewerk as gesmee nie	kg	10%	
	7228.50	9	Ander stawe en stange, nie verder bewerk as koudgevorm of koudafgewerk nie	kg	5%	
	7228.60	3	Ander stawe en stange	kg	5%	
	7228.70	8	Hoeke, vorms en profiele	kg	5%	
	7228.80	2	Hol boorstawe en -stange	kg	5%	
72.29			Draad van ander legeringstaal:			
	7229.10	4	Van hoëspoedstaal	kg	5%	
	7229.20	9	Van silikon-mangaanstaal	kg	5%	
	7229.90	0	Ander	kg	5%"	
73.01 en 73.02 "73.01			Deur poste Nos. 73.01 en 73.02 deur die volgende te vervang:			
			Plaatheiwark van yster of staal, hetsy geboor, gepons of van gemonteerde elemente gemaak al dan nie; gesweisde boeke, vorms en profiele, van yster of staal:			
	7301.10	1	Plaatheiwark	kg	5%	
	7301.20	6	Hoeke, vorms en profiele	kg	20%	
73.02			Trein- of treinspoorbaanaanlegmateriaal van yster of staal, die volgende: spoorstawe, keerspoorstawe en tandspoorstawe, wisseltange, puntstukke, wisseltange en ander kruisstukke dwarslêers, lasplate, spoorstaafstoele, spoorstaafwigge, voetstukplate (grondplate), spoorstaafklempate, bodemplate, ankers en ander gespesialiseerde materiaal om spoorstawe mee te las of te bevestig:			
	7302.10	5	Spoorstawe	kg	5%	
	7302.20	3	Dwarslêers	kg	5%	
	7302.30	4	Wisseltonge, puntstukke, wisseltange en ander kruisstukke	kg	5%	
	7302.40	9	Lasplate en voetstukplate	kg	5%	
	7302.90	1	Ander	kg	5%"	

No. R. 2224

23 December 1994

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/4/162)

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule No. 1 to the said Act is hereby amended, with retrospective effect to 28 January 1994, to the extent set out in the Schedule hereto.

C. F. LIEBENBERG,
Minister of Finance.

No. R. 2224

23 Desember 1994

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/4/162)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae No. 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 28 Januarie 1994, in die mate in die Bylae hiervan aangetoon.

C. F. LIEBENBERG,
Minister van Finansies.

SCHEDULE

(i) From 28 January 1994 to 22 June 1994:

I			II	III	Annotations
Surcharge Item	Tariff Heading	Surcharge Code	Description	Rate of Surcharge	
177.00		"02.00	By the substitution of surcharge code 02.00 to tariff heading No. 87.00 of the following: Goods of headings and subheadings Nos. 87.01 (excluding subheading No. 8701.90), 87.02, 8703.21.25, 8703.22.25, 8703.23.25, 8703.24.25, 8703.31.25, 8703.31.50, 8703.32.25, 8703.32.50, 8703.33.25, 8703.33.50, 8703.39.25, 87.90.50, 87.04, 87.05, 87.06, 87.07, 87.08 (excluding subheadings Nos. 8708.31.30, 8708.39.50, 8708.40.10, 8708.50.30 and 8708.70.10), 87.09, 87.10, 8716.3, 8716.40, 8716.80.10, 8716.80.90 and 8716.90	5%"	

(ii) With effect from 23 June 1994:

I		II		III	Annotations
Surcharge Item	Tariff Heading	Surcharge Code	Description	Rate of Surcharge	
177.00			By the deletion of surcharge code 02.00 to tariff heading No. 87.00.		

BYLAE

I		II		III	Annotations
Bobelastingitem	Tariefpos	Bobelastingkode	Beskrywing	Skaal van Bobelasting	
177.00		"02.00	Deur bobelastingkode 02.00 by tariefpos No. 87.00 deur die volgende te vervang: Goedere van poste en subposte Nos. 87.01 (uitgesonderd subpos No. 8701.90), 87.02, 8703.21.25, 8703.22.25, 8703.23.25, 8703.24.25, 8703.31.25, 8703.31.50, 8703.32.25, 8703.32.50, 8703.33.25, 8703.33.50, 8703.90.25, 8703.90.50, 87.04, 87.05, 87.06, 87.07, 87.08 (uitgesonderd subposte Nos. 8708.31.30, 8708.39.50, 8708.40.10, 8708.50.30 en 8708.70.10), 87.09, 87.10, 8716.3, 8716.40, 8716.80.10, 8716.80.90 en 8716.90	5%"	

(ii) Vanaf 23 Junie 1994:

I		II		III	Annotations
Bobelastingitem	Tariefpos	Bobelastingkode	Beskrywing	Skaal van Bobelasting	
177.00			Deur bobelastingkode 02.00 by tariefpos No. 87.00 te skrap.		

No. R. 2225

23 December 1994

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/276)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

C. F. LIEBENBERG,

Minister of Finance.

No. R. 2225

23 Desember 1994

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/276)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

C. F. LIEBENBERG,

Minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.	Description		
314.01 315.01	"72.02 7302.10	01.04 01.06	44	By the deletion of tariff heading No. 72.00.	Full duty Full duty less the greater of 5% or 4c/kg Full duty"	
			66	By the substitution for tariff headings Nos. 72.02, 72.25, 72.26 and 7302.10 of the following: Ferro-alloys (excluding ferro-vanadium)		
		02.06	60	Rails, of iron or steel, entered on or before 31 March 1995, in such quantities and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit issued on or before 31 March 1995, for further processing Rails, of iron or steel, entered on or before 31 March 1995, in such quantities and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board on Tariffs and Trade, may allow by specific permit issued on or before 31 March 1995, for the manufacture of fencing poles and reinforcing rods		
315.08				By the deletion of tariff heading Nos. 72.11, 72.14, 7214.10, 7214.60, 7215.90, 72.20, 72.22, 72.24, 7225.20, 72.26, 7226.20, 7227.10, 72.28, 7228.10, 7228.30, 7228.40, 7228.60 and 7229.10.		
315.10 316.01				By the deletion of tariff headings Nos. 72.20, 72.21 and 72.22. By the deletion of tariff heading No. 72.00. By the deletion of rebate codes 02.00 and 03.00 to tariff heading No. 72.28.		

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
316.03				By the deletion of tariff headings Nos. 72.13, 72.14 and 72.15.		
316.04				By the deletion of tariff headings Nos. 72.25 and 72.26.		
316.13				By the deletion of tariff heading No. 72.07.		
316.19				By the deletion of tariff headings Nos. 72.25, 72.26 and 7229.90.		
317.06				By the deletion of tariff headings Nos. 72.13, 72.14, 72.15, 72.16, 72.21, 72.22 and 72.27.		

BYLAE

I Korting- item	II				III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.	Beskrywing		
314.01				Deur tariefpos No. 72.00 te skrap.		
315.01				Deur tariefposte Nos. 72.02, 72.25, 72.26 en 7302.10 deur die volgende te vervang:		
	"72.02	01.04	44	Ferrolegerings (uitgesonderd ferrovanadium)	Volle reg	
	7302.10	01.06	66	Spoorstawe, van yster of staal, voor of op 31 Maart 1995 geklaar, in die hoeveelhede en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad op Tariewe en Handel, by bepaalde permit voor of op 31 Maart 1995 uitgereik, toelaat, vir verdere prosessering	Volle reg min die hoogste van 5% of 4c/kg	
		02.06	60	Spoorstawe, van yster of staal, voor of op 31 Maart 1995 geklaar, in die hoeveelhede en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad op Tariewe en Handel, by bepaalde permit voor of op 31 Maart 1995 uitgereik, toelaat, vir die vervaardiging van omheiningspale en wapeningstawe.	Volle reg"	
315.08				Deur tariefposte Nos. 72.11, 72.14, 7214.10, 7214.60, 7215.90, 72.20, 72.22, 72.24, 7225.20, 72.26, 7226.20, 7227.10, 72.28, 7228.10, 7228.30, 7228.40, 7228.60 en 7229.10 te skrap.		
315.10				Deur tariefposte Nos. 72.20, 72.21 en 72.22 te skrap.		
316.01				Deur tariefpos No. 72.00 te skrap.		
				Deur kortingkodes 02.00 en 03.00 by tariefpos No. 72.28 te skrap.		
316.03				Deur tariefposte Nos. 72.13, 72.14 en 72.15 te skrap.		
316.04				Deur tariefposte Nos. 72.25 en 72.26 te skrap.		
316.13				Deur tariefpos No. 72.07 te skrap.		
316.19				Deur tariefposte Nos. 72.25, 72.26 en 7229.90 te skrap.		
317.06				Deur tariefposte Nos. 72.13, 72.14, 72.15, 72.16, 72.21, 72.22 en 72.27 te skrap.		

No. R. 2226

23 December 1994

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 4 (No. 4/165)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.

C. F. LIEBENBERG,
Minister of Finance.

No. R. 2226

23 Desember 1994

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 4 (No. 4/165)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 4 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

C. F. LIEBENBERG,
Minister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annota- tions
	Tariff Heading	Rebate Code	C. D.	Description		
460.15				By the deletion of tariff heading No. 72.00.		

BYLAE

I Korting- item	II			III Mate van korting	Annota- sies
	Tarief pos	Korting kode	T. S.		
460.15					Deur tariefpos No. 72.00 te skrap.

DEPARTMENT OF HEALTH

No. R. 2217

23 December 1994

PHARMACY ACT, 1974
(ACT No. 53 OF 1974)

REGULATIONS RELATING TO INFORMATION TO
BE FURNISHED TO THE REGISTRAR: AMEND-
MENT

The Minister of Health has, on the recommendation of the South African Pharmacy Council, under section 49 (1) (g), read with section 49 (3), of the Pharmacy Act, 1974 (Act No. 53 of 1974), made the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 1472 of 1 August 1975, as amended by Government Notices Nos. R. 1378 of 29 June 1979, R. 1689 of 15 August 1980 and R. 1317 of 23 June 1989.

Insertion of regulation 3A in the Regulations

2. The Regulations are hereby amended by the insertion of the following regulation after regulation 3:

"3A. A pharmacist shall, within 30 days of the forwarding by the registrar of a written enquiry by registered mail requesting information which is reasonably necessary or which may be regarded as reasonably necessary for the performance or exercise of the functions or powers of the council and the registrar in terms of the Act, answer such enquiry in writing and furnish the registrar with all the necessary documentary and other proof in support of the furnished information."

DEPARTEMENT VAN GESONDHEID

No. R. 2217

23 Desember 1994

WET OP APTEKERS, 1974
(WET No. 53 VAN 1974)

REGULASIES BETREFFENDE INLIGTING WAT AAN
DIE REGISTRATEUR VERSKAF MOET WORD:
WYSIGING

Die Minister van Gesondheid het kragtens artikel 49 (1) (g), gelees met artikel 49 (3), van die Wet op Aptekers, 1974 (Wet No. 53 van 1974), op aanbeveling van die Suid-Afrikaanse Aptekersraad, die regulasies in die Bylae uitgevaardig.

BYLAE

Woordbeskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing No. R. 1472 van 1 Augustus 1975, soos gewysig by Goewermmentskennisgewings Nos. R. 1378 van 29 Junie 1979, R. 1689 van 15 Augustus 1980 en R. 1317 van 23 Junie 1989.

Invoeging van regulasie 3A in die Regulasies

2. Die Regulasies word hierby gewysig deur die volgende regulasie na regulasie 3 in te voeg:

"3A. 'n Apteker moet binne 30 dae na versending van 'n skriftelike navraag per geregistreerde pos deur die registrateur waarin inligting aangevra word wat redelikerwys nodig is of geag kan word redelikerwys nodig te wees om die raad en die registrateur se werksaamhede of bevoegdhede kragtens die Wet te kan verrig of uitoefen, sodanige navraag skriftelik beantwoord en alle nodige dokumentêre en ander bewyse ter staving van die verstrekte inligting aan die registrateur verskaf."

No. R. 2228

23 December 1994

HAZARDOUS SUBSTANCES ACT, 1973
(ACT No. 15 OF 1973)

REGULATIONS GOVERNING THE CONVEYANCE
OF HAZARDOUS SUBSTANCES BY ROAD TAN-
KER: AMENDMENT

The Minister of Health intends, in terms of section 29 (1) of the Hazardous Substances Act, 1973 (Act No. 15 of 1973), read with section 31 of the Standards Act, 1993 (Act No. 29 of 1993), to amend the regulations in the Schedule.

Interested persons are invited to submit any substantiated comments on the proposed regulations or representations they wish to make in regard thereto to

No. R. 2228

23 Desember 1994

WET OP GEVAARHOUDENDE STOWWE, 1973
(WET No. 15 VAN 1973)

REGULASIES BETREFFENDE DIE VERVOER VAN
GEVAARHOUDENDE STOWWE PER PADTENKWA:
WYSIGING

Die Minister van Gesondheid is voornemens om kragtens artikel 29 (1) van die Wet op Gevaarhoudende Stowwe, 1973 (Wet No. 15 van 1973), saamgelees met artikel 31 van die Wet op Standaard, 1993 (Wet No. 29 van 1993), die regulasies in die Bylae uit te vaardig.

Belanghebbendes word versoek om binne drie maande na die datum van publikasie van hierdie kennisgewing gemotiveerde kommentaar oor of vertoë in

the Director-General: Health, Private Bag X828, Pretoria, 0001 (for the attention of the Director: Foodstuffs, Cosmetics, Disinfectants and Toxicology), within three months of the date of publication of this notice.

SCHEDULE

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 73 of 11 January 1985, as amended by Government Notices Nos. R. 1554 of 10 July 1985, R. 3 of 3 January 1986, R. 647 of 4 April 1986 and R. 1462 of 10 July 1987.

Substitution of regulation 13 of the Regulations

2. The following regulation is hereby substituted for regulation 13 of the Regulations:

"13. Any person who contravenes or fails to comply with any provision of these regulations shall be guilty of an offence and upon conviction liable to any of the penalties prescribed by section 19 (1) (c) of the Act."

Substitution of Part 1 of Annexure 1 of the Regulations

3. Annexure 1 of the Regulations is hereby amended by the substitution of Part 1 thereof of the list of substances and goods specified in the latest Code of Practice 0228-1990 of the South African Bureau of Standards: *The Identification and Classification of Dangerous Substances and Goods*, with the exception of Class 1: Explosives and Class 7: Radioactive Substances.

Matters described in the said code which come into operation on specified dates in terms of other Acts shall remain in force.

Every substance identification number shall be followed by an emergency action code.

verband met die voorgestelde regulasies in te dien by die Direkteur-generaal: Gesondheid, Privaat - Sak X828, Pretoria, 0001 (vir die aandag van die Direkteur: Voedsel, Kosmetika, Ontsmettingsmiddels en Toksikologie).

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 73 van 11 Januarie 1985, soos gewysig by Goewermentskennisgewings Nos. R. 1554 van 10 Julie 1985, R. 3 van 3 Januarie 1986, R. 647 van 4 April 1986 en R. 1462 van 10 Julie 1987.

Vervanging van regulasie 13 van die Regulasies

2. Regulasie 13 van die Regulasies word hierby deur die volgende regulasie vervang:

"13. Iemand wat 'n bepaling van hierdie regulasies oortree of versuim om daaraan te voldoen, maak hom aan 'n misdryf skuldig en is by skuldigbevinding strafbaar met enige van die strawwe wat by artikel 19 (1) (c) van die Wet voorgeskryf word."

Vervanging van Deel I van Aanhangel 1 van die Regulasies

3. Aanhangel 1 van die Regulasies word hierby gewysig deur Deel I daarvan te vervang deur die lys van stowwe en goedere gespesifiseer in die jongste Gebruikskode 0228-1990 van die Suid-Afrikaanse Buro van Standaarde: *Identifikasie en Klassifikasie van Gevaarlike Stowwe en Goedere*, met uitsondering van Klas 1: Plofstowwe en Klas 7: Radioaktiewe Stowwe.

Aangeleenthede in gemelde kode beskryf wat ingevolge ander wette op bepaalde datums in werking tree, bly van krag.

Elke stofidentifikasienommer word gevolg deur 'n noodhandelingskode.

"ANNEXURE 1

PART 1

Column 2 shall be interpreted according to Part III.

1	2	1	2	1	2	1	2
S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1001	2SE	1033	2WE	1064	2WE	1093	•3WE

Reversed letters indicate that no toxic hazard will arise in a non-fire incident, e.g. where only spillage has taken place.

Omgekeerde letters dui aan dat geen toksiese gevaar na 'n brandvry insident sal ontstaan nie, byvoorbeeld waar slegs storting plaasgevind het.

S.I.N.: Stofidentifikasienommer

S.I.N.: Substance identification number

N.H.K.: Noodhandelingskode

E.A.C.: Emergency action code.

Code •2: Fog, but alcohol resistant foam should be used, if available.

Code •3: Foam, but alcohol resistant foam should be used, if available.

Kode •2: Mis, maar alkoholbestande skuim behoort gebruik te word indien dit beskikbaar is.

Kode •3: Skuim, maar alkoholbestande skuim behoort gebruik te word indien dit beskikbaar is.

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1001	2SE	1033	2WE	1064	2WE	1093	•3WE
1002	2T	1035	2PE	1065	2T	1098	•2PE
1003	2PE	1036	2PE	1066	2T	1099	•2WE
1005	2PE	1037	3WE	1067	2RE	1100	3WE
1006	2T	1038	2WE	1069	2RE	1104	•3Y
1008	4WE	1039	2PE	1070	2R	1105	•3Y
1009	2RE	1040	2PE	1071	2SE	1105	•2SE
1010	2WE	1041	2PE	1072	2S	1106	•2PE
1011	2WE	1043	2PE	1073	2PE	1107	3YE
1012	2WE			1075	2WE	1108	3YE
1013	2RE	1045	2PE	1076	2XE	1109	3Y
1014	2S	1046	2T	1077	2WE	1110	•3Y
1015	2RE	1048	2RE	1078	2RE	1111	3WE
1016	2SE	1049	2SE	1079	2RE	1112	3Y
1017	2XE	1050	2RE	1080	2RE	1113	•3YE
1018	2RE	1051	2WE	1081	2SE	1114	3WE
1020	2RE	1052	4WE	1082	2WE	1118	•3Y
1021	2RE	1053	2WE	1083	2PE	1120	•3YE
1022	2RE	1055	2WE	1085	3YE	1120	•3Y
1023	2SE	1056	2T	1086	2WE	1120	•3Y
1026	2WE			1087	2WE	1123	•3YE
1027	2WE	1058	2R	1088	•3YE	1125	•2WE
1028	2RE	1060	2WE	1089	•2YE	1126	2YE
1029	2RE	1061	2PE	1090	•2YE	1127	3YE
1030	2WE	1062	2XE	1091	•3YE	1128	•3YE
1032	2PE	1063	2WE	1092	•2WE	1129	•3WE
1130	3Y	1162	4WE	1192	•3Y	1220	•3YE
1131	3WE	1163	•2WE	1193	•2YE	1221	•2WE
		1164	3YE	1194	•2YE	1222	•3WE
1134	2Y	1165	•2SE	1195	•3YE	1223	3Y
1135	2W	1166	•2PE	1196	4WE		
1136	3WE	1167	3YE			1228	3WE
				1198	2SE	1229	•3W
1143	•2WE	1170	•2SSE	1199	•2W	1230	•2PE
1144	3YE	1171	•2S	1201	•3YE	1231	•2SE
1145	3YE	1172	•2S	1201	•3Y	1233	•3Y
1146	3YE	1173	•3YE	1202	3Z	1234	•2YE
1147	3Z	1175	3YE	1203	•3YE	1235	•2PE
1148	•2SE	1176	2SE	1204	•2SE	1237	•3YE
1148	•2S	1177	3Y	1206	3YE	1238	3WE
1149	3Y	1178	•3YE	1207	3Y	1239	3WE
1150	3YE	1179	•3YE	1208	3YE	1242	4WE
1152	3Y	1180	•3Y	1210	•2YE	1243	•2SE
1153	•3Y	1181	2WE	1210	3YE	1244	•2WE
1154	•2WE	1182	2WE	1210	•2Y	1245	•3YE
1155	•3YE	1183	4WE	1210	3Y	1246	3WE
1156	•3YE	1184	2YE	1212	•3Y	1247	3YE
1157	3Y	1185	•2WE	1213	•3YE	1248	•3YE
1158	•3WE	1188	•2S	1214	2WE	1249	•3YE
1159	•3YE	1189	•2S	1216	3YE	1250	4WE
1160	•2PE	1190	•3YE	1218	3YE	1251	•2PE
1161	•3YE	1191	3Y	1219	•2SE	1255	3YE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1256	3W	1279	•2YE	1306	3Y	1334	2Z
1257	3WE	1280	•2PE	1306	•2W	1336	1YE
1259	4WE	1281	•3YE	1306	3W	1337	1YE
1261	•2YE	1282	•2WE	1307	3Y	1338	2WE
1262	3YE	1286	3YE			1339	4YE
1263	•2YE	1287	3YE	1309	4Z	1340	4YE
1263	3YE	1287	3Y	1310	2WE	1341	1Y
1263	•2Y	1288	3WE	1312	1Z	1343	4YE
1263	3Y	1289	•2PE	1313	1Z	1344	2WE
1264	•2SE	1292	3Y	1314	1Z	1345	
1265	3YE			1318	1Z	1346	1Z
		1294	3YE	1320	2WE	1347	2WE
1267	3WE	1295	4WE	1321	2WE	1348	2W
1268	3YE	1296	•3WE	1322	2WE	1349	2W
1268	3Y	1297	•2PE	1323	4Z	1350	2Z
1270	3YE	1298	4WE	1324	1Z	1352	1Z
1270	3Y	1299	3Y				
1271	3YE	1300	3Y	1325	2Y	1354	2WE
1271	3Y	1301	•3YE	1326	1Z	1355	2WE
1272	3Y	1302	•3YE	1327		1356	2WE
1274	•2SE	1303	3YE	1328	1Y	1357	1Y
1275	•2YE	1304	•3YE	1330	1Z	1358	1Z
1276	•3YE	1305	4WE			1360	4WE
1277	•2WE			1332	1Z	1361	1Z
1278	•3YE	1306	•2Y	1333	4Z	1362	1Z
1366	4WE						
1369	2X						
1370	4WE						
1376	4Y	1405	4Y	1438	1S	1469	2Y
1378	2Y	1407	4WE	1439	2X	1470	2Y
		1408	4Z	1442	2WE	1471	2PE
1380	3WE	1409	4W	1444	2P	1472	2W
1381	2WE	1410	4W	1445	2YE	1473	1YE
1382	2X	1411	4WE	1446	2W	1474	1T
1383	4WE	1413	4WE	1447	2W	1475	1Y
1384	1P	1414	4W	1448	2X	1476	1Y
1385	2X	1415	4W	1449	1Y	1477	1Y
1386	1Z	1417	4Y	1450	2YE		
1389	4W	1418	4Y	1451	1Y	1481	2WE
1390	4W	1419	4WE	1452	1SE	1482	1Y
		1420	4WE	1453	1S		
1392	4W	1421	4WE	1454	2Y	1484	1YE
1393	4W	1422	4WE	1455	1Y	1485	1SE
1394	4Y	1426	4W	1456	1Y	1486	1Y
1395	4Y	1526	2R	1457	1Y	1487	1Y
1396	4Y	1427	4W	1458	2Y	1488	1Y
1397	4WE	1428	4W	1459	2Y	1489	2W
1398	4Y	1431	2P	1461	2YE	1490	2Y
1400	4W	1432	4WE	1462	2PE	1491	2W
1401	4W	1433	4Y	1463	2W	1492	2P
1402	4YE	1435	4Y	1465	1Y	1493	2X
1403	4YE	1436	4Y	1466	1Y	1494	1YE
1404	4Y	1437	2Z	1467	1S	1495	1SE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1496	2R	1548	2Z	1577	2W	1604	●2P
1498	1U			1578	2X	1605	2XE
1499	1U	1550	2Z	1579	2X	1606	2Z
1500	1U	1551	2X	1580	2XE	1607	2Z
1502	2W	1553	2X	1581	2XE	1608	2Z
1503	2Y	1554	2X	1582	2WE		
1504	2W	1555	4X			1611	2X
1505	2P			1585	2Z		
1506	1SE			1586	2Z	1613	2WE
1507	1U	1558	2Z	1587	4X	1614	2WE
1508	1Y	1559	2X	1588	4X	1616	2Z
1509	1Y	1560	2X	1589	2WE	1617	2Z
1510	2WE	1561	2Z	1590	2X	1618	2Z
1511	2W	1562	2X	1591	2Z	1620	2X
1512	2Y	1564	2Z	1593	2Z	1621	2X
1513	1YE	1565	4X	1594	2X	1622	2Z
1514	2Y	1566	2X	1595	2XE	1623	2X
1515	2Y	1567	2X	1596	2W	1624	2X
1516	2Y	1569	2WE	1597	2W	1625	2X
1517	2WE	1570	2X	1598	2W	1626	4X
1541	2XE	1571	2YE	1599	3WE	1627	2Z
		1572	2X	1600	2W	1629	2X
1545	3WE	1573	2X			1630	2X
1546	2X	1574	2X			1631	2X
1547	3X	1575	4X	1603	2XE	1634	2X
1636	4X	1661	2X	1691	2X		
1637	2X	1662	2X	1692	2X		
1638	2X	1663	2X				
1639	2X	1664	2X	1694	2XE		
1640	2X	1665	2X	1695	2WE		
1641	2Z	1669	2Z	1697	2X		
1642	2WE	1670	2X	1698	2XE		
1643	2X	1671	2X	1699	2XE		
1644	2Z	1672	2X				
1645	2X	1673	2X	1701	2XE		
1646	2Z	1674	2X	1702	2XE		
1647	2XE	1677	2X				
1648	●2WE	1678	2X	1704	2XE		
1649	2WE	1679	4X				
1650	4X	1680	4X	1707	2X		
1651	2Z	1680	2X	1708	3X		
1652	2Z	1683	2X	1709	2X		
1653	4X	1684	2X	1710	2Z		
1654	2X	1685	2X	1711	3X		
		1686	2X	1712	2Z		
1656	2X	1687	2X	1713	2X		
1657	2X	1688	2X	1714	4W		
1658	2X	1689	4X	1715	●2P		
1659	2X	1689	2X				
1660	2RE	1690	2Z				
1716	4WE	1744	2XE	1764	2R	1791	2R
1717	4WE	1745	4WE	1765	4WE	1792	2PE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1718	2X	1746	4WE	1766	4XE	1793	2X
		1747	4WE	1767	4WE	1794	2X
1719	2R	1748	2PE	1768	2XE	1796	4WE
1722	2WE	1749	4WE	1769	4XE	1798	2R
1723	2WE	1750	2R	1770	2X	1799	4XE
1724	4WE	1751	2R	1771	4XE	1800	2X
1725	4X	1752	4WE	1773	2R	1801	4XE
1726	4X	1753	4XE			1802	2P
1727	2X	1754	4WE	1775	2X	1803	2R
1728	4XE	1755	2X	1776	2XE	1804	4XE
1729	2X	1756	2X	1777	4WE	1805	2R
1730	4X	1757	2X	1778	2X	1806	4WE
1731	2X	1758	4W	1779	2R	1807	4W
1732	4WE			1780	2P	1808	4WE
1733	4WE	1759	4WE	1781	4XE	1809	4WE
1736	2X	1759	2X	1782	2XE	1810	4WE
1737	2X			1783	2R	1811	2X
1738	2W	1760	4WE	1784	4XE	1812	2Z
1739	2RE	1760	3X	1786	4WE	1813	2R
1740	2X	1760	2R	1787	2R	1814	2R
1741	4WE	1761	2X	1788	2R	1815	2PE
1742	4XE	1762	4XE	1789	2R	1816	4WE
1743	4XE	1763	4XE	1790	4WE	1817	4WE
1818	4WE	1847	2X	1872	2PE	1915	•3Y
1819	2R	1848	2P	1873	2P	1916	•2W
1823	2R	1849	2X	1884	2Z	1917	•3WE
1824	2R			1885	4X	1918	3Y
1824	2W	1854	4W	1886	2X	1919	3WE
1825	2R	1855	4W	1887	2Z	1920	3Y
1826	2P	1858	2XE	1888	2Z	1921	•2WE
1827	4WE	1859	2PE	1889	2XE	1922	•2SE
1828	2RE	1860	2WE	1891	3YE	1923	2R
1829	4WE	1862	3YE	1892	2XE	1928	4WE
1830	2P	1863	3YE	1894	2X	1929	2R
1831	4WE	1864	3YE	1895	2X	1931	2R
1832	2P	1865	•2WE	1897	2Z	1932	4W
1833	2R	1866	•2WE	1898	2R	1935	2X
1834	4WE	1866	2W	1902	3X	1938	2R
1835	2R	1866	3YE			1939	4X
1836	4WE	1866	3Y	1905	2X	1940	2X
1837	4XE	1866	3WE	1906	2P	1941	2Z
1838	4WE	1866	3W	1907	2X	1942	1S
1839	2R	1866	•2YE	1908	2R		
1840	2X	1866	•2Y	1910	2W		
1841	1Y	1868	2WE	1911	2PE		
1843	2W	1869	4Y	1912	2WE	1951	2RE
1845	1R	1870	2R	1913	2RE	1952	2PE
1846	2Z	1871	4WE	1914	3Y		
		1979	2TE	2000	1Z	2029	•2PE
		1980	2SE	2001	1Z	2030	2P
		1981	2TE	2002	1Y	2031	2PE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1957	2SE	1982	2TE	2003	4WE	2032	2PE
1958	2RE	1983	2RE	2004	4WE	2033	4W
1959	2PE	1984	2RE	2005	4WE	2034	2SE
						2035	2WE
1961	2WE			2008	4Y	2036	2TE
1962	2PE			2009	4Y		
1963	2R			2010	4Y	2038	2W
1964	2SE	1991	•3WE	2011	4WE	2044	2WE
1965	2WE			2012	4WE	2045	•3WE
1966	2WE	1992	3WE	2013	4WE	2046	3Y
		1992	•2WE	2014	2P	2047	2W
		1992	3YE	2015	2PE	2048	3Y
1969	2WE	1992	•2YE	2018	2X	2049	3Y
1970	2RE	1992	3Y	2019	2X	2050	3YE
1971	2SE	1992	•2Y	2020	2X	2051	•2S
1972	2WE			2021	2X	2052	3Y
1973	2RE	1993	3YE	2022	2X	2053	•3Y
1974	2RE	1993	•2YE	2023	2W	2054	•2P
1975	2RE	1993	3Y			2055	3Y
1976	2RE	1993	•2S			2056	•2SE
1977	2RE	1994	2WE	2026	2X	2057	3Y
1978	2WE	1999	2W	2027	2X	2058	3YE
2059	•2YE	2189	4WE	2214	2X	2244	•3Y
2067	1S	2190	2PE	2215	2X	2245	•3Y
2068	1S	2191	2XE	2216	1Z	2246	3YE
2069	1S	2192	2PE	2217	1Z	2247	3Y
2070	1S	2193	2RE	2218	2PE	2248	•3W
2071	1S	2194	2RE	2218	•2S	2249	2WE
2072	1S	2195	2RE	2222	3Y	2250	2X
2073	2PE	2196	4WE	2224	3X	2251	3YE
2074	2PE	2197	2RE	2225	2X	2252	•2SE
2075	2X	2198	4WE	2226	2X	2253	3X
2076	2X	2199	2WE	2227	3Y		
2077	2X	2200	2WE	2228	3Z	2256	3YE
2078	2XE	2201	2RE	2229	2Z	2257	4W
2079	2X	2202	2PE	2232	2XE	2258	•2P
2186	2RE	2203	2SE	2233	2Z	2259	2R
2187	2RE	2204	2WE	2234	2Y	2260	3W
2188	2PE	2205	3X	2235	2X	2261	2X
		2206	2X	2236	2X	2262	2R
		2207	2X	2237	2Z	2263	3YE
		2208	2R	2238	3Y	2264	3W
		2209	2T	2239	2X	2265	•2P
		2210	1YE	2240	4W	2266	2PE
		2211	3Y	2241	3YE	2267	2X
		2212	2X	2242	3YE	2269	2R
		2213	1Z	2243	3Y	2270	•2PE
2271	•3Y	2297	•3Y	2323	3Y	2348	3Y
2272	3X	2298	3YE	2324	3Y	2350	•3YE
2273	3X	2299	2X	2325	3Y	2351	•3YE
2274	3X	2300	3X	2326	3X	2352	•3YE
2275	•3Y	2301	3YE	2327	2R	2353	•2PE
2276	•3W	2302	•3Y	2328	3X	2354	3YE
2277	3YE	2303	3Y	2329	3Y	2356	3WE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
2278	3YE	2304	2X	2330	3Y	2357	•3WE
2279	2X	2305	2R	2331	2X	2358	3Y
2280	2R	2306	2X	2332	•2SE	2359	•2PE
2281	3X	2307	2X	2333	•3WE	2360	•3WE
2282	•3Y	2308	4WE	2334	•2WE	2361	•3WE
2283	3Y	2309	3YE	2335	3WE	2362	•2YE
2284	•3WE	2310	•2S	2336	3WE	2363	3WE
2285	2X	2311	3X	2337	3WE	2364	3Y
2286	3Y	2312	2X	2338	2YE	2366	3Y
2287	3YE	2313	•2S	2339	2YE	2367	•3YE
2288	3YE	2315	4X	2340	2YE	2368	3Y
2289	2R	2316	4X	2341	2YE	2369	•2R
2290	2X	2317	4X	2342	2YE	2370	3YE
2291	2Z	2318	2R	2343	2YE	2371	3YE
2293	3Y	2319	3Y	2344	2YE	2372	•3WE
2294	3X	2320	2R	2345	2WE	2373	3YE
2295	2W	2321	2Z	2346	•2S	2374	3YE
2296	3YE	2322	2Z	2347	•3WE	2375	3YE
2376	•2YE	2400	•3YE	2429	1S	2456	3YE
2377	•2YE	2401	•2WE	2430	2X	2457	3YE
2378	2W	2402	•3WE	2431	3X	2458	3YE
2379	3WE	2403	•3YE	2432	3X	2459	3YE
2380	3Y	2404	•2WE	2433	2X	2460	3YE
2381	3YE	2405	3Y	2434	2X	2461	3YE
2382	•2WE	2406	3YE	2435	4XE	2463	4Y
2383	•2PE	2407	•3WE	2436	•2PE	2464	2WE
2384	3YE	2409	3YE	2437	4WE	2465	2PE
2385	•3YE	2410	•2WE	2438	4WE	2466	4WE
2386	3WE	2411	•3WE	2439	2X	2467	2S
2387	3YE	2412	3WE	2440	2X	2468	2PE
2388	3YE	2413	•2YE	2441	4WE	2469	1YE
2388	3Y	2414	3WE	2442	2R	2470	3X
2389	3WE	2416	•2S	2443	2X	2471	2X
2390	2YE	2417	2PE	2444	4WE	2473	2Z
2391	2YE	2418	2PE	2445	4WE	2474	2XE
2392	•2YE	2419	2XE	2446	2X	2475	2X
2393	3YE	2420	4WE	2447	2WE	2477	•2XE
2394	3YE	2421	2RE	2448	2X	2478	•3WE
2395	•2PE	2422	2RE	2451	2PE	2480	•3WE
2396	•3WE	2424	2RE	2452	2WE	2481	•3WE
2397	•3YE	2426	1P	2453	2WE	2482	•3WE
2398	•3YE	2427	1S	2454	2WE	2483	•3WE
2399	•2WE	2428	1S	2455	2WE	2484	•3WE
2485	•3WE	2515	2X	2548	4WE	2583	2X
2486	•3WE	2516	2Z	2552	2X	2584	2X
2487	•3W	2517	2WE	2553	3YE	2585	2X
2488	•3W	2518	3X	2554	3WE	2586	2R
2489	2X	2520	3Y	2555	1YE	2587	2Z
2490	2Z	2521	•2S	2556	2YE		
2491	2R	2522	2T	2557	2YE	2589	2XE
2493	•3WE	2524	•2S	2558	2W	2590	2X

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
2495	4WE	2525	3X	2560	•3Y	2591	2RE
2496	3X	2526	•2P	2561	3YE	2599	2RE
2497	2X	2527	•3Y	2564	2R	2600	2SE
2498	•3Y	2528	3Y	2565	•3X	2601	3WE
2501	2X	2529	•2R	2567	2X	2602	2RE
2502	2WE	2530	•2R			2603	3WE
2503	4WE	2531	•3X	2571	2X	2604	4WE
2504	2Z	2533	2Z	2572	•3X	2605	•3XE
2505	2X	2534	4WE	2573	2W	2606	•3Y
2506	2R	2535	•2PE	2574	2X	2607	•2S
2507	2X	2536	•2SE	2576	4W	2608	•2Y
2508	2X	2538	1Z	2577	2X	2609	2R
2509	2R	2541	3Y	2578	4X	2610	•3Y
2511	2R	2542	3X	2579	2R	2611	2P
2512	2X	2545	4Y	2580	2R	2612	•3YE
2513	4WE	2546	4Y	2581	2R	2614	•2P
2514	2Y	2547	4W	2582	2T	2615	•3YE
2616	•2SE	2653	2X	2682	2R	2717	1Z
2616	•2S	2655	1Z	2683	•2X	2719	2YE
2617	•3Y	2656	3Z	2684	•2P	2720	1Y
2618	3Y	2657	2Z	2685	•2P	2721	2YE
2619	3W	2658	2Z	2686	•2S	2722	1S
2620	•3Y	2659	2X	2687	1Z	2723	1SE
2621	•2S	2660	2Z	2688	2Z	2724	1S
2622	•2P	2661	2X	2689	2R	2725	1Y
		2662	2Z	2690	2X	2726	1Y
2624	4Y	2664	2Z	2691	4W	2727	2W
2626	2P	2666	3Z	2692	4WE	2728	1S
2627	2WE	2667	3Z	2793	2R	2829	1Z
2728	2X	2668	2W	2698	2Z	2730	2Z
2629	2X	2669	2X	2699	2X	2732	2X
2630	2X	2670	2R	2705	•3WE	2733	•3WE
2642	2X	2671	2X	2707	•3YE	2734	•3W
2643	2X	2672	2P	2707	•3YE	2735	•3W
2644	2XE	2673	2X	2708	•3Y	2738	•3X
2645	2X	2674	1Z	2709	3Y	2739	2R
2646	2X	2676	2PE	2710	3Y	2740	•3WE
2647	2X	2677	2R	2711	2Z	2741	2WE
2648	2XE	2678	2R	2713	1X	2742	•3W
2649	2WE	2679	2R	2714	1Z	2742	•3W
2650	2Y	2680	2R	2715	1Z	2743	•3W
2651	2Z	2681	2R	2716	2P	2744	•3W
2745	•2WE					2815	2R
2746	•2W			2796	2R	2817	2R
2747	•3W			2797	2R	2818	2X
2748	•3W			2798	2X	2819	3X
2749	3WE			2799	2X	2820	2R
2750	2X					2821	2X
2751	2X					2822	2X
2752	3W			2802	2Z	2823	2X
2753	3X			2803	1Z	2826	2X
2754	3X			2805	4W	2829	•3Z
				2806	4W	2830	4W

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
		2782	•2WE			2831	2Z
		2782	3WE	2809	2Z	2834	2R
		2782	•2WE	2810	3XE	2835	4W
		2782	3WE	2810	2XE	2837	2R
				2810	3Z	2838	•3YE
		2785	2X	2810	2Z	2839	2R
				2810	2X	2840	•3Y
						2841	•3W
		2789	•2P	2811	2XE	2842	•2YE
		2790	2R	2811	2Z	2844	4Y
		2793	4Y	2812	2R		
2851	2X	2880	2P	2924	•2W	2849	2T
2852	2WE	2881	4Y			2850	3Y
2853	1Z			2925	4WE	2938	3Z
2854	1Z	2901	2WE	2925	2W	2940	2WE
2855	1Z					2941	2W
				2926	2WE	2942	2X
		2904	2X	2926	2Y	2943	•2P
2858	4Z	2905	2X			2945	•2PE
2859	1Z	2906	3W	2927	4WE	2946	2R
2860	1Z	2907	2Z	2927	3XE	2947	3Y
2861	1Z			2927	2XE	2948	2X
2862	1Z					2949	2R
2863	1Z			2928	4WE	2950	4Y
2864	1Z	2922	4WE	2928	2XE	2956	1YE
2865	2R	2922	3XE			2965	4WE
2869	4WE	2922	2XE	2929	3WE	2966	2X
		2922	4WE	2929	•2WE	2967	2T
2871	2Z	2922	3X			2969	2X
2872	2X	2922	2X	2930	2WE		
2873	•3Z			2931	2Z	2983	2PE
2874	2R			2933	2Y	2984	2P
2875	1Z	2924	4WE	2934	3Y	2985	4WE
2876	2X	2924	3WE	2935	3Y	2986	4WE
2878	4Y	2924	•2WE	2936	2R	2987	4WE
2879	2XE	2924	3W	2937	3Z		
2989	1Z			3050	4WE		
				3051	4WE		
				3052	4WE		
		3015	•2W	3053	4WE	3089	4Z
		3015	3W	3054	3WE		
		3015	•2W	3055	2R		
		3015	3W	3056	•3Y	3092	•2S
2996	3X						
2996	2X	3016	2X	3065	•2SE		
		3016	2X	3066	2X		
				3066	3X		
				3070	2RE		
				3071	•3W		
				3073	•3W	3101	2WE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
		3022	●3YE	3076	4WE	3102	2WE
		3023	3WE			3103	2WE
				3078	4V	3104	2WE
				3079	●3WE	3105	2WE
				3080	●2W	3106	2WE
						3107	2W
				3083	2XE	3108	2W
		3048	4WE			3109	2W
		3049	4WE			3110	2W
3111	2WE	3136	2RE				
3112	2WE						
3113	2WE	3138	2WE				
3114	2WE						
3115	2WE						
3116	2WE						
3117	2W						
3118	2W						
3119	2W						
3120	2W	3145	2X				
		3149	2W			3210	2X
				3176	2W	3211	2X
		3151	4X				
		3152	4X			3213	2X
						3214	2X
						3215	2W
						3216	2X
						3218	2Z
						3219	2X
		3159	2RE			3220	2RE
						3250	2X"

"AANHANGSEL 1

DEEL 1

Kolom 2 word geïnterpreteer volgens Deel III.

1	2	1	2	1	2	1	2
S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1001	2SE	1033	2WE	1064	2WE	1093	●3WE

Omgekeerde letters dui aan dat geen toksiese gevaar na 'n brandvry insident sal ontstaan nie, byvoorbeeld waar slegs storting plaasgevind het.

Reversed letters indicate that no toxic hazard will arise in a non-fire incident, e.g. where only spillage has taken place.

S.I.N.: Stofidentifikasienommer
N.H.K.: Noodhandelingskode

S.I.N.: Substance identification number
E.A.C.: Emergency action code.

Kode ●2: Mis, maar alkoholbestande skuim behoort gebruik te word indien dit beskikbaar is.

Kode ●3: Skuim, maar alkoholbestande skuim behoort gebruik te word indien dit beskikbaar is.

Code ●2: Fog, but alcohol resistant foam should be used, if available.

Code ●3: Foam, but alcohol resistant foam should be used, if available.

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1001	2SE	1033	2WE	1064	2WE	1093	•3WE
1002	2I	1035	2PE	1065	2I	1098	•2PE
1003	2PE	1036	2PE	1066	2I	1099	•2WE
1005	2PE	1037	3WE	1067	2RE	1100	3WE
1006	2I	1038	2WE	1069	2RE	1104	•3Y
1008	4WE	1039	2PE	1070	2R	1105	•3Y
1009	2RE	1040	2PE	1071	2SE	1105	•2SE
1010	2WE	1041	2PE	1072	2S	1106	•2PE
1011	2WE	1043	2PE	1073	2PE	1107	3YE
1012	2WE			1075	2WE	1108	3YE
1013	2RE	1045	2PE	1076	2XE	1109	3Y
1014	2S	1046	2I	1077	2WE	1110	•3Y
1015	2RE	1048	2RE	1078	2RE	1111	3WE
1016	2SE	1049	2SE	1079	2RE	1112	3Y
1017	2XE	1050	2RE	1080	2RE	1113	•3YE
1018	2RE	1051	2WE	1081	2SE	1114	3WE
1020	2RE	1052	4WE	1082	2WE	1118	•3Y
1021	2RE	1053	2WE	1083	2PE	1120	•3YE
1022	2RE	1055	2WE	1085	3YE	1120	•3Y
1023	2SE	1056	2I	1086	2WE	1120	•3Y
1026	2WE			1087	2WE	1123	•3YE
1027	2WE	1058	2R	1088	•3YE	1125	•2WE
1028	2RE	1060	2WE	1089	•2YE	1126	2YE
1029	2RE	1061	2PE	1090	•2YE	1127	3YE
1030	2WE	1062	2XE	1091	•3YE	1128	•3YE
1032	2PE	1063	2WE	1092	•2WE	1129	•3WE
1130	3Y	1162	4WE	1192	•3Y	1220	•3YE
1131	3WE	1163	•2WE	1193	•2YE	1221	•2WE
		1164	3YE	1194	•2YE	1222	•3WE
1134	2Y	1165	•2SE	1195	•3YE	1223	3Y
1135	2W	1166	•2PE	1196	4WE		
1136	3WE	1167	3YE			1228	3WE
				1198	2SE	1229	•3W
1143	•2WE	1170	•2SSE	1199	•2W	1230	•2PE
1144	3YE	1171	•2S	1201	•3YE	1231	•2SE
1145	3YE	1172	•2S	1201	•3Y	1233	•3Y
1146	3YE	1173	•3YE	1202	3Z	1234	•2YE
1147	3Z	1175	3YE	1203	•3YE	1235	•2PE
1148	•2SE	1176	2SE	1204	•2SE	1237	•3YE
1148	•2S	1177	3Y	1206	3YE	1238	3WE
1149	3Y	1178	•3YE	1207	3Y	1239	3WE
1150	3YE	1179	•3YE	1208	3YE	1242	4WE
1152	3Y	1180	•3Y	1210	•2YE	1243	•2SE
1153	•3Y	1181	2WE	1210	3YE	1244	•2WE
1154	•2WE	1182	2WE	1210	•2Y	1245	•3YE
1155	•3YE	1183	4WE	1210	3Y	1246	3WE
1156	•3YE	1184	2YE	1212	•3Y	1247	3YE
1157	3Y	1185	•2WE	1213	•3YE	1248	•3YE
1158	•3WE	1188	•2S	1214	2WE	1249	•3YE
1159	•3YE	1189	•2S	1216	3YE	1250	4WE
1160	•2PE	1190	•3YE	1218	3YE	1251	•2PE
1161	•3YE	1191	3Y	1219	•2SE	1255	3YE
1256	3W	1279	•2YE	1306	3Y	1334	2Z

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1257	3WE	1280	•2PE	1306	•2W	1336	1YE
1259	4WE	1281	•3YE	1306	3W	1337	1YE
1261	•2YE	1282	•2WE	1307	3Y	1338	2WE
1262	3YE	1286	3YE			1339	4YE
1263	•2YE	1287	3YE	1309	4Z	1340	4YE
1263	3YE	1287	3Y	1310	2WE	1341	1Y
1263	•2Y	1288	3WE	1312	1Z	1343	4YE
1263	3Y	1289	•2PE	1313	1Z	1344	2WE
1264	•2SE	1292	3Y	1314	1Z	1345	
1265	3YE			1318	1Z	1346	1Z
		1294	3YE	1320	2WE	1347	2WE
1267	3WE	1295	4WE	1321	2WE	1348	2W
1268	3YE	1296	•3WE	1322	2WE	1349	2W
1268	3Y	1297	•2PE	1323	4Z	1350	2Z
1270	3YE	1298	4WE	1324	1Z	1352	1Z
1270	3Y	1299	3Y				
1271	3YE	1300	3Y	1325	2Y	1354	2WE
1271	3Y	1301	•3YE	1326	1Z	1355	2WE
1272	3Y	1302	•3YE	1327		1356	2WE
1274	•2SE	1303	3YE	1328	1U	1357	1Y
1275	•2YE	1304	•3YE	1330	1Z	1358	1Z
1276	•3YE	1305	4WE			1360	4WE
1277	•2WE			1332	1Z	1361	1Z
1278	•3YE	1306	•2Y	1333	4Z	1362	1Z
1366	4WE						
1369	2X						
1370	4WE						
1376	4Y	1405	4Y	1438	1S	1469	2Y
1378	2Y	1407	4WE	1439	2X	1470	2Y
		1408	4Z	1442	2WE	1471	2PE
1380	3WE	1409	4W	1444	2P	1472	2W
1381	2WE	1410	4W	1445	2YE	1473	1YE
1382	2X	1411	4WE	1446	2W	1474	1T
1383	4WE	1413	4WE	1447	2W	1475	1Y
1384	1P	1414	4W	1448	2X	1476	1Y
1385	2X	1415	4W	1449	1Y	1477	1U
1386	1Z	1417	4Y	1450	2YE		
1389	4W	1418	4Y	1451	1U	1481	2WE
1390	4W	1419	4WE	1452	1SE	1482	1Y
		1420	4WE	1453	1S		
1392	4W	1421	4WE	1454	2U	1484	1YE
1393	4W	1422	4WE	1455	1Y	1485	1SE
1394	4Y	1426	4W	1456	1Y	1486	1U
1395	4Y	1526	2R	1457	1Y	1487	1U
1396	4Y	1427	4W	1458	2Y	1488	1U
1397	4WE	1428	4W	1459	2Y	1489	2W
1398	4Y	1431	2P	1461	2YE	1490	2Y
1400	4W	1432	4WE	1462	2PE	1491	2W
1401	4W	1433	4Y	1463	2W	1492	2P
1402	4YE	1435	4Y	1465	1U	1493	2X
1403	4YE	1436	4Y	1466	1U	1494	1YE
1404	4Y	1437	2Z	1467	1S	1495	1SE
1496	2R	1548	2Z	1577	2W	1604	•2P
1498	1U			1578	2X	1605	2XE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1499	1U	1550	2Z	1579	2X	1606	2Z
1500	1U	1551	2X	1580	2XE	1607	2Z
1502	2W	1553	2X	1581	2XE	1608	2Z
1503	2Y	1554	2X	1582	2WE		
1504	2W	1555	4X			1611	2X
1505	2P			1585	2Z		
1506	1SE			1586	2Z	1613	2WE
1507	1U	1558	2Z	1587	4X	1614	2WE
1508	1Y	1559	2X	1588	4X	1616	2Z
1509	1Y	1560	2X	1589	2WE	1617	2Z
1510	2WE	1561	2Z	1590	2X	1618	2Z
1511	2W	1562	2X	1591	2Z	1620	2X
1512	2Y	1564	2Z	1593	2Z	1621	2X
1513	1YE	1565	4X	1594	2X	1622	2Z
1514	2Y	1566	2X	1595	2XE	1623	2X
1515	2Y	1567	2X	1596	2W	1624	2X
1516	2Y	1569	2WE	1597	2W	1625	2X
1517	2WE	1570	2X	1598	2W	1626	4X
1541	2XE	1571	2YE	1599	3WE	1627	2Z
		1572	2X	1600	2W	1629	2X
1545	3WE	1573	2X			1630	2X
1546	2X	1574	2X			1631	2X
1547	3X	1575	4X	1603	2XE	1634	2X
1636	4X	1661	2X	1691	2X		
1637	2X	1662	2X	1692	2X		
1638	2X	1663	2X				
1639	2X	1664	2X	1694	2XE		
1640	2X	1665	2X	1695	2WE		
1641	2Z	1669	2Z	1697	2X		
1642	2WE	1670	2X	1698	2XE		
1643	2X	1671	2X	1699	2XE		
1644	2Z	1672	2X				
1645	2X	1673	2X	1701	2XE		
1646	2Z	1674	2X	1702	2XE		
1647	2XE	1677	2X				
1648	•2WE	1678	2X	1704	2XE		
1649	2WE	1679	4X				
1650	4X	1680	4X	1707	2X		
1651	2Z	1680	2X	1708	3X		
1652	2Z	1683	2X	1709	2X		
1653	4X	1684	2X	1710	2Z		
1654	2X	1685	2X	1711	3X		
		1686	2X	1712	2Z		
1656	2X	1687	2X	1713	2X		
1657	2X	1688	2X	1714	4W		
1658	2X	1689	4X	1715	•2P		
1659	2X	1689	2X				
1660	2RE	1690	2Z				
1716	4WE	1744	2XE	1764	2R	1791	2R
1717	4WE	1745	4WE	1765	4WE	1792	2PE
1718	2X	1746	4WE	1766	4XE	1793	2X
		1747	4WE	1767	4WE	1794	2X
1719	2R	1748	2PE	1768	2XE	1796	4WE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1722	2WE	1749	4WE	1769	4XE	1798	2R
1723	2WE	1750	2R	1770	2X	1799	4XE
1724	4WE	1751	2R	1771	4XE	1800	2X
1725	4X	1752	4WE	1773	2R	1801	4XE
1726	4X	1753	4XE			1802	2P
1727	2X	1754	4WE	1775	2X	1803	2R
1728	4XE	1755	2X	1776	2XE	1804	4XE
1729	2X	1756	2X	1777	4WE	1805	2R
1730	4X	1757	2X	1778	2X	1806	4WE
1731	2X	1758	4W	1779	2R	1807	4W
1732	4WE			1780	2P	1808	4WE
1733	4WE	1759	4WE	1781	4XE	1809	4WE
1736	2X	1759	2X	1782	2XE	1810	4WE
1737	2X			1783	2R	1811	2X
1738	2W	1760	4WE	1784	4XE	1812	2Z
1739	2RE	1760	3X	1786	4WE	1813	2R
1740	2X	1760	2R	1787	2R	1814	2R
1741	4WE	1761	2X	1788	2R	1815	2PE
1742	4XE	1762	4XE	1789	2R	1816	4WE
1743	4XE	1763	4XE	1790	4WE	1817	4WE
1818	4WE	1847	2X	1872	2PE	1915	•3Y
1819	2R	1848	2P	1873	2P	1916	•2W
1823	2R	1849	2X	1884	2Z	1917	•3WE
1824	2R			1885	4X	1918	3Y
1824	2W	1854	4W	1886	2X	1919	3WE
1825	2R	1855	4W	1887	2Z	1920	3Y
1826	2P	1858	2XE	1888	2Z	1921	•2WE
1827	4WE	1859	2PE	1889	2XE	1922	•2SE
1828	2RE	1860	2WE	1891	3YE	1923	2R
1829	4WE	1862	3YE	1892	2XE	1928	4WE
1830	2P	1863	3YE	1894	2X	1929	2R
1831	4WE	1864	3YE	1895	2X	1931	2R
1832	2P	1865	•2WE	1897	2Z	1932	4W
1833	2R	1866	•2WE	1898	2R	1935	2X
1834	4WE	1866	2W	1902	3X	1938	2R
1835	2R	1866	3YE			1939	4X
1836	4WE	1866	3Y	1905	2X	1940	2X
1837	4XE	1866	3WE	1906	2P	1941	2Z
1838	4WE	1866	3W	1907	2X	1942	1S
1839	2R	1866	•2YE	1908	2R		
1840	2X	1866	•2Y	1910	2W		
1841	1Y	1868	2WE	1911	2PE		
1843	2W	1869	4Y	1912	2WE	1951	2RE
1845	1R	1870	2R	1913	2RE	1952	2PE
1846	2Z	1871	4WE	1914	3Y		
		1979	2IE	2000	1Z	2029	•2PE
		1980	2SE	2001	1Z	2030	2P
		1981	2IE	2002	1Y	2031	2PE
1957	2SE	1982	2IE	2003	4WE	2032	2PE
1958	2RE	1983	2RE	2004	4WE	2033	4W
1959	2PE	1984	2RE	2005	4WE	2034	2SE
						2035	2WE
1961	2WE			2008	4Y	2036	2IE
1962	2PE			2009	4Y		

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
1963	2R			2010	4Y	2038	2W
1964	2SE	1991	•3WE	2011	4WE	2044	2WE
1965	2WE			2012	4WE	2045	•3WE
1966	2WE	1992	3WE	2013	4WE	2046	3Y
		1992	•2WE	2014	2P	2047	2W
		1992	3YE	2015	2PE	2048	3Y
1969	2WE	1992	•2YE	2018	2X	2049	3Y
1970	2RE	1992	3Y	2019	2X	2050	3YE
1971	2SE	1992	•2Y	2020	2X	2051	•2S
1972	2WE			2021	2X	2052	3Y
1973	2RE	1993	3YE	2022	2X	2053	•3Y
1974	2RE	1993	•2YE	2023	2W	2054	•2P
1975	2RE	1993	3Y			2055	3Y
1976	2RE	1993	•2S			2056	•2SE
1977	2RE	1994	2WE	2026	2X	2057	3Y
1978	2WE	1999	2W	2027	2X	2058	3YE
2059	•2YE	2189	4WE	2214	2X	2244	•3Y
2067	1S	2190	2PE	2215	2X	2245	•3Y
2068	1S	2191	2XE	2216	1Z	2246	3YE
2069	1S	2192	2PE	2217	1Z	2247	3Y
2070	1S	2193	2RE	2218	2PE	2248	•3W
2071	1S	2194	2RE	2218	•2S	2249	2WE
2072	1S	2195	2RE	2222	3Y	2250	2X
2073	2PE	2196	4WE	2224	3X	2251	3YE
2074	2PE	2197	2RE	2225	2X	2252	•2SE
2075	2X	2198	4WE	2226	2X	2253	3X
2076	2X	2199	2WE	2227	3Y		
2077	2X	2200	2WE	2228	3Z	2256	3YE
2078	2XE	2201	2RE	2229	2Z	2257	4W
2079	2X	2202	2PE	2232	2XE	2258	•2P
2186	2RE	2203	2SE	2233	2Z	2259	2R
2187	2RE	2204	2WE	2234	2Y	2260	3W
2188	2PE	2205	3X	2235	2X	2261	2X
		2206	2X	2236	2X	2262	2R
		2207	2X	2237	2Z	2263	3YE
		2208	2R	2238	3Y	2264	3W
		2209	2T	2239	2X	2265	•2P
		2210	1YE	2240	4W	2266	2PE
		2211	3Y	2241	3YE	2267	2X
		2212	2X	2242	3YE	2269	2R
		2213	1Z	2243	3Y	2270	•2PE
2271	•3Y	2297	•3Y	2323	3Y	2348	3Y
2272	3X	2298	3YE	2324	3Y	2350	•3YE
2273	3X	2299	2X	2325	3Y	2351	•3YE
2274	3X	2300	3X	2326	3X	2352	•3YE
2275	•3Y	2301	3YE	2327	2R	2353	•2PE
2276	•3W	2302	•3Y	2328	3X	2354	3WE
2277	3YE	2303	3Y	2329	3Y	2356	3YE
2278	3YE	2304	2X	2330	3Y	2357	•3WE
2279	2X	2305	2R	2331	2X	2358	3Y
2280	2R	2306	2X	2332	•2SE	2359	•2PE
2281	3X	2307	2X	2333	•3WE	2360	•3WE
2282	•3Y	2308	4WE	2334	•2WE	2361	•3WE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
2283	3Y	2309	3YE	2335	3WE	2362	•2YE
2284	•3WE	2310	•2S	2336	3WE	2363	3WE
2285	2X	2311	3X	2337	3WE	2364	3Y
2286	3Y	2312	2X	2338	2YE	2366	3Y
2287	3YE	2313	•2S	2339	2YE	2367	•3YE
2288	3YE	2315	4X	2340	2YE	2368	3Y
2289	2R	2316	4X	2341	2YE	2369	•2R
2290	2X	2317	4X	2342	2YE	2370	3YE
2291	2Z	2318	2R	2343	2YE	2371	3YE
2293	3Y	2319	3Y	2344	2YE	2372	•3WE
2294	3X	2320	2R	2345	2WE	2373	3YE
2295	2W	2321	2Z	2346	•2S	2374	3YE
2296	3YE	2322	2Z	2347	•3WE	2375	3YE
2376	•2YE	2400	•3YE	2429	1S	2456	3YE
2377	•2YE	2401	•2WE	2430	2X	2457	3YE
2378	2W	2402	•3WE	2431	3X	2458	3YE
2379	3WE	2403	•3YE	2432	3X	2459	3YE
2380	3Y	2404	•2WE	2433	2X	2460	3YE
2381	3YE	2405	3Y	2434	2X	2461	3YE
2382	•2WE	2406	3YE	2435	4XE	2463	4Y
2383	•2PE	2407	•3WE	2436	•2PE	2464	2WE
2384	3YE	2409	3YE	2437	4WE	2465	2PE
2385	•3YE	2410	•2WE	2438	4WE	2466	4WE
2386	3WE	2411	•3WE	2439	2X	2467	2S
2387	3YE	2412	3WE	2440	2X	2468	2PE
2388	3YE	2413	•2YE	2441	4WE	2469	1YE
2388	3Y	2414	3WE	2442	2R	2470	3X
2389	3WE	2416	•2S	2443	2X	2471	2X
2390	2YE	2417	2PE	2444	4WE	2473	2Z
2391	2YE	2418	2PE	2445	4WE	2474	2XE
2392	•2YE	2419	2XE	2446	2X	2475	2X
2393	3YE	2420	4WE	2447	2WE	2477	•2XE
2394	3YE	2421	2RE	2448	2X	2478	•3WE
2395	•2PE	2422	2RE	2451	2PE	2480	•3WE
2396	•3WE	2424	2RE	2452	2WE	2481	•3WE
2397	•3YE	2426	1P	2453	2WE	2482	•3WE
2398	•3YE	2427	1S	2454	2WE	2483	•3WE
2399	•2WE	2428	1S	2455	2WE	2484	•3WE
2485	•3WE	2515	2X	2548	4WE	2583	2X
2486	•3WE	2516	2Z	2552	2X	2584	2X
2487	•3W	2517	2WE	2553	3YE	2585	2X
2488	•3W	2518	3X	2554	3WE	2586	2R
2489	2X	2520	3Y	2555	1YE	2587	2Z
2490	2Z	2521	•2S	2556	2YE		
2491	2R	2522	2T	2557	2YE	2589	2XE
2493	•3WE	2524	•2S	2558	2W	2590	2X
2495	4WE	2525	3X	2560	•3Y	2591	2RE
2496	3X	2526	•2P	2561	3YE	2599	2RE
2497	2X	2527	•3Y	2564	2R	2600	2SE
2498	•3Y	2528	3Y	2565	•3X	2601	3WE
2501	2X	2529	•2R	2567	2X	2602	2RE
2502	2WE	2530	•2R			2603	3WE
2503	4WE	2531	•3X	2571	2X	2604	4WE
2504	2Z	2533	2Z	2572	•3X	2605	•3XE

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
2505	2X	2534	4WE	2573	2W	2606	•3Y
2506	2R	2535	•2PE	2574	2X	2607	•2S
2507	2X	2536	•2SE	2576	4W	2608	•2Y
2508	2X	2538	1Z	2577	2X	2609	2R
2509	2R	2541	3Y	2578	4X	2610	•3Y
2511	2R	2542	3X	2579	2R	2611	2P
2512	2X	2545	4Y	2580	2R	2612	•3YE
2513	4WE	2546	4Y	2581	2R	2614	•2P
2514	2Y	2547	4W	2582	2T	2615	•3YE
2616	•2SE	2653	2X	2682	2R	2717	1Z
2616	•2S	2655	1Z	2683	•2X	2719	2YE
2617	•3Y	2656	3Z	2684	•2P	2720	1Y
2618	3Y	2657	2Z	2685	•2P	2721	2YE
2619	3W	2658	2Z	2686	•2S	2722	1S
2620	•3Y	2659	2X	2687	1Z	2723	1SE
2621	•2S	2660	2Z	2688	2Z	2724	1S
2622	•2P	2661	2X	2689	2R	2725	1Y
		2662	2Z	2690	2X	2726	1Y
2624	4Y	2664	2Z	2691	4W	2727	2W
2626	2P	2666	3Z	2692	4WE	2728	1S
2627	2WE	2667	3Z	2793	2R	2829	1Z
2728	2X	2668	2W	2698	2Z	2730	2Z
2629	2X	2669	2X	2699	2X	2732	2X
2630	2X	2670	2R	2705	•3WE	2733	•3WE
2642	2X	2671	2X	2707	•3YE	2734	•3W
2643	2X	2672	2P	2707	•3YE	2735	•3W
2644	2XE	2673	2X	2708	•3Y	2738	•3X
2645	2X	2674	1Z	2709	3Y	2739	2R
2646	2X	2676	2PE	2710	3Y	2740	•3WE
2647	2X	2677	2R	2711	2Z	2741	2WE
2648	2XE	2678	2R	2713	1X	2742	•3W
2649	2WE	2679	2R	2714	1Z	2742	•3W
2650	2Y	2680	2R	2715	1Z	2743	•3W
2651	2Z	2681	2R	2716	2P	2744	•3W
2745	•2WE					2815	2R
2746	•2W			2796	2R	2817	2R
2747	•3W			2797	2R	2818	2X
2748	•3W			2798	2X	2819	3X
2749	3WE			2799	2X	2820	2R
2750	2X					2821	2X
2751	2X					2822	2X
2752	3W			2802	2Z	2823	2X
2753	3X			2803	1Z	2826	2X
2754	3X			2805	4W	2829	•3Z
				2806	4W	2830	4W
		2782	•2WE			2831	2Z
		2782	3WE	2809	2Z	3834	2R
		2782	•2WE			2835	4W
		2782	3WE	2810	3XE	2837	2R
				2810	2XE	2838	•3YE
				2810	3Z	2839	2R

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
		2785	2X	2810	2Z	2840	•3Y
				2810	2X	2841	•3W
						2842	•2YE
				2811	2XE	2844	4Y
		2789	•2P	2811	2Z		
		2790	2R	2812	2R		
		2793	4Y			2849	2T
						2850	3Y
2851	2X	2880	2P	2924	•2W	2938	3Z
2852	2WE	2881	4Y			2940	2WE
2853	1Z			2925	4WE	2941	2W
2854	1Z	2901	2WE	2925	2W	2942	2X
2855	1Z					2943	•2P
				2926	2WE	2945	•2PE
		2904	2X	2926	2Y	2946	2R
2858	4Z	2905	2X			2947	3Y
2859	1Z	2906	3W	2927	4WE	2948	2X
2860	1Z	2907	2Z	2927	3XE	2949	2R
2861	1Z			2927	2XE	2950	4Y
2862	1Z					2956	1YE
2863	1Z			2928	4WE	2965	4WE
2864	1Z	2922	4WE	2928	2XE	2966	2X
2865	2R	2922	3XE			2967	2T
2869	4WE	2922	2XE	2929	3WE		
		2922	4WE	2929	•2WE	2969	2X
2871	2Z	2922	3X				
2872	2X	2922	2X	2930	2WE		
2873	•3Z			2931	2Z	2983	2PE
2874	2R			2933	2Y	2984	2P
2875	1Z	2924	4WE	2934	3Y	2985	4WE
2876	2X	2924	3WE	2935	3Y	2986	4WE
2878	4Y	2924	•2WE	2936	2R	2987	4WE
2879	2XE	2924	3W	2937	3Z		
2989	1Z			3050	4WE		
				3051	4WE		
				3052	4WE		
				3053	4WE	3089	4Z
		3015	•2W	3054	3WE		
		3015	3W	3055	2R		
		3015	•2W	3056	•3Y	3092	•2S
		3015	3W				
2996	3X			3065	•2SE		
2996	2X	3016	2X	3066	2X		
		3016	2X	3066	3X		
				3070	2RE		
				3071	•3W		
				3073	•3W	3101	2WE
		3022	•3YE	3076	4WE	3102	2WE
		3023	3WE			3103	2WE
				3078	4Y	3104	2WE
				3079	•3WE	3105	2WE
				3080	•2W	3106	2WE
						3107	2W

S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.	S.I.N.	E.A.C. N.H.K.
		3048	4WE	3083	2XE	3108	2W
		3049	4WE			3109	2W
3111	2WE	3136	2RE			3110	2W
3112	2WE						
3113	2WE	3138	2WE				
3114	2WE						
3115	2WE						
3116	2WE						
3117	2W						
3118	2W						
3119	2W						
3120	2W	3145	2X				
		3149	2W				
		3151	4X	3176	2W	3210	2X
		3152	4X			3211	2X
						3213	2X
						3214	2X
						3215	2W
						3216	2X
						3218	2Z
		3159	2RE			3219	2X
						3220	2RE
						3250	2X"

Substitution of Part II of Annexure 1 of the Regulations

4. The following is hereby substituted for Part II of Annexure 1 of the Regulations:

"ANNEXURE 1

PART II

ALTERNATIVE SUBSTANCE IDENTIFICATION NUMBERS AND EMERGENCY ACTION CODES FOR CERTAIN SUBSTANCES

Where any of the substances identified in column 1 are being conveyed the substance identification number and emergency action code corresponding thereto in columns 2 and 3, respectively, may be used as an alternative.

1 S.I.N.	2 Alternative S.I.N.	3 Alternative E.A.C.
1 300	1 268	3YE
1 202	1 270	3YE
1 270	1 270	3YE
1 223	1 270	3YE"

Amendment of Annexure 2 of the Regulations

5. Annexure 2 of the Regulations is hereby amended by—

(a) the substitution for paragraph 2 of the following:

"2. For the purposes of paragraph 3 the meaning of any of the letters "S", "T", "Y" and "Z" when shown in column 2 of Part I and column 3 of Part II of Annexure 1 as a black letter on a white background shall differ from the meaning of the same letter when it is shown as a white letter on a black background."

Vervanging van Deel II van Aanhangel 1 van die Regulasies

4. Deel II van Aanhangel 1 van die Regulasies word hierby deur die volgende vervang:

"AANHANGSEL 1

DEEL II

ALTERNATIEWE STOFIDENTIFIKASIENOMMERS EN NOODHANDELINGSKODES VIR SEKERE STOWWE

Indien enige van die stowwe geïdentifiseer in kolom 1 vervoer word, kan die stofidentifikasienommer en die noodhandelingskode daarteenoor aangedui in onderskeidelik kolom 2 en 3, as 'n alternatief gebruik.

1 S.I.N.	2 Alternatiewe S.I.N.	3 Alternatiewe N.H.K.
1 300	1 268	3YE
1 202	1 270	3YE
1 270	1 270	3YE
1 223	1 270	3YE"

Wysiging van Aanhangel 2 van die Regulasies

5. Aanhangel 2 van die Regulasies word hierby gewysig deur—

(a) paragraaf 2 deur die volgende te vervang:

"2. Vir die toepassing van paragraaf 3 verskil die betekenis van die letters "S", "T", "Y" en "Z" wanneer hulle in kolom 2 van Deel I en kolom 3 van Deel II van Aanhangel 1 as swart letters op 'n wit agtergrond vertoon word, van die betekenis van dieselfde letters wanneer hulle as wit letters op 'n swart agtergrond vertoon word."

- (b) the substitution for subparagraph (1) of paragraph 3 of the following:

"(1) The figure of the multi-load action code is the highest of the figures which appear in the emergency action code for each separate grouped hazardous substance listed in column 2 of Part I or column 3 of Part II of Annexure 1."

- (c) the substitution for paragraph 4 of the following:

"4. Where a multi-load consists of substances specified in subparagraph (a) of column 1 or two or more of the substances listed in subparagraph (b) of that column, the load may be treated as if it were a single load with the substance identification number and the emergency action code shown opposite in columns 1 and 2, respectively."

Amendment of Annexure 3 of the Regulations

6. Annexure 3 of the Regulations is hereby amended by the substitution for paragraph 2 of Part I of the following:

"2. The hazard warning sign to be displayed on a road tanker carrying a multi-load shall be the sign for 'other hazardous substances and multi-load of substances of different hazards' unless the hazard is the same for each individual substance in the multi-load, in which case it shall be the warning sign for that hazard."

- (b) subparagraaf (1) van paragraaf 3 deur die volgende te vervang:

"(1) Die syfer van die meervraghandelingskode is die hoogste van die syfers wat voorkom in die noodhandelingskode vir elke afsonderlik gegroepeerde gevaarhoudende stof gelys in kolom 2 van Deel I of kolom 3 van Deel II van Aanhangsel 1."

- (c) paragraaf 4 deur die volgende te vervang:

"4. Waar 'n meervrag bestaan uit stowwe gelys in subparagraaf (a) van kolom 1 hieronder of bestaan uit twee of meer van die stowwe gelys in subparagraaf (b) van daardie kolom, kan die vrag geag word 'n enkelvrag te wees met die stofidentifikasienommer en die noodhandelingskode wat daarteenoor onderskeidelik in kolomme 1 en 2 verskyn."

Wysiging van Aanhangsel 3 van die Regulasies

6. Aanhangsel 3 van die Regulasies word hierby gewysig deur paragraaf 2 van Deel 1 deur die volgende te vervang:

"2. Die gevaarwaarskuwingsteken wat op padtenkwaens moet verskyn wat 'n meervrag vervoer, is die teken vir 'ander gevaarhoudende stowwe en meervragte van stowwe met verskillende gevare' tensy die gevaar dieselfde is vir elke stof in die meervrag, in welke geval dit die waarskuwingsteken vir daardie gevaar moet wees."

DEPARTMENT OF EDUCATION

No. R. 2222

23 December 1994

NATIONAL POLICY FOR GENERAL EDUCATION
AFFAIRS ACT, 1984

NOTICE OF DETERMINATION OF POLICY

I, Sibusiso Mandlenkosi Emmanuel Bengu, Minister of Education, hereby give notice in terms of section 2 (2A) of the National Policy for General Education Affairs Act, 1984 (Act No. 76 of 1984), that I have determined general policy in terms of section 2 (1) (d) of the said Act to be applied in respect of norms and standards for syllabuses and examination, and for the certification of qualifications as far as this relates to the matters referred to in the Schedule hereto.

The documents setting out such policy are obtainable upon written request from the Director-General: Department of Education, Private Bag X895, Pretoria, 0001.

S. M. E. BENGU,

Minister of Education.

SCHEDULE

Addendum to the report: *A résumé of instructional programmes in public ordinary schools*, NATED 02-550 (89/03):

- (a) Telugu Higher Grade Standards 8-10.
- (b) Telugu Standard Grade Standards 8-10.

DEPARTEMENT VAN ONDERWYS

No. R. 2222

23 December 1994

WET OP DIE NASIONALE BELEID VIR ALGEMENE
ONDERWYSSAKE, 1984

KENNISGEWING VAN BELEIDSBEPALING

Ek, Sibusiso Mandlenkosi Emmanuel Bengu, Minister van Onderwys, gee hierby ingevolge artikel 2 (2A) van die Wet op die Nasionale Beleid vir Algemene Onderwysake, 1984 (Wet No. 76 van 1984), kennis dat ek kragtens artikel 2 (1) (d) van genoemde Wet die algemene beleid bepaal het wat gevolg moet word ten opsigte van norme en standaarde vir leerplanne en eksaminering, en vir die sertifisering van kwalifikasies vir sover dit betrekking het op die aangeleenthede in die Bylae hiervan vermeld.

Die stukke waarin sodanige beleid uiteengesit word, is op skriftelike aanvraag verkrygbaar van die Direkteur-generaal: Departement van Onderwys, Privaatsak X895, Pretoria, 0001.

S. M. E. BENGU,

Minister van Onderwys.

BYLAE

Addendum tot die verslag: *'n Samevatting van onderrigprogramme in openbare gewone skole*, NASOP 02-550 (89/03):

- (a) Telugu Hoër Graad Standerds 8-10.
- (b) Telugu Standaardgraad Standerds 8-10.

No. R. 2256

23 December 1994

EDUCATION LABOUR RELATIONS ACT, 1993

EXTENSION OF AGREEMENTS TO INCLUDE ALL EMPLOYERS AND EMPLOYEES AS DEFINED IN THE ACT

In terms of section 12 (6) (a) of the Education Labour Relations Act, 1993 (Act No. 146 of 1993), I, Sibusiso Mandlenkose Emmanuel Bengu, Minister of Education, having deemed it expedient and at the request of the Education Labour Relations Council, hereby declare that, with effect from 1 January 1995 and for a period of two years from 1 January 1995, all the provisions of the agreements mentioned in the Schedule hereto, shall be binding on all employers and employees as defined in the said Act.

S. M. E. BENGU,
Minister of Education.

SCHEDULE

RESOLUTION 3

RESOLVED THAT—

1. a monthly levy be and is hereby imposed on all employers and employees as defined in Act No. 146 of 1993 in order to fund the Education Labour Relations Council in respect of all its functions, objectives and activities;
2. the said levy will be paid to the relevant employer fund or employee fund of the Council monthly on or before the fifteenth day of each and every month following the month in respect of which the levy becomes payable—
 - 2.1 by all employers on behalf of employees in their employ by means of a deduction from any remuneration payable to such employees; and
 - 2.2 by all employers,
 in terms of the following formulae:
 - An employee, for periods during which he or she is a paid-up member of an admitted employee party to the Council, shall pay a levy of R2,00 (TWO RAND) per month to the employee fund and for periods during which he or she is not a member of an admitted employee party to the Council, an amount of R7,60 (SEVEN RAND AND SIXTY CENTS) per month.
 - An employer shall pay a levy of R2,00 (TWO RAND) per month to the employer fund in respect of each employee employed by it;
3. Monies received by the employer and employee funds of the Council respectively from levies imposed in terms of this Resolution be firstly applied to meet the monthly expenditure budget of the Council in equal shares and monies not so applied in any particular month be, in respect of the employee fund, distributed and paid over to employee parties *pro rata* in accordance with the

No. R. 2256

23 Desember 1994

WET OP ARBEIDSVERHOUDINGE IN DIE ONDERWYS, 1993

UITBREIDING VAN OOREENKOMSTE SODAT ALLE WERKGEWERS EN WERKNEMERS, SOOS IN DIE WET OMSKRYF, INGESLUIT WORD

Kragtens artikel 12 (6) (a) van die Wet op Arbeidsverhoudinge in die Onderwys, 1993 (Wet No. 146 van 1993), aangesien ek dit dienstig ag, en op versoek van die Raad vir Arbeidsverhoudinge in die Onderwys, verklaar ek, Sibusiso Mandlenkose Emmanuel Bengu, Minister van Onderwys, hierby dat met ingang van 1 Januarie 1995 en vir 'n tydperk van twee jaar vanaf 1 Januarie 1995 al die bepalings van die ooreenkomste vermeld in die Bylae hiervan, bindend is vir alle werkgewers en werknemers soos in genoemde Wet omskryf.

S. M. E. BENGU,
Minister van Onderwys.

BYLAE

RESOLUSIE 3

BESLUIT DAT—

1. alle werknemers soos omskryf in Wet No. 146 van 1993, 'n maandelikse heffing opgelê word ten einde die Raad vir Arbeidsverhoudinge in die Onderwys te befonds ten opsigte van al sy funksies, doelwitte en werksaamhede, welke heffing dan ook hierby opgelê word;
2. bedoelde heffing elke maand aan die betrokke werkgewersfonds of werknemersfonds van die Raad betaal word voor of op die vyftiende dag van elke maand wat volg op die maand ten opsigte waarvan die heffing betaalbaar word—
 - 2.1 deur alle werkgewers namens werknemers in hulle diens deur middel van 'n aftrekking van enige besoldiging betaalbaar aan sodanige werknemers; en
 - 2.2 deur alle werkgewers,
 ooreenkomstig die volgende formules:
 - 'n Werknemer sal, vir periodes waartydens hy of sy 'n opbetaalde lid van 'n toegelate werknemersparty tot die Raad is, 'n heffing van R2,00 (TWEDE RAND) per maand en vir periodes waartydens hy of sy nie 'n lid van 'n toegelate werknemersparty tot die Raad is nie, 'n heffing van R7,60 (SEWDE RAND EN SESTIG SENT) per maand aan die werknemersfonds betaal.
 - 'n Werkgewer moet 'n heffing van R2,00 (TWEDE RAND) per maand aan die werkgewersfonds betaal ten opsigte van elke werknemer in sy diens;
3. gelde wat deur onderskeidelik die werkgewers- en werknemersfonds van die Raad ontvang word van heffings opgelê ingevolge hierdie resoluë, eerstens aangewend word om die maandelikse uitgawebegroting van die Raad in gelyke dele te dek, en gelde wat nie in enige maand so aangewend word nie, ten opsigte van die werknemersfonds *pro rata* verdeel en oorbetal word aan die onderskeie werknemersparty ooreenkomstig

percentage of the total vote allocated to them respectively in terms of the constitution, which takes the principal of proportionality into account:

Provided that monies distributed to employee parties from the said fund shall be reflected in the books of such employee parties as a separate ledger account and shall be used only for the purposes of funding research and development projects and their involvement in activities of the council as set forth in section 8 (4) of the Act;

employee parties shall submit the relevant ledger accounts to the Council annually in order to ensure that monies received from the employee fund is used in terms of the proviso contained in this paragraph;

the Council shall also have the right to inspect the said ledger accounts at any time on seven days written notice;

should any employee party use any monies received from the employee fund for unauthorised purposes the Council shall be entitled to impose an appropriate sanction;

in respect of the employer fund, such monies shall not be distributed to employer parties, but retained in the employer fund for application by employer parties towards research and development projects and their involvement in activities as set forth in section 8 (4) of the Act by agreement between them;

4. the said levies may be revised and adjusted by the Council from time to time.

RESOLUTION 6

RESOLVED THAT—

1. the employer party shall deduct subscriptions and/or levies from the remunerations payable to an employee, from each employee party member for whom it holds written authority in the form of an employee party stop order form;
2. the aggregate amount collected at the end of each month shall be sent to the employee party offices by no later than the 15th day of the following month together with a list of the members from whom deductions have been made, with details of any changes to the list as compared with that of the previous month;
3. in the event of any change in the rate of the employee party subscriptions and/or levies the employee party shall advise the employer thereof by written notice;
4. the employer shall cease making deductions of employee party subscriptions and/or levies from any employee no longer in the employ of the employer and/or upon written receipt of notification from the employee party of termination of the employees membership;
5. This resolution shall constitute an agreement of this Council;

die persentasie van die totale stemme toegewys aan hulle ingevolge die konstitusie, wat die beginsel van proporsionaliteit in ag neem:

Met dien verstande dat gelde uit genoemde fonds aan werknemerspartye uitgekeer, in die boeke van sodanige partye aangedui word as 'n aparte grootboekrekening en gebruik word slegs om navorsings- en ontwikkelingsprojekte en hulle betrokkenheid by werksaamhede van die Raad, soos uiteengesit in artikel 8 (4) van die Wet, te befonds;

werknemerspartye die betrokke grootboekrekening jaarliks aan die Raad voorlê ten einde te verseker dat die gelde ontvang uit die werknemersfonds gebruik word ooreenkomstig die voorbehoudsbepaling hierbo;

die Raad die reg het om sodanige grootboekrekening te eniger tyd op sewe dae skriftelike kennisgewing te inspekteer;

indien enige werknemerspartye enige geld ontvang uit die werknemersfonds vir ongemagtigde doeleindes gebruik, die Raad geregtig is op die oplegging van 'n toepaslike sanksie;

ten opsigte van die werkgewersfonds, sodanige gelde nie uitgekeer word aan werkgewerspartye nie, maar in die werkgewersfonds gehou word vir aanwending deur werkgewerspartye ten opsigte van navorsings- en ontwikkelingsprojekte en hulle werksaamhede soos uiteengesit in artikel 8 (4) van die Wet, volgens ooreenkoms tussen hulle;

4. die Raad sodanige heffings van tyd tot tyd hersien en aanpas.

RESOLUSIE 6

BESLUIT DAT—

1. die werkgewerspartye subskripsies en/of heffings van die besoldiging betaalbaar aan 'n werknemer moet aftrek van elke werknemerspartylid vir wie dit skriftelike gesag beteken, in die vorm van 'n werknemersparty-aftrekordervorm;
2. die totale bedrag ingesamel aan die einde van elke maand, gestuur moet word aan die werknemerspartykantore teen nie later nie as die 15de dag van die daaropvolgende maand, tesame met 'n lys van die lede van wie die aftrekkings gemaak is en besonderhede van enige veranderinge aan die lys vergeleke met dié van die vorige maand;
3. in geval van enige verandering in die bedrag van die werknemersparty-subskripsies en/of -heffings die werknemerspartye die werkgewer by skriftelike kennisgewing daarvoor inlig;
4. die werkgewer aftrekking van werknemersparty-subskripsies en/of -heffings staak van enige werknemer nie langer in diens van die werkgewer nie en/of by ontvangs van skriftelike kennisgewing deur die werknemerspartye van beëindiging van die werknemer se lidmaatskap;
5. hierdie resoluë 'n ooreenkoms van die Raad uitmaak;

DEPARTMENT OF AGRICULTURE**No. R. 2242****23 December 1994**

THE LIQUOR PRODUCTS ACT, 1989
(ACT No. 60 OF 1989)

REGULATIONS: AMENDMENT*

The Minister of Agriculture has under section 27 of the Liquor Products Act, 1989 (Act No. 60 of 1989), made the Regulations in the Schedule.

* Amendment of filing of labels, export procedures, acacia in wine, sulphur dioxide and lead levels in wine.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1433 of 29 June 1990, as amended by Government Notices Nos. R. 838 of 19 April 1991, R. 2841 of 29 November 1991, R. 2079 of 24 July 1992, R. 2593 of 11 September 1992, R. 2791 of 2 October 1992, R. 3152 of 20 November 1992, R. 1376 of 30 July 1993, R. 2350 of 10 December 1993, R. 356 of 25 February 1994, R. 636 of 8 April 1994 and R. 1022 of 27 May 1994.

Deletion of regulation 41 of the Regulations

2. Regulations 41 of the Regulations is hereby deleted.

Amendment of regulation 52 of the Regulations

3. Regulation 52 of the Regulations is hereby amended by the deletion of the proviso in paragraph (f) of subregulation (2).

Amendment of regulation 54 of the Regulations

4. Regulation 54 of the Regulations is hereby amended by—

(a) the substitution for subregulations (4) and (5) of the following subregulations:

"(4) (a) Such a consignment shall—

(i) only be loaded for shipping under the supervision of or in terms of an authority by the administering officer; and

(ii) not be loaded unless the export certificate concerned, is available at the point of loading.

(b) Within 48 hours after such consignment is loaded, the holder of the export certificate concerned, must hand in a statement of details of that consignment to the administering officer on a form which is obtainable from the administering officer for this purpose.

(5) (a) The administering officer may at any time, in order to satisfy himself/herself that the particulars in respect of a consignment corresponds with that of the product specified in the export certificate concerned, obtain a further sample of the particular consignment in the manner as stipulated in regulation 52, before such consignment is loaded for shipping.

DEPARTEMENT VAN LANDBOU**No. R. 2242****23 Desember 1994**

WET OP DRANKPRODUKTE, 1989
(WET No. 60 VAN 1989)

REGULASIES: WYSIGING*

Die Minister van Landbou het kragtens artikel 27 van die Wet op Drankprodukte, 1989 (Wet No. 60 van 1989), die regulasies in die Bylae uitgevaardig.

* Wysiging van liassering van etikette, uitvoerprosedures, akasia in wyn, swaweldioksied en loodvlakke in wyn.

BYLAE**Woordskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1433 van 29 Junie 1990, soos gewysig by Goewermentskennisgewings Nos. R. 838 van 19 April 1991, R. 2841 van 29 November 1991, R. 2079 van 24 Julie 1992, R. 2593 van 11 September 1992, R. 2791 van 2 Oktober 1992, R. 3152 van 20 November 1992, R. 1376 van 30 Julie 1993, R. 2350 van 10 Desember 1993, R. 356 van 25 Februarie 1994, R. 636 van 8 April 1994 en R. 1022 van 27 Mei 1994.

Skrapping van regulasie 41 van die Regulasies

2. Regulasie 41 van die Regulasies word hierby geskrap.

Wysiging van regulasie 52 van die Regulasies

3. Regulasie 52 van die Regulasies word hierby gewysig deur die voorbehoudsbepaling by paragraaf (f) van subregulasie (2) te skrap.

Wysiging van regulasie 54 van die Regulasies

4. Regulasie 54 van die Regulasies word hierby gewysig deur—

(a) subregulasies (4) en (5) deur die volgende subregulasies te vervang:

"(4) (a) So 'n besending—

(i) mag slegs onder die toesig of ingevolge 'n magtiging van die beherende amptenaar vir verskeping gelaai word; en

(ii) word nie gelaai nie tensy die betrokke uitvoersertifikaat by die punt van laai beskikbaar is.

(b) Binne 48 uur nadat so 'n besending gelaai is, moet die houer van die betrokke uitvoersertifikaat 'n verklaring van die besonderhede van daardie besending op 'n vorm wat vir dié doel by die beherende amptenaar verkrygbaar is, by die beherende amptenaar indien.

(5) (a) Die beherende amptenaar kan te eniger tyd, ten einde homself/haarself tevrede te stel dat die besonderhede ten opsigte van 'n besending ooreenstem met dié van die produk in die betrokke uitvoersertifikaat vermeld, 'n verdere monster van die betrokke besending op die wyse in regulasie 52 uiteengesit, verkry voordat daardie besending vir verskeping gelaai word.

(b) The volume or number of containers which were removed from a consignment of a product during sampling, may be replaced by a corresponding volume or number of containers of the product concerned.”;

(b) the substitution for the words proceeding paragraph (a) of subregulation (6), of the following words:

“(6) If the administering officer is not satisfied that a consignment corresponds with the particulars of the product referred to in the export certificates concerned—”.

Amendment of Table 6 of the Regulations

5. Table 6 of the Regulations is hereby amended by the insertion of the following entry in its alphabetically correct place:

Name of substance	Liquor product to which substance may be added	Manner and conditions of addition
1	2	3
“Acacia/Arabic gum	Wine	This product may only be added after completion or termination of alcoholic fermentation.”.

Naam van stof	Drankprodukte waarby waarby stof gevoeg mag word	Wyse en voorwaardes van byvoeging
1	2	3
“Akasia/arabiese gom	Wyn	Hierdie produk mag slegs na voltooiing of beëindiging van alkoholiese gisting bygevoeg word.”.

Amendment of Table 8 of the Regulations

6. Table 8 of the Regulations is hereby amended by—

(a) the substitution for the expression “0,3” in column 2 against the entry “Lead” in Column 1, of the expression “0,3, but 0,25 in the case of wine produced after 31 December 1994”;

(b) the substitution for note 2 of the following note:

“2. (a) An alcohol fruit beverage, grape-based liquor and spirit-based liquor shall not contain more than 200 mg/l sulphur dioxide: Provided that not more than 50,0 mg/l of the sulphur dioxide content of an alcoholic fruit beverage shall be in the form of free sulphur dioxide.

(b) Wine produced after 31 December 1994, may not contain more than 160 mg/l sulphur dioxide: Provided that—

- noble late harvest wine, as well as sweet natural wine in respect of which certification as a noble late harvest wine has been refused, may contain up to 300 mg/l of sulphur dioxide;
- natural wine with a residual sugar content of more than 4 g/l, may contain up to 200 mg/l of sulphur dioxide;
- not more than 60 mg/l of the sulphur dioxide of wine shall be in the form of free sulphur dioxide; and
- wine destined for export in bulk, must contain at least 40 mg/l of free sulphur dioxide.

(b) Die volume of getal houers wat tydens monsterneming uit 'n besending van 'n produk verwyder is, kan deur 'n ooreenstemmende volume of getal houers van die betrokke produk vervang word.”;

(b) die woorde wat paragraaf (a) van subregulasie (6) voorafgaan, deur die volgende woorde te vervang:

“(6) Indien die beherende amptenaar nie tevrede is dat 'n besending ooreenstem met die besonderhede van die produk in die betrokke uitvoersertifikaat vermeld nie—”.

Wysiging van Tabel 6 van die Regulasies

5. Tabel 6 van die Regulasies word hierby gewysig deur die volgende inskrywing op die alfabeties korrekte plek in te voeg:

Wysiging van Tabel 8 van die Regulasies

6. Tabel 8 van die Regulasies word hierby gewysig deur—

(a) die uitdrukking “0,3” in Kolom 2 teenoor die inskrywing “Lood” in Kolom 1 te vervang deur die uitdrukking “0,3, maar 0,25 in die geval van wyn wat na 31 Desember 1994 geproduseer is”;

(b) nota 2 daarvan deur die volgende nota te vervang:

“2. (a) 'n Alkoholiese vrugtedrank, druif-basisdrank en spiritusbasisdrank mag nie meer as 200 mg/l swaweldioksied bevat nie: Met dien verstande dat hoogstens 50,0 mg/l van die swaweldioksiedinhoud van 'n alkoholiese vrugtedrank in die vorm van vry swaweldioksied mag wees.

(b) Wyn wat na 31 Desember 1994 geproduseer is, mag nie meer as 160 mg/l swaweldioksied bevat nie: Met dien verstande dat—

- edel laat-oeswyn, asook soet natuurlike wyne ten opsigte waarvan sertifisering as 'n edel laat-oeswyn geweier is, hoogstens 300 mg/l swaweldioksied mag bevat;
- natuurlike wyn met 'n ressuikerinhoud van meer as 4 g/l, hoogstens 200 mg/l swaweldioksied mag bevat;
- hoogstens 60 mg/l van die swaweldioksiedinhoud van wyn in die vorm van vry swaweldioksied mag wees; en
- wyn wat vir uitvoer in stortmaat beoog word, minstens 40 mg/l vry swaweldioksied moet bevat.

(c) Wine produced before 31 December 1994, shall not contain more than 200 mg/l of sulphur dioxide: Provided that noble late harvest wine, as well as sweet natural wine in respect of which certification as a noble late harvest has been refused may contain up to 300 mg/l of sulphur dioxide."

No. R. 2243**23 December 1994**

AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 OF 1990)

REGULATIONS REGARDING THE CLASSIFICATION AND MARKING OF MEAT

I, David Percival Keetch, appointed as Executive Officer in terms of section 2 (1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), intend to request the Minister of Agriculture to again amend the Regulations as mentioned in the heading promulgated in Government Notice No. R. 1748 of 26 June 1992, as amended by Government Notice No. R. 973 of 1 June 1993 under section 15 of the above-mentioned Act.

The proposed amendments are available for inspection and copies can be obtained from the Executive Officer: Agricultural Product Standards, Private Bag X258, Pretoria, 0001; Tel. (012) 319-6049 or 319-6051; Fax (012) 319-6055.

Interested parties who wish to comment on the proposed amendments are invited to forward their comments in writing to the above address before or on 28 January 1995.

D. P. KEETCH,

Executive Officer: Agricultural Product Standards.

DEPARTMENT OF LABOUR**No. R. 2209****23 December 1994**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): RENEWAL OF PROVIDENT FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 171 of 31 January 1975, R. 92 of 13 January 1978, R. 253 of 13 February 1981, R. 276 of 8 February 1985, R. 1720 of 26 August 1988 and R. 99 of 19 January 1990, to be effective from 10 February 1995 and for the period ending 30 September 1995.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2210**23 December 1994**

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour

(c) Wyn wat voor 31 Desember 1994 geproduseer is, mag nie meer as 200 mg/l swaweldioksied bevat nie: Met dien verstande dat edel laatoeswyn, asook soet natuurlike wyn ten opsigte waarvan sertifisering as 'n edel laat-oeswyn geweier is, hoogstens 300 mg/l swaweldioksied mag bevat."

No. R. 2243**23 Desember 1994**

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

REGULASIES BETREFFENDE DIE KLASSIFISERING EN MERK VAN VLEIS

Ek, David Percival Keetch, ingevolge artikel 2 (1) van die Wet op Landbouproduktstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampte aangewys, is voornemens om die Minister van Landbou te versoek om die Regulasies genoem in die opskrif, soos geproklameer by Goewermentskennisgewing No. R. 1748 van 26 Junie 1992, soos gewysig deur Goewermentskennisgewing No. R. 973 van 1 Junie 1993, kragtens artikel 15 van voorgenoemde Wet weer te wysig.

Die voorgestelde wysigings is ter insae beskikbaar by en afskrifte kan bestel word vanaf die Uitvoerende Beampte: Landbouproduktstandaarde, Privaatsak X258, Pretoria, 0001; Tel. (012) 319-6049 of 319-6051; Faks (012) 319-6055.

Belanghebbendes wat kommentaar op die voorgestelde wysigings wil lewer word genooi om dit skriftelik voor of op 28 Januarie 1995 by bovermelde adres in te dien.

D. P. KEETCH,

Uitvoerende Beampte: Landbouproduktstandaarde.

DEPARTEMENT VAN ARBEID**No. R. 2209****23 Desember 1994**

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): HERNUWING VAN VOORSORGFONDSOORENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermentskennisgewings Nos. R. 171 van 31 Januarie 1975, R. 92 van 13 Januarie 1978, R. 253 van 13 Februarie 1981, R. 276 van 8 Februarie 1985, R. 1720 van 26 Augustus 1988 en R. 99 van 19 Januarie 1990, van krag is vanaf 10 Februarie 1995 en vir die tydperk wat op 30 September 1995 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2210**23 Desember 1994**

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): HERNUWING VAN HOOF-OORENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a)

Relations Act, 1956, declare the provisions of Government Notices Nos. R. 166 of 31 January 1975, R. 947 of 4 June 1976, R. 90 of 13 January 1978, R. 251 of 13 February 1981, R. 403 of 5 March 1982, R. 1383 of 9 July 1982, R. 23 of 6 January 1984, R. 274 of 8 February 1985, R. 1069 of 10 June 1988, R. 95 of 19 January 1990, R. 2791 of 30 November 1990 and R. 1890 of 9 August 1991 to be effective from 10 February 1995 and for the period ending 30 September 1995.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2211

23 December 1994

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): RENEWAL OF SICK BENEFIT FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 169 of 31 January 1975, R. 91 of 13 January 1978, R. 252 of 13 February 1981, R. 275 of 8 February 1985, R. 1719 of 26 August 1988 and R. 97 of 19 January 1990 and R. 2287 of 20 September 1991, to be effective from 10 February 1995 and for the period ending 30 September 1995.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2229

23 December 1994

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, EASTERN CAPE PROVINCE: RENEWAL OF TRAINING FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 667 of 30 March 1979, R. 2410 of 12 November 1982, R. 2709 of 9 December 1983, R. 2095 of 21 September 1984, R. 2809 of 18 December 1987 and R. 2547 of 31 December 1993, to be effective from the date of publication of this notice and for the period ending 30 June 1999.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2245

23 December 1994

LABOUR RELATIONS ACT, 1956

FURNITURE AND BEDDING MANUFACTURING INDUSTRY, TRANSVAAL: AMENDMENT OF BENEFIT FUNDS AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the

(ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 166 van 31 Januarie 1975, R. 947 van 4 Junie 1976, R. 90 van 13 Januarie 1978, R. 251 van 13 Februarie 1981, R. 403 van 5 Maart 1982, R. 1383 van 9 Julie 1982, R. 23 van 6 Januarie 1984, R. 274 van 8 Februarie 1985, R. 1069 van 10 Junie 1988, R. 95 van 19 Januarie 1990, R. 2791 van 30 November 1990 en R. 1890 van 9 Augustus 1991, van krag is vanaf 10 Februarie 1995 en vir die tydperk wat op 30 September 1995 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2211

23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): HERNUWING VAN SIEKTE-BYSTANDSFONDSDOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 169 van 31 Januarie 1975, R. 91 van 13 Januarie 1978, R. 252 van 13 Februarie 1981, R. 275 van 8 Februarie 1985, R. 1719 van 26 Augustus 1988 en R. 97 van 19 Januarie 1990 en R. 2287 van 20 September 1991, van krag is vanaf 10 Februarie 1995 en vir die tydperk wat op 30 September 1995 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2229

23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, OOSTELIKE KAAPPROVINSIE: HERNUWING VAN OPLEIDINGSFONDSDOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 667 van 30 Maart 1979, R. 2410 van 12 November 1982, R. 2709 van 9 Desember 1983, R. 2095 van 21 September 1984, R. 2809 van 18 Desember 1987 en R. 2547 van 31 Desember 1993, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1999 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2245

23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBEL- EN BEDDEGOEDNYWERHEID, TRANSVAAL: WYSIGING VAN BYSTANDSFONDSDOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsoor-

Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1999, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a), 5, 6, 7, 8 and 9 (2), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1999, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE AND BEDDING MANUFACTURING INDUSTRY, TRANSSVAAL BENEFIT FUNDS AGREEMENT

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

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture and Bedding Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice No. R. 1866 of 3 July 1992, as extended by Government Notice No. R. 715 of 22 April 1994.

CHAPTER 1

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Furniture and Bedding Manufacturing Industry, Transvaal—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged and employed in the Furniture and Bedding Manufacturing Industry, respectively;

eenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1999 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 5, 6, 7, 8 en 9 (2), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1999 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 in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBEL- EN BEDDEGOEDNYWERHEID, TRANSSVAAL

BYSTANDSFONDSE-OOREENKOMS

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

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubel- en Beddegoednywerheid, Transvaal, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1866 van 3 Julie 1992, soos verleng by Goewermentskennisgewing No. R. 715 van 22 April 1994.

HOOFSTUK 1

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubel- en Beddegoednywerheid, Transvaal, nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, en wat onderskeidelik by die Meubel- en Beddegoednywerheid betrokke en daarin werksaam is;

(b) in the Province of the Transvaal as it existed immediately prior to the date of coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.

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

(a) only apply in respect of employees for whom minimum wages are prescribed in the Main Agreement and to working employers as defined in the Main Agreement;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Manpower Training Amendment Act, 1990, or any contracts entered into or any conditions fixed thereunder.

2. CLAUSE 3: DEFINITIONS

In the definition of "subscriptions", delete the expression "clause 7 (1) of Chapter III to the Society, and".

CHAPTER II

3. CLAUSE 4: CONTRIBUTIONS

(1) In subclause (1) (a) and (d), insert the expression "or Annexure B, as the case may be," after the expression "Annexure A" wherever it appears.

(2) Delete subclause (5) (a) and renumber subclause (5) (b) to read (5) (a).

4. CLAUSE 5: BENEFITS

(1) (a) Substitute the following for subclause (2) (a) (i), (ii), (iii) and (iv):

"(2) A member shall be entitled to the total amount contributed by him, plus any interest and bonuses credited to his own contributions in terms of clause 6 of this Chapter, plus a percentage share of the total sum of the employer's contribution and interest credited in respect of that member, subject to the following formula:

Year's membership	Percentage of employer's contribution
0 to 5 years.....	50%
6 to 8 years.....	60%
9 years.....	70%
10 years.....	80%
11 years.....	90%
12 years or more.....	100%".

(2) In subclause (6) (a), substitute the expression "paragraphs (b), (c) and (d)" for the expression "Paragraphs (b) and (c)".

CHAPTER III

5. CLAUSE 7: SUBSCRIPTIONS

(1) In subclause (1), substitute the expression "7% of normal weekly wages if 16 hours or more are worked" for the expression "R10,28" and the expression "3,5%" for the expression "R5,14" wherever it appears.

(2) In subclause (1), substitute the following table for the table of WEEKLY CONTRIBUTIONS:

(b) in die provinsie Transvaal soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993), en in die landdrostrik Vryburg soos dit op 24 Junie 1960 saamgestel was.

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

(a) slegs van toepassing op werknemers vir wie minimum lone in die Hofooreenkoms voorgeskryf word en op werkende werkgewers soos in die Hofooreenkoms omskryf;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of die Wysigingswet op Mannekragopleiding, 1990, of kontrakte aangegaan of voorwaardes vasgestel kragtens genoemde Wet.

2. KLOUSULE 3: WOORDOMSKRYWING

In die omskrywing van "ledegeld", skrap die uitdrukking "klousule 7 (1) van Hoofstuk III aan die Genootskap en".

HOOFSTUK II

3. KLOUSULE 4: BYDRAES

(1) In subklousule (1) (a) en (d), voeg die uitdrukking "of Aanhangel B, na gelang van die geval," in na die uitdrukking "Aanhangel A" waar dit ook al voorkom.

(2) Skrap subklousule (5) (a) en hernommer subklousule (5) (b) tot (5) (a).

4. KLOUSULE 5: BYSTAND

(1) (a) Vervang subklousule (2) (a) (i), (ii), (iii) en (iv) deur die volgende:

"(2) 'n Lid is geregtig op die totale bedrag wat hy bygedra het, plus enige rente en bonusse waarmee sy eie bydraes ingevolge klousule 6 van hierdie Hoofstuk gekrediteer is, plus behoudens die volgende formule, 'n persentasie-aandeel van die totale som van die werkgewer se bydrae en rente wat ten opsigte van daardie lid gekrediteer is:

Jare lidmaatskap	Persentasie van werkgewer se bydrae
0 tot 5 jaar.....	50%
6 tot 8 jaar.....	60%
9 jaar.....	70%
10 jaar.....	80%
11 jaar.....	90%
12 jaar of meer.....	100%".

(2) In subklousule (6) (a), vervang die uitdrukking "paragrafe (b) en (c)" deur die uitdrukking "paragrafe (b), (c) en (d)".

HOOFSTUK III

5. KLOUSULE 7: LEDEGELD

(1) In subklousule (1), vervang die uitdrukking "R10,28 per week" deur die uitdrukking "7% van normale weeklone indien 16 uur of meer per week gewerk word" en die uitdrukking "R5,14", waar dit ook al voorkom deur die uitdrukking "3,5%".

(2) In subklousule (1), vervang die tabel van WEEKLIKSE BYDRAE deur die volgende tabel:

**"WEEKLY CONTRIBUTIONS IN RESPECT OF
DEPENDANTS**

	Member plus one dependant	Member plus two dependants	Member plus three dependants	Member plus four dependants or more
Employee contribution.....	R3,50	R 7,00	R10,50	R14,00
Employer contribution.....	R3,50	R 7,00	R10,50	R14,00
Total contribution.....	R7,00	R14,00	R21,00	R28,00".

**"WEEKLIKSE BYDRAES TEN OPSIGTE VAN
AFHANKLIKES**

	Lid plus een afhanklike	Lid plus twee afhanklikes	Lid plus drie afhanklikes	Lid plus vier of meer afhanklikes
Werknemer se bydrae.....	R3,50	R 7,00	R10,50	R14,00
Werkgewer se bydrae.....	R3,50	R 7,00	R10,50	R14,00
Totale bydrae.....	R7,00	R14,00	R21,00	R28,00".

6. CLAUSE 9: SICK PAY

Substitute the following for clause 9:

- "9 (1) (a) A member in respect of whom contributions are received by the Society and who through illness is compelled to absent himself from work, shall, subject to clauses 3 and 5 of the regulations, be entitled to sick pay during a 12-calendar month period, calculated from 1 July to 30 June of each year, to a maximum of 20 days, payable at the rate of 60% of the member's normal weekly wage, calculated on a maximum weekly wage of R600: Provided that for one day's and/or two days' absence, no sick pay shall be payable and that sick pay shall be paid only from the third day of absence, calculated from the first day of absence: Provided further that a medical certificate for the first five days of absence and any subsequent days of absence thereafter shall be issued by the same medical practitioner.
- (b) Members shall not qualify for sick pay when unfit to work due to an injury on duty, a motor vehicle accident or any other excluded benefits contained in clause 10.
- (c) Saturday and Sunday and paid public holidays shall for the purpose of sick pay calculations not be considered to be working days.
- (d) Sick pay shall be payable to a member only upon presentation to the Society of a completed official medical certificate and claim form.
- (2) Notwithstanding the provisions of subclause (1)(a) and (b), the Management Committee may at its discretion make *ex-gratia* sick pay payments to members on such terms and conditions as it may determine, in deserving cases, for any further period it may deem appropriate.
- (3) Members who are eligible for maternity leave in terms of the provisions of clause 44 of Chapter I of the Main Agreement and who have contributed 49 consecutive weeks' contributions to the Society, shall be entitled to a maximum of 60 days' maternity sick pay per annum, at the rate of 20% of the member's normal weekly wage, calculated on a maximum weekly wage of R600: Provided that the number of maternity sick pay days shall be reduced by the number of sick leave days that a member has been paid as ordinary sick leave in terms of subclause (1)(a) subject to the following formula:

6. KLOUSULE 9: SIEKTEBESOLDIGING

Vervang kousule 9 deur die volgende:

- "9 (1) (a) 'n Lid ten opsigte van wie bydraes deur die Genootskap ontvang word en wat weens siekte verplig is om van die werk weg te bly, is, behoudens kousules 3 en 5 van die regulasies, geregtig op siektebesoldiging gedurende 'n tydperk van 12 kalendermaande, bereken van 1 Julie tot 30 Junie van elke jaar, tot 'n maksimum van 20 dae, betaalbaar teen 'n skaal van 60% van die lid se normale weekloon, bereken op 'n maksimum weekloon van R600: Met dien verstande dat vir een dag en/of twee dae se afwesigheid geen siektebesoldiging betaalbaar is nie en dat siektebesoldiging slegs vanaf die derde dag van afwesigheid betaal word, bereken vanaf die eerste dag van afwesigheid: Voorts met dien verstande dat 'n mediese sertifikaat vir die eerste vyf dae van afwesigheid en vir enige daaropvolgende dae van afwesigheid daarna deur dieselfde geneesheer uitgereik moet word.
- (b) Lede kwalifiseer nie vir siektebesoldiging nie wanneer hulle ongeskik vir werk is as gevolg van 'n besering op diens, 'n motorongeluk of enige ander uitgeslote bystand in kousule 10 gelys.
- (c) Vir die berekening van siektebesoldiging word Saterdag en Sondag en Openbare vakansiedae met besoldiging nie as werkdade beskou nie.
- (d) Siektebesoldiging is aan 'n lid betaalbaar slegs by voorlegging aan die Genootskap van 'n ingevulde amptelike mediese sertifikaat en eisvorm.
- (2) Ondanks subkousule (1) (a) en (b) kan die Bestuurskomitee na goedgekeurde in verdienstelike gevalle vir enige verdere tydperk wat die Komitee paslik ag (*ex gratia*-betalings) vir siektebesoldiging aan lede doen op die voorwaardes wat die Komitee bepaal.
- (3) Lede wat kragtens kousule 44 van Hoofstuk I van die Hoofdooreenkoms in aanmerking kom vir kraamverlof en wat 49 agtereenvolgende weke se bydraes tot die Genootskap bygedra het, is geregtig op 'n maksimum van 60 dae kraamsiektebesoldiging per jaar, teen 'n skaal van 20% van die lid se normale weekloon, bereken op 'n maksimum weekloon van R600: Met dien verstande dat die getal dae kraamsiektebesoldiging behoudens die volgende formule verminder word met die getal dae siekteverlof wat kragtens subkousule (1) (a) aan 'n lid as gewone siekteverlof betaal is:

Ordinary sick leave taken	Maternity leave due	Ordinary sick leave taken	Maternity leave due	Ordinary sick leave taken	Maternity leave due	Ordinary sick leave taken	Maternity leave due
0	60	5	45	10	30	15	15
1	57	6	42	11	27	16	12
2	54	7	39	12	24	17	9
3	51	8	36	13	21	18	6
4	48	9	33	14	18	19	3
						20	0

Gewone siekte-verlof geneem	Kraam-verlof betaalbaar	Gewone siekte-verlof geneem	Kraam-verlof betaalbaar	Gewone siekte-verlof geneem	Kraam-verlof betaalbaar	Gewone siekte-verlof geneem	Kraam-verlof betaalbaar
0	60	5	45	10	30	15	15
1	57	6	42	11	27	16	12
2	54	7	39	12	24	17	9
3	51	8	36	13	21	18	6
4	48	9	33	14	18	19	3
						20	0

CHAPTER IV**7. CLAUSE 2: OBJECTIVES**

In subclause (2), insert the following after the word "final":

"The Management Committee may, at its sole and absolute discretion, apply the provisions of section 37C of the Pension Fund Act, 1956 (Act No. 24 of 1956), as amended from time to time."

8. CLAUSE 5: SUBSCRIPTIONS

(1) In subclause (1) (a), substitute the expression R7,04, for the expression "R2,70".

(2) In subclause (1) (b), substitute the expression R28,75 for the expression "R11,00".

9. ANNEXURE A

(1) Substitute the following for ANNEXURE A:

"Annexure A: Applicable to employees who are not members of the trade union party to this Agreement:

	A Employee's weekly contribution	B Employer's weekly contribution
Employees for whom wages are prescribed in the Main Agreement, apprentices and learners	5 per cent of normal wage, plus R5,25	5 per cent of normal wage, plus R5,25
Working employers in terms of clause 19 of Chapter I of the Main Agreement	Nil	10 per cent of the highest minimum wage prescribed in the Main Agreement, plus R10,50".

(2) Insert the following new "ANNEXURE B":

"ANNEXURE B: Applicable to employees who are members of the trade union party to this Agreement and who are employed by an employer who is a member of the employers' association party to this Agreement:

HOOFSTUK IV**7. KLOUSULE 2: DOELSTELLINGS**

In subklousule (2), voeg die volgende in na die woord "finaal":

"Die Bestuurskomitee kan geheel na eie goeddunke die bepaling van artikel 37C van die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956), soos van tyd tot tyd gewysig, toepas."

8. KLOUSULE 5: LEDEGELD

(1) In subklousule (1) (a), vervang die uitdrukking "R2,70" deur die uitdrukking "R7,04".

(2) In subklousule (1) (b), vervang die uitdrukking "R11,00" deur die uitdrukking "R28,75".

9. AANHANGSEL A

(1) Vervang AANHANGSEL A deur die volgende:

"AANHANGSEL A: Van toepassing op werknemers wat nie lede van die vakverenigingparty by hierdie Ooreenkoms is nie:

	A Werknemer se weeklikse bydrae	B Werkgewer se weeklikse bydrae
Werknemers vir wie lone in die Hoof-ooreenkoms voorgeskryf word, vakleerlinge en leerlinge	5 persent van normale loon, plus R5,25	5 persent van normale loon, plus R5,25
Werkende werkgewers kragtens klousule 19 van Hoofstuk I van die Hoof-ooreenkoms	Nul	10 persent van die hoogste minimum loon voorgeskryf in die Hoof-ooreenkoms, plus R10,50".

(2) Voeg die volgende nuwe "AANHANGSEL B" in:

"AANHANGSEL B: Van toepassing op werknemers wat lede is van die vakverenigingparty by hierdie Ooreenkoms en wat in diens is by 'n werkgewer wat 'n lid is van die werkgewersorganisasieparty by hierdie Ooreenkoms:

	A Employee's weekly deductions	B Employer's weekly deductions
Employees for whom wages are prescribed in the Main Agreement, apprentices and learners	5 per cent of normal wage	5 per cent of normal wage".

Signed at Johannesburg, on behalf of the parties, this 28th day of July 1994.

R. CORNICK,
Chairman of the Council.

C. RIGNEY,
Vice-Chairman of the Council.

P. C. SMIT,
General Secretary of the Council.

	A Werknemer se weeklikse afrekkings	B Werkgewer se weeklikse afrekkings
Werknemers vir wie lone in die Hoofooreenkoms voorgeskryf word, vakleerlinge en leerlinge	5 persent van normale lone	5 persent van normale lone".

Namens die partye op hede die 28ste dag van Julie 1994 te Johannesburg onderteken.

R. CORNICK,
Voorsitter van die Raad.

C. RIGNEY,
Ondervoorsitter van die Raad.

P. C. SMIT,
Hoofsekretaris van die Raad.

No. R. 2246 23 December 1994

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, NATAL: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister van Labour, hereby—

- in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1995, 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 area specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, NATAL

AGREEMENT

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

Natal Furniture Manufacturers' Association

No. R. 2246 23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, NATAL: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1995 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 gebied in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, NATAL

OOREENKOMS

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

Natal Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry, Natal,

to amend the Main Agreement published under Government Notice No. R. 2620 of 30 November 1984, as amended and extended by Government Notices Nos. R. 1444 of 28 June 1985, R. 187 of 31 January 1986, R. 520 of 21 March 1986, R. 742 and R. 743 of 18 April 1986, R. 1169 of 13 June 1986, R. 1523 and R. 1524 of 18 July 1986, R. 1204 of 24 June 1988, R. 2333 and R. 2334 of 18 November 1988, R. 2111 of 29 September 1989, R. 391 of 23 February 1990, R. 137 of 25 January 1991, R. 1080 of 17 May 1991, R. 2855 of 29 November 1991, R. 863 of 20 March 1992, R. 1479 of 29 May 1992, R. 1792 of 26 June 1992, R. 2776 of 2 October 1992, R. 3362 of 18 December 1992, R. 3395 of 24 December 1992, R. 1182 of 2 July 1993, R. 1773 of 24 September 1993, R. 2222 and R. 2223 of 19 November 1993, R. 1090 of 17 June 1994, R. 1840 of 28 October 1994 and R. 1944 of 18 November 1994.

1. CLAUSE 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, Natal—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the industry, respectively;
- (b) in Area A, which consists of the Magisterial Districts of Chatsworth, Durban, Inanda, Pietermaritzburg, Pine-town and Mount Currie;
- (c) in Area B, which consists of the Magisterial Districts of Greytown, Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle, subject to the provisions contained in Government Notice No. R. 789 of 25 April 1986;
- (d) in Area C, which consists of the remainder of the Province of Natal, subject to the provisions contained in Government Notice No. R. 789 of 25 April 1986.

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

- (a) only apply in respect of employees for whom minimum 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 contracts entered into or any conditions fixed thereunder;
- (c) not apply to professional, technical, administrative, sales and office staff, provided such employees are in receipt of regular remuneration in excess of the sum of the maximum rate prescribed in Schedule A to this Agreement, plus R35,00;
- (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R31 500 per annum or, where the employer of such employees

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Natal,

tot wysiging van die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2620 van 30 November 1984, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 1444 van 28 Junie 1985, R. 187 van 31 Januarie 1986, R. 520 van 21 Maart 1986, R. 742 en R. 743 van 18 April 1986, R. 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R. 1204 van 24 Junie 1988, R. 2333 en R. 2334 van 18 November 1988, R. 2111 van 29 September 1989, R. 391 van 23 Februarie 1990, R. 137 van 25 Januarie 1991, R. 1080 van 17 Mei 1991, R. 2855 van 29 November 1991, R. 863 van 20 Maart 1992, R. 1479 van 29 Mei 1992, R. 1792 van 26 Junie 1992, R. 2776 van 2 Oktober 1992, R. 3362 van 18 Desember 1992, R. 3395 van 24 Desember 1992, R. 1182 van 2 Julie 1993, R. 1773 van 24 September 1993, R. 2222 en R. 2223 van 19 November 1993, R. 1090 van 17 Junie 1994, R. 1840 van 28 Oktober 1994 en R. 1944 van 18 November 1994.

1. KLOUSULE 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Natal, nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;
- (b) in Gebied A, wat bestaan uit die landdrosdistrikte Chatsworth, Durban, Inanda, Pietermaritzburg, Pine-town en Mount Currie;
- (c) in Gebied B, wat bestaan uit die landdrosdistrikte Greytown, Lionsrivier, Port Shepstone, Richmond, Lower Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith en Newcastle, behoudens die bepalings vervat in Goewermentskennisgewing No. R. 789 van 25 April 1986;
- (d) in Gebied C, wat bestaan uit die res van die provinsie Natal, behoudens die bepalings vervat in Goewermentskennisgewing No. R. 789 van 25 April 1986.

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

- (a) van toepassing slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;
- (b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel kragtens genoemde Wet;
- (c) nie van toepassing op professionele, tegniese, administratiewe, verkoops- en kantoorpersoneel nie, mits sodanige werknemers gereeld besoldiging ontvang wat meer is as die som van die maksimum loontarief in Bylae A van hierdie Ooreenkoms voorgeskryf, plus R35,00;
- (d) nie van toepassing nie op bestuurders, onderbestuurders, voormanne en toesighoudende personeel, indien sodanige werknemers gereeld besoldiging van minstens R31 500 per jaar ontvang, of R37 000 per

does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R37 000 per annum. These limits shall be increased from year to year by the same percentage as the increases granted to employees earning the highest rate as set out in Schedule A to this Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of this Agreement shall not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs less than five employees at all times in or in connection with such business and who complies with the relative provisions of the Basic Conditions of Employment Act, 1983: Provided that working employers shall be regarded as employees for establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to less than five.

(5) Notwithstanding the provisions of subclause (3), no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years, and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

Substitute the expression "31 July 1995" for the expression "31 October 1994".

3. CLAUSE 37B: DRIVERS OF MOTOR VEHICLES

Substitute the following for the existing clause 37B (1):

"(1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:

	Area A per week R
(a) Driver of a motor vehicle, other than steam-propelled, authorised to carry or haul a payload of—	
(i) up to and including 4,530 kg	309,37
(ii) over 4 530 kg and up to and including 6 350 kg	311,86
(iii) over 6 350 kg	321,83
(b) Driver of steam-propelled vehicle.....	321,83
(c) A casual employee driving a motor vehicle, other than steam-propelled: Daily rate = prescribed weekly wage, plus 10%, divided by five.	
(d) Casual employee driving a steam-propelled vehicle: Daily rate = prescribed weekly wage, plus 10%, divided by five.	

	Per week R
(e) Drivers of forklifts trucks, tractors, scooters or passenger cars.....	309,37

4. SCHEDULE A

Substitute the attached new Schedule A for the existing Schedule A:

jaar waar die werkgewer van sodanige werknemers nie 'n geregistreerde pensioenfonds of 'n geregistreerde voorsorgfonds en 'n geregistreerde mediese hulpfonds voorsien of in stand hou nie. Hierdie perke moet van jaar tot jaar verhoog word met dieselfde persentasie as die verhogings wat toegeken word aan werknemers wat die hoogste loontarief verdien soos in Bylae A van hierdie Ooreenkoms uiteengesit.

(3) Ondanks subklousules (1) en (2) is hierdie Ooreenkoms nie van toepassing nie op 'n werkgewer wat hoogstens een besigheid bedryf binne die toepassingsbestek van hierdie Ooreenkoms en wat ten alle tye minder as vyf werknemers in diens het in of in verband met sodanige besigheid en wat die toepaslike bepalings van die Wet op Basiese Diensvoorwaardes, 1983, nakom: Met dien verstande dat werkende werkgewers as werknemers beskou word om die getal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat waar so 'n werkgewer verkies om vrywillig by te dra tot enige van die fondse wat deur die Raad geadmistreer word, hy geag word vyf werknemers in diens te hê.

(4) Subklousule (3) is nie van toepassing nie waar 'n werkgewer meer as vier werknemers in diens het op die datum van inwerkingtreding van hierdie Ooreenkoms en daarna sy getal werknemers tot minder as vyf verminder.

(5) Ondanks subklousule (3) mag geen werkgewer wat die voordeel benut het en gebruik maak van die uitsluiting daarin vervat, daarmee voortgaan vir 'n tydperk van langer as drie jaar nie, en by verstryking van driejaartydperk is al die bepalings van die Ooreenkoms van toepassing op sodanige werkgewer en sy werknemers.

2. KLOUSULE 2: GELDIGHEIDSDUUR VAN OOREENKOMS

Vervang die uitdrukking "31 Oktober 1994" deur die uitdrukking "31 Julie 1995".

3. KLOUSULE 37B: DRYWERS VAN MOTORVOERTUIG

Vervang subklousule 37B (1) deur die volgende:

"(1) Geen lone wat laer is as dié wat hieronder voorgeskryf word, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	Gebied A per week R
(a) Drywer van 'n motorvoertuig, uitgesonderd een wat deur stoom aangedryf word, wat gemagtig is om 'n loonvrag te dra of te trek van—	
(i) tot en met 4,530 kg	309,37
(ii) meer as 4 530 kg en tot en met 6 350 kg	311,86
(iii) meer as 6 350 kg	321,83
(b) Drywer van 'n stoomaangedrewe voertuig.....	321,83
(c) Los werknemer wat 'n motorvoertuig dryf, uitgesonderd een wat deur stoom aangedryf word: Per dag = voorgeskrewe weekloon, plus 10%, gedeel deur vyf.	
(d) Los werknemer wat 'n stoomaangedrewe voertuig dryf: Per dag = voorgeskrewe weekloon, plus 10%, gedeel deur vyf.	
(e) Drywers van vrkhuyswaens, trekkers, bromponies of passasiersmotors.....	309,37

4. BYLAE

Vervang die huidige Bylae A deur die aangehegte nuwe Bylae A:

"SCHEDULE A—WAGES

	Increase R	Minimum R
(I) (i) Furniture making, i.e. any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand or with hand tools or mechanical appliances, but which excludes the operations referred to in subclause (ii).....	36,00	346,19
(ii) Sundry furniture making operations:		
(a) Bolting and tightening of nuts, fixing of handles by screws, bolts nuts and screw bolts		
(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs, nut covers, ferrules or dome glides and inserting screw bolts into stumps or legs, affixing of any kind of glue block, attaching mirrors by means of adhesive tape	36,00	300,75
(c) Making and/or pointing of wooden dowels and plugs by hand and/or machine		
(d) Knocking in dowels and plugs by hand		
(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating		
(f) Bending or laminating of solid timber by hand or mechanical process		
(g) Knocking in of sockets for casters		
(h) Filling of holes or cracks with wood filler or similar substance		
(i) Assisting in clamping or cramping: Provided that not more than one assistant is used by an employee in receipt of not less than the wage prescribed in subclause (1)	36,00	297,67
(II) Setting out, i.e. the preparation of a plan for the manufacture of furniture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured		
(III) Marking out, i.e. the marking or scribing of articles of furniture, either in whole or in part, to dimensions by means of ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling	36,00	346,19
(IV) (i) Furniture machining, i.e. any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part but which excludes the operations referred to in subclause (ii)		
(ii) Sundry furniture machining operations:		
(a) Setting up and operating single drum sander, open disc sander, bobbin sander and wide belt sander	36,00	312,32
(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel inserting machine		
(c) Operating air-filled sander and portable sander	36,00	200,75
(d) Making and jointing sandpaper rolls or discs and belts for machine sanders	36,00	297,67
(e) Repetitive marking by template or pattern		
(V) (i) Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain a paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations referred to in subclause (ii).....	36,00	346,19
(ii) Sundry polishing operations:		
(a) Burnishing by machine	36,00	312,32
(b) Waxing		
(c) Painting and/or filling edges of laminated board and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours		
(d) Removal of doors and fittings prior to preparation for polishing		
(e) Filling in with plaster of paris or any other filling material	36,00	300,75
(f) Handsanding		
(g) Bleaching of furniture with acids or any other bleaching agent		
(h) Stripping		
(i) Staining, filling, oiling and/or reviving by hand		
(j) Spraying of metal		
(k) Straining of materials	36,00	297,67
(l) Cleaning spray guns		
(m) Touching up at point of loading and/or unloading, excluding the use of spray apparatus		
(VI) (i) Furniture upholstering, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, and includes, inter alia, cutting of all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but which excludes the operations referred to in subclause (iv)	36,00	346,19
(ii) Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets or bolsters by hand or machine	36,00	308,55
(iii) Learners employed in learning the class of work referred to in subclause (ii)—		
during the first six months of employment	36,00	295,26
during the second six months of employment	36,00	297,80
during the third six months of employment	36,00	300,34
during the forth six months of employment	36,00	303,48
thereafter	36,00	308,55
(iv) Sundry furniture upholstering operations:		
(a) Positioning of wooden and metal laths and crossbars to frames	36,00	314,71
(b) filling of cushions with spring interiors and/or spring units	36,00	321,33

		Increase R	Minimum R
	(c) Cutting foam rubber or similar material by band saw		
	(d) Fixing of ready-made cane mats	36,00	312,32
	(e) Tufting or buttoning by hand or machine, where this done in loose pieces in the pre-assembly stage, including quilted buttoning, but shall exclude deep, diamond or pleated buttoning	36,00	326,80
	(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine	36,00	314,71
	(g) Laying out of filling materials on a spring unit	36,00	308,55
	(h) Spreading of adhesive on backs and cover material and joining of same		
	(i) Loading, wheeling and operating a cloth spreading machine		
	(j) Teasing coir or other materials by machine		
	(k) Filling of cushions with substances of materials other than spring interiors and/or spring units by machine	36,00	300,75
	(l) Riemple work		
	(m) Affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery		
	(n) The springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal		
	(o) Cutting of platforms used for covering helical and/or no-sag springs		
	(p) Breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge		
	(q) Cutting cardboard in upholstery sections by hand and/or machine		
	(r) Straight cutting of materials by hand or machine for bottoms or underseating over springs (linen and hessian)	36,00	297,67
	(s) Teasing coir or other materials by hand		
	(t) Unwinding filling materials in rope form		
	(u) Banding upholsterer's beading		
	(v) Making buttons and tufts		
	(w) Assisting upholsterer in holding cover material		
	(x) Cutting to shape and joining of foam rubber or latex by hand		
	(y) Tacking on bottoms of upholstered article		
	(z) (i) The tacking of hessian or lining onto set platforms		
	(ii) The tacking or stapling of cardboard to bare frames	36,00	300,75
	For the purposes of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner spring mattress, cushion seat or any other bedding and/or seating device.		
(VII)	(i) Furniture carving and/or wood-carving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but which exclude the undermentioned sundry operation	36,00	346,19
	(ii) Stippling and punching background to carving	36,00	300,75
(VIII)	Furniture wood-turning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture		
(IX)	(i) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but which excludes the operations mentioned in subclause (ii)	36,00	346,19
	(ii) Sundry veneering operations:		
	(a) Positioning of veneers by hand		
	(b) Tapeless jointing by machine		
	(c) Operating presses of any kind		
	(d) Loading and unloading vacuum bags and presses of any kind	36,00	297,67
	(e) Mashing off gum and tapes		
	(f) Stacking parts after pressing		
	(g) Veneering of edges		
	(h) Veneering of edges by machine which machine also trims and sands the edges	36,00	312,32
	(i) Lipping of edges only by mechanical appliance	36,00	312,32
(X)	(i) Learner journeyman employed in learning the classes of work referred to in clause (I) to (IX), other than the sundry operations referred to therein—		
	during the first year of employment	36,00	309,58
	during the second year of employment	36,00	319,87
	during the third year of employment	36,00	334,69
	Thereafter, the minimum prescribed wage.		
	If a person who has been employed as a belt sander, machine sander or borer is promoted to a learner journeyman, his commencing wage shall be a minimum of	36,00	314,71
(XI)	(i) Bedding making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattress filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters overlays, quilts, the knocking and/or hooking on or spring mattress wires, spiral springs and helical springs to frames, and shall include:		
	Weaving of spring mesh		
	Stuffing filling into mattress cases		
	Side stitching		
	Tufting	36,00	314,71
	Operating a border quilting machine		
	Operating a top quilting machine		
	Prepare frames and rollers for the top quilting machine		
	Securing, sewing or stapling interlaced pads to spring units		
	Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress		
	Taping edging a spring interior mattress		
	Roll edging, but which excludes the operations referred to in subclause (ii)		

	Increase	Minimum
	R	R
Buttoning of headboards ancillary to mattress making.....	36,00	319,54
(ii) Sundry bedding operations:		
(1) Cutting tips, borders and cases		
(2) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts	36,00	308,55
(3) Sewing mattress handles to border		
(4) Joining border lengths		
(5) Closing up the mouth of a mattress		
(6) Closing pillows, cushions, bolsters		
(7) Bolting by hand of bed mattress frames.....		
(8) Preparing spools for a border quilting machine.....		
(9) Cutting quilted borders to lengths		
(10) Punching holes in mattress borders		
(11) Fitting ventilators and handles to mattress borders		
(12) Feeding the interlacing machine.....		
(13) Cutting and making pads, irrespective of materials used.....		
(14) Positioning of laths and crossbars, or fixing webbing to mattress or bed frames.....		
(15) Staining mattress frames.....		
(16) Affixing lugs to mattress frames.....	36,00	300,75
(17) Positioning and securing a mesh to a mesh frame.....		
(18) Hanging loops on needles in compression tufting.....		
(19) Loading, wheeling and operation a clothspreading machine		
(20) Operating a teasing machine.....		
(21) Attending a loopmaking machine		
(22) Attaching loops to buttons or tufts.....		
(23) Fitting bed irons, domes, casters and sockets		
(24) Staining and/or varnishing frames by hand.....		
(25) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames ..		
(26) Fixing bed irons		
(27) Attaching spring units to bed frames.....		
(28) Filling pillows, cushions and bolsters, with materials other than spring interiors and/or spring units	36,00	297,67
(29) Mass-measuring pillows, bolsters, cushions and quilts		
(30) Stripping bedding		
(31) Cutting chain, hoop iron or any other similar materials		
(32) Teasing coir or any other materials by hand	36,00	300,75
(33) The tacking on of cardboard or calico backs to upholstered headboards.....	36,00	297,67
(34) Glueing plastic mesh to foam		
(iii) Learners employed in learning the class of work referred to in subclause (i) (Bedding making) —		
during the first six months of employment.....	36,00	298,99
during the second six months of employment	36,00	302,35
during the third six months of employment.....	36,00	305,14
during the fourth six months of employment	36,00	307,91
thereafter	36,00	314,71
(XII) (i) Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but which excludes the operations mentioned in subclause (ii)	36,00	346,19
(ii) Sundry operations:		
(1) Seamster or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains by hand or machine	36,00	308,55
(2) Cutting edge-to-edge, but excluding cutting for pattern matching.....	36,00	297,67
(3) Pressing and/or ironing curtaining		
(4) Handling materials		
(iii) Learners employed in learning the class of work referred to in subclause (ii) (1) (seamsters) —		
during the first six months of employment.....	36,00	295,26
during the second six months of employment	36,00	297,80
during the third six months of employment.....	36,00	300,34
during the fourth six months of employment	36,00	303,48
thereafter.....	36,00	307,55
(iv) Learners employed in learning the class of work referred to in subclause (i), other than the sundry operations referred to in subclause (ii) and learner seamsters referred to in subclause (iii)	The minimum perscribed rates for learner journeymen as per clause (X) of this Schedule	
(XIII) (A) Labouring, i.e.—		
(1) assisting a machinist in handling materials before and after machining		
(2) attending a boiler, incinerator and/or oven		
(3) attending to dust bags and/or cyclones of sanding machines		
(4) baling and dipping of upholstery springs.....		
(5) beating and/or teasing coir by hand		
(6) cleaning and sweeping of premises		
(7) cleaning machinery, plant, tools and utensils.....		

	Increase	Minimum
	R	R

(8) cleaning and blowing down of equipment		
(9) cleaning metal rods.....		
(10) cutting metal rods, hinges, metal strips, wire, hoop iron and all similar materials		
(11) delivery by manually propelled vehicles.....		
(12) delivery of letters and parcels		
(13) filling of cushions and substances of materials, other than spring interiors and/or spring units by hand		
(14) glueing sandpaper discs		
(15) handling materials		
(16) lime washing.....		
(17) loading and/or unloading vehicles.....	36,00	297,67
(18) loading and unloading kilns		
(19) making tea or other similar beverages		
(20) oiling and greasing machines and/or vehicles.....		
(21) operating presses of any type		
(22) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers		
(23) preparing, mass-measuring and mixing glue; spreading glue by hand or machine; removing glue, washing and wiping off glue; applying glue hardener by hand, brush or machine.....		
(24) pushing or pulling a vehicle or handcart		
(25) riveting or making threads on iron bolts and rods.....		
(26) straightening and/or cutting hoop iron used for webbing		
(27) stripping second-hand upholstery and bedding		
(28) tapping of veneers and attending veneer press		
(29) the treatment of timber for preservation		
(30) unpacking, baling and unbalancing raw materials		
(31) wrapping in paper or cardboard		

(B) *Labourers: New Entrants* (see definition under clause 3): Party shops only during first 12 months' employment in the Industry.....

261,67

(XIV) Miscellaneous:

(1) Welding, other than spot-welding	36,00	346,19
(2) Machine maintenance mechanic.....		
(3) Spot-welding		
(4) Despatch clerk, storeman, time-keeper	36,00	307,59
(5) Caretaker or watchman	36,00	300,51
(6) Packer	36,00	300,75
(7) The construction of spring interiors and/or spring units and the manufacture of their component parts		
(8) Leaner packer		
(9) Bending, punching, riveting, drilling and/or assembling metal parts.....	36,00	300,67

(XV) (i) *Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period*

36,00 298,38

(ii) *All other juveniles*

The minimum wage prescribed in this Agreement for employees employed on the same class of work.

(XVI) Office employees—

during the first year of employment	36,00	299,15
during the second year of employment	36,00	304,28
during the third year of employment	36,00	312,10
during the fourth year of employment	36,00	319,90
during the fifth year of employment	36,00	328,13
thereafter	36,00	338,39

(XVII) Casual labourer:

Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only

64,75 per day

(XVIII) Chargehand:

In charge of employees who have no journeyman status

R10,00 per week above his minimum prescribed wage for the class of work performed by him.

	Increase R	Minimum R
In charge of journeyman		R15,00 per week above the basic wage prescribed in this Agreement for employees employed on the same class of work.
(XIX) (i) Ornament and novelty making, i.e. any operation or process in the manufacture or assembly of ornaments and novelties, but which excludes the operations referred to in subclause (ii)	36,00	346,19
(ii) The classes of work referred to in clauses (I) (ii), (IV) (ii), (V) (ii), (VII) (ii) and (IX) (ii) hereof.....	The minimum wage prescribed in this Agreement for employees employed on the same class of work.	
(XX) Apprentices—		
Commencing weekly wage—stage 1	Labourers minimum rate + R10,00.	
Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate for labourers, plus R10,00, and that for journeymen in force at the time of completion of such stage.		

"BYLAE A—LONE

	Verhoging R	Minimum R
(I) (i) Meubelmakery, d.w.s. 'n werksaamheid of proses by die vervaardiging en/of imekaarsit van meubels, hetsy in die geheel of in dele, wat met die hand, met gebruik van handgereedskap of meganiese toestelle uitgevoer word, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel	36,00	346,19
(ii) Diverse meubelmakerywerksaamhede:		
(a) Moere vasbout en vasdraai, handvatsels met skroewe, bout, moere en skroefbout vassit		
(b) Toebehore van stangsokke, aanslapple, beslae, rakpenne, moerdoppe, beslagringe of koepelskuifdoppe vassit, skroefbout in stompe of pote insit, alle soorte gelymde blokke vassit, spieëls met kleefband vasheg		
(c) Tappenne en proppe van hout met die hand en/of 'n masjien maak en/of spits maak	36,00	300,75
(d) Tappenne en proppe met die hand inslaan		
(e) Skuurwerk met die hand verrig, afgesien daarvan of die artikel wat geskuur word, stilstaan of draai		
(f) Soliede timmerhout met die hand of volgens 'n meganiese proses buig of lamelleer		
(g) Sokke vir rolwiele inslaan		
(h) Gate of barste met houtplamuursel of dergelike stof vul		
(i) Help met klamp- of klemwerk: Met dien verstande dat hoogstens een assistent gebruik word deur 'n werknemer wat minstens die loon ontvang wat in subklousule (i) voorgeskryf word ...	36,00	297,67
(II) Uittêwerk, d.w.s. die voorbereiding van 'n plan vir die vervaardiging van meubels deur middel van 'n staaf of ander geskikte materiaal waarop al of enigeen van die afmetings van die artikel wat vervaardig moet word, afgemerk is		
(III) Afmerkwêrk, d.w.s. die merk of kars van meubelstukke, hetsy in die geheel of in dele, volgens afmetings deur middel van 'n lineaal, maatstok, reihout, patroonplaat, setmaat of ander toestel, vir masjineer-, pasmaak- of imekaarsitwerk	36,00	346,19
(IV) (i) Meubelmasjineerwerk, d.w.s. 'n werksaamheid of proses wat verrig word deur gebruik te maak van 'n tipe of soort masjien by die vervaardiging van meubels, hetsy, in die geheel of in dele, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel—		
(ii) Diverse meubelmasjineerwerksaamhede:		
(a) 'n Enkelrolskuurmasjien, oopskyfskuurmasjien, tolskuurmasjien en breëbandskuurmasjien opstel en bedien	36,00	312,32
(b) Gate boor, tapwerk en skarnierinlaatwerk met die oog op inlaatwerk vir slotte en skarniere, en 'n tapinvoegmasjien bedien		
(c) 'n Lugskuurmasjien en 'n verplaasbare skuurmasjien bedien	36,00	200,75
(d) Skuurpapierrolle of -skywe en bande vir 'n skuurmasjien bedien	36,00	297,67
(e) Herhalingsafmerkwêrk deur middel van 'n patroonplaat of model		
(V) (i) Meubelpoleerwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel verrig word by die produksie van 'n gepoleerde en/of afgewerkte oppervlak deur middel van skellak, verf, duco, lakvernis, sellulose, vernis, emalje, beits, pasta wat soos 'n skuurmiddel werk en/of 'n poleermiddel, of albei, of dergelike stowwe en ook vlamskilderwerk en die pas van kleure by alle soorte meubels, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel	36,00	346,19
(ii) Diverse poleerwerksaamhede:		
(a) Bruineerwerk met 'n masjien	36,00	312,32
(b) Waswerk		
(c) Die kante van lamelbord en/of laaghout verf en/of opvul ten einde die oppervlak voor te berei vir poleer- en/of lakverniswerk en/of vlamskilderwerk en/of die pas van kleure		
(d) Deure en los toebehore verwyder voordat stukke vir poleerwerk voorberei word		
(e) Opvulwerk met gips of 'n ander vulstof	36,00	300,75
(f) Handskuurwerk		
(g) Meubels met sure of 'n ander bleikmiddel bleik		
(h) Stroopwerk		
(i) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk met die hand		
(j) Metaal bespuit		
(k) Materiaal filtreer		
(l) Sproeispuite skoonmaak	36,00	297,67
(m) Oppoets by oplaai- en/of aflaaipunt uitgesonderd die gebruik van spuitappaar		

	Verhoging R	Minimum R
(VI) (i) Meubelstofferwerk, d.w.s. 'n werksaamheid of proses by die oortrek van alle soorte meubels, hetsy in hul geheel of in dele, en afgesien van die materiaal wat gebruik word, met die hand of 'n meganiese toestel, webwerk, wat ook beteken die inposisieplasing van webwerk en plaasvervangers daarvan (uitgesonderd hout- of metaallatte en dwarsstawe), opvulwerk, rottangvlegwerk, die aanwerk van knope, rygwerk, kramwerk, knopwerk en opstopwerk, die aanhegting van eenhede aan rame, maar uitgesonderd die werksaamhede in subklousule (iv) bedoel.....	36,00	346,19
(ii) Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule met die hand of 'n masjien glijpsteekstik, stik en/of las	36,00	308,55
(iii) Leerlinge wat in diens geneem word om die klas werk te leer wat in subklousule (ii) bedoel word—		
gedurende die eerste ses diensmaande	36,00	295,26
gedurende die tweede ses diensmaande	36,00	297,80
gedurende die derde ses diensmaande	36,00	300,34
gedurende die vierde ses diensmaande	36,00	303,48
daarna	36,00	308,55
(iv) Diverse meubelstofferwerksaamhede—		
(a) Hout- en metaallatte en dwarsstawe op rame in posisie plaas	36,00	314,71
(b) Stoelkussings met veerbinnewerk en/of veereenhede vul	36,00	321,33
(c) Skuimrubber of dergelike materiaal met 'n bandsaag sny	36,00	312,32
(d) Klaargemaakte rottangmatte aanbring		
(e) Kwassies of knope met die hand of masjien aanwerk waar dit as los stukke gedoen word voordat dit aanmekaargesit word, met inbegrip van deurgestikte knoopwerk, maar uitgesonderd diep-, diamant- of geplooid knoopwerk	36,00	326,80
(f) Deurgevlegte kussinkies aan veereenhede vasmaak, vassit of vaskram, hetsy met die hand of 'n masjien	36,00	314,71
(g) Vulsel op 'n veereenheid uitsprei		
(h) Kleefmiddel oor agterkante en oortrek materiaal spreid en dit vasplak	36,00	308,55
(i) 'n Doekspreimasjien laai, stoot en bedien		
(j) Klapperhaar of ander materiaal met 'n masjien uitpluis		
(k) Stoelkussings met materiaalstowwe, uitgesonderd veerbinnewerk en/of veereenhede, met 'n masjien vul	36,00	300,75
(l) Riempiewerk		
(m) Heliese vere en/of kettings en/of sig-sag- of nie-sakvere aan 'n raamwerk vassit vir stofferwerk		
(n) Veerrande met 'n sig-sag- en/of nie-saktipe veer aan 'n raamwerk vassit vir stofferwerk, met inbegrip van die vassit van alle onderdele, maar uitgesonderd in die vasryg en/of vasmaak van going en/of plaasvervangers vir going of sisal		
(o) Platforms sny wat gebruik word vir die bekleding van heliese en/of nie-sakvere		
(p) Grootmaatrolle stoffemateriaal van alle soorte met die hand van selfkant tot selfkant uitmekaar maak en/of opsny		
(q) Karton met die hand en/of masjien in stofferseksies sny		
(r) Materiaal met die hand of 'n masjien reguitsny vir onderkante of onderlegstukke oor vere (linne en going)	36,00	297,67
(s) Klapperhaar of ander materiaal met die hand uitpluis		
(t) Vulmateriaal in touvorm losdraai		
(u) Stoffeerder se kraallyste met bande vaswerk		
(v) Knope en kwassies maak		
(w) Stoffeerder help deur oortrek materiaal vas te hou		
(x) Skuimrubber of lateks met die hand volgens fatsoen sny en las		
(y) Onderkante van gestoffeerde artikels vasheg		
(z) (i) Going of linne aan sitplekplatforms vasheg		
(ii) Karton aan kaal rame vasheg of vaskram	36,00	300,75
Vir die toepassing van hierdie klousule en klousules (XI) en (XIV) beteken 'n veereenheid 'n onafhanklike montering van vere wat so met mekaar verbind is, met mekaar in verband staan of gemaak is dat dit 'n veerfondament en/of 'n veerbinnewerk vorm vir gebruik in 'n binneveermatras, stoelkussingsplek of ander bed- en/of sitinrigting.		
(VII) (i) Houtsneewerk aan meubels en/of ander houtsneewerk, d.w.s. 'n werksaamheid of proses, hetsy in die geheel of in dele, met handgereedskap of 'n meganiese toestel uitgevoer by die skepping van 'n fatsoen, patroon, medaljon of replika van 'n voorwerp wat bedoel is om alle soorte meubels te versier of te verfraai, maar uitgesonderd ondergenoemde diverse werksaamheid	36,00	346,19
(ii) Stippel- en sponswerk aan agtergrond van houtsneewerk	36,00	300,75
(VIII) Meubelhoutdraaiwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van 'n gefatsoeneerde artikel of onderdeel wat gebruik word in verband met alle soorte meubels	36,00	346,19
(IX) (i) Fineerwerk aan meubels, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word in die beleglaag van meubelgedeeltes van alle tipes, hetsy in die geheel of in dele, met fineer, maar uitgesonderd die werksaamhede in subklousule (ii) genoem		
(ii) Diverse fineerwerksaamhede:		
(a) Fineerstukke met die hand in posisie plaas		
(b) Bandlose laswerk met 'n masjien		
(c) Bediening van alle soorte perse		
(d) Vakuumsakke en alle soorte perse laai en leegmaak	36,00	297,67
(e) Gom en bande afwas		
(f) Dele opstapel nadat dit gepers is		
(g) Fineerwerk aan kante		
(h) Fineerwerk aan kante met 'n masjien wat ook die kante afwerk en skuur	36,00	312,32
(i) Inkeping slegs van kante met 'n meganiese toestel	36,00	312,32

		Verhoging R	Minimum R
(X)	(i) Leerlingvakmanne in diens om die klasse werk te leer wat in klousules (I) tot (IX) bedoel word, uitgesonderd die diverse werksaamhede wat daarin genoem word—		
	gedurende die eerste diensjaar	36,00	309,58
	gedurende die tweede diensjaar	36,00	319,87
	gedurende die derde diensjaar	36,00	334,69
	Daarna, die voorgeskrewe minimum loon.		
	As iemand wat in diens was as bandskuurmasjienskuurder, masjienskuurder of boorder tot leerlingvakman bevorder word, is sy aanvangsloon 'n minimum van	36,00	314,71
(XI)	(i) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of in dele, van alle soorte matrassse gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander dergelike materiaal of 'n kombinasie van veerbinnewerk, alle tipes draadvere, ketting- en/of spiraalvere, volle spiraalvere, maasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrassse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, spiraalvere en heliese vere aan rame, en ook die volgende:		
	Veermaasvlegwerk		
	Vulsel in matrasslope stop		
	Kante stik		
	Kwassies maak	36,00	314,71
	'n Randdeurstikmasjien bedien		
	'n Topdeurstikmasjien bedien		
	Rame en rollers vir die topdeurstikmasjien voorberei		
	Deurgevlegte kussinkies aan veereenhede vasheg, vassit of vaskram		
	Deurgestikte matrasrand aan veereenhede heg		
	Vulsel op 'n veereenheid uitsprei		
	Matrasbostukke, hetsy deurgestik of nie, in posisie plaas en vasmaak om 'n voorafgeboorde binnewerk- of veermatras te hou		
	Bande aan kante van binneveermatras aanbring		
	Rolkantwerk, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel		
	Knoopwerk aan kopstukke, aanvullend tot beddegoedmakery	36,00	319,54
(ii)	Diverse beddegoedwerksaamhede:		
	(1) Bostukke, rande en oortreksels uitsny		
	(2) Alle stikwerk by die vervaardiging van bostukke, rande, matrasslope, slope, ateljeerusbankoortreksels en samestellende dele		
	(3) Matrashandvatsels aan rande stik	36,00	308,55
	(4) Randlengtes las		
	(5) Die bek van 'n matras toewerk		
	(6) Kopkussings, stoelkussings en peule toewerk		
	(7) Bedmatrasrame met die hand vasbout		
	(8) Spoele vir 'n randdeurstikmasjien voorberei		
	(9) Gestikte rande volgens lengte sny		
	(10) Gate in matrassrande pons		
	(11) Ventileerders en handvatsels aan matrassrande aanbring		
	(12) 'n Deurvlegmasjien voer		
	(13) Kussinkies uitsny en maak, ongeag die materiaal wat gebruik word		
	(14) Latte en dwarsstawe in posisie plaas, of webwerk aan matras- of katelrame heg		
	(15) Matrasrame beits		
	(16) Kloue aan matrasrame heg		
	(17) 'n Maas in 'n matrasraam in posisie plaas en vasheg	36,00	300,75
	(18) Lussies aan naalde heg vir drukdeurknoopmasjienwerk		
	(19) 'n Doekspreimasjien laai, stoot en bedien		
	(20) 'n Pluismasjien bedien		
	(21) 'n Lussiemasjien bedien		
	(22) Lussies aan knope of kwassies werk		
	(23) Katelysters, koepels, rolwieleltjies en sokke aanbring		
	(24) Rame met die hand beits en/of vernis		
	(25) Geweefde draadmaas en kettingveermaas op rame monteer, vasslaan of vashaak		
	(26) Katelysters vassit		
	(27) Veereenhede aan katelrame vasheg		
	(28) Kopkussings, stoelkussings en peule vul met ander materiaal as veerbinnekante en/of veereenhede		
	(29) Kopkussings, peule, stoelkussings en veerkomberse massameet	36,00	297,67
	(30) Beddegoed stroop		
	(31) Kettinge, hoepelysters of ander dergelike materiaal sny		
	(32) Klapperhaar of ander materiaal met die hand uitpluis		
	(33) Karton- of kaliko-agterkante aan gestoffeerde kopstukke vasheg	36,00	300,75
	(34) Plastiekmaas aan rubberskuim vaslym	36,00	297,67
(iii)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (i) bedoel word (beddegoed maak)—		
	gedurende die eerste ses diensmaande	36,00	298,99
	gedurende die tweede ses diensmaande	36,00	302,35
	gedurende die derde ses diensmaande	36,00	305,14
	gedurende die vierde ses diensmaande	36,00	307,91
	daarna	36,00	314,71
(XII)	(i) Gordyne maak, d.w.s. enige werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van gordyne, hetsy in die geheel of in dele, en afgesien van die materiaal wat gebruik word, insluitend die hang, pas en monteer daarvan, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel	36,00	346,19

	Verhoging R	Minimum R
(ii) Diverse werksaamhede:		
(1) Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne met die hand of 'n masjien glipsteekstik, stik en/of las	36,00	308,55
(2) Materiaal van kant tot kant sny, maar uitgesonderd snywerk om patrone te laat pas	36,00	297,67
(3) Gordynggoed pars en/of stryk		
(4) Materiaal hanteer		
(iii) Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (ii) (1) bedoel word (naaiers) —		
gedurende die eerste ses diensmaande	36,00	295,26
gedurende die tweede ses diensmaande	36,00	297,80
gedurende die derde ses diensmaande	36,00	300,34
gedurende die vierde ses diensmaande	36,00	303,48
daarna	36,00	307,55
(iv) Leerlinge wat in diens geneem is om die klasse werk te leer wat in subklousule (i) bedoel word, uitgesonderd die diverse werksaamhede wat in subklousule (ii) bedoel word en leerling-naaiers wat in subklousule (iii) bedoel word		
ti.8minimumloon voorgeskryf vir leerlingvakmanne soos in klousule (X) van hierdie Bylae bedoel word.		
(XIII) (A) Arbeiderswerk, d.w.s. —		
(1) 'n masjienwerker help met die hantering van materiaal voor en na die masjienwerk	36,00	297,67
(2) 'n stoomketel, verbrander en/of oond bedien		
(3) sorg vir stofsakke en/of siklone van skuurmasjiene		
(4) stoffeervere baal en indompel		
(5) klapperhaar met die hand uitklop en/of uitpluis		
(6) persele skoonmaak en vee		
(7) masjinerie, installasie, gereedskap en werktuie skoonmaak		
(8) uitrusting afblaas en skoonmaak		
(9) metaalstawe skoonmaak		
(10) metaalstawe, skarniere, metaalstroke, draad, hoepelyster en alle dergelike materiaal sny ..		
(11) afleweringwerk met handvoertuie verrig		
(12) briewe en pakkette aflewer		
(13) stoelkussings met ander stowwe of materiaal as veerbinnekante en/of veereenhede met die hand vul		
(14) skuurpapierskywe vaslym		
(15) materiaal hanteer		
(16) afwitwerk		
(17) voertuie laai en/of aflaai		
(18) materiaal inpak in of uithaal uit oonde		
(19) tee of ander dergelike drank berei		
(20) masjiene en/of voertuie olie en smeer		
(21) perse van alle tipes bedien		
(22) artikels in kartondose en/of kartonhouers inpak en daarna sodanige kartondose en kartonhouers volmaak en toemaak		
(23) lym berei, massameet en meng; lym met die hand of met 'n masjien spreid; lym verwyder, afwas en afvee, lymverhardmiddels met die hand, 'n kwas of 'n masjien aanwend		
(24) 'n voertuig of handkar stoot of trek		
(25) klinknaelwerk verrig of skroefdraad in ysterboute en -stawe sny		
(26) hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny		
(27) tweedehandse stoffeerwerk en beddegoed stroop		
(28) fineerstukke met band vasmaak en fineerpers bedien		
(29) timmerhout met preserveermiddel behandel		
(30) grondstowwe uitpak, baal of uit bale haal		
(31) goedere in papier of karton toedraai		
(B) Arbeiders: Nuwe Inkomelinge (sien definisie onder klousule 3): Slegs partywinkels. Gedurende eerste 12 maande van indiensneming in Nywerheid		261,67
(XIV) Diverse:		
(1) Sweiswerk, uitgesonderd puntsweiswerk	36,00	346,10
(2) Masjienonderhoudswerktuigkundige		
(3) Puntsweiswerk		
(4) Versendingsklerk		
(5) Opsigter of wag		

	Verhoging R	Minimum R
(6) Verpakker.....	36,00	300,75
(7) Veerbinnekante en/of veereenhede bou en samestellende dele daarvan vervaardig.....		
(8) Leerlingverpakker.....		
(9) Metaaldele buig, pons, klink, boor en/of aanmeakaarsit.....		
(XV) (i) Jeugdige manlike werknemers in diens in 'n ambag aangedui ingevolge die Wet op Mannekrag-opleiding, 1981, gedurende die gemagtigde proeftydperk.....	36,00	298,38
(ii) Alle ander jeugdiges.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
(XVI) Kantoorwerknemers—		
gedurende die eerste diensjaar.....	36,00	299,15
gedurende die tweede diensjaar.....	36,00	304,28
gedurende die derde diensjaar.....	36,00	312,10
gedurende die vierde diensjaar.....	36,00	319,90
gedurende die vyfde diensjaar.....	36,00	328,13
daarna.....	36,00	338,39
(XVII) Los arbeider:		
Arbeider minder as 30 uur per week in diens met die spesifieke doel om slegs voertuie te laai en af te laai, hout op te stapel en die perseel skoon te maak.....	64,75 per dag	
(XVIII) Onderbaas—		
wat aan die hoof staan van werknemers wat nie vakmanstatus besit nie.....	R10,00 per week meer as sy voorgeskrewe minimum loon vir die klas werk wat hy verrig.	
wat aan die hoof staan van vakmanne.....	R15,00 per week meer as die basiese loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
(XIX) (i) Ornament- en sierwerk, d.w.s. 'n werksaamheid of proses by die vervaardiging of montering van ornamente en sierwerk, maar uitgesonderd die werk in subklousule (ii) bedoel.....	36,00	346,19
(ii) Die klas werk in klousules (I) (ii), (IV) (ii), (V) (ii), (VII) (ii), en (IX) (ii) van hierdie Bylae bedoel.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
(XX) Vakleerlinge—		
aanvangsloon per week—stadium 1.....	Weeklikse loon vir arbeiders, plus R10.	
Met voltooiing van stadium 1 en elke daaropvolgende stadium moet die weeklikse loon vermeerder word met 25% van die verskil tussen die minimum loontarief vir arbeiders, plus R10,00 en dié vir ambagsmanne, van krag ten tye van voltooiing van sodanige stadium.		

Signed at Durban on this 13th day of September 1994.

J. S. OLIVIER,
Chairman/Secretary.

M. H. GIBBS,
Vice-Chairman.

G. Moonsamy,
Vice-Chairman.

Geteken te Durban op hede die 13de dag van September 1994.

J. S. OLIVIER,
Voorsitter/Sekretaris.

M. H. GIBBS,
Visevoorsitter.

G. Moonsamy,
Visevoorsitter.

No. R. 2247 23 December 1994**LABOUR RELATIONS ACT, 1956****MOTOR TRANSPORT UNDERTAKING (GOODS):
RENEWAL OF MAIN AGREEMENT**

I, Petrus Viljoen, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare that the provisions of Government Notices Nos. R. 2253 of 14 October 1983, R. 1131 of 8 June 1984, R. 2789 of 20 December 1985, R. 2266 of 31 October 1986, R. 66 of 9 January 1987, R. 1138 of

No. R. 2247 23 Desember 1994**WET OP ARBEIDSVERHOUDINGE, 1956****MOTORVERVOERONDERNEMING (GOEDERE):
HERNUWING VAN HOOFOOREENKOMS**

Ek, Petrus Viljoen, Direkteur: Arbeidsbetrekkings, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudings, 1956, dat die bepalinge van Goewermentskennisgewing Nos. R. 2253 van 14 Oktober 1983, R. 1131 van 8 Junie 1984, R. 2789 van 20 Desember 1985, R. 2266 van 31

29 May 1987, R. 318 of 26 February 1988, R. 1814 of 9 September 1988, R. 254 of 17 February 1989, R. 1240 of 16 June 1989, R. 1038 of 11 May 1990, R. 1871 of 10 August 1990, R. 404 of 1 March 1991, R. 2283 of 20 September 1991, R. 3134 and R. 3135 of 20 December 1991, R. 3277 of 4 December 1992, R. 422 of 19 March 1993, R. 199 of 4 February 1994, R. 780 of 22 April 1994 and R. 936 of 7 May 1994, to be effective from 1 January 1995 and for the period ending 31 December 1995.

P. VILJOEN,

Director: Labour Relations.

No. R. 2248 23 December 1994

LABOUR RELATIONS ACT, 1956

FURNITURE AND BEDDING MANUFACTURING INDUSTRY, TRANSVAAL: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1994, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 10 (2), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1994, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,

Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE AND BEDDING MANUFACTURING INDUSTRY, TRANSVAAL

AGREEMENT

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

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

Oktober 1986, R. 66 van 9 Januarie 1987, R. 1138 van 29 Mei 1987, R. 318 van 26 Februarie 1988, R. 1814 van 9 September 1988, R. 254 van 17 Februarie 1989, R. 1240 van 16 Junie 1989, R. 1038 van 11 Mei 1990, R. 1871 van 10 Augustus 1990, R. 404 van 1 Maart 1991, R. 2283 van 20 September 1991, R. 3134 en R. 3135 van 20 Desember 1991, R. 3277 van 4 Desember 1992, R. 422 van 19 Maart 1993, R. 199 van 4 Februarie 1994, R. 780 van 22 April 1994 en R. 936 van 7 Mei 1994, van krag is vanaf 1 Januarie 1995 en vir die tydperk wat op 31 Desember 1995 eindig.

P. VILJOEN,

Direkteur: Arbeidsbetrekkings.

No. R. 2248 23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBEL- EN BEDDEGOEDNYWERHEID, TRANSVAAL: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudings, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1994 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 10 (2), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1994 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,

Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBEL- EN BEDDEGOEDNYWERHEID, TRANSVAAL

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudings, 1956, gesluit deur en aangegaan tussen die

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture and Bedding Manufacturing Industry, Transvaal, to amend the Agreement published under Government Notice No. R. 1347 of 30 June 1981, as amended, extended renewed and re-enacted by Government Notices Nos. R. 1819 of 27 August 1982, R. 1453 of 1 July 1983, R. 1919 and R. 1920 of 2 September 1983, R. 1026 of 10 May 1985, R. 2500 and R. 2501 of 8 November 1985, R. 1344 of 27 June 1986, R. 1878 of 12 September 1986, R. 1206 of 26 June 1988, R. 1722 of 26 August 1988, R. 205 of 2 February 1990, R. 1492 of 29 June 1990, R. 3041 of 4 January 1991, R. 1418 of 21 June 1991, R. 2662 of 8 November 1991, R. 2795 of 22 November 1991, R. 1683 of 19 June 1992, R. 3006 of 30 October 1992, R. 3098 of 13 November 1992, R. 129 of 29 January 1993, R. 1224 of 9 July 1993, R. 2078 and R. 2079 of 5 November 1993 and R. 1109 of 24 June 1994.

CHAPTER I

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Furniture and Bedding Manufacturing Industry, Transvaal—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Furniture and Bedding Manufacturing Industry, respectively;

(b) in the Province of the Transvaal as it existed immediately prior to the date of coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.

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

(a) apply only to employees for whom wages are prescribed therein and to the employers of such employees;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Manpower Training Amendment Act, 1990, or any contracts entered into or any conditions fixed thereunder;

(c) be subject to the provisions of the Determination by the Industrial Court, dated 30 October 1984, in the matter between the Industrial Councils for the Furniture and Bedding Manufacturing Industry, Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal and Natal, and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

2. CLAUSE 3: DEFINITIONS

Delete the expression "Grade IV" from the definition of "new entrant".

3. CLAUSE 4: CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

Substitute the following for clause 4:

"4. CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

No employer shall perform work or require or allow an employee to perform work, and no employee shall undertake or perform work, whether for remuneration or not, during the following period:

From the evening of Thursday, 15 December 1994, to the morning of Monday, 9 January 1995."

(hierna die "werknemers" of die "vakvereniging" genoem), aan die anderkant,

wat die partye is by die Nywerheidsraad vir die Meubel- en Beddegoednywerheid, Transvaal, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1347 van 30 Junie 1981, soos gewysig, verleng, hernieu en herbekragtig by Goewermentskennisgewings Nos. R. 1819 van 27 Augustus 1982, R. 1453 van 1 Julie 1983, R. 1919 en R. 1920 van 2 September 1983, R. 1026 van 10 Mei 1985, R. 2500 en R. 2501 van 8 November 1985, R. 1344 van 27 Junie 1986, R. 1878 van 12 September 1986, R. 1206 van 26 Junie 1988, R. 1722 van 26 Augustus 1988, R. 205 van 2 Februarie 1990, R. 1492 van 29 Junie 1990, R. 3041 van 4 Januarie 1991, R. 1418 van 21 Junie 1991, R. 2662 van 8 November 1991, R. 2795 van 22 November 1991, R. 1683 van 19 Junie 1992, R. 3006 van 30 Oktober 1992, R. 3098 van 13 November 1992, R. 129 van 29 Januarie 1993, R. 1224 van 9 Julie 1993, R. 2078 en R. 2079 van 5 November 1993 en R. 1109 van 24 Junie 1994.

HOOFSTUK I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubel- en Beddegoednywerheid, Transvaal, nagekom word—

(a) deur alle werkgewers wat lede van die werkgewers-organisasie is en deur alle werknemers wat lede van die vakvereniging is, en wat onderskeidelik by die Meubel- en Beddegoednywerheid betrokke en daarin werksaam is;

(b) in die provinsie Transvaal soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993), en in die landdrostdistrik Vryburg soos dit op 24 Junie 1960 saamgestel was.

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

(a) slegs van toepassing op werknemers vir wie lone daarin voorgeskryf word en op die werkgewers van dié werknemers;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of die Wysigingswet op Mannekragopleiding, 1990, of enige kontrakte daarkragtens aangegaan of enige voorwaardes daarkragtens vasgestel;

(c) onderworpe aan die bepalings van die Vasstelling van die Nywerheidshof, gedateer 30 Oktober 1984, in die saak tussen die Nywerheidsrade vir die Meubel- en Beddegoednywerheid, Transvaal en Natal, en die Nywerheidsrade vir die Bounywerheid, Transvaal en Natal, en die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

2. KLOUSULE 3: WOORDOMSKRYWING

Skrap die uitdrukking "Graad IV" in die omskrywing van "nuwe inkomeling".

3. KLOUSULE 4: SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende:

"4. SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgewer mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig, en geen werknemer mag werk onderneem of verrig, hetsy teen besoldiging al dan nie, gedurende die volgende tydperk nie:

Vanaf die aand van Donderdag, 15 Desember 1994 tot die oggend van Maandag, 9 Januarie 1995."

4. CLAUSE 8: SHORT TIME AND RETRENCHMENT ALLOWANCE

In subclause (1), insert the following at the end of the subclause:

"Provided that notice regarding the implementation of shorttime shall be given to the shop steward in writing prior to the date on which shorttime becomes effective."

5. CLAUSE 9: PAYMENT OF REMUNERATION

In subclause (3), after the expression "LESS: Provident Fund contributions" insert the following expressions:

"Additional Provident Fund contribution Sick Fund contribution (where applicable)".

6. CLAUSE 11: PAID PUBLIC HOLIDAYS

(1) Insert the expression "June 16" after the expression "Republic Day" where it first appears in subclause (1).

(2) Delete subclause (8).

7. CLAUSE 13: HOLIDAY BONUS FUND

(1) Substitute the expressions "20" for the expression "10" wherever it appears in subclause (1) (a) (i), (ii) and (iii).

(2) In subclause (1) (a) (iii), substitute the expression "43, 66" for the expression "43, 83".

8. CLAUSE 17: EXPENSES OF THE COUNCIL

In subclause (1), substitute the expression "27 cent plus a weekly percentage increase equivalent to the percentage on which the prescribed weekly wages in Chapters II and III are increased from time to time" for the expression "12c".

9. CLAUSE 18: REGISTRATION OF EMPLOYERS

(1) Remember subclause (1) to read "(1) (a)".

(2) Insert the following new subclause (1) (b):

"Every employer who commences operations in the Industry as at the date that this Agreement becomes operative, or thereafter, shall be required to pay an administrative registration fee of R100, to the Council and such fee shall not be refundable: Provided that the Council may, in its discretion, reduce or waive the registration fee."

10. CLAUSE 44: MATERNITY LEAVE

(1) Delete the expression "unpaid" wherever it occurs in subclause (1).

(2) Insert the following new subclause (g):

"Employees who are members of the trade union party to the Council shall be entitled to payment in terms of clause 9 of Chapter III of the benefit Funds Agreement."

11. CLAUSE 46: NEW ENTRANT

Substitute the following for clause 46:

"(1) A new entrant (as defined in clause 3 of this Agreement) who enters the Industry for the first time from the date on which this Agreement comes into operation, or thereafter, shall be remunerated at not less than the minimum rate prescribed for that Grade in the Agreement prior to the date on which this Agreement comes into operation.

(2) A new entrant shall complete a period of 26 weeks of employment in the Industry and thereafter the weekly remuneration of the said new entrant shall be increased and shall not be less than the minimum rate prescribed for the Grade in Chapter II or III of this Agreement or when a new wage increase comes into operation, whichever date is the earlier."

12. CHAPTER II: MINIMUM WAGES AND WAGE INCREASES

Substitute the following for clause 1 of Chapter II:

"CHAPTER II: MINIMUM WAGES

1. (1) Wage increases: Furniture manufacturing

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum pre-

4. KLOUSULE 8: KORTTYD EN PERSONEELVERMINDERINGSTOELAE

In subklousule (1), voeg die volgende in aan die einde van die subklousule:

"Met dien verstande dat kennisgewing van die implementering van korttyd skriftelik aan die werkwinkelverteenwoordiger gegee moet word voordat korttyd in werking tree".

5. KLOUSULE 9: BETALING VAN BESOLDIGING

Voeg die volgende uitdrukkings in subklousule (3) in, na die uitdrukking "MIN Voorsorgfondsbydrae":

"Addisionele Voorsorgfondsbydrae Siekefondsbydrae (waar van toepassing)".

6. KLOUSULE 11: OPENBARE VAKANSIEDAE MET BESOLDIGING

(1) Voeg die uitdrukking "16 Junie" in na die uitdrukking "Republiekdag" waar dit die eerste keer voorkom in subklousule (1).

(2) Skrap subklousule (8).

7. KLOUSULE 13: VAKANSIEBONUSFONDS

(1) Vervang die uitdrukking "10", waar dit ook al voorkom in subklousule (1) (a) (i), (ii) en (iii), deur die uitdrukking "20".

(2) In subklousule (1) (a) (iii), vervang die uitdrukking "43,83" deur die uitdrukking "43,66".

8. KLOUSULE 17: UITGAWES VAN DIE RAAD

In subklousule (1), vervang die uitdrukking deur die uitdrukking "27 sent plus 'n weeklikse persentasieverhoging gelykstaande aan die persentasie waarmee die voorgeskewe weeklone in Hoofstukke II en III van tyd tot tyd verhoog word".

9. KLOUSULE 18: REGISTRASIE VAN WERKGEWERS

(1) Hernommer subklousule (1) tot "(1) (a)".

(2) Voeg die volgende nuwe subklousule (1) (b) in:

"Van elke werkgewer wat op die datum waarop hierdie Ooreenkoms in werking tree, of daarna, met sy bedrywighede in die Nywerheid begin, word daar vereis om administratiewe registrasiegeld van R100 aan die Raad te betaal, en sodanige geld is nie terugbetaalbaar nie: Met dien verstande dat die Raad na goeddunke die registrasiegeld kan verminder of betaling daarvan kan kwyt-skel."

10. KLOUSULE 44: KRAAMVERLOF

(1) Skrap die uitdrukking "onbetaalde" waar dit voorkom in subklousule (1).

(2) Voeg die volgende nuwe subklousule (g) in:

"Werknemers wat lid is van die vakunieparty by die Raad, is geregtig op betaling kragtens klousule 9 van Hoofstuk III van die Bystandsfondsooreenkoms."

11. KLOUSULE 46: NUWE INKOMELING

Vervang klousule 46 deur die volgende:

"(1) 'n Nuwe inkomeling (soos omskryf in klousule 3 van hierdie Ooreenkoms) wat vanaf die datum waarop hierdie Ooreenkoms in werking tree, of daarna vir die eerste keer tot die Nywerheid toetree, moet besoldig word teen minstens die minimum loon wat vir daardie graad in die Ooreenkoms voorgeskryf voor die datum waarop hierdie Ooreenkoms in werking tree.

(2) 'n Nuwe inkomeling moet 'n tydperk van 26 weke diens in die Nywerheid voltooi, waarna die weeklikse besoldiging van genoemde nuwe inkomeling verhoog moet word en nie minder moet wees nie as die minimum loon wat voorgeskryf vir die graad in Hoofstuk II of III van hierdie Ooreenkoms voorgeskryf word of wanneer 'n nuwe loonverhoging in werking tree, watter datum ook al die eerste is."

12. HOOFSTUK II: MINIMUM LONE EN LOONVERHOOGINGS

Vervang klousule 1 van Hoofstuk II deur die volgende:

"HOOFSTUK II: MINIMUM LONE

1. (a) Loonverhogings: Meubelvervaardiging:

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom. Met dien verstande dat by elke geleentheid die minimum voorge-

scribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him, shall notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

<i>Actual earnings</i>	<i>For period ending 30 June 1995</i>
Foreman/Supervisor earning R369,58 per week or more	Weekly wage to be increased by R35,11
Chargehand earning R357,47 per week or more	Weekly wage to be increased by R33,96
Grade IV Chargehand earning R298,87 per week or more	Weekly wage to be increased by R28,37
Grade I employees earning R337,27 per week or more	Weekly wage to be increased by R31,66
Grade II employees earning R326,90 per week or more	Weekly wage to be increased by R31,06
Grade III employees earning R304,30 per week or more	Weekly wage to be increased by R28,91
Grade IV employees earning R286,93 per week or more	Weekly wage to be increased by R27,20
Grade IV (A) employees earning R288,51 per week or more	Weekly wage to be increased by R27,41
Casual employee earning R6,05 per hour	Wage to be increased by R0,57

(b) Wage increase: Bedding manufacturing

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed wage has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by him, shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

<i>Actual earnings</i>	<i>For period ending 30 June 1995</i>
Grade I employees earning R326,90 per week or more	Weekly wage to be increased by R31,06
Grade IA employees earning R333,27 per week or more	Weekly wage to be increased by R31,06
Grade II employees earning R319,23 per week or more	Weekly wage to be increased by R30,33
Grade III employees earning R304,30 per week or more	Weekly wage to be increased by R28,91
Grade IIIA employees earning R300,19 per week or more	Weekly wage to be increased by R28,52
Grade IV employees earning R286,31 per week or more	Weekly wage to be increased by R27,20
Casual employee earning R6,05 per hour	Wage to be increased by R0,57 per hour

(c) The following shall be the minimum weekly wages prescribed for apprentices in designated trades. An apprentice who is in receipt of a wage in excess of the minimum prescribed rate of the skills level for which he has qualified, shall, notwithstanding anything to the contrary contained herein, receive an increase of not less than R27,20 per week.

<i>Classification</i>	<i>Minimum wages Period ending 30 June 1995</i>
At indenturing.....	R326,01
Passing Phase 1.....	R338,51
Passing Phase 2.....	R351,01
Passing Phase 3.....	R363,51
Passing Phase 4.....	R376,01
Passing Phase 5.....	R388,51

skrewe loon ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet ondanks andersluidende bepalinge hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

<i>Werklike verdienste</i>	<i>Tydperk eindigende 30 Junie 1995</i>
Voorman/Toesighouer wat R369,58 of meer per week verdien	Weekloon moet verhoog word met R35,11
Onderbaas wat R357,47 of meer per week verdien	Weekloon moet verhoog word met R33,96
Onderbaas Graad IV wat R298,87 of meer per week verdien	Weekloon moet verhoog word met R28,37
Werknemers graad I wat R337,27 of meer per week verdien	Weekloon moet verhoog word met R31,66
Werknemers graad II wat R326,90 of meer per week verdien	Weekloon moet verhoog word met R31,06
Werknemers graad III wat R304,30 of meer per week verdien	Weekloon moet verhoog word met R28,91
Werknemers graad IV wat R286,93 of meer per week verdien	Weekloon moet verhoog word met R27,20
Werknemers IV (A) wat R288,51 of meer per week verdien	Weekloon moet verhoog word met R27,41
Los werknemer wat R6,05 per uur verdien	Loon moet verhoog word met R0,57 per uur

(b) Loonverhogings: Beddegoedvervaardiging

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat by elke geleentheid die minimum voorgeskrewe loon ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet ondanks andersluidende bepalinge hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

<i>Werklike verdienste</i>	<i>Tydperk eindigende 30 Junie 1995</i>
Werknemers graad I wat R326,90 of meer per week verdien	Weekloon moet verhoog word met R31,06
Werknemers graad 1A wat R333,27 of meer per week verdien	Weekloon moet verhoog word met R31,06
Werknemers graad II wat R319,23 of meer per week verdien	Weekloon moet verhoog word met R30,33
Werknemers graad III wat R304,30 of meer per week verdien	Weekloon moet verhoog word met R28,91
Werknemers graad IIIA wat R300,19 of meer per week verdien	Weekloon moet verhoog word met R28,52
Werknemers graad IV wat R279,80 of meer per week verdien	Weekloon moet verhoog word met R27,20
Los werknemer wat R6,05 per uur verdien	Loon moet verhoog word met R0,57 per uur

(c) Onderstaande is die minimum weeklone voorgeskryf vir vakleerlinge in aangewese ambagte. 'n Vakleerling wat 'n hoër loon ontvang as die minimum voorgeskrewe loon van die vaardigheidsvlak waarvoor hy gekwalifiseer het, moet ondanks andersluidende bepalinge hierin vervat, 'n verhoging ontvang van minstens R27,20 per week:

<i>Indeling</i>	<i>Minimum lone Tydperk eindigende 30 Junie 1995</i>
By inboeking.....	R326,01
Slaagfase 1.....	R338,51
Slaagfase 2.....	R351,01
Slaagfase 3.....	R363,51
Slaagfase 4.....	R376,01
Slaagfase 5.....	R388,51

13. CHAPTER III; CLAUSE B: WAGE INCREASES

Substitute the following for subclause (1) of clause B:

"B. WAGE INCREASES AND MINIMUM WAGES

(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are in receipt of a wage in excess of the minimum prescribed rate for the class of work performed by him, shall notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

<i>Classification</i>	<i>For period ending 30 June 1995</i>
Driver classified under 1 (a) (i)....	Weekly wage to be increased by R28,18
Driver classified under 1 (a) (ii) ...	Weekly wage to be increased by R28,68
Driver classified under 1 (a) (iii) ..	Weekly wage to be increased by R29,24
Driver classified under 1 (a) (iv) and (b)	Weekly wage to be increased by R29,79
Driver classified under 1 (b).....	Weekly wage to be increased by R27,25

CASUAL DRIVERS

Casual driver classified under 1 (c) (i)	Daily wage to be increased by R5,76
Casual driver classified under 1 (c) (ii)	Daily wage to be increased by R5,87
Casual driver classified under 1 (c) (iii)	Daily wage to be increased by R5,98
Casual driver classified under 1 (c) (iv)	Daily wage to be increased by R6,10
Casual driver classified under 1 (d)	Daily wage to be increased by R5,57".

14. CLAUSE C: PAYMENT OF REMUNERATION

Insert the following new subclauses (6) (g) and (h):

"(g) any other deductions in terms of this Agreement or any other Agreement of the Council;

(h) any other deduction, with the written consent of the employee, authorized by the Council."

Signed at Johannesburg on behalf of the parties, this 28th day of July 1994.

R. CORNICK,
Chairman of the Council.

C. RIGNEY,
Vice-Chairman.

P. C. SMIT,
General Secretary of the Council.

No. R. 2249 23 December 1994

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE
CLOTHING INDUSTRY, ORANGE FREE STATE
AND NORTHERN CAPE

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1681 of 30 September 1994 with effect from the second Monday after the date of publication of this notice.

T. T. MBOWENI,
Minister of Labour.

13. HOOFSTUK III; KLOUSULE B: LOON-VERHOOGINGS

Vervang subklausule (1) van klousule B deur die volgende:

"B. LOONVERHOOGINGS EN MINIMUM LONE

(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder genoem: Met dien verstande dat by elke geleentheid die minimum voorgeskrewe loon ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

<i>Inleiding</i>	<i>Vir tydperk eindigende 30 Junie 1995</i>
Drywer ingedeel onder 1 (a) (i) ...	Weekloon moet verhoog word met R28,18
Drywer ingedeel onder 1 (a) (ii) ..	Weekloon moet verhoog word met R28,68
Drywer ingedeel onder 1 (a) (iii) ..	Weekloon moet verhoog word met R29,24
Drywer ingedeel onder 1 (a) (iv) en (b)	Weekloon moet verhoog word met R29,79
Drywer ingedeel onder 1 (b)	Weekloon moet verhoog word met R27,25

LOS DRYWERS

Los drywer ingedeel onder 1(c) (i)	Dagloon moet verhoog word met R5,76
Los drywer ingedeel onder 1 (c) (ii)	Dagloon moet verhoog word met R5,87
Los drywer ingedeel onder 1 (c) (iii)	Dagloon moet verhoog word met R5,98
Los drywer ingedeel onder 1 (c) (iv)	Dagloon moet verhoog word met R6,10
Los drywer ingedeel onder 1 (d)	Dagloon moet verhoog word met R5,57".

KLOUSULE C: BETALING VAN BESOLDIGING

Voeg die volgende subklausules (6) (g) en (h) in:

"(g) enige ander aftrekkings kragtens hierdie Ooreenkoms of enige ander Ooreenkoms van die Raad;

(h) enige ander aftrekking, met die skriftelike toestemming van die werknemer, goedgekeur deur die Raad."

Geteken te Johannesburg op hede die 28ste dag van Julie 1994.

R. CORNICK,
Voorsitter van die Raad.

C. RIGNEY,
Ondervoorsitter.

P. C. SMIT,
Hoofsekretaris van die Raad.

No. R. 2249 23 Desember 1994

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGEWING

KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 1681 van 30 September 1994 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 2251**23 December 1994****LABOUR RELATIONS ACT, 1956****LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF AGREEMENT FOR THE HANDBAG SECTION**

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

No. R. 2252**23 December 1994****LABOUR RELATIONS ACT, 1956****MOTOR TRANSPORT UNDERTAKING (GOODS): EXTENSION OF PROVIDENT FUND AGREEMENT**

I, Petrus Viljoen, Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 3146 of 20 December 1991, R. 3059 of 6 November 1992, R. 2074 of 5 November 1993 and R. 2354 of 10 December 1993, by a further period ending 31 December 1995.

P. VILJOEN,
Director: Labour Relations.

No. R. 2250**23 December 1994****LABOUR RELATIONS ACT, 1956****CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE: MAIN AGREEMENT**

I, Tito Titus Mboweni, Minister of Labour, 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

No. R. 2251**23 Desember 1994****WET OP ARBEIDSVERHOUDINGE, 1956****LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE**

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 2252**23 Desember 1994****WET OP ARBEIDSVERHOUDINGE, 1956****MOTORVERVOERONDERNEMING (GOEDERE): VERLENGING VAN VOORSORGFONDSOOREENKOMS**

Ek, Petrus Viljoen, Direkteur: Arbeidsbetrekkinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 3146 van 20 Desember 1991, R. 3059 van 6 November 1992, R. 2074 van 5 November 1993 en R. 2354 van 10 Desember 1993, met 'n verdere tydperk wat op 31 Desember 1995 eindig.

P. VILJOEN,
Direkteur: Arbeidsbetrekkinge.

No. R. 2250**23 Desember 1994****WET OP ARBEIDSVERHOUDINGE, 1956****KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND: HOOFOOREENKOMS**

Ek, Tito Titus Mboweni, Minister van Arbeid, 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

hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; 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, 7 (3) (f), 24, 25 and 26 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1995, 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.

T. T. MBOWENI,
Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

AGREEMENT

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

Orange Free State and Northern Cape Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry, Orange Free State and Northern Cape.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
- (b) in the Magisterial Districts of Kimberley, Parys, Kroonstad, Frankfort, Bloemfontein and Vredefort.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in clause 4 and whose actual wages are not in excess of those persons defined as "contributors" in the Unemployment Insurance Act, 1966.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be specified by the Minister of Labour, and shall remain in operation until 30 June 1995, or for such period or periods as may be determined by him.

verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 7 (3) (f), 24, 25 en 26, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1995 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.

T. T. MBOWENI,
Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

OOREENKOMS

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

Orange Free State and Northern Cape Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasiennywerheid, Oranje-Vrystaat en Noord-Kaapland.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Klerasiennywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;
- (b) in die landdrostdistrikte Kimberley, Parys, Kroonstad, Frankfort, Bloemfontein en Vredefort.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in klousule 4 voorgeskryf word en wie se werklike lone nie meer is as dié van diegene wat as "bydraers" in die Werkloosheidsversekeringswet, 1966, omskryf word nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid vasstel en bly van krag tot 30 Junie 1995, of vir die tydperk of tydperke wat hy bepaal.

3. DEFINITIONS

Any terms in this Agreement which are defined in the Act shall have the same meaning as in that Act.

Any reference to an act shall include any amendment of 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;

"boiler attendant" means an employee who under the supervision of a foreman or factory manager is responsible for maintaining the water level and steam pressure of a boiler in an establishment and who may stoke, rake, slice and draw the fire in such boiler;

"checker/examiner/passers" means an employee who is responsible for checking and/or examining finished and unfinished garments for faults or defects during production, but excluding final passing of garments which shall be the responsibility of the quality controller;

"chopper-out" means an employee engaged in cutting out garments or portions of garments by hand or machine from one or more layers of materials that have already been marked;

"cleaning" means the removal of spots, marks or foreign matter from materials and garments and/or the removal and nipping off of threads;

"cloakroom supervisor" means an employee who is in charge of a changeroom in which an employee may change or store his clothing or of lockers in which an employee may store his effects, and who may supervise the cleaning of the changerooms, toilets and/or kitchen premises;

"Clothing Industry" means, without in any way limiting the ordinary meaning of the term, the Industry in which employers and employees are associated in establishments which are registered or liable to registration under the Factories, Machinery and Building Work Act, 1941, for the purpose of making, irrespective of the process or method used in such purpose of making, irrespective of the process or method used in such making, any one or more of the following classes of wearing apparel:

- (a) Outer garments, underwear or nightwear;
- (b) ties;
- (c) men's or boys' tweed or linen hats or caps;

but excluding the knitting of any such article or the making of—

- (i) garments to the measurement of individual persons, except in the execution of orders from any Government department, provincial administration and local authority or the Transnet;
- (ii) wearing apparel from furs or pelts;
- (iii) women's or girls' hats; and
- (iv) stockings or socks;

"Council" means the Industrial Council for the Clothing Industry, Orange Free State and Northern Cape, as registered in terms of the Labour Relations Act, 1956;

"despatch clerk" means an employee who is responsible for the despatch or the packing of goods for transport or delivery and who may supervise the assembling, checking, mass measuring, packing, marking, addressing or despatching of such goods or packages;

"despatch packer" means an employee who is wholly or mainly engaged in the making up of orders and/or parcels and/or bales and folds and/or packs garments in readiness for despatch;

3. WOORDOMSKRYWING

Alle uitdrukkings in hierdie Ooreenkoms wat in die Wet omskryf word, het dieselfde betekenis as in daardie Wet.

Waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel, en tensy die teenoorgestelde bedoeling blyk, word daar met woorde wat die manlike geslag aandui, ook vroue bedoel: Voorts, tensy onbestaanbaar met die samehang, beteken—

"Wet" die Wet op Arbeidsverhoudinge, 1956;

"ketelbediener" 'n werknemer wat onder toesig van 'n voorman of fabrieksbestuurder daarvoor verantwoordelik is om die waterstand en stoomdruk van 'n stoomketel in 'n bedryfsinrigting in stand te hou en wat die vuur in die ketel kan stook, hark, oprakel en uitkrap;

"nasiener/ondersoeker/keurder" 'n werknemer wat verantwoordelik is vir die nasien en/of ondersoek van voltooide en onvoltooide kledingstukke vir foute of defekte gedurende die vervaardigingsproses, maar uitgesonderd die finale keuring van kledingstukke wat die verantwoordelikheid van die gehaltebeheerder is;

"snyer" 'n werknemer wat kledingstukke of dele van kledingstukke met die hand of 'n masjien sny uit een of meer lae materiaal wat reeds gemerk is;

"skoonmaak" vlekke, merke of vreemde stowwe van materiaal en kledingstukke verwyder en/of draadjies verwyder en afknip;

"kleedkamertoetsighouer" 'n werknemer wat beheer uitoefen oor 'n kleedkamer waarin 'n werknemer hom kan verkleed of sy klere kan bêre of oor sluitkaste waarin 'n werknemer sy besittings kan bêre, en wat toesig kan hou oor die skoonmaak van die kleedkamers, toilette en/of kombuispersele;

"Klerasienywerheid", sonder om die gewone betekenis van die woord enigins te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of geregistreer moet word kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om, ongeag die proses of metode wat daarvoor aangewend word, een of meer van die volgende klasse klerasie te maak;

- (a) Boklere, onderklere of nagklere;
- (b) dasse;
- (c) mans- of seunshoede of -pette of tweed of linne; uitgesonderd die brei van so artikel of die maak van—
 - (i) kledingstukke volgens die mate van individuele persone, uitgesonderd by die uitvoering van bestellings van 'n Staatsdepartement, provinsiale administrasie, plaaslike owerheid of Transnet;
 - (ii) kledingstukke van pelse of pelsvelle;
 - (iii) vroue- of meisieshoede; en
 - (iv) kouse of sokkies;

"Raad" die Nywerheidsraad vir die Klerasienywerheid, Oranje-Vrystaat en Noord-Kaapland, soos geregistreer ingevolge die Wet op Arbeidsverhoudinge, 1956;

"versendingsklerk" 'n werknemer wat verantwoordelik is vir die versending of die verpakking van goedere vir vervoer of aflewering en wat toesig kan hou oor die bymeekaarmaak, nagaan, massameet, verpakking, merk, adresseer of versending van sodanige goedere of pakkette;

"versendingsverpakker" 'n werknemer wat uitsluitlik of hoofsaaklik betrokke is by die opmaak van bestellings en/of pakkies en/of bale en die vou en/of verpakking van kledingstukke om dit gereed te hê vir versending;

"experience" means the total period or periods of employment of an employee in the Clothing Industry and/or Bespoke Tailoring Industry and/or private dress-making and/or Knitting Industry in any capacity or capacities: Provided that, for the purpose of computing an employee's experience, employment for 16 weeks in any half-year shall be deemed to have been employment for the whole half-year: Provided further that a learner in his first half-year of employment, although having less than 16 weeks' but more than 13 weeks' experience on the last day of the half-year, shall be deemed to have been in employment for the whole half-year: Provided further that the trial period of an employee in terms of clause 14 (1) (e) shall be deemed to be experience only if the contract of service is confirmed;

"factory clerk" means an employee who is employed in the production area of the factory and who is wholly or mainly employed in the recording of attendance and/or production data or checking of work in and out;

"finisher" means an employee who is engaged in putting in pads or wadding into shoulders of coats, fastening or serging sleeveheads, wading sleeveheads, felling silk facings already basted into position, making buttonholes by hand or felling sleevehead linings by hand;

"fitter-up" means an employee who tacks the outside of garments together with the cut-out linings (called trimmings) and adjusts the outside and the inside together accurately so that the parts may go forwards to the machine to be put together correctly;

"foreman" or **"forewoman"** means an employee in charge of the employees in a factory, who exercises control or, who exercises control over such employees, and who is charged with the responsibility for engaging or terminating the employment of such employees, and who is responsible for the efficient performance by them of their duties;

"former scribe" means an employee who scribes and breaks a paper template or former in accordance with a master pattern supplied to him;

"general worker" means an employee engaged on one or more of the following operations:

- (a) Fixing machine belts; oiling machines, filling oil cans or similar work;
- (b) oiling and/or greasing of motor vehicles;
- (c) issuing cottons;
- (d) winding bobbins;
- (e) folding garments;
- (f) turning coat facings out after machining;
- (g) marking and/or soaping the position of pockets, buttons, buttonholes, loops, fasteners, darts, hems or turn-ups;
- (h) packing garments into boxes or into other suitable wrappings or into bundles prior to their being sent to the despatch department;
- (i) turning out or over the edges of collars, facings, bands, cuffs, pockets or flaps, whether by hand or machine, other than a power-driven machine;
- (j) pinning shirts or other garments or pinning together parts of garments in preparation for machining;
- (k) shaping by template the lapels or collars of jackets or overcoats preparatory to underbasting, other than a "shaper";
- (l) marking or trimming the shape of the necks of shirts, underwear or nightwear;
- (m) sorting or snipping off threads or removing spots or marks from materials or garments;

"ondervinding" die totale tydperk of tydperke wat 'n werknemer werksaam was in die Klerasierywerheid en/of Kleremakery-op-maat-nywerheid en/of private mode-makery en/of Breinywerheid in watter hoedanigheid of hoedanighede ook al: Met dien verstande dat om 'n werknemer se ondervinding te bereken, 16 weke diens in 'n halfjaar geag moet word diens te wees vir die volle halfjaar: Voorts met dien verstande dat 'n leerling in sy eerste halfjaar diens, al het hy minder as 16 weke maar meer as 13 weke ondervinding op die laaste dag van die halfjaar, geag moet word die volle halfjaar in diens te gewees het: Voorts met dien verstande dat die proeftydperk van die werknemer ingevolge klousule 14 (1) (e) geag moet word ondervinding te wees slegs as die dienskontrak bekragtig word;

"fabrieksklerk" 'n werknemer wat in die produksieafdeling van die fabriek werk en gedeeltelik of uitsluitlik in diens is om rekord te hou van aanwesigheds- en/of produksiegegevens of om werk wat inkom of uitgaan, na te gaan;

"afwerker" 'n werknemer wat kussinkies of watte in skouers van baadjies sit, moukoppe vaswerk of omkap, moukoppe van watekussinkies voorsien, sybelegsels wat reeds in posisie geryg is, platstik, knoopsgate met die hand maak of moukopvoerings met die hand platstik;

"passer" 'n werknemer wat die buitenste dele van kledingstukke en die uitgesnyde voerings (tooisels) aanmekeer ryg en die buitenste gedeelte en die voering presies opmekeer pas sodat die dele verder na die masjien kan gaan om reg aanmekeer gesit te word;

"voorman" of **"voorvrou"** 'n werknemer aan die hoof van die werknemers in 'n fabriek, wat beheer uitoefen oor sodanige werknemers en verantwoordelik is vir die indiensneming of diensbeëindiging van sodanige werknemers, en wat moet toesien dat hulle hul pligte doeltreffend verrig;

"vormblokker" 'n werknemer wat 'n papierpatroon of vormer teenprofielsny ooreenkomstig 'n meesterpatroon wat aan hom verskaf word, en dit uitlig;

"algemene werker" 'n werknemer wat een of meer van die volgende werksaamhede verrig;

- (a) Masjienbande aanbring, masjiene olie, oliekanne vul of soortgelyke werk verrig;
- (b) motorvoertuie olie en/of smeer;
- (c) gare uitreik;
- (d) tolle opdraai;
- (e) kledingstukke opvou;
- (f) belegsels van baadjies omdop nadat dit gestik is;
- (g) die posisie van sakke, knope, knoopsgate, lusies, drukknopies, pylinate, some van omslae merk en/of met seepsteentjie merk;
- (h) kledingstukke in dose of ander geskikte omhulsels of in bondels verpak voordat dit na die versendingsafdeling gestuur word;
- (i) die rande van krae, belegsels, stroke, mansjette, sakke of klappe met die hand of 'n masjien, uitgesonderd 'n kragaangedrewe masjien, omdop of omkeer;
- (j) hemde of ander kledingstukke vasspeld of dele van kledingstukke aanmekeer vasspeld sodat dit gestik kan word;
- (k) die lapelle van baadjies of oorjasse volgens 'n patroonplaat vorm ter voorbereiding van binnerygwerk (uitgesonderd 'n "fatsoeneerder");
- (l) halse van hemde, onderklere of nagklere merk of uitknip;
- (m) sorteer of draadjies afknip of vlekke of merke van materiaal of kledingstukke verwyder;

- (n) sorting out garments or parts of garments;
- (o) stamping the sizes or identity work numbers on garments or parts of garments;
- (p) delivering letters, messages or goods on foot or by means of a foot- or hand-propelled vehicle;
- (q) cutting by hand of any trimming (not being piece goods) to a given length or shape;
- (r) making of belts, buckles, button and shank moulds by machines operated by hand (excluding making of belts by sewing machine);
- (s) making up bundles;
- (t) marking positions of button-holes, buttons, pockets, flaps, etc.;
- (u) pulling of bastings;
- (v) sloping;
- (w) soaping;
- (x) turning sleeves or trousers inside out;
- (y) tying off threads;
- (z) pressing of parts of unfinished garments;
- (aa) making tea or similar beverages;
- (ab) sorting buttons according to size or colour;
- (ac) carrying messages or garments or parts of garments from one place to another within an establishment, other than distributing work among the employees;
- (ad) fusing;
- (ae) winding;

"half-year" means the six-monthly periods commencing on the first day of May and November;

"hourly wages" means the weekly wage, divided by the number of hours prescribed in clause 9 of this Agreement;

"invisible mender" means an employee engaged in mending or repairing a garment or other article composed of woven or knitted material, by hand or machine, using the stoating, fine drawing or reentering processes according to the kind of tear or damage to the material and includes the mending of silk by drawing through the broken threads;

"invoice clerk" means an employee who writes out an invoice from an order form, extends and casts totals and thereafter prepares summaries or other statistical records or maintains stock records;

"knitted garments" means the making of knitted garments, or the making of garments from knitted materials;

"knitting machine operator" means an employee who is engaged in all of the following duties:

- (i) Changing needles and jack;
- (ii) straightening tricks;
- (iii) running on after press-off;
- (iv) tying in yarn and keeping machine running;
- (v) checking widths and lengths and sizes;
- (vi) checking production ticket to ensure correct colour, size, yarn, dye lot being used/knitted;
- (vii) checking quality of fabric for faults and separating blanks;

"labourer" means an employee who is engaged in one or more of the following activities:

- (a) Cleaning premises, plant, machines, vehicles, tools or other articles;
- (b) loading or unloading goods;
- (c) carrying, moving or stacking goods;

- (n) kledingstukke of dele van kledingstukke sorteer;
- (o) die groottes of identiteitswerknommers op kledingstukke of dele van kledingstukke stempel;
- (p) briewe, boodskappe of goedere te voet of met 'n voet- of handvoertuig aflewer;
- (q) tooisel (uitgesonderd stukgoedere) volgens 'n bepaalde lengte of fatsoen met die hand sny;
- (r) gordels, gespes, knoop-en-stamvormpies met 'n handmasjien maak (uitgesonderd gordels met 'n naaimasjien maak);
- (s) bondels opmaak;
- (t) die posisie van knoopsgate, knope, sakke, klappe, ens., afmerk;
- (u) rygdrade uittrek;
- (v) halsfatsoenering;
- (w) met seepsteentjie merk;
- (x) moue of broeke omkeer;
- (y) draadjies afbind;
- (z) dele van onafgewerkte kledingstukke pars;
- (aa) tee of dergelike drank berei;
- (ab) knope volgens grootte of kleur sorteer;
- (ac) boodskappe of kledingstukke of dele van kledingstukke van een plek na 'n ander binne die bedryfsinrigting dra, maar nie werk onder die werknemers verdeel nie;
- (ad) materiaal aanmekaarsmelt;
- (ae) garing opdraai;

"halfjaar" die sesmaandelikse tydperke wat op die eerste dag van Mei en November begin;

"uurloon" die weekloon, gedeel deur die getal ure in klousule 9 van hierdie Ooreenkoms voorgeskryf;

"fynstopper" 'n werknemer wat kledingstukke of ander artikels, bestaande uit geweefde of gebreide materiaal, met die hand of 'n masjien heelmaak, of herstel deur middel van 'n fynlaswerk, fyntrekwerk of fynstopwerk, volgens die soort skeur of beskadiging aan die materiaal, en dit sluit in die heelmaak van sy deur gebreekte drade deur te trek;

"faktuurklerk" 'n werknemer wat 'n faktuur van 'n bestelvorm of uitskrif, totale oordra en optel en daarna opsommings of ander statistiese registers voorberei of voorraderegisters byhou;

"gebreide kledingstukke" die vervaardiging van gebreide kledingstukke, of die vervaardiging van kledingstukke van gebreide materiale;

"breimasjienbediener" 'n werknemer wat al die volgende werksaamhede verrig:

- (i) Naalde en stoters omruil;
- (ii) leigleuwe reguit maak;
- (iii) ophaak na afwerping;
- (iv) garing aanbind en masjien aan die loop hou;
- (v) breedtes en lengtes en groottes nagaan;
- (vi) die produksiekaart nagaan om seker te maak dat die regte kleur, grootte, garing, kleurlot gebruik/gebrei word;
- (vii) die gehalte van die materiaal nagaan vir foute en ru-stukke skei;

"arbeider" 'n werknemer wat een of meer van die volgende werksaamhede verrig:

- (a) Persele, installasie, masjiene, voertuie, gereedskap of ander artikels skoonmaak;
- (b) goedere laai of aflaai;
- (c) goedere dra, verskuif of opstapel;

- (d) opening or closing or strapping cartons or other containers; nailing packing cases or sewing up or strapping bales or, under the supervision of a despatch packer or clerk, parceling goods;
- (e) making or maintaining fires, or removing refuse or ashes;
- (f) oiling or greasing vehicles, other than motor vehicles;
- (g) gardening, i.e. planting of digging, mowing, weeding, raking or watering or mixing or spreading garden soil or material or cutting or trimming edges or trees or plants;

"layer-up" means an employee who is engaged in the laying of material in one or more thicknesses or layers preparatory to cutting;

"maintenance hand" means an employee performing one or more of the following operations:

- (i) Making minor adjustments or repairs to machinery or installations, or assisting a mechanic;
- (ii) making minor renovations or repairs to buildings;

"marker-in" means an employee who marks out the pattern on a layer or layers of material, preparatory to cutting out;

"marking of trimmings" means the marking of the position of pockets, buttons, button-holes, loops, fasteners, darts, hems, turn-ups and the like, preparatory to further operations;

"mechanic" means an employee who is engaged in work normally performed by a skilled artisan (other than minor repairs or adjustments to machinery or installations or minor repairs or renovations to buildings), and for the purposes of this definition, the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Manpower Training Act, 1981, or who holds a certificate of proficiency under section 6 or a trade diploma under section 7 of the Manpower Training Act, 1981;

"mechanic" unqualified means an employee who performs duties similar to that of a mechanic but who does not have a certificate of proficiency or a diploma;

"motor vehicle driver" means an employee who is engaged in driving a motor vehicle, and for the purposes of this definition, the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"part-time driver of a motor vehicle" means an employee engaged in driving a motor vehicle for not more than three hours in the aggregate on any day, and for the purposes of this definition, "driving a motor vehicle" includes all periods of driving and any time spent by the driver while in charge of the vehicle or on work connected with the vehicle or the load;

"passer or checker or examiner" means an employee who is responsible for passing or checking completed or uncompleted garments for faults but is not responsible for the final quality control of the garment;

"pattern grader" means an employee who grades patterns from any material to various sizes according to requirements or directions given to him;

"plain sewing" means the performing by hand of one or more of the following operations;

Tacking permanent turn-ups, tacking and waistband linings, sewing on hooks and eyes, tickets or press studs, fastening catch in top of trousers, sewing on buttons, making and sewing on hangers, felling crutch

(d) kartonne of ander houers oopmaak of toemaak of met bande vasmaak, pakkiste toespyker of bale toewerk of met bande vasmaak of, onder die toesig van 'n versendingsverpakker of -klerk, goedere in pakkies oopmaak;

(e) vuur maak of aan die gang hou, of afval of as verwyder;

(f) voertuie, uitgesonderd motorvoertuie, olie of smeer;

(g) tuinmaak, d.w.s. plant of spit, gras sny; onkruid verwyder, hark of water gee of tuingrond of materiaal meng of strooi of heinings of bome of plante snoei of regsn;

"laagoplêr" 'n werknemer wat materiaal in een of meer diktes of lae rangskik voordat dit gesny word;

"onderhoudswerker" 'n werknemer wat een of meer van die volgende werksaamhede verrig:

(i) Kleinere stel- of herstelwerk aan masjinerie of installasies aanbring of 'n werktuigkundige bystaan;

(ii) kleinere opknappings- of herstelwerk aan geboue aanbring;

"afmerker" 'n werknemer wat die patroon op 'n laag of lae materiaal afmerk voordat dit gesny word;

"toebehoorsels afmerk" die afmerk van die posisie van sakke, knope, knoopsgate, lussies, drukknoppies, pyl-nate, some, omslae en dergelike voorbereidingswerk vir verdere werksaamhede;

"werktuigkundige" 'n werknemer wat werk doen wat gewoonlik deur 'n geskoolde ambagsman gedoen word (maar nie geringe herstelwerk of verstellings aan masjinerie of instalasies of geringe herstelwerk of opknappings aan geboue nie), en vir die toepassing van hierdie omskrywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n ambag aangewys of geag aangewys te wees kragtens die Wet op Mannekragopleiding, 1981, of wat in besit is van 'n vaardigheidsertifikaat kragtens artikel 6 of 'n bedryfsertifikaat kragtens artikel 7 van die Wet op Mannekragopleiding, 1981;

"drywer van 'n motorvoertuig" 'n werknemer wat 'n motorvoertuig dryf, en vir die toepassing van hierdie omskrywing omvat die uitdrukking "motorvoertuig dryf" alle tydperke waarin hy dryf en alle tyd deur die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke waarin hy verplig is om op sy pos te bly, gereed om te dryf;

"deeltydse drywer van 'n motorvoertuig" 'n werknemer wat 'n motorvoertuig hoogstens drie uur altesaam op 'n dag dryf, en vir die toepassing van hierdie omskrywing omvat die uitdrukking "n motorvoertuig dryf" alle tydperke waarin hy dryf en alle tyd deur die drywer bestee terwyl hy in beheer van die voertuig is aan werk in verband met die voertuig of die vrag;

"keurder of nasiener of ondersoeker" 'n werknemer wat verantwoordelik is daarvoor om voltooide of onvoltooide kledingstukke vir foute te keur of na te sien, maar wat nie verantwoordelik is vir die finale gehaltebeheer van die kledingstuk nie;

"patroongradeerder" 'n werknemer wat patrone van alle soorte materiaal volgens grootte gradeer ooreenkomstig vereistes of instruksies wat aan hom gegee word;

"gewone naaldwerk" die verrigting van een of meer van die volgende werksaamhede met die hand:

Permanente omslae ryg, broeksbandvoerings ryg, hakies en ogies, etikette of drukknoppies aanwerk, knippe bo in broeke vasheg, knope aanwerk, hanglusie maak en vaswerk, mikvoerings in broeke platstik,

linings in trousers, felling buttons or waistband linings, felling necks of vests, fastening edge stays, felling bottoms of linings or seams of same already basted into position, felling binding, fastening facings inside that have already been basted into position;

"pleater" means an employee who places cloth which has been cut to a pattern in a prepared former in readiness for processing in an autoclave or similar machine and who may remove the pleated cloth from the former after the pleating process;

"presser" means an employee who is engaged in pressing finished garments by hand or machine;

"qualified employee" means an employee whose period or periods or experience entitles him to be paid the highest wage prescribed in clause 4 (1) for an employee of his class;

"quality controller" means an employee who has ultimate responsibility for the quality of a garment sent to customers;

"sample machinist" means an employee who completely machines prototype garments, other than patent machining;

"screen printer" means an employee engaged in—

- (a) operating a screen printing machine;
- (b) setting up screens in sequence of colour to be printed on fabric;
- (c) squaring off and testing that screens fit according to master feeler;
- (d) selecting squeegees to give the penetration and definition required for a quality print, bearing in mind the texture of the fabric;
- (e) positioning colours in correct sequence to ensure that colour combination matches the master feeler and colour card;
- (f) checking the base fabrics to ensure correct face and quality;
- (g) supervising the operations of the colour thrower;
- (h) supervising the handling of screens to and from wash bays;
- (i) examining screens from wash bays to ensure that they are in a satisfactory condition;
- (j) carrying out checks for faults;

"set leader" or **"team leader"** means an employee in set or team who is generally responsible for the work executed by the employees comprising such set or team;

"sewing machinist" an employee engaged on operating a sewing machine using needle and thread, excluding an employee engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats;

"shaper" means an employee engaged in shaping by hand designs of lapels and collars of coats preparatory to underbasting, but does not include trimming by hand;

"short time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of supplies, a general breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings;

"stores clerk" an employee who is employed in the store or warehouse of the establishment performing clerical duties;

"supervisor" means an employee who, under the supervision of a foreman or forewoman, is in charge of a group of employees in an establishment or a department thereof and who is responsible for the efficient performance by them of their duties, and who may supervise set leaders or team leaders, but who shall not have the power to engage or dismiss employees;

knope of broeksbandvoerings platstik, halslyne van onderhemde platstik, randverstywers aanheg, onderkante van voerings of hul some wat reeds in posisie geryg is, platstik, omboorsel vasstik, belegsels aan die binnekant wat reeds in posisie geryg is, vasheg;

"plooiemaker" 'n werknemer wat materiaal wat volgens 'n patroon gesny is in 'n voorbereide vormer plaas gereed vir prosesering in 'n outoklaaf of soortgelyke masjien en wat die geplooië materiaal na die plooi-proses uit die vormer kan verwyder;

"parser" 'n werknemer wat voltooid kledingstukke met die hand of 'n masjien pars;

"gekwalifiseerde werknemer" 'n werknemer wie se tydperk of tydperke van ondervinding hom geregtig maak op die hoogste loon wat in klousule 4 (1) vir sy klas werk voorgeskryf word;

"monstermasjienwerker" 'n werknemer wat prototipekledingstukke volledig met 'n masjien maak maar nie patente masjienwerk doen nie;

"skermdrukter" 'n werknemer wat die volgende werksaamhede verrig:

- (a) 'n Skermdrukmasjien bedien;
- (b) skerms rangskik in die volgorde waarin die kleure of kleedstof gedruk moet word;
- (c) skerms haaks maak en toets sodat hulle volgens die hoofvoeler pas;
- (d) aanstrykers uitsoek wat die nodige deurdringing en skerpte lewer vir 'n gehalte-afdruk, met inagneming van die tekstuur van die kleedstof;
- (e) kleure in die korrekte volgorde rangskik om seker te maak dat die kleursamestelling ooreenkom met die hoofvoeler en die kleur kaart;
- (f) die basiese kleedstowwe nagaan om seker te maak dat die regkant en kwaliteit korrek is;
- (g) toesig hou oor die werksaamhede van die kleurwerper;
- (h) toesig hou oor die hantering van skerms na en vanaf die wasboeg;
- (i) skerms van die wasboeg ondersoek om seker te maak dat hulle in 'n bevredigende toestand is;
- (j) toetse uitvoer vir foute;

"groepleier" of **"spanleier"** 'n werknemer in 'n groep of span wat algemeen verantwoordelik is vir die werk wat deur die werknemers in sodanige groep of span verrig word;

"naaimasjienwerker" 'n werknemer wat 'n naaimasjien bedien wat 'n naald en garing gebruik uitgesonderd 'n werknemer wat moue insit en/of mans- en damesnyersbaadjies en -oorjasse omstik;

"fatsoeneerder" 'n werknemer wat met die hand ontwerpe van baadjielapelle en -krae fatsoeneer voordat dit geryg word, maar dit sluit nie regsny met die hand in nie;

"korttyd" 'n tydelike vermindering van die getal gewone werkure te wyte aan bedryfslapte, 'n tekort aan voorrade, 'n algemene onklaarraking van installasie of masjinerie of weens die feit dat die geboue onbruikbaar is of dreig om dit te word;

"magasynklerk" 'n werknemer wat in die magasyn of pakhuis van die bedryfsinrigting klerklike pligte verrig;

"toesighouer" 'n werknemer wat onder toesig van 'n voorman of voorvrou in bevel is van 'n groep werknemers in 'n bedryfsinrigting of 'n afdeling daarvan en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend verrig, en wat toesig kan hou oor groep- of spanleiers, maar wat nie die bevoegdheid het om werknemers in diens te neem of te ontslaan nie;

"task-work" means the setting by the employer or his representatives to an employee of a definite number of garments or parts of garments to be made up by each employee in a specified time;

"trimmer" means an employee who is engaged on marking-in or cutting linings or interlinings; or recutting single pieces of a garment;

"unladen mass" means the mass of any motor vehicle or trailer as recorded in a licence or certificate issued in respect of such motor vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles: Provided that in the case of a two- or three-wheeled motor cycle, motor scooter or autocycle or cycle fitted with an auxiliary engine the unladen mass shall be deemed not to exceed 453 kg;

"wage" means the amount payable to an employee in terms of clause 4 (1) in respect of this ordinary hours of work as prescribed in clause 9: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1) it means such higher amount;

"watchman" means an employee who is engaged in guarding premises or other property;

"winding" means the winding of yarn on a yarn-winding machine;

3. REMUNERATION

(1) Subject to subclauses (2), (3) and (4) of this clause, the minimum weekly wage to be paid by an employer to each employee of the undermentioned classes shall be as set out hereunder: Provided that if an employee performs work in more than one category, he shall be classified in the grade for which the highest wage is prescribed:

	Wage per week from the date of coming into operation of this Agreement
	R
(A) In all areas	
(i) (a) Foreman/Forewoman	719,95
(b) Supervisor/Quality controller:	
First six months of experience	212,20
Second six months of experience	253,40
Thereafter	294,70
(c) Cloakroom supervisor	205,00
(d) Mechanic	675,60
(e) Mechanic, unqualified	251,80
(f) Watchman	205,00
(g) Labourer	160,30
(h) Boiler attendant	176,60
(ii) Pattern grader:	
First six months of experience	147,80
Second six months of experience	177,00
Third six months of experience	206,10
Fourth six months of experience	235,30
Fifth six months of experience	264,40
Sixth six months of experience	293,50
Seventh six months of experience	322,70
Eighth six months of experience	351,90
Thereafter	381,40
(iii) Marker-in:	
First six months of experience	147,80
Second six months of experience	166,20
Third six months of experience	184,50
Fourth six months of experience	202,80
Fifth six months of experience	221,30

"taakwerk" 'n bepaalde getal kledingstukke of dele van kledingstukke wat 'n werknemer in opdrag van sy werkgever of sy verteenwoordigers binne 'n vasgestelde tyd moet klaarmaak;

"voeringsnyer" 'n werknemer wat voerings en tussenvoerings afmerk of sny;

"onbelaste massa" die massa van 'n motorvoertuig of sleepwa soos aangegee in 'n lisensie of sertifikaat wat ten opsigte van sodanige motorvoertuig of sleepwa uitgereik word deur 'n owerheid wat regtens gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat die onbelaste massa in die geval van 'n twee- of driewielmotorfiets, bromponie of bromfiets of fiets met 'n hulpenjin, geag word hoogstens 453 kg te wees;

"loon" die bedrag betaalbaar aan 'n werknemer kragtens klousule 4 (1) vir sy gewone werkure soos voorgeskryf in klousule 9: Met dien verstande dat as 'n werkgewer 'n werknemer gereeld vir sodanige gewone werkure 'n hoër bedrag betaal as dié in klousule 4 (1) voorgeskryf, dit dié hoër bedrag beteken;

"wag" 'n werknemer wat persele of ander eiendom bewaak;

"wikkel" die wikkel van garing op 'n garingwikkelmasjien;

3. BESOLDIGING

(1) Behoudens subklousules (2), (3) en (4) van hierdie klousule, moet 'n werkgewer die volgende minimum weeklikse loon aan elke werknemer van ondergenoemde klasse betaal: Met dien verstande dat 'n werknemer wat werk in meer as een klas verrig, ingedeel moet word in die klas waarvoor die hoogste loon voorgeskryf word:

	Loon per week van die inwerk- kingtrekking van hierdie Ooreen- koms
	R
(A) In alle gebiede	
(i) (a) Voorman/Voorvrou	719,10
(b) Toesighouer/Gehaltebeheerder:	
Eerste ses maande ondervinding	212,20
Tweede ses maande ondervinding	253,40
Daarna	294,70
(c) Kleedkamertoesighouer	205,00
(d) Werktuigkundige	675,60
(e) Werktuigkundige, ongekwalifiseer	251,80
(f) Wag	205,00
(g) Arbeider	160,30
(h) Ketelbediener	176,60
(ii) Patroongradeerder:	
Eerste ses maande ondervinding	147,80
Tweede ses maande ondervinding	177,00
Derde ses maande ondervinding	206,10
Vierde ses maande ondervinding	235,30
Vyfde ses maande ondervinding	264,40
Sesde ses maande ondervinding	293,50
Sewende ses maande ondervinding	322,70
Agste ses maande ondervinding	351,90
Daarna	381,40
(iii) Afmerker:	
Eerste ses maande ondervinding	147,80
Tweede ses maande ondervinding	166,20
Derde ses maande ondervinding	184,50
Vierde ses maande ondervinding	202,80
Vyfde ses maande ondervinding	221,30

	Wage per week from the date of coming into operation of this Agreement		Loon per week van die inwerking- treding van hierdie Ooreenkoms
	R		R
Sixth six months of experience	239,60	Sesde ses maande ondervinding	239,60
Sevent six months of experience	267,90	Sewende ses maande ondervinding	267,90
Eighth six months of experience	276,20	Agtste ses maande ondervinding	276,20
Thereafter	294,70	Daarna	294,70
(iv) Shaper and chopper-out, other than an inter- lining and/or trimming chopper-out:		(iv) Fatsoeneerder en snyer, uitgesonderd tussenvoering- en/of voering-snyder:	
First six months of experience	138,80	Eerste ses maande ondervinding	138,80
Second six months of experience	155,00	Tweede ses maande ondervinding	155,00
Third six months of experience	171,30	Derde ses maande ondervinding	171,30
Fourth six months of experience	187,70	Vierde ses maande ondervinding	187,70
Fifth six months of experience	203,90	Vyfde ses maande ondervinding	203,90
Sixth six months of experience	220,30	Sesde ses maande ondervinding	220,30
Thereafter	236,50	Daarna	236,50
(v) Checker, examiner and/or passer:		(v) Nasiener, ondersoeker en/of keurder:	
First six months of experience	140,30	Eerste ses maande ondervinding	140,30
Second six months of experience	156,50	Tweede ses maande ondervinding	156,50
Third six months of experience	172,60	Derde ses maande ondervinding	172,60
Fourth six months of experience	188,80	Vierde ses maande ondervinding	188,80
Thereafter	205,00	Daarna	205,00
(vi) (a) Invoice clerk:		(vi) (a) Faktuurklerk:	
First six months experience	211,10	Eerste ses maande ondervinding	211,10
Thereafter	294,70	Daarna	294,70
(b) Despatch clerk and/or factory clerk:		(b) Versendingsklerk en/of fabrieksklerk:	
First six months of experience	155,10	Eerste ses maande ondervinding	155,10
Second six months of experience	185,40	Tweede ses maande ondervinding	185,40
Thereafter	215,70	Daarna	215,70
(vii) Sewing machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:		(vii) Naaimasjienwerker wat moue insit en/of mans- en damesnyersbaadjies en -oorjasse omstik:	
First six months of experience	138,80	Eerste ses maande ondervinding	138,80
Second six months of experience	154,50	Tweede ses maande ondervinding	154,50
Third six months of experience	170,10	Derde ses maande ondervinding	170,10
Fourth six months of experience	185,80	Vierde ses maande ondervinding	185,80
Fifth six months of experience	201,50	Vyfde ses maande ondervinding	201,50
Sixth six months of experience	217,20	Sesde ses maande ondervinding	217,20
Thereafter	232,80	Daarna	232,80
(viii) Driver of a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—		(viii) Drywer van 'n motorvoertuig waarvan die onbelaste massa tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word—	
(a) does not exceed 2 722 kg	254,30	(a) hoogstens 2 722 kg is	254,30
(b) exceeds 2 722 kg	294,70	(b) meer as 2 722 kg is	294,70
(ix) Part-time drive of a motor vehicle	230,90	(ix) Deeltydse motorvoertuigdrywer	230,90
(x) Knitting machine operator:		(x) Breimasjienbediener:	
First six months of experience	138,80	Eerste ses maande ondervinding	138,80
Second six months of experience	166,10	Tweede ses maande ondervinding	166,10
Third six months of experience	193,50	Derde ses maande ondervinding	193,50
Fourth six months of experience	220,90	Vierde ses maande ondervinding	220,90
Fifth six months of experience	248,30	Vyfde ses maande ondervinding	248,30
Sixth six months of experience	275,70	Sesde ses maande ondervinding	275,70
Thereafter	303,10	Daarna	303,10
(xi) Maintenance hand:		(xi) Onderhoudswerker:	
First six months of experience	140,80	Eerste ses maande ondervinding	140,80
Second six months of experience	147,20	Tweede ses maande ondervinding	147,20
Third six months of experience	153,60	Derde ses maande ondervinding	153,60
Fourth six months of experience	160,10	Vierde ses maande ondervinding	160,10
Fifth six months of experience	166,60	Vyfde ses maande ondervinding	166,60
Thereafter	173,10	Daarna	173,10
(B) In the Magisterial Districts of Kimberley, Bloemfontein and Kroonstad		(B) In die landdrosdistrikte Kimberley, Bloem- fontein en Kroonstad	
(i) Sewing machinist, invisible mender, finisher, presser, trimmer, marker-in and/or chopper- out of linings and trimmings and former scriber:		(i) Naaimasjienwerker, fynstopper, afwerker, parser, voeringsnyer, afmerker en/of snyer van voerings en toisels en vormblokker:	
First six months of experience	140,30	Eerste ses maande ondervinding	140,30
Second six months of experience	151,10	Tweede ses maande ondervinding	151,10

	Wage per week from the date of coming into operation of this Agreement		Loon per week van die inwerking- treding van hierdie Ooreenkoms
	R		R
Third six months of experience	161,90	Derde ses maande ondervinding	161,90
Fourth six months of experience	172,60	Vierde ses maande ondervinding	172,60
Fifth six months of experience	183,40	Vyfde ses maande ondervinding	183,40
Sixth six months of experience	194,20	Sesde ses maande ondervinding	194,20
Thereafter	204,90	Daarna	204,90
Set leader and/or teamleader	218,20	Groep- en/of spanleier	218,20
(ii) General worker/Pleater:		(ii) Algemene werker/Plooiemaker:	
First six months of experience	140,80	Eerste ses maande ondervinding	140,80
Second six months of experience	147,50	Tweede ses maande ondervinding	147,50
Thereafter	154,30	Daarna	154,30
(iii) Despatch packer:		(iii) Versendingsverpakker:	
First six months of experience	140,80	Eerste ses maande ondervinding	140,80
Second six months of experience	150,40	Tweede ses maande ondervinding	150,40
Thereafter	160,10	Daarna	160,10
(iv) Layer-up:		(iv) Laagoplêer:	
First six months of experience	140,80	Eerste ses maande ondervinding	140,80
Second six months of experience	149,90	Tweede ses maande ondervinding	149,90
Thereafter	159,00	Daarna	159,00
(v) Plan sewer:		(v) Gewone naaldwerker:	
First six months of experience	140,80	Eerste ses maande ondervinding	140,80
Thereafter	167,00	Daarna	167,00
(vi) Sample machinist	233,30	(vi) Monstermasjienwerker	233,30
(C) In the Magisterial Districts of Frankfort, Parys and Vredefort		(C) In die landdrosdistrikte Frankfort, Parys en Vredefort	
(i) Sewing machinist, invisible mender, finisher, presser, trimmer, marker-in and/or chopper-out of linings and trimmings, former scribe and screen printer:		(i) Naaimasjienwerker, fynstopper, afwerker, parser, voeringsnyer, afmerker en/of snyer van voerings en tooisels, vormblokkermerker en skermdrukker:	
First six months of experience	127,50	Eerste ses maande ondervinding	127,50
Second six months of experience	136,80	Tweede ses maande ondervinding	136,80
Third six months of experience	146,20	Derde ses maande ondervinding	146,20
Fourth six months of experience	155,40	Vierde ses maande ondervinding	155,40
Fifth six months of experience	164,70	Vyfde ses maande ondervinding	164,70
Sixth six months of experience	173,90	Sesde ses maande ondervinding	173,90
Thereafter	183,30	Daarna	183,30
Set leader and/or team leader	194,80	Groep- en/of spanleier	194,80
(ii) Despatch packer:		(ii) Versendingsverpakker:	
First six months of experience	125,50	Eerste ses maande ondervinding	125,50
Second six months of experience	134,00	Tweede ses maande ondervinding	134,00
Thereafter	142,60	Daarna	142,60
(iii) General worker/Pleater:		(iii) Algemene werker/Plooiemaker:	
First six months of experience	132,90	Eerste ses maande ondervinding	132,90
Second six months of experience	142,50	Tweede ses maande ondervinding	142,50
Thereafter	152,00	Daarna	152,00
(iv) Layer-up:		(iv) Laagoplêer:	
First six months of experience	128,00	Eerste ses maande ondervinding	128,00
Second six months of experience	138,60	Tweede ses maande ondervinding	138,60
Thereafter	149,20	Daarna	149,20
(v) Plain sewer:		(v) Gewone naaldwerker:	
First six months of experience	125,50	Eerste ses maande ondervinding	125,50
Thereafter	154,20	Daarna	154,20
(vi) Sample machinist	208,70	(vi) Monstermasjienwerker	208,70

(2) **Transfer:** (a) Where an employee is transferred from one occupation to another occupation in which such employee was not previously employed, the employee shall continue to receive the wages paid in the previous occupation, until such time that the employee is entitled to a higher wage in the new occupation, on the basis of experience in the new occupation. Experience in the new occupation is calculated on the following basis:

- (i) in respect of an employee with less than 12 months' experience in his previous occupation, the actual experience in his new occupation;
- (ii) in respect of an employee with 12 or more months' experience in his previous occupation, the actual experience in his new occupation, plus one year's credited experience: Provided that the new occupation is not that of supervisor;
- (iii) in respect of an employee with 12 or more months' experience where the new occupation is that of supervisor, the actual experience in his new occupation, plus six months' credited experience;
- (iv) in respect of an employee transferred back to a previous occupation, the total actual experience in all occupations.

(b) An employer shall inform the Council within 14 days of transferring his employee to other employment, by completing a Transfer Form as per Annexure A.

(3) **Reduction in wages not permitted:** Nothing in this Agreement shall operate to reduce the wage of an employee who, at any time prior or subsequent to the date of this Agreement coming into operation, was or may be paid wages in the Industry at a higher rate than the minimum provided in this clause, and such employee shall continue to be paid and be entitled to receive wages at such higher rate as if such higher rates were the minimum in respect of that employee, except where otherwise states in this Agreement.

(4) An employee who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his class, shall receive an increment equal to the difference between the wage prescribed for a qualified employee of his class in the Agreement and the prescribed wage applicable to such employee immediately prior to the date of coming into operation of this Agreement.

(5) **Person in charge of a first-aid box:** The employee in charge of a first-aid box shall receive R3 per week in addition to his weekly wage.

5. INCENTIVE BONUS SCHEME

(1) A wage incentive scheme may be worked in any establishment by mutual agreement between the management, representatives of the trade unions and the employees concerned, and may be altered only by mutual agreement between these parties. Such scheme may be terminated by either the employer or the trade union concerned giving not less than one week's notice.

(2) An incentive scheme may be introduced in respect of such employees employed in a particular section of an establishment: Provided that it shall be applied within a reasonable period after its commencement to all employees engaged on the production of a particular garment, in respect of which the scheme has been introduced.

(3) Subject to the provisions of clauses 6 (1) and 7 (3), such incentive wage scheme shall enable an employee to earn at least 10 per cent in excess of his ordinary rate of pay for any additional output.

(4) A copy of the incentive bonus rates and subsequent alternations thereto, agreed upon and duly signed by the employer and secretary of the trade union concerned, shall be filed with the Secretary of the Council and the employer shall retain a copy thereof and display it in a prominent place easily accessible to his employees.

(2) **Oorplasing:** (a) Waar 'n werknemer van een beroep oorgeplaas word na 'n ander waar hy nog nie voorheen gewerk het nie, moet hy steeds die loon ontvang wat in die vorige beroep betaal is tot tyd en wyl hy op 'n hoër loon in die nuwe beroep geregtig word op grond van ondervinding in die nuwe beroep. Ondervinding in die nuwe beroep word op die volgende grondslag bereken:

- (i) Ten opsigte van 'n werknemer met minder as 12 maande ondervinding in sy vorige beroep, die werklike ondervinding in sy nuwe beroep;
- (ii) ten opsigte van 'n werknemer met 12 maande of langer ondervinding in sy vorige beroep, die werklike ondervinding in sy nuwe beroep, plus een jaar gekrediteerde ondervinding: Met dien verstande dat die nuwe beroep nie dié van toesighouer is nie;
- (iii) ten opsigte van 'n werknemer met 12 maande of langer ondervinding waar die nuwe beroep dié van toesighouer is, die werklike ondervinding in sy nuwe beroep, plus ses maande gekrediteerde ondervinding;
- (iv) ten opsigte van 'n werknemer wat na 'n vorige beroep teruggeplaas word, die totale werklike ondervinding in alle beroepe.

(b) 'n Werkgewer moet die Raad binne 14 dae nadat hy sy werknemer na ander werk oorgeplaas het, daarvan in kennis stel deur 'n oorplasingvorm, nl. Aanhangsel A, in te vul.

(3) **Loonsvermindering nie toegelaat nie:** Niks in hierdie Ooreenkoms mag die uitwerking hê dat die loon van 'n werknemer wat op 'n tydstip voor of na die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon in die Nywerheid betaal is of kan word as die minimum in hierdie klousule bepaal, verminder word nie, en behoudens andersluidende bepalinge in hierdie Ooreenkoms, moet sodanige werknemer steeds sodanige hoër loon betaal word en is hy steeds geregtig om dit te ontvang, asof sodanige hoër loon die minimum vir daardie werknemer is.

(4) 'n Werknemer wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié vir 'n werknemer vir sy klas voorgeskryf, moet 'n verhoging ontvang gelyk aan die verskil tussen die loon wat vir 'n gekwalifiseerde werknemer van sy klas in die Ooreenkoms voorgeskryf word en die voorgeskrewe loon wat op sodanige werknemer van toepassing is onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms.

(5) **Persoon in beheer van 'n eerstehulpkissie:** Die werknemer in beheer van 'n eerstehulpkissie moet benewens sy weekloon 'n bykomende R3 per week ontvang.

5. AANSPORINGSLOONSKEMA

(1) 'n Aansporingsloonskema kan by onderlinge ooreenkoms tussen die bestuur, vakverenigingsvertegenwoordigers en die betrokke werknemers in 'n bedryfsinrigting ingestel word, en kan slegs by onderlinge ooreenkoms tussen hierdie partye gewysig word. Sodanige Skema kan deur die werkgever of die betrokke vakvereniging na kennisgewing van minstens een week beëindig word.

(2) 'n Aansporingskema kan ingevoer word vir werknemers wat in 'n bepaalde seksie van 'n bedryfsinrigting werk: Met dien verstande dat dit binne 'n redelike tydperk nadat dit ingevoer is, toegepas moet word op alle werknemers wat in diens is vir die vervaardiging van 'n besondere kledingstuk ten opsigte waarvan die skema ingevoer is.

(3) Behoudens klousules 6 (1) en 7 (3) moet so 'n aansporingsloonskema 'n werknemer in staat stel om minstens 10 persent meer as sy gewone loon vir addisionele produksie te verdien.

(4) 'n Kopie van die aansporingsbonusskema en latere wysigings daarvan waarvoor daar ooreengekom is en wat behoorlik deur die werkgever en die sekretaris van die betrokke vakvereniging onderteken is, moet by die Sekretaris van die Raad ingedien word, en die werkgever moet 'n kopie daarvan behou en dit vertoon op 'n prominente plek wat gereedlik vir sy werknemers toeganklik is.

6. SHORT TIME

(1) Where short time has been or is being introduced in any establishment, an employee who is not required to work on any day must be given notice of that fact not later than closing time of the working day prior to the day on which his services are not required.

(2) An employee who attends the establishment on any day shall, unless he has received notice in terms of subclause (1) of this clause that his services will not be required on such day, be employed for at least four hours or be paid wages in lieu thereof.

(3) Where full-time is not being worked in any establishment, the work shall be distributed evenly amongst the employees in each of the sections or departments concerned.

(4) (a) Where short time has been introduced in any establishment, the employer shall inform the Secretary of the Council by completing a copy of Annexure B and posting it (by registered post) to P.O. Box 4866, Johannesburg, 2000, within seven days of the commencement of such short time.

(b) Should an employer fail to observe the provisions of this subclause, the employer shall be liable for payment of slack pay to those employees on short time on the basis prescribed in clause 23 (3) of the Agreement.

7. PAYMENT OF WAGES DUE TO EMPLOYEES

(1) (a) An employer shall pay wages and other remuneration in sealed envelopes, showing the name and occupation of the employee, number of hours worked on ordinary time and/or overtime and/or Sunday time, rate of pay and any deductions made.

Such payments shall be made weekly, in cash, on Fridays, during working time: Provided that where an employee's service is terminated other than on the usual pay-day of the establishment, any amounts due to him shall be paid immediately on termination. Where a paid public holiday falls on a Friday, such payments shall be made on the last working day immediately preceding such holiday.

(b) Monthly-paid employees shall be paid not later than the last pay-day of the month, or on termination of employment if this should not take place on the ordinary pay-day of the employee.

(2) An employer shall pay to an employee who, during any part of any one week, is employed on more than one class of work for which different weekly wages are hereby prescribed, the maximum of such different weekly wages for the whole of that week.

(3) No deductions whatsoever shall be made from the amounts due to an employee, except as provided hereunder, and each amount and the purposes for which it is deducted shall be shown separately on the pay envelope:

- (a) Except where otherwise provided in this Agreement, whenever a weekly-paid employee is absent from work, other than on the instructions or at the request of his employer, a pro rata amount for the actual time lost may be deducted;
- (b) subject to the provisions of clause 6 of this Agreement, where shorttime has been introduced, a deduction may be made for the actual time not worked;
- (c) with the written consent of the employee, deduction may be made for insurance or pension funds;
- (d) contributions to the Council in terms of clause 20 of this Agreement;
- (e) contributions to the Medical Benefit Societies in terms of clause 21 of this Agreement and clause 5 of the Council's Medical Benefit Society Agreement;

6. KORTTYD

(1) Waar korttyd in 'n bedryfsinrigting ingevoer is of word, moet 'n werknemer van wie daar nie vereis word om op 'n sekere dag te werk nie, daarvan in kennis gestel word voor of met sluitingstyd die dag voor die dag waarop sy dienste nie vereis word nie.

(2) 'n Werknemer wat hom op 'n dag by die bedryfsinrigting aanmeld, moet, tensy hy vooraf ingevolge subklousule (1) van hierdie klousule in kennis gestel is dat sy dienste nie op sodanige dag vereis word nie, vir minstens vier uur werk gegee of loon in plaas daarvan betaal word.

(3) Waar daar nie voltyds in 'n bedryfsinrigting gewerk word nie, moet die werk eweredig tussen die werknemers in elk van die betrokke seksies of afdelings verdeel word.

(4) (a) Waar korttyd in 'n bedryfsinrigting ingevoer is, moet die werkgewer die Sekretaris van die Raad daarvan in kennis stel deur Aanhangsel B in te vul en dit binne sewe dae na die aanvang van die korttydwerk per geregistreerde pos te stuur aan Posbus 4866, Johannesburg, 2000.

(b) Indien 'n werkgewer in gebreke bly om hierdie subklousule na te kom, is die werkgewer aanspreeklik vir die betaling van slaptelbesoldiging aan die werknemers wat korttydwerk verrig op die grondslag soos in klousule 23 (3) van die Ooreenkoms voorgeskryf.

7. BETALING VAN LONE WAT AAN WERKNEMERS VERSKULDIG IS

(1) (a) 'n Werknemer moet lone en ander besoldiging betaal in verseelde koeverte wat die naam en beroep van die werknemer, die getal ure gewone tyd en/of oortyd en/of of Sondae gewerk, die loonskaal en alle aftrekkings aantoon. Besoldiging moet in kontant weekliks op Vrydae gedurende werktid geskied: Met dien verstande dat waar 'n werknemer se dienste op 'n ander dag as die gewone betaaldag van die bedryfsinrigting beëindig word, alle bedrae wat aan hom verskuldig is onmiddellik by diensbeëindiging betaal moet word. Waar 'n vakansiedag met besoldiging op 'n Vrydag val, moet sodanige betaling geskied op die laaste werkdag wat sodanige vakansiedag onmiddellik voorafgaan.

(b) Werknemers wat maandeliks besoldig word, moet voor of op die laaste betaaldag van die maand besoldig word of by diensbeëindiging indien dit nie op die gewone betaaldag van die werknemer plaasvind nie.

(2) 'n Werkgewer moet 'n werknemer wat gedurende 'n gedeelte van 'n enkele week in diens is in meer as een klas werk waarvoor verskillende weeklone hierin voorgeskryf word, die maksimum van sodanige verskillende weeklone vir daardie hele week betaal.

(3) Geen bedrae hoegenaamd, uitgesonderd die volgende mag van die bedrae wat aan 'n werknemer verskuldig is, afgetrek word nie en elke bedrag en die doel waarvoor dit afgetrek is, moet afsonderlik op die betaalkoeverte gemeld word:

- (a) Behoudens andersluidende bepalings in hierdie Ooreenkoms, wanneer 'n werknemer wat weekliks besoldig word van sy werk afwesig is, behalwe op las of op versoek van sy werkgewer, 'n bedrag eweredig aan die tyd wat werklik verlore gegaan het;
- (b) behoudens klousule 6 van hierdie Ooreenkoms, wanneer korttyd gewerk word, 'n bedrag vir die werklike tyd wat nie gewerk is nie;
- (c) met die skriftelike toestemming van die werknemer, bedrae vir versekerings- of pensioenfondse;
- (d) bydraes tot die Raad ingevolge klousule 20 van hierdie Ooreenkoms;
- (e) bydraes tot die Mediese Hulpvereniging ingevolge klousule 21 van hierdie Ooreenkoms en klousule 5 van die Ooreenkoms van die Raad se Mediese Hulpvereniging;

- (f) with the written consent of the employee, contributions to the funds of the trade unions;
 - (g) the actual cost of scissors supplied by the employer may be deducted;
 - (h) any amount which an employer is legally or by order of any competent court required or permitted to make;
 - (i) contributions to the Provident Fund in terms of clause 32 of this Agreement;
 - (j) contributions to the Slack Pay Fund in terms of clause 23 of this Agreement;
 - (k) deduction for overalls in terms of clause 30 (3);
 - (l) where an employer supplies an employee with tea, he may deduct 20c per week from the employee's wages.
- (4) If, due to the accidental stoppage of machinery, no work is available for an employee, deductions may only be made from the wage of such employee for the actual time lost in excess of two hours.

8. PROPORTION OF RATIO OF EMPLOYEES

An employer shall not employ an unqualified employee unless he has in his employ a qualified employee of the same class, and for each such qualified employee not more than three unqualified employees shall be employed: Provided that for the purposes of this clause, an unqualified employee receiving not less than the total wage of a qualified employee of his class, shall be reckoned as a qualified employee.

9. HOURS OF WORK

- (1) No employer shall require or permit an employee—
 - (a) to work for more than 42 hours per week, except in the case of a watchman whose ordinary hours of work shall not exceed 72 hours per week;
 - (b) to work for more than five days in any week;
 - (c) to work on Saturdays and Sundays;
 - (d) to work for more than nine hours, excluding meal intervals in any one day;
 - (e) (i) to work before 07:00 or later than 17:30: Provided that this subclause shall not apply to employees engaged as boiler attendants;
 - (e) (ii) to work during the rest intervals provided in this clause or during the lunch hour on any day Monday to Friday inclusive.
 - (f) to work for more than five hours without a meal interval of at least an hour.
- (2) Notwithstanding the provisions of subclause (1) of this clause, an employer may require or permit an employee to work overtime subject to the provisions of clause 10: Provided that no employer shall require or permit an employee to work more than 13 hours per week overtime in the Magisterial Districts of Bloemfontein, Kimberley and Kroonstad and 12 hours per week in the Magisterial Districts of Parys and Frankfort: Provided further that no employer shall require or permit an employee to work overtime, after completion of his ordinary working hours, for more than one and a half hours on any day, unless he has—
 - (a) given notice thereof to such employee before midday;
 - (b) provided such employee with an adequate meal before commencing overtime; or
 - (c) paid such an employee an allowance of R3,00.

- (f) met die skriftelike toestemming van die werknemer, bydraes tot die vakverenigingsfondse;
 - (g) die werklike koste van skêre wat deur die werkgewer verskaf word;
 - (h) alle bedrae wat 'n werkgewer regtens of kragtens bevel van 'n hof met regsbevoegdheid moet of mag aftrek;
 - (i) bydraes tot die Voorsorgfonds ingevolge klousule 32 van hierdie Ooreenkoms;
 - (j) bydraes tot die Slaptebesoldigingsfonds ingevolge klousule 23 van hierdie Ooreenkoms;
 - (k) bedrae vir oorpakke ingevolge klousule 30 (3);
 - (l) Waar 'n werkgewer tee aan sy werknemers verskaf, kan hy 20c per week daarvoor van die loon aftrek.
- (4) Indien daar weens 'n toevallige stopsetting van masjinerie geen werk vir 'n werknemer beskikbaar is nie, kan bedrae van die loon van sodanige werknemer afgetrek word slegs indien die werklike tyd wat verlore gegaan het, langer as twee uur was.

8. GETALSVERHOUDING VAN WERKNEMERS

'n Werkgewer mag nie 'n ongekwalifiseerde werknemer in diens neem nie, tensy hy 'n gekwalifiseerde werknemer van dieselfde klas in diens het, en vir elke sodanige gekwalifiseerde werknemer mag hoogstens drie ongekwalifiseerde werknemers in diens geneem word: Met dien verstande dat vir die toepassing van hierdie klousule 'n ongekwalifiseerde werknemer wat minstens die volle loon van 'n gekwalifiseerde werknemer van sy klas ontvang, geag moet word 'n gekwalifiseerde werknemer te wees.

9. WERKURE

- (1) Geen werkgewer mag van 'n werknemer vereis of hom toelaat om—
 - (a) langer as 42 uur per week te werk nie, behalwe in die geval van 'n wag wie se gewone werkure hoogstens 72 uur per week mag wees;
 - (b) langer as vyf dae in 'n bepaalde week te werk nie;
 - (c) op Saterdag en Sondag te werk nie;
 - (d) langer as nege uur, uitgesonderd etenspouses, op 'n bepaalde dag te werk nie;
 - (e) (i) voor 07:00 of na 17:30 te werk: Met dien verstande dat hierdie subklousule nie op 'n ketelbediener van toepassing is nie;
 - (e) (ii) gedurende die ruspouse wat in hierdie klousule bepaal word te werk nie en ook nie gedurende die etenspouses op 'n dag van Maandag tot en met Vrydag nie.
 - (f) meer as vyf uur sonder 'n etenspouse van minstens een uur te werk nie.
- (2) Ondanks subklousule (1) van hierdie klousule, kan 'n werkgewer van 'n werknemer vereis of hom toelaat om behoudens klousule 10 oortyd te werk: Met dien verstande dat geen werkgewer van 'n werknemer mag vereis om meer as 13 uur per week oortyd in die landdrosdistrikte Bloemfontein, Kimberley en Kroonstad en 12 uur per week oortyd in die landdrosdistrikte Parys en Frankfort te werk nie: Voorts met dien verstande dat geen werkgewer van 'n werknemer mag vereis of hom mag toelaat om na voltooiing van sy gewone werkure langer as een en 'n half uur op 'n dag oortyd te werk nie, tensy hy—
 - (a) dié werknemer voor die middag daarvan kennis gegee het;
 - (b) aan dié werknemer 'n voldoende ete verskaf het voordat hy oortyd moet begin werk; of
 - (c) aan dié werknemer 'n toelae van R3,00 betaal het.

(3) Rest intervals of not less than 10 minutes, during which no work shall be performed, shall be allowed to each employee not later than two and a half hours after the commencement of the morning work period, and as nearly as practicable in the middle of the afternoon work period, and such intervals shall be regarded as time worked. Utensils and boiling water for making tea shall be provided by the employer and be made available for the employees at the commencement of each rest interval, and also at 12h30 every day from Monday to Friday, inclusive.

(4) In addition to the rest intervals stipulated in subclause (3) of this clause the employees engaged on work on a conveyor belt system shall be given a rest interval of five minutes, which shall be regarded as time worked, after completion of each hour's work.

10. OVERTIME AND SUNDAY WORK

(1) Overtime that is time worked in excess of the hours prescribed in clause 9 (1) of this Agreement, may not be worked without the written permission of the Council.

(2) (a) Payment for overtime shall be calculated on the minimum total weekly wage at one and a half times the hourly wage for each hour or part of an hour so worked on week-days, including Saturdays, except in the case of a watchman when the rate shall be calculated at double the ordinary remuneration: Provided that a minimum payment of R3,00 shall apply when overtime is worked on Saturday.

(b) Whenever an employee, other than a watchman, works on Sunday, his employer shall pay the employee—

(i) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day; or if he so works for a period exceeding four hours, remuneration, at a rate of not less than double his ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or

(ii) pay the employee at the rate of one and a third times his ordinary remuneration in respect of the total period worked on such Sunday, and grant him within seven days of such Sunday, one day's holiday on full pay.

(3) No employee shall be required to work overtime without his consent.

(4) No employee shall be dismissed or prejudiced in his employment by reason of his refusal to work overtime.

(5) Notwithstanding the provisions of this clause, an employer may, in order to make up time lost through not working on a public holiday (other than those referred to in clause 13 of this Agreement), permit his employees to work overtime on any day except Sunday, prior or subsequent to such public holiday at ordinary rates of pay: Provided that permission has already been previously obtained from the Council.

11. OUTWORK

No employer in the Industry shall give outwork to be manufactured other than in an establishment registered in terms of clause 12 of this Agreement, nor shall he require or permit any employee to perform any work in the Clothing Industry other than in an establishment provided, equipped, maintained and controlled by the employer.

12. REGISTRATION OF ESTABLISHMENTS

Every occupier of a factory in which operations in the Clothing Industry are carried on shall, if he has not already done so in terms of a previous agreement, within one month from the date on which this Agreement comes into operation, and every person who becomes an employer after that date, shall within one month from the date of commencement of

(3) Ruspouses van minstens 10 minute waarin daar geen werk gedoen mag word nie, moet hoogstens twee en 'n half uur na die aanvang van die oggendwerktydperk en so na doenlik in die middel van die namiddagwerktydperk aan elke werknemer toegestaan word, en sodanige pouses moet geag word tyd gewerk te wees. Gerei en kookwater waarmee tee gemaak kan word, moet deur die werkgever verskaf en aan die werknemers beskikbaar gestel word by die aanvang van elke ruspouse en ook om 12h30 elke dag vanaf Maandag tot en met Vrydag.

(4) Benewens die ruspouses in subklousule (3) van hierdie klousule voorgeskryf, moet werknemers wat werk in verband met 'n vervoerbandstelsel doen, na afloop van elke uur se werk 'n ruspouse van vyf minute gegee word wat geag moet word tyd gewerk te wees.

10. OORTYDWERK EN WERK OP SONDAG

(1) Oortydwerk wat langer duur as die ure in klousule 9 (1) van hierdie Ooreenkoms voorgeskryf, mag nie sonder die skriftelike toestemming van die Raad verrig word nie.

(2) (a) Betaling vir oortydwerk moet bereken word op die totale minimum weekloon teen een en 'n half maal die uurloon vir elke uur of gedeelte van 'n uur wat aldus op weekdae met inbegrip van Saterdag gewerk word, behalwe in die geval van 'n wag wie se loon bereken moet word teen dubbel sy gewone besoldiging: Met dien verstande dat 'n minimum betaling van R3,00 van toepassing is as daar op Saterdag oortyd gewerk word.

(b) As 'n werknemer, uitgesonderd 'n wag, op 'n Sondag werk, moet die werkgever die werknemer—

(i) as hy aldus hoogstens vier uur werk, minstens die gewone besoldiging betaal wat verskuldig is vir die tydperk wat hy gewoonlik op 'n weekdag werk, of as hy aldus langer as vier uur werk, minstens dubbel sy gewone besoldiging vir die totale tydperk op sodanige Sondag gewerk, of minstens dubbel die gewone besoldiging betaalbaar vir die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of

(ii) een en 'n derde maal sy gewone besoldiging betaal vir die totale tydperk op sodanige Sondag gewerk, en hom binne sewe dae vanaf sodanige Sondag een dag verlof met volle besoldiging toestaan.

(3) Daar mag van geen werknemer vereis word om sonder sy toestemming oortyd te werk nie.

(4) Geen werknemer mag ontslaan word of in sy werk benadeel word as gevolg van sy weiering om oortyd te werk nie.

(5) Ondanks hierdie klousule kan 'n werkgever, ten einde tyd in te haal wat verloor is deurdat daar nie op 'n openbare vakansiedag (uitgesonderd dié in klousule 13 van hierdie Ooreenkoms vermeld) gewerk is nie, sy werknemers toelaat om op enige dag, buiten Sondag, voor of na sodanige openbare vakansiedag teen gewone lone te werk: Met dien verstande dat verlof vooraf van die Raad verkry is.

11. BUITEWERK

Geen werkgever in die Nywerheid mag buitewerk uitbestee wat elders verrig moet word as in 'n bedryfsinrigting wat ingevolge klousule 12 van hierdie Ooreenkoms geregistreer is nie; ook mag hy nie van 'n werknemer vereis of hom toelaat om werk in die Klerasiennywerheid elders te verrig nie as in 'n bedryfsinrigting wat deur die werkgever verskaf, uitgerus, in stand gehou en beheer word.

12. REGISTRASIE VAN BEDRYFSINRIGTINGS

Elke okkupeerder van 'n bedryfsinrigting waar werksaamhede in verband met die Klerasiennywerheid verrig word, moet, as hy dit nog nie ingevolge 'n vorige ooreenkoms gedoen het nie, binne een maand vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, en elke persoon wat na daardie datum 'n werkgever word, moet binne een maand

operations by him, notify the Secretary of the Council by completing a form in the form of Annexure "H" to this Agreement. The Secretary of the Council shall thereupon issue to the occupier a registration certificate signed by him. No manufacture of clothing or knitted fabric shall be performed elsewhere than in a factory registered in terms of this clause. In the event of a change in the personnel of the partnership or firm or change of address of the factory or its abandonment, the Secretary shall be notified, in writing, of such change of address within two weeks from the date of the change.

13. PAID HOLIDAYS AND ANNUAL LEAVE

(1) (a) An employer shall grant to each of his employees, during the month of December/January of each year, annual leave on the following basis:

- (i) In the case of an employee (other than a watchman) who has, prior to the commencement of the annual leave, been in the firm's employ for one year or longer, on or before 1 February of any year, and who remained in his employ by 1 December of that year—13 working days on full pay.
- (ii) In the case of a watchman, the same provisions shall apply as contained in (a) above, except that 23 working days' leave shall be granted:

Provided that an employee who has been absent from work for a continuous period in excess of 12 weeks shall be paid holiday pay in terms of subclause (2) of this clause.

(b) The holiday pay due in terms of this subclause shall be paid by the employer not later than the last working day of the employee before commencing the period of leave.

(2) (a) An employee who has been in the employer's employ for less than one year from the date of commencement of the previous annual leave period or whose employment terminates before commencement of the annual leave period and provided his employment with the employer has endured for a period of not less than four weeks, shall be paid holiday pay at the rate of six per cent of the aggregate earnings during the year.

Aggregate earnings shall for the purposes of this subclause mean all earnings received, excluding bonuses and overtime.

(b) The holiday pay due in terms of paragraph (a) shall be paid by the employer not later than the last working day of the employee before the commencement of the period of leave, or if the employee's employment terminates before that date, on the day he leaves the employer's service.

(3) In computing the amount upon which the percentage holiday pay is to be calculated in terms of subclause (2), periods of absence of less than one week shall be considered as time worked, and also where absenteeism of longer than one week had been caused by—

- (a) short time;
- (b) military service in terms of the Defence Act, 1957, up to a period of four months; or
- (c) illness in respect of which a doctor's certificate is produced;

and such amounts as would have been payable to an employee had he not been absent during such period, shall be deemed to be amounts actually received by him for the purpose of calculating his holiday pay.

(4) (a) Every employer shall grant to each of his employees New Year's Day, Good Friday, Family Day, 1 May, Ascension Day, the Friday following Ascension Day, 16 June, Republic Day, Kruger Day, Day of the Vow and Christmas Day as paid holidays and no employer shall employ an employee and no employee shall work on these days.

na die datum waarop hy met werksaamhede begin, die Sekretaris van die Raad daarvan in kennis stel deur 'n vorm in te vul in die vorm van Aanhangsel H van hierdie Ooreenkoms. Die Sekretaris van die Raad moet daarna aan die okkupeerder 'n registrasiesertifikaat uitreik wat deur hom onderteken is. Geen klere of gebreide materiaal mag op 'n ander plek vervaardig word nie as in 'n fabriek wat ingevolge hierdie klousule geregistreer is. In die geval van 'n verandering in die personeel van die vennootskap of firma of 'n verandering in die adres van die fabriek of as dit ontruim word, moet die Sekretaris binne twee weke van die datum van sodanige adresverandering skriftelik daarvan in kennis gestel word.

13. VAKANSIEDAE MET BESOLDIGING EN JAARLIKSE VERLOF

(1) (a) 'n Werkgewer moet aan elkeen van sy werknemers gedurende Desember/Januarie elke jaar jaarlikse verlof op die volgende grondslag toestaan:

- (i) In die geval van 'n werknemer (uitgesonderd 'n wag) wat, voor die begin van die jaarlikse verloftydperk, voor of op 1 Februarie in enige jaar een jaar of langer in die firma se diens was, en teen 1 Desember van daardie jaar nog in sy diens is—13 werkdade met volle besoldiging;
- (ii) In die geval van 'n wag geld die bepalings in (a) hierbo ook, behalwe dat 23 werkdade verlof toegestaan moet word:

Met dien verstande dat 'n werknemer wat vir 'n ononderbroke tydperk van langer as 12 weke van sy werk afwesig was, vakansiebesoldiging ingevolge subklousule (2) van hierdie klousule betaal moet word.

(b) Die werkgewer moet die vakansiebesoldiging wat ingevolge hierdie subklousule betaalbaar is voor of op die werknemer se laaste werkdag voordat die verloftydperk begin aan hom betaal.

(2) (a) 'n Werknemer wat minder as een jaar in die werk-gewer se diens was vanaf die datum waarop die vorige jaarlikse verloftydperk begin het of wie se diens voor die begin van die jaarlikse verloftydperk beëindig word en mits sy diens by die werkgewer minstens vier weke geduur het, moet ses persent van die totale verdienste gedurende die jaar as verlofbesoldiging betaal word. Vir die toepassing van hierdie subklousule beteken "totale verdienste" alle verdienste wat ontvang is, uitgesonderd bonusse en besoldiging vir oortyd-werk.

(b) Die werkgewer moet die verlofbesoldiging verskuldig ingevolge paragraaf (a), betaal voor of op die laaste werkdag van die werknemer voor die begin van die verloftydperk, of as die werknemer se diens voor daardie datum beëindig word, op die dag wat hy die werkgewer se diens verlaat.

(3) By die berekening van die bedrag waarvolgens die persentasie vakansiebesoldiging ingevolge subklousule (2) vasgestel moet word, word afwesigheid van minder as een week geag tyd gewerk te wees asook afwesigheid van langer as een week weens—

- (a) korttyd;
- (b) militêre diens ingevolge die Verdedigingswet, 1957, van tot vier maande; of
- (c) siekte ten opsigte waarvan 'n doktersertifikaat getoon word;

en alle bedrae wat aan 'n werknemer betaalbaar sou gewees het as hy nie gedurende sodanige tydperk afwesig was nie, moet by die berekening van sy vakansiebesoldiging geag word bedrae te wees wat hy werklik ontvang het.

(4) (a) Elke werkgewer moet aan elkeen van sy werknemers Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Meidag, Junie 16, Welwillendheidsdag, die Vrydag na Hemelvaartsdag, Republiekdag, Krugerdag, Geloftedag en Kersdag as vakansiedae met besoldiging toestaan, en geen werkgewer mag 'n werknemer op enigiens van hierdie dae laat werk nie en geen werknemer mag op enigiens van hierdie dae werk nie.

(b) An employer shall grant to all of his employees who have worked the whole morning period of the Thursday preceding Good Friday, time off from the commencement of the normal meal interval until the normal closing time and such time lost shall be regarded as time worked.

(5) In the event of an employer granting to his employees in terms of subclause (1) of this clause, a leave period which includes any of these paid holidays, such employer shall pay a full day's pay in respect of each such day to each of his employees in his employ on the commencement of the leave, and, in addition to each employee whose contract of service is terminated within 14 days prior to the commencement of the leave period: Provided that the employee concerned has been in the continuous employment of his employer for a period of not less than six months immediately prior to the leave period: Provided further that the contract is not terminated by the employee concerned, or that he is not summarily dismissed for any good cause recognised by law as sufficient.

(6) In the event of a paid holiday falling on a Saturday or a Sunday, the employer shall grant to each of his employees the following Monday as a paid holiday.

(7) For the purposes of this clause, "day's pay" means one-fifth of the weekly wage.

14. TERMINATION OF EMPLOYMENT

(1) Subject to the provisions of subclause (1) (d), (e) and (f) of this clause, written notice, in the form of Annexure J to this Agreement, of not less than five working days, which for the purposes of this clause shall include paid holidays, to take effect from the working day following that on which it is given, shall be given by an employer or an employee to terminate a contract of service: Provided that this shall not affect—

- (i) the right of an employer or employee to terminate the contract of service without notice for any good cause recognised by law as sufficient;
- (ii) any agreement between the employer and employee providing for a longer period of notice than one week: Provided further that—
- (iii) an employer may pay an employee wages for and in lieu of the prescribed period of notice;
- (iv) an employee who is working short-time may terminate his employment without giving notice;
- (v) the first 16 working days of the period of employment of an employee by an employer shall be deemed to be a trial period (unless otherwise stated in a written agreement), and such employment may be terminated either by the employer or the employee at any time within such trial period without notice;
- (vi) monthly-paid employees shall give or be given not less than one calendar month's notice, in writing, to take effect from the first pay-day of the month following that in which notice is given.

(2) An employee put off during the currency of any period of notice given in terms of subclause (1) of this clause shall receive full pay for the unexpired part of such notice period.

(3) No employer shall terminate the services of any employee by reason of such employee's—

- (a) absence from work through illness: Provided that—
 - (i) the employer is notified within 5 working days of the commencement of such illness;
 - (ii) a medical certificate for the period of absence is produced on the employee's return to work;

(b) Elke werkgewer moet aan elkeen van sy werknemers wat die hele Donderdagoggend voor Goeie Vrydag gewerk het, tyd afgee vanaf die aanvang van die gewone etenspouse tot die gewone sluitingstyd, en dié verlore tyd moet beskou word as tyd wat gewerk is.

(5) Ingeval 'n werkgewer sy werknemers ingevolge subklousule (1) van hierdie klousule 'n verloftydperk toestaan wat enigeen van hierdie vakansiedae met besoldiging insluit, moet sodanige werkgewer aan elkeen van die werknemers in sy diens by die begin van die verlof, en daarbenewens aan elke werknemer wie se dienskontrak binne 14 dae voor die aanvang van die verloftydperk beëindig word, vir elke sodanige dag 'n volle dag se besoldiging betaal: Met dien verstande dat die betrokke werknemer minstens ses maande onmiddellik voor die verloftydperk ononderbroke by sy werkgewer in diens was: Voorts met dien verstande dat die kontrak nie deur die betrokke werknemer beëindig word of dat hy nie summier om 'n regsgeldige rede ontslaan word nie.

(6) Ingeval 'n vakansiedag met besoldiging of 'n Saterdag of Sondag val, moet die werkgewer die volgende Maandag as 'n vakansiedag met besoldiging aan elkeen van sy werknemers toestaan.

(7) Vir die toepassing van hierdie klousule beteken "dag se besoldiging" een vyfde van die week se loon.

14. DIENSBEËINDIGING

(1) Behoudens subklousule (1) (d), (e) en (f) van hierdie klousule, moet 'n werkgewer of 'n werknemer in die vorm van Aanhangsel J van hierdie Ooreenkoms skriftelik minstens vyf werkdade kennis gee, wat vir die toepassing van hierdie klousule vakansiedae met besoldiging insluit, gee om die dienskontrak te beëindig, en dié kennisgewing tree in werking op die werkdag wat volg op dié waarop dit gegee is: Met dien verstande dat dit nie die volgende raak nie—

- (i) Die reg van 'n werkgewer of werknemer om die dienskontrak sonder kennisgewing om 'n regsgeldige rede te beëindig;
 - (ii) 'n ooreenkoms tussen die werkgewer en die werknemer wat 'n kennisgewingstermyn van langer as een week bepaal: Voorts met dien verstande dat—
 - (iii) 'n werkgewer 'n werknemer loon kan betaal vir en in plaas van die voorgeskrewe kennisgewingstermyn;
 - (iv) 'n werknemer wat korttyd werk, sy diens sonder kennisgewing kan beëindig;
 - (v) Die eerste 16 werkdade van 'n werknemer se dienstydperk by 'n werkgewer geag word 'n proeftydperk te wees (tensy in 'n skriftelike ooreenkoms anders bepaal), en dat sodanige diens te eniger tyd binne sodanige proeftydperk deur die werkgewer of die werknemer sonder kennisgewing beëindig kan word;
 - (vi) werknemers wat maandeliks besoldig word, minstens een kalender-maande skriftelik kennis moet gee of gegee word, en dat dié kennisgewing in werking tree op die eerste betaaldag van die maand wat volg op dié waarin kennis gegee is.
- (2) 'n Werknemer wat gedurende 'n diensopseggingstermyn ingevolge subklousule (1) van hierdie klousule ontslaan word, moet volle besoldiging ontvang vir die gedeelte van sodanige opseggingstermyn wat nog nie verstryk het nie.
- (3) Geen werkgewer mag die diens van 'n werknemer beëindig omdat sodanige werknemer—
- (a) weens siekte van die werk afwesig is nie: Met dien verstande dat—
 - (i) die werkgewer binne vyf werkdade vanaf die begin van sodanige siekte daarvan in kennis gestel word;
 - (ii) 'n mediese sertifikaat vir die tydperk van afwesigheid verstek word wanneer die werknemer na sy werk terugkeer;

- (iii) the continuous period of absence from work does not exceed 30 days;
- (b) approaching confinement: Provided that the employee returns not later than two months after the date of confinement. Such employee shall, subject to clause 13 (1) (a) of this Agreement, be granted unpaid leave of absence for a period of four weeks before and eight weeks after the date of confinement.
- (4) (a) In the event of an employer failing to give notice or to permit the employee to work the required notice period, or an employee failing to give and to work the required notice period, the employer shall pay or the employee shall forfeit, subject to the provisions of paragraph (b) of this clause, an amount equal to the full weekly remuneration which the employee was receiving immediately prior to the date of such termination.
- (b) If an employee leaves without notice or is unaccountably absent, the employer shall send his service card to the Industrial Council not earlier than the sixth nor later than the 11th day of such absence, together with any wages due in terms of this Agreement, together with a statement by the employer detailing circumstances surrounding the employee's absence from work and requesting a refund of the amount to be forfeited in terms of paragraph (a) hereof.
- (5) Subject to the provisions of subclause (4) (a) and (b), an employee who is discharged or leaves without notice during the currency of any period of notice given in terms of subclause (1) of this clause shall receive full pay or shall forfeit such wages for the unexpired period of such notice.

15. PREMIUMS

No premiums shall be charged or accepted by an employer for the training of an employee: Provided that this clause shall not apply in respect of a training scheme to which the employee is legally required to contribute.

16. TOOLS

- (1) Every employer may, at the request of his employees, supply scissors for the purpose of their employment at the price paid therefor by the employer.
- (2) The cost of the scissors may be deducted from the employee's wages in weekly instalments of not more than 50c.
- (3) The employer shall keep the scissors sharpened and in good order, free of charge.

17. EXISTING CONTRACTS

Any contracts of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement.

18. ENGAGEMENT, TRANSFER AND TERMINATION FORMS

- (1) An employer shall on engaging an applicant for work, require such applicant to produce a service card issued by the Council, which shall be in the form of Annexure C. In the case of an employee who does not possess a service card, the employer shall complete an application for service card form as per Annexure D.
- (2) If during or on completion of the trial period in terms of clause 14 (1) (e), the contract of service is confirmed, the employer shall, immediately on such confirmation, enter on the service card or application form, the name of his factory, occupation of employee, date of commencement of employment, and send the card to the Secretary of the Council, within seven days of engagement as provided in subclause (4) of this clause.

- (iii) die ononderbroke tydperk wat hy van sy werk afwesig is hoostens 30 dae duur;

- (b) se tyd van bevalling nader: Met dien verstande dat die werknemer hoogstens twee maande na die datum van die bevalling na die werk terugkeer. Sodanige werknemer moet, behoudens klousule 13 (1) (a) van hierdie Ooreenkoms, afwesigheidsverlof sonder besoldiging vir 'n tydperk van vier weke voor en agt weke na die datum van die bevalling toegestaan word.

- (4) (a) Indien 'n werkgewer versuim om die werknemer kennis te gee of hom toe te laat om die vereiste kennisgewingstermyn uit te dien, of indien 'n werknemer versuim om kennis te gee en die vereiste kennisgewingstermyn uit te dien, moet 'n bedrag gelyk aan die volle weeklikse besoldiging wat die werknemer onmiddellik voor die datum van sodanige diensbeëindiging ontvang het, behoudens paragraaf (b) van hierdie klousule, deur die werkgewer betaal of deur die werknemer verbeur word.

- (b) Indien 'n werknemer sonder kennisgewing sy diens verlaat of om 'n onverklaarbare rede afwesig is, moet die werkgewer op of na die sesde maar voor of op die 11de dag van sodanige afwesigheid die werknemer se dienskaart, tesame met dié lone verskuldig ingevolge hierdie Ooreenkoms aan die Nywerheidsraad stuur, en dit moet vergesel gaan van 'n verklaring deur die werkgewer waarin die omstandighede i.v.m. die werknemer se afwesigheid van sy werk uiteengesit word en die Raad versoek word om 'n terugbetaling van die bedrag wat ingevolge paragraaf (a) hiervan aan die werkgewer verbeur moet word.

- (5) Behoudens subklousule (4) (a) en (b) moet 'n werknemer wat ontslaan word of sy diens sonder kennisgewing verlaat gedurende die geldigheid van 'n tydperk van kennis wat ingevolge subklousule (1) van hierdie klousule gegee is, sy volle besoldiging ontvang of sodanige loon vir die onverstreke tydperk van sodanige kennisgewing verbeur.

15. PREMIES

'n Werkgewer mag geen premies vir die opleiding van 'n werknemer vra of aanneem nie: Met dien verstande dat hierdie klousule nie van toepassing is op 'n opleidingskema waartoe 'n werkgewer regtens verplig is om by te dra nie.

16. GEREEDSKAP

- (1) Elke werkgewer kan op versoek van sy werknemers skêre teen die prys wat hy daarvoor betaal het, vir hul gebruik aan hulle verskaf.
- (2) Die prys van die skêre kan in weeklikse paaielemente van hoogstens 50c van die werknemer se loon afgetrek word.
- (3) Die werkgewer moet die skêre kosteloos skerp en in 'n goeie toestand hou.

17. BESTAANDE KONTRAKTE

Alle dienskontrakte wat op die datum van inwerkingtreding van hierdie Ooreenkoms van krag is of wat na sodanige datum aangegaan word, is aan hierdie Ooreenkoms onderworpe.

18. VORMS VIR INDIENSNEMING, OORPLASING EN DIENSBEËINDIGING

- (1) 'n Werkgewer moet, wanneer hy 'n aansoeker in diens neem, van sodanige aansoeker vereis om 'n dienskaart, in die vorm van Aanhangsel C, wat deur die Raad uitgereik is, te verstrek. As 'n werknemer nie 'n dienskaart besit nie, moet die werkgewer 'n aansoekvorm om 'n dienskaart in die vorm van Aanhangsel D invul.
- (2) Indien die dienskontrak gedurende of na afloop van die proeftydperk ingevolge klousule 14 (1) (e) bekragtig word, moet die werkgewer onmiddellik by sodanige bekragtiging die naam van sy fabriek, die beroep van die werknemer en die aanvangsdatum van diens op die dienskaart of aansoekvorm invul en die kaart binne sewe dae na indiensneming aan die Sekretaris van die Raad stuur soos in subklousule (4) van hierdie klousule bepaal.

(3) The Council shall extract such information as may be required from the service card, and return it to the employer with the least possible delay. In the case of an application form, the Council shall issue a service card in respect of the new entrant to the Industry and forward it to the employer. The employer shall retain the service card until the employee leaves his employ.

(4) Whenever an employer transfers his employee to another grade, in terms of clause 4 (2), he shall, within 14 days from the date of transfer, complete a transfer form as per Annexure A and forward it to the Council. The Council shall, with the least possible delay, acknowledge such transfer notice to the employer.

(5) On termination of service of an employee, except in terms of clause 14 (1) (e), an employer shall supply the employee with his service card, duly completed by the employer, stating the grade or grades in which the employee was employed by the firm, the total weekly wage paid prior to termination and the date of termination.

19. EXEMPTIONS

(1) The Council may, subject to the proviso to section 51 (3) of the Act, on account of old age, infirmity, or for any other good or sufficient reason, grant to or in respect of any person, exemption from any of the provisions of this Agreement.

(2) The Council shall fix the conditions subject to which such exemption is granted and the period during which it shall operate and may after one week's notice, in writing, to the person concerned withdraw such exemption, whether or not the period for which it was granted has expired.

(3) The Secretary of the Council shall issue to every person exempted in accordance with the provisions of this clause a licence, signed by him, setting out—

- (a) the full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions fixed in accordance with the provisions of subclause (2) of this clause subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary of the Council shall—

- (a) number consecutively all licences issued;
- (b) retain a copy of each licence issued; and
- (c) where exemption is granted to an employee, forward a copy of the licence to both the employer and the employee concerned.

(5) Every employer and employee shall observe the provisions of any licence issued in terms of this clause.

20. COUNCIL FUNDS

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

- (1) Every employer shall, on every pay-day of each week and from the first pay-day after this Agreement comes into operation, deduct 20c from the wages of each of his employees for whom minimum wages are prescribed in this Agreement: Provided that no deduction shall be made from the wages of an employee who has worked for less than three days in the week in which the deductions fall due: Provided further that no deductions shall be made from the holiday pay paid to each employee when the establishment closes in terms of clause 13 (1) of this Agreement.

(3) Die Raad moet die nodige inligting uit die dienskaart haal en dit so gou moontlik aan die werkgewer terugstuur. In die geval van 'n aansoekvorm, moet die Raad 'n dienskaart uitreik ten opsigte van die nuwe toetreders tot die Nywerheid en dit aan die werkgewer stuur. Die werkgewer moet die dienskaart behou totdat sy werknemer sy diens verlaat.

(4) Wanneer die werkgewer sy werknemer ingevolge klousule 4 (2) na 'n ander graad oorplaas, moet hy binne 14 dae vanaf die oorplasingdatum 'n oorplasingvorm in die vorm van Aanhangsel A invul en dit aan die Raad stuur. Die Raad moet die werkgewer so gou moontlik verwittig van die ontvangs van sodanige kennisgewing van oorplasing.

(5) By diensbeëindiging van 'n werknemer, uitgesonderd ingevolge klousule 14 (1) (e), moet 'n werkgewer aan die werknemer sy dienskaart, behoorlik deur die werkgewer ingevul, gee; dit moet die graad of grade meld waarin die werknemer by die firma in diens was, die totale weekloon wat vóór diensbeëindiging betaal is en die datum van diensbeëindiging.

19. VRYSTELLINGS

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad weens 'n persoon se ouderdom, swakheid of 'n ander afdoende rede vrystelling aan of ten opsigte van hom verleen van enigen van die bepalings van hierdie Ooreenkoms.

(2) Die Raad moet die voorwaardes vasstel waarop, sodanige vrystelling verleen word en die tydperk waarvoor dit van krag is, en hy kan na skriftelike kennisgewing van een week aan die betrokke persoon sodanige vrystelling intrek, afgesien daarvan of die tydperk waarvoor dit verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elkeen wat ooreenkomstig hierdie klousule vrygestel is, 'n sertifikaat uitreik wat deur hom onderteken is en die volgende meld:

- (a) Die volle naam van die betrokke persoon;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen is;
- (c) die voorwaardes, vasgestel ooreenkomstig subklousule (2) van hierdie klousule waarop sodanige vrystelling verleen is; en
- (d) die tydperk waarin die vrystelling van krag is.

(4) Die Sekretaris van die Raad moet—

- (a) alle uitgereikte sertifikate in volgorde nommer;
- (b) 'n kopie van elke uitgereikte sertifikaat behou; en
- (c) waar vrystelling aan 'n werknemer verleen is, 'n kopie van die sertifikaat aan sowel die werkgewer as die betrokke werknemer stuur.

(5) Elke werkgewer en werknemer moet die bepalings nakom van alle sertifikate wat ingevolge hierdie klousule uitgereik word.

20. FONDSE VAN DIE RAAD

Die fondse van die Raad, wat berus by en geadminestreer word deur die Raad, word op die volgende manier verskaf:

- (1) Elke werkgewer moet op die betaaldag van elke week en vanaf die eerste betaaldag nadat hierdie Ooreenkoms in werking tree, 20c aftrek van die loon van elkeen van sy werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word: Met dien verstande dat geen bedrag afgetrek mag word van die loon van 'n werknemer wat minder as drie dae gewerk het in die week waarin die bedrae afgetrek moet word nie: Voorts met dien verstande dat geen bedrae van die vakansiebesoldiging wat aan elke werknemer betaal word wanneer die bedryfsinrigting ingevolge klousule 13 (1) van hierdie Ooreenkoms sluit, afgetrek mag word nie.

- (2) (a) The employer shall pay the total amounts so deducted, together with an equal amount to be contributed by him, to the Secretary of the Council, P.O. Box 4866, Johannesburg, 2000, which shall be within seven days from the end of the month in which the deductions fall due and be accompanied by a completed copy of Annexures E and F, in the case of employers in the Magisterial Districts of Kroonstad, Bloemfontein, Frankfort and Parys, and Annexures E (i) and F (i) in the case of the Magisterial District of Kimberley.
- (b) Where an employer has failed to deduct contributions from the wages of employees, he shall not be permitted to deduct arrear contributions but shall make good these contributions himself.

21. MEDICAL BENEFIT SOCIETY

(1) There is hereby continued a medical benefit society, known as the Orange Free State and Northern Cape Clothing Industry Medical Benefit Society, in this clause referred to as the "Society".

(2) (a) Every employer in the Magisterial District of Parys, Bloemfontein, Kroonstad and Frankfort shall, on the pay-day of each week, deduct the amounts as set out in paragraph (b) of this subclause from the wage of each of his employees for whom minimum wages are prescribed in this Agreement and shall contribute the amounts in respect of such employees as set out in paragraph (c) of this subclause: Provided that no deduction shall be made from the wages of an employee who has worked for less than three days in the week in which the deductions fall due: Provided further that no deductions shall be made from the holiday pay paid to each employee when the establishment closes in terms of clause 13 (1) of this Agreement.

(b) The amount to be deducted by employers in terms of paragraph (a) shall be R1,65 per worker per week.

(c) To the aggregate amount so deducted under paragraph (b) of this clause an equal amount shall be contributed by the employer.

(d) The total amounts under paragraphs (b) and (c) of this subclause shall, within seven days from the end of the month in which the deductions fall due, be paid by the employer to the Secretary of the Council, P.O. Box 4866, Johannesburg, 2000, together with a statement in the form of Annexures E and F to this Agreement.

(e) Where an employer has failed to deduct contributions from the wages of employees, he shall not be permitted to deduct arrear contributions but shall make good these contributions himself.

(3) The funds of the Society shall, subject to the provisions of this clause, be applied to provide members of the Society with medical treatment and sick pay in case of illness and shall be administered by a Management Committee appointed by the Council and consisting of three representatives of the employers' organisation and three representatives of the South African Clothing and Textile Workers' Union.

(4) All moneys received by the Society shall be deposited in a banking account which shall be opened by the Council in the name of the Society: Provided that the Management Committee may from time to time authorise investment of surplus funds in terms of section 21 (3) of the Act.

(5) A public accountant appointed by the Industrial Council shall audit the accounts of the Society annually, but not later than December of each year. The audited statement and balance sheet shall thereafter lie for inspection at the office of the Industrial Council and copies shall be transmitted to the Director-General of Labour, the Orange Free State and Northern Cape Clothing Manufacturers' Association and the South African Clothing and Textile Workers' Union.

- (2) (a) Die werkgever moet die volle bedrae aldus afgetrek, saam met 'n gelyke bedrag wat hy moet bydra, aan die Sekretaris van die Raad, Posbus 4866, Johannesburg, 2000, betaal binne sewe dae na die einde van die maand waarin die aftrekkings verskuldig word, en dit moet vergesel gaan van 'n ingevulde kopie van Aanhangsels E en F in die geval van werkgewers in die landdrosdistrikte Kroonstad, Bloemfontein, Frankfort en Parys, en Aanhangsels E (i) en F (i) in die geval van die landdrosdistrik Kimberley.
- (b) Wanneer 'n werkgever versuim het om bydraes van die lone van lede af te trek, mag hy nie agterstallige bydraes aftrek nie maar moet hy sodanige bydraes self betaal.

21. MEDIESE HULPVERENIGING

(1) Hierby word die mediese hulpvereniging voortgesit wat as die Mediese Hulpvereniging van die Klerasierywerheid, Oranje-Vrystaat en Noord-Kaapland bekendstaan en wat in hierdie klousule die "Vereniging" genoem word.

(2) (a) Elke werkgever in die landdrosdistrikte Parys, Bloemfontein, Kroonstad en Frankfort moet op die betaaldag van elke week die bedrae soos in paragraaf (b) van hierdie subklousule uiteengesit, aftrek van die loon van elkeen van sy werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en ten opsigte van sodanige werknemers die bedrae in paragraaf (c) van hierdie subklousule uiteengesit daarby voeg: Met dien verstande dat geen bedrag afgetrek mag word van die loon van 'n werknemer wat minder as drie dae gewerk het in die week waarin die bedrae afgetrek moet word nie: Voorts met dien verstande dat geen bedrae afgetrek mag word van die vakansiebesoldiging wat aan elke werknemer betaal word wanneer die bedryfsinrigting ingevolge klousule 13 (1) van hierdie Ooreenkoms sluit nie.

(b) Die bedrag wat deur 'n werkgever ooreenkomstig paragraaf (a) afgetrek moet word, is R1,65 per werker per week.

(c) By die totale bedrag wat aldus ingevolge paragraaf (b) van hierdie subklousule afgetrek word, moet elke werkgever 'n gelyke bedrag voeg.

(d) Die totale bedrae in paragrawe (b) en (c) van hierdie subklousule genoem, moet binne sewe dae na die einde van die maand waarin die bedrae afgetrek moet word, saam met 'n staat in die vorm van Aanhangsels E en F van hierdie Ooreenkoms, deur die werkgever aan die Sekretaris van die Raad, Posbus 4866, Johannesburg, 2000, betaal word.

(e) Wanneer 'n werkgever versuim het om bydraes van die lone van lede af te trek, mag hy nie agterstallige bydraes aftrek nie maar moet hy sodanige bydraes self betaal.

(3) Die fondse van die Vereniging moet, behoudens hierdie klousule, aangewend word om mediese behandeling en siektebesoldiging in geval van siekte aan lede van die Vereniging te verskaf, en dit moet geadminestreer word deur 'n Bestuurskomitee wat deur die Raad aangestel is en bestaan uit drie verteenwoordigers van die werkgewersorganisasie en drie verteenwoordigers van die South African Clothing and Textile Workers' Union betaal word.

(4) Al die geld wat die Fonds ontvang, moet gestort word in 'n bankrekening wat deur die Raad geopen moet word op naam van die Vereniging: Met dien verstande dat die Bestuurskomitee van tyd tot tyd magtiging kan verleen dat surplus fondse ingevolge artikel 21 (3) van die Wet belê word.

(5) 'n Openbare rekenmeester, deur die Nywerheidsraad aangestel, moet jaarliks voor of gedurende Junie elke jaar die rekenings van die Vereniging ouditeer. Die geouditeerde staat en balansstaat moet daarna ter insae op die kantoor van die Nywerheidsraad lê en afskrifte moet aan die Direkteur-generaal van Arbeid, die Orange Free State and Northern Cape Clothing Manufacturers' Association, die South African Clothing and Textile Workers' Union.

(6) (a) All employees covered by this Agreement in the Magisterial Districts of Parys, Bloemfontein, Kroonstad and Frankfort are eligible for membership of the Society.

(b) A person shall cease to be a member of the Society upon leaving the Industry: Provided, however, that membership shall continue for 13 weeks in the case of unemployed members duly registered at the Employment Bureau of the Unemployment Insurance Fund: Provided further that a person who has left the Industry or has been unemployed for more than 13 consecutive weeks shall, after paying 13 contributions on returning to the Industry, be deemed to have had continuous membership of the Society and shall be entitled to benefits on that basis.

(c) The Society may issue employees with membership cards in the form of Annexure I. Upon receipt of such cards, members shall be obliged to produce such cards before receiving attention from a medical practitioner.

(7) (a) All members shall be entitled to the following benefits:

(i) The services of and medicines prescribed by a general medical practitioner, appointed by the Society, on not more than eight occasions in any one calendar year: Provided that the Society shall not be liable in respect of that part of the consultation fee which is in excess of that specified in the tariff of fees published in terms of the Medical Schemes Act, 1967;

(ii) sick pay to a member after an illness of not less than two consecutive working days and on producing of a medical certificate, on the following basis:

(aa) During the first 12 consecutive months of employment, an employee who works a five-day week shall only be entitled to one working day's sick leave on full pay, in respect of each completed period of five weeks of employment, and in the case of every other employee, one working day's sick leave on full pay in respect of each completed month of employment;

(ab) after completion of 12 consecutive months of employment, an employee shall be entitled to 10 working days' sick leave on full pay in any calendar year, reckoned from 1 January to 31 December;

(ac) following the sick pay specified in subparagraph (ii) above, an employee shall be entitled to half pay for any further period of illness: Provided that the maximum amount paid shall be calculated as follows:

2 years' service R10,00 per week;

2-4 years' service R12,00 per week; and

4 years' service and more R16,00 per week; and

the total period of absence on sick leave does not exceed a period of eight weeks in any one year.

(b) **Limitations:** The Fund shall not be liable for—

(i) oral or other contraceptive medicaments, except for therapeutic purposes at the Fund's discretion;

(ii) treatment and investigation for infertility;

(iii) dietetic products;

(iv) appetite suppressants or other weight-reducing measures for aesthetic purposes;

(v) medicines for prophylactic purposes;

(vi) obstetrical procedures at any stage of pregnancy;

(6) (a) Alle werknemers in die landdrosdistrikte Parys, Bloemfontein, Kroonstad en Frankfort wat deur hierdie Ooreenkoms gedek word, kom in aanmerking vir lidmaatskap van die Vereniging.

(b) Lidmaatskap van die Vereniging word beeindig wanneer 'n lid die Nywerheid verlaat: Met dien verstande egter dat lidmaatskap vir nog 13 weke voortduur in die geval van werklose lede wat behoorlik by die Werkverskaffingsburo van die Werkloosheidsversekeringsfonds geregistreer is: Voorts met dien verstande dat iemand wat die Nywerheid verlaat het of langer as 13 agtereenvolgende weke werkloos was, geag moet word, nadat hy 13 bydraes betaal het nadat hy na die Nywerheid teruggekeer het, ononderbroke lidmaatskap van die Vereniging te gehad het, en op bystand op daardie grondslag geregtig is.

(c) Die Vereniging kan aan werknemers lidmaatskap-kaarte uitreik in die vorm van Aanhangsel I. By ontvangs van sodanige kaarte is lede verplig om sodanige kaarte te toon voordat 'n mediese praktisyn hulle behandel.

(7) (a) Alle lede is geregtig op die volgende bystand:

(i) Die dienste van en medisyne voorgeskryf deur 'n algemene mediese praktisyn, deur die Vereniging aangeskel, by hoogstens agt geleenthede in 'n bepaalde kalenderjaar: Met dien verstande dat die Vereniging nie vir daardie gedeelte van die konsultasiegeld wat meer is as dié uiteengesit in die tarief van gelde gepubliseer ingevolge die Wet op Mediese Skemas, 1967, aanspreeklik is nie;

(ii) siekebesoldiging word, by voorlegging van 'n dokter-sertifikaat, na siekte wat minstens twee agtereenvolgende werkdae duur, op die volgende grondslag aan 'n lid betaal:

(aa) Gedurende die eerste 12 agtereenvolgende maande diens is 'n werknemer met 'n werkweek van vyf dae net geregtig op siekteverlof van een werkdag met volle besoldiging vir elke voltooide tydperk van vyf weke diens, en in die geval van alle ander werknemers op een dag siekteverlof met volle besoldiging vir elke voltooide maand diens;

(ab) na voltooiing van 12 agtereenvolgende maande diens is 'n werknemer geregtig op siekteverlof van 10 werkdae met volle besoldiging in 'n kalenderjaar, gereken van 1 Januarie tot 31 Desember;

(ac) na die siekebesoldiging in subparagraaf (ii) hierbo gemeld, is 'n werknemer geregtig op die helfte van sy besoldiging vir 'n verdere tydperk van siekte: Met dien verstande dat die maksimum bedrag wat betaal word soos volg bereken word:

2 jaar diens R10,00 per week;

2-4 jaar diens R12,00 per week; en

4 jaar en langer diens R16,00 per week,

en dat die totale tydperk van afwesigheid met siekteverlof hoogstens agt weke in 'n bepaalde jaar beloop.

(b) **Beperkings:** Die Fonds is nie aanspreeklik nie vir—

(i) orale of ander voorbehoedmiddels, behalwe vir terapeutiese doeleindes na goeddunke van die Fonds;

(ii) behandeling en ondersoek vir onvrugbaarheid;

(iii) dieetkundige preparate;

(iv) eetlusdempers of ander verslankingsmiddels vir skoonheidsdoeleindes;

(v) medisyne vir voorkomende doeleindes;

(vi) verloskundige prosedures gedurende enige stadium van swangerskap;

- (vii) regular antenatal or other care provided by any hospital or clinic;
- (viii) surgical or other procedures performed by general medical practitioners, except as provided for in subclause 7 (a) (i);
- (ix) the cost of specialist consultations and/or treatment unless the member is referred by a general medical practitioner after consultation with the Medical Benefit Society;
- (x) medicines prescribed by a general medical practitioner in terms of subclause 7 (a) (i) in excess of R120 per member per calendar year.

(c) After payment of 147 contributions, members shall be entitled to the following benefits:

- (i) A grant of R30,00 towards the aggregate cost of eye tests, optical lenses and frames;
- (ii) grant of R35,00 towards the aggregate cost of dental extractions; dental fillings; the scaling and polishing of teeth; and the fitting and purchase of dentures.

(d) For the payment of every subsequent 49 contributions after 147 contributions, members shall be entitled to a grant of R5 in addition to each of the amounts prescribed in subclause (7) (c) (i) and (ii) for the services detailed thereunder: Provided that the total grant in respect of services detailed in subclause (7) (c) (i) or (ii) shall not exceed R60,00 within a cycle of 3 years.

(8) A copy of the rules of the said Fund and any amendments thereof shall be kept by the Secretary of the Council, and one copy of the said rules and any amendments thereof shall be lodged by the Secretary of the Council with the Director-General of Manpower.

(9) The disbursements from the Society shall cease whenever the amount to the credit of the Society falls below R100.

(10) Upon expiry of this Agreement by effluxion of time or cessation for any other cause, the Society shall continue to be administered by the Management Committee, and in the event of a subsequent agreement providing for the continuation of the Fund not being negotiated within one year from the date of expiry of this Agreement, or the Fund not being transferred within such period to a fund constituted for the same or similar purpose, the Fund shall be liquidated by the Management Committee.

(11) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding in terms of section 34 (2) of the Act, the Management Committee shall, subject to the approval of the Registrar in terms of the first proviso to the said section, continue to administer the Society and the members of the Committee existing at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes: Provided, however, that any vacancy occurring on the Committee may be filled by the Registrar from employers or employees in the Industry, as the case may be, so as to ensure an equality of employer and employee representatives and of alternates in the membership of the Committee. In the event of such Committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Society impracticable or undesirable in the opinion of the Registrar, he may appoint a trustee or trustees to carry out the duties of the Committee and who shall possess all the powers of the Committee for such purpose. If there is no Council in existence upon expiry of this Agreement, the Society shall be liquidated by the Committee or trustees, as the case may be, in the manner set forth in subclause (12) of this clause, and if upon such expiry the affairs of the Council have already been wound up and its assets distributed, the balance of this Fund shall be distributed as provided for in section 34 (4) of the Act as if it formed part of the general funds of the Council.

(vii) gereelde voorgeboorte- of ander sorg wat deur 'n hospitaal of kliniek verskaf word;

(viii) chirurgiese of ander prosedures deur algemene mediese praktisyns uitgevoer, uitgesonderd dié waarvoor in subklousule (7) (a) (i) voorsiening gemaak word;

(ix) die koste van konsultasies met en/of behandeling deur spesialiste, tensy die lid deur 'n algemene mediese praktisyn verwys is na oorlegpleging met die Mediese Hulpvereniging; of

(x) medisyne voorgeskryf deur 'n algemene mediese praktisyn ingevolge subklousule (7) (a) (i) van meer as R120 per lid per kalenderjaar.

(c) Na betaling van 147 bydraes is 'n lid geregtig op die volgende bystand:

(i) 'n toelae van R30,00 vir die totale koste vir oogtoetse, lense en rame;

(ii) 'n toelae van R35,00 vir die totale koste van tandtrek; vulsels; tandsteen verwyder en tande poleer; en die pas en koop van 'n kunsgebit.

(d) By betaling van elke daaropvolgende 49 bydraes na 147 bydraes is 'n lid geregtig op 'n enkele toelae van R5 benewens elkeen van die bedrae in subklousule (7) (c) (i) en (ii) voorgeskryf vir die dienste daarin gemeld: Met dien verstande dat die totale toelae ten opsigte van die dienste in subklousule (7) (c) (i) of (ii) gemeld hoogstens R60,00 in 'n tydperk van 3 jaar mag wees.

(8) 'n Afskrif van die reëls van genoemde Fonds en alle wysigings daarvan moet deur die Sekretaris van die Raad gehou word en een afskrif van genoemde reëls en wysigings daarvan moet deur die Sekretaris van die Raad by die Direkteur-generaal van Mannekrag ingedien word.

(9) Uitbetalings deur die Vereniging moet gestaak word wanneer die bedrag in die krediet van die Vereniging tot minder as R100 daal.

(10) As hierdie Ooreenkoms met verloop van tyd verstryk of om 'n ander rede verval, moet die Bestuurskomitee voortgaan om die Vereniging te administreer, en as 'n daaropvolgende ooreenkoms wat vir die voortsetting van die Fonds voorsiening maak nie binne een jaar na verstryking van hierdie Ooreenkoms aangegaan word nie, of as die Fonds nie binne sodanige tydperk oorgedra word na 'n fonds wat vir dieselfde of 'n dergelike doel ingestel is nie, moet die Bestuurskomitee die Fonds likwedeer.

(11) Ingeval die Raad ontbind word of ophou om te funksioneer gedurende die tydperk waarin hierdie Ooreenkoms ooreenkomstig artikel 34 (2) van die Wet bindend is, moet die Bestuurskomitee, behoudens die goedkeuring van die Registrateur ingevolge die eerste voorbehoudsbepaling van genoemde artikel, nog die Vereniging administreer en die lede van die Komitee wat bestaan op die datum waarop die Raad ophou om te funksioneer of ontbind word, word geag lede daarvan vir sodanige doel te wees: Met dien verstande egter dat 'n vakature in die Komitee deur die Registrateur uit die geledere van die werkgewers of die werknemers in die Nywerheid, na gelang van die geval, gevul kan word ten einde te verseker dat die getal verteenwoordigers van die werkgewers en die werknemers en van hul plaasvervangers in die Komitee ewe groot is. Ingeval sodanige Komitee nie daartoe in staat is nie of onwillig is om sy pligte uit te voer, of ingeval hy voor 'n dooie punt te staan kom wat die administrasie van die Vereniging na die mening van die Registrateur ondoenlik of onwenslik maak, kan hy 'n trustee of trustees aanstel om die pligte van die Komitee uit te voer, en sodanige trustee of trustees het vir sodanige doel al die bevoegdhede van die Komitee. As daar by verstryking van hierdie Ooreenkoms nie 'n Raad bestaan nie, moet die Vereniging deur die Komitee of die Trustees, na gelang van die geval, gelikwedeer word op die manier voorgeskryf in subklousule (12) van hierdie klousule, en indien die sake van die Raad by sodanige verstryking alreeds gelikwedeer en sy bates verdeel is, moet die saldo van hierdie Fonds ooreenkomstig artikel 34 (4) van die Wet verdeel word asof dit deel van die algemene fondse van die Raad uitmaak.

(12) Upon liquidation of the Society in terms of subclause (10) of this clause, the moneys remaining to the credit of the Society after payment of all claims against the Society, including administration and liquidation expenses, shall be paid into the general funds of the Council.

22. EXTRACT FROM WAGE REGISTERS

Every employer shall forward to the Secretary of the Council, P.O. Box 4866, Johannesburg, 2000, copies, in triplicate, of his wage register as per Annexure G, not later than one week after the first pay-day in every quarter.

23. SLACK PAY FUND

(1) (a) There is hereby continued a fund known as the Orange Free State and Northern Cape Clothing Industry Slack Pay Fund, hereinafter referred to as the "Fund", the administration of which shall be vested in the Industrial Council for the Clothing Industry, Orange Free State and Northern Cape. The purpose of the Fund shall be the payment of benefits to employees who lose earnings as a result of being on short-time in terms of clause 6 of this Agreement. Benefits shall be paid at the rates and under the conditions set out in subclause (3) of this clause. The Council may draft rules for the administration of the Fund and a copy of such rules and any amendments thereto shall be lodged with the Director-General of Labour within two weeks of the adoption thereof. The rules of the Fund may be amended at any time by the Council. The rules or any amendment thereof shall not be inconsistent with the provisions of the Agreement or any Act.

(b) The Fund shall consist of—

- (i) contributions paid into the fund in accordance with the provisions of this clause;
- (ii) interest derived from the investment of any moneys of the Fund;
- (iii) any other funds to which the Fund may become entitled.

(2) (a) Every employer shall, on the pay-day of each week and from the first pay-day after this Agreement comes into operation, deduct the amounts as set out hereunder from the wages of each of his employees for whom wages are prescribed in this Agreement and contribute an equal amount in respect of such employees: Provided that no deductions shall be made from the wages of an employee who has worked for less than three days in the week in which deductions fall due:

- (i) Every employee shall on each pay-day have 11c deducted from his wages;
- (ii) The employer shall pay the total amount deducted under paragraph (i), together with an equal amount which shall be contributed by him and a statement in the form of Annexures E and F or E (i) and F (i) of this Agreement, to the Secretary of the Council, P.O. Box 4866, Johannesburg, 2000, within seven days of the end of the month in which the deductions fall due.

(b) Where an employer has failed to deduct contributions from the wages of employees, he shall not be permitted to deduct arrear contributions but shall make good these contributions himself.

(3) (a) Subject to the provisions of this clause and clause 6 (4), benefits shall be paid to employees put off on short time in accordance with the provisions of this Agreement as follows, after payment of 13 weekly contributions:

- (i) employee with less than 4 years' service R15,00 p.w.
- (ii) employee with 4 years' service employee with 4 years' service and more R25,00 p.w.

(b) Subject to the provisions of paragraph (c), slack pay shall be paid for each complete five working days of short-time which have been worked in any period of three consecutive months, commencing from the first day on which short-time has been worked: Provided that periods of short-time of less than one complete day shall not be reckoned as short-time for the calculation of benefit payments in terms of this clause.

(12) By likwidasie van die Vereniging ooreenkomstig subklousule (10) van hierdie klousule moet die geld wat in die krediet van die Vereniging staan nadat alle eise teen die Vereniging, met inbegrip van administrasie- en likwidasielkoste, betaal is, in die fondse van die Raad gestort word.

22. UITTREKSELS UIT LOONREGISTERS

Elke werkgewer moet voor of gedurende die week na die eerste betaaldag in elke kwartaal afskrifte van sy loonregister ooreenkomstig Aanhangsel G in drievoud stuur aan die Sekretaris van die Raad, Posbus 4866, Johannesburg, 2000.

23. SLAPTEBESOLDIGINGSFONDS

(1) (a) Hierby word die fonds voortgesit wat bekendstaan as die Slaptebesoldigingsfonds vir die Klerasienywerheid van die Oranje-Vrystaat en Noord-Kaapland, hierna die "Fonds" genoem, waarvan die administrasie by die Nywerheidsraad vir die Klerasienywerheid, Oranje-Vrystaat en Noord-Kaapland, berus. Die doel met die Fonds is om bystand te betaal aan werknemers wat verdienste verloor as gevolg van korttyd ingevolge klousule 6 van hierdie Ooreenkoms. Bystand moet betaal word teen die skale en op die voorwaardes in subklousule (3) van hierdie Ooreenkoms voorgeskryf. Die Raad kan reëls vir die administrasie van die Fonds opstel en 'n kopie van die reëls en alle wysigings daarvan moet binne twee weke vanaf die aanname daarvan by die Direkteur-generaal van Mannekrag ingedien word. Die reëls van die Fonds kan te eniger tyd deur die Raad gewysig word. Die reëls of alle wysigings daarvan mag nie met die bepalinge van die Ooreenkoms of 'n wet onbestaanbaar wees nie.

(b) Die Fonds bestaan uit—

- (i) bydraes wat ooreenkomstig hierdie Ooreenkoms in die Fonds gestort word;
- (ii) rente verkry uit die belegging van geld van die Fonds;
- (iii) alle ander fondse waarop die Fonds geregtig word.

(2) (a) Elke werkgewer moet met ingang van die eerste betaaldag nadat hierdie Ooreenkoms in werking tree, elke week op betaaldag die bedrae hieronder gemeld, aftrek van die loon van elkeen van sy werknemers vir wie 'n loon in hierdie Ooreenkoms voorgeskryf word, en 'n bedrag wat daaraan gelyk is ten opsigte van sodanige werknemer bydra: Met dien verstande dat daar in die geval van 'n werknemer wat in die week waarin die aftrekking verskuldig word minder as drie dae gewerk het, geen bedrag afgetrek mag word nie:

- (i) Op elke betaaldag moet 11c afgetrek word van die loon van elke werknemer.
- (ii) Die werkgewer moet binne sewe dae na die einde van die maand waarin die aftrekkings verskuldig word, die totale bedrag ingevolge paragraaf (i) afgetrek, saam met 'n bedrag wat daaraan gelyk is en deur hom bygedra moet word, asook 'n opgaaf in die vorm van Aanhangsels E en F of E (i) en F (i) van hierdie Ooreenkoms, aan die Sekretaris van die Raad, Posbus 4866, Johannesburg, 2000, betaal.

(b) Wanneer 'n werkgewer versuim het om bydraes van die lone van lede af te trek, mag hy nie agterstallige bydraes aftrek nie maar moet hy sodanige bydraes self betaal.

(3) (a) Behoudens hierdie klousule en klousule 6 (4) moet bystand ooreenkomstig hierdie Ooreenkoms soos volg betaal word aan werknemers wat op korttydwerk geplaas word na betaling van 13 weeklikse bydraes:

- (i) 'n Werknemer met minder as 4 jaar diens R15,00 p.w.
- (ii) 'n Werknemer met meer as 4 jaar diens R25,00 p.w.

(b) Behoudens paragraaf (c), word slaptebesoldiging met ingang van die eerste dag waarop korttyd gewerk word, betaal vir elke voltooide vyf werkdag korttyd wat in 'n tydperk van drie agtereenvolgende maande gewerk word: Met dien verstande dat korttyd van minder as een volle dag nie by die berekening van bystandie by die berekening van bystand ooreenkomstig hierdie klousule as korttyd gereken word nie.

(c) An employee shall be entitled to benefits for a maximum of 30 working days in any calendar year.

(4) (a) All moneys received by the Fund shall be deposited in a banking account opened in the name of the Fund. Withdrawals from the Fund shall be by cheque signed by such person or persons as may from time to time be authorised by the Industrial Council. All moneys not required to meet current payments shall be invested in any manner which is in accordance with section 21 (3) of the Labour Relations Act, 1956.

(b) The Council shall appoint a public accountant as auditor whose remuneration shall be paid out of the Fund. The accounts shall be audited annually for the annual periods ending 31 December. The audited statement and balance sheets shall thereafter lie for inspection at the office of the Industrial Council and copies thereof shall be transmitted to the Director-General of Labour, Pretoria, the Orange Free State and Northern Cape Clothing Manufacturers' Association and the South African Clothing and Textile Workers' Union.

(c) The disbursements from the Society shall cease whenever the amount to the credit of the Society falls below R100.

(5) (a) In the event of the expiry of this Agreement or any extension or renewal thereof and a subsequent agreement for the continuation of the Fund not being negotiated within a period of 12 months from the date of such expiry or the Fund not being transferred by the Council within such period to any other fund constituted for the same or a similar purpose as that for which the original Fund was created, the Fund shall be liquidated as provided for in subclause 5 (c) and (d) of this clause. The Fund shall during the said period of 12 months or until such time as it is transferred to any other fund referred to above, be administered by the Council.

(b) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding in terms of section 34 (2) of the Act, the Registrar may appoint a committee from employers and employees in the industry on the basis of equal representation on both sides and the Fund shall continue to be administered by such committee. Any vacancy occurring on the committee may be filled by the Industrial Registrar from employers or employees, as the case may be, so as to ensure an equality of employer and employee representatives on the committee. In the event of such committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Industrial Registrar, he may appoint a trustee or trustees to carry out the duties of the committee and such trustee or trustees shall possess all the powers of the committee for such purpose. If there is no Council in existence upon the expiry of this Agreement, the Fund shall be liquidated by the committee functioning in terms of this subclause or the trustee or trustees, as the case may be, in the manner set forth in paragraph (c) of this clause, and if upon the expiry of the Agreement the affairs of the Council have already been wound up and its assets distributed, the balance of the Fund shall be distributed as provided for in section 34 (4) of the Act as if it formed part of the general funds of the Council.

(c) Upon liquidation of the Fund in terms of paragraph (b) of this clause, the moneys remaining to the credit of the Fund after payment of all claims against the Fund, including administration and liquidation expenses, shall be paid into the general funds of the Council.

(d) All costs of administration and liquidation of the Fund shall be charge against the Fund.

(c) 'n Werknemer is vir 'n maksimum van 30 dae in 'n kalenderjaar op bystand geregtig.

(4) (a) Alle geld wat deur die Fonds ontvang word, moet gestort word in 'n bankrekening wat op naam van die Fonds geopen moet word. Opvragings uit die Fonds geskied per tjek onderteken deur 'n persoon of persone wat van tyd tot tyd deur die Nywerheidsraad daartoe gemagtig word. Alle geld wat nie vir lopende betalings nodig is 07163003 wat nie vir lopende betalings nodig is nie, moet in ooreenstemming met artikel 21 (3) van die Wet op Arbeidsverhoudinge, 1956, belê word.

(b) Die Raad moet 'n openbare rekenmeester as ouditeur aanstel wie se besoldiging uit die Fonds betaal moet word. Die rekenings moet jaarliks vir die tydperk van 'n jaar wat eindig op 31 Desember geouditeer word. Daarna moet die geouditeerde staat en balansstaat op die kantoor van die Nywerheidsraad ter insae lê en kopieë daarvan moet aan die Direkteur-generaal van Arbeid, Pretoria, die Orange Free State and Northern Cape Clothing Manufacturers' Association en die South African Clothing and Textile Workers' Union gestuur word.

(c) Uitbetalings deur die Vereniging moet gestaak word wanneer die bedrag in die krediet van die Vereniging tot minder as R100 daal.

(5) (a) Ingeval hierdie Ooreenkoms of die verlenging of hernuwing daarvan verstryk en 'n ander ooreenkoms om die Fonds voort te sit, nie binne 'n tydperk van 12 maande vanaf die datum van sodanige verstryking aangegaan word nie, of indien die Fonds nie binne sodanige tydperk deur die Raad oorgedra word na 'n ander fonds wat ingestel is vir dieselfde of 'n soortgelyke doel as dié waarvoor die oorspronklike Fonds in die lewe geroep is nie, moet die Fonds gelikwadeer word soos in subklousule 5 (c) en (d) van hierdie klousule bepaal. Gedurende sodanige tydperk van 12 maande, of tot tyd en wyl dit oorgedra word na 'n ander fonds hierbo genoem, moet die Fonds deur die Raad geadmistreer word.

(b) Ingeval die Raad gedurende die tydperk waarin hierdie Ooreenkoms ingevolge artikel 34 (2) van die Wet bindend is, ontbind word of ophou om te funksioneer, kan die Registrateur op grondslag van gelyke verteenwoordiging van albei partye 'n komitee uit die geledere van werkgewers en werknemers in die Nywerheid aanstel, en sodanige komitee moet voortgaan om die Fonds te administreer. Vakatures wat in die komitee ontstaan kan deur die Nywerheidsregistrateur uit die geledere van die werkgewers of die werknemers, na gelang van die geval, gevul word ten einde te verseker dat die getal werkgewer- en werknemerverteenwoordigers in die komitee ewe groot is. Ingeval sodanige komitee nie daartoe in staat is nie of onwilling is om sy pligte uit te voer of ingeval hy voor 'n dooie punt te staan kom wat die administrasie van die Fonds na die mening van die Nywerheidsregistrateur ondoenlik of onwenslik maak, kan hy 'n trustee of trustees aanstel om die pligte van die komitee uit te voer, en sodanige trustee of trustees besit vir sodanige doel al die bevoegdhede van die komitee. As daar by verstryking van hierdie Ooreenkoms nie 'n Raad bestaan nie, moet die Fonds gelikwadeer word deur die komitee wat kragtens hierdie subklousule funksioneer of deur die trustee of trustees, na gelang van die geval, op die wyse in paragraaf (c) van hierdie klousule vermeld, en indien die sake van die komitee by die verstryking van die Ooreenkoms reeds gelikwadeer en sy bates verdeel is, moet die saldo van die Fonds verdeel word soos in artikel 34 (4) van die Wet bepaal, asof dit deel van die algemene fondse van die Raad uitmaak.

(c) By likwidasië van die Fonds ingevolge paragraaf (b) van hierdie klousule moet die geld wat in die krediet van die Fonds staan nadat alle eise teen die Fonds, met inbegrip van Administrasie- en likwidasiëkoste, betaal is, in die algemene fondse van die Raad gestort word.

(d) Alle administrasie- en likwidasiëkoste van die Fonds moet teen die Fonds in rekening gebring word.

24. EMPLOYMENT OF TRADE UNION LABOUR

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

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

(3) This clause shall also not apply to the employment in the Industry of any employee who, in the opinion of the Minister, has good cause for objecting to becoming or remaining a member of a trade union, nor to an employee who, in the opinion of the Minister, should not be debarred from working in the Industry owing to being suspended or expelled from membership of one of the trade unions.

(4) Notwithstanding anything to the contrary contained in this clause, this clause shall only apply after a period of 90 days either after the date of coming into operation of this Agreement or after the date of employment of any employee where such employment takes place after the date of coming into operation of this Agreement.

25. ORGANISATION OF EMPLOYEES

(1) Every employer shall permit any person or persons authorised in writing by the trade unions to enter his establishment from time to time during the lunch interval for the purpose of—

- (a) interviewing employees on trade union matters;
- (b) enrolling new members;
- (c) posting and distributing notices issued by the trade unions;
- (d) collecting members' contributions to the trade unions.

(2) The authorised person or persons shall notify the employer or his representative of his intention to visit the establishment.

(3) Every employer shall permit the trade unions to have one hour of working time at the end of normal working hours, twice a year, for the purpose of addressing members on trade union affairs.

26. AGENTS

The Council shall appoint one or more specified persons as agents to assist it in giving effect to the terms of this Agreement. It shall be the duty of every employer and employee to permit such agents to institute such enquiries and to interrogate such persons as may be necessary for this purpose.

27. ANNUAL X-RAY SERVICE

An employer shall, at a cost to the employer of an amount not exceeding 50c per employee, arrange with the Industrial Council for each employee to be X-rayed for tuberculosis each year.

24. INDIENSNEMING VAN LEDE VAN VAKVERENIGINGS

(1) Geen werkgewer wat 'n lid is van die werkgewersorganisasie mag 'n werknemer in diens hou waar, terwyl hy tot lidmaatskap van die South African Clothing and Textile Workers' Union toelaatbaar is, nie op die datum waarop hierdie ooreenkoms in werking tree 'n lid van sodanige vereniging is nie, of wat nie binne 'n tydperk van 90 dae vanaf sodanige datum of vanaf die datum van indienstreding waar die indienstreding na die datum van inwerkingtreding van die ooreenkoms geskied, 'n lid van sodanige vakvereniging word nie, en geen lid van die vakverenigings mag in diens by 'n werkgewer wat nie 'n lid is van die werkgewersorganisasie op die datum waarop hierdie ooreenkoms in werking tree of wat nie binne 'n tydperk van 90 dae na sodanige datum of na die datum van indiensneming van die betrokke werknemer waar sodanige indiensneming na die datum van inwerkingtreding van hierdie ooreenkoms geskied, 'n lid van die werkgewersorganisasie word nie.

(2) Hierdie klousule is nie van toepassing op 'n immigrant gedurende die eerste jaar na die datum van sy aankoms in die Republiek van Suid-Afrika nie: Met dien verstande dat sedert sy indiensneming as 'n immigrant te eniger tyd ná die eerste drie maande sedert sy indiensneming in die Nywerheid 'n uitnodiging van die betrokke vakvereniging om lid daarvan te word, geweier het, hierdie klousule onmiddellik in werking tree.

(3) Hierdie klousule is ook nie van toepassing op die indiensneming in die Nywerheid van iemand wat na die mening van die Minister grondige rede het om te weier om lid van 'n vakvereniging te word of lid te bly nie, en ook nie op 'n werknemer wat, na die mening van die Minister, nie belet moet word om in die Nywerheid te werk nie, vanweë die feit dat hy as lid van 'n vakvereniging geskors of uitgesluit is.

(4) Ondanks andersluidende bepalings in hierdie klousule is hierdie klousule van toepassing slegs na 'n tydperk van 90 dae of na die datum van inwerkingtreding van hierdie Ooreenkoms of na die datum van indienstreding van 'n werknemer waar sodanige indiensneming plaasvind na die datum van inwerkingtreding van hierdie Ooreenkoms.

25. ORGANISASIE VAN WERKNEMERS

(1) Elke werkgewer moet enigeen wat skriftelik deur die vakverenigings dartoe gemagtig is, toelaat om sy bedryfsinrigting van tyd tot tyd gedurende die etensuur binne te gaan met die doel om—

- (a) werknemers oor sake rakende die vakverenigings te spreek;
- (b) nuwe lede in te skryf;
- (c) kennisgewings wat deur die vakverenigings uitgereik is, op te plak en te versprei;
- (d) lede se bydraes tot die vakvereniging in te vorder.

(2) Die gemagtigde persoon of persone moet die werkgewer of sy verteenwoordiger in kennis stel van sy voorneme om die bedryfsinrigting te besoek.

(3) Elke werkgewer moet die vakverenigings twee maal per jaar 'n uur werktyd aan die einde van die gewone werkure toestaan ten einde hul lede oor vakverenigingangeleenthede toe te spreek.

26. AGENTE

Die Raad moet een of meer aangewese persone as agente aanstel om hom te help om uitvoering aan hierdie Ooreenkoms te gee. Dit is die plig van elke werkgewer en werknemer om sodanige agente toe te laat om dié navrae te doen en dié persone te ondervra wat vir die doel nodig is.

27. JAARLIKSE X-STRAALDIENS

'n Werkgewer moet in samewerking met die Nywerheidsraad reëlings tref dat elke werknemer elke jaar 'n X-straalondersoek vir tuberkulose ondergaan teen 'n koste, vir die werkgewer, van hoogstens 50c per werknemer.

28. EMPLOYMENT OF MINORS

No person under the age of 15 years shall be employed in the Clothing Industry.

29. EXHIBITION OF AGREEMENT

Every employer shall keep exhibited in his establishment, in a place easily accessible to his employee, a legible copy of this Agreement in both official languages, in the form prescribed in the regulations under the Act.

30. OVERALLS

(1) An employer shall issue within four weeks of the commencement of employment of an employee, two new overalls to such employee and shall issue to each and every employee in his employment two new overalls every 18 months on or before 1 January or 1 July, as the case may be.

An employee to whom such overalls have been issued in terms hereof shall be required to wear such overalls during all working hours, and shall be responsible for the good condition and laundering of such overalls away from the establishment where he is employed: Provided that an employer may launder his overalls and withdraw the right of an employee to take such overalls away from the establishment where he is employed: Provided further that nothing contained in this subclause shall be so construed as to reduce the obligations imposed on any employer in regard to protective clothing and appliances as laid down in the Occupational Health and Safety Act, 1993, or the regulations published under that Act.

(2) Ownership of any overall issued to any employee shall be ceded to such employee 12 months after the date of issue of such overall.

(3) The employer shall be entitled to deduct the following amounts in respect of overalls from an employee on termination of employment:

- (i) R7,50 per overall if such termination occurs within six months after the date of issue of overalls;
- (ii) R5,00 per overall if such termination occurs within seven to 12 months after the date of issue of the overalls.

(4) Should an employer fail to provide his employee with an overall or overalls as prescribed in subclause (1) within 60 days of the due date of issue and having been given two weeks' written notice by the Council, such employer shall be liable to pay to his employee, as a penalty, an amount equal to R1,50 per overall not issued in respect of every period of 30 days that has lapsed from the due date of issue of such overall or overalls.

(5) If an employee fails to wear an overall as prescribed in subclause (1), the employer shall have the right to advise such employee that failure to appear at work with an overall on the following day will result in a new overall being issued. In such case an amount equal to the cost of such overall, but not exceeding R15,00, may be deducted from the wage due to such employee on the first pay-day following the issue of such overall.

31. SAFEGUARD OF WORKERS' EARNINGS

Every employer shall, within two months of the date of coming into operation of the Agreement or within two months of the establishment of a new factory, give a bankers' or other guarantee, acceptable to the Council, payable on demand on the employers insolvency or otherwise. Such guarantee shall be used to cover the payment of all contributions due to the Council and all benefit funds established in terms of this Agreement and the payment of holiday pay and wages due to his employees: Provided that the amount so guaranteed shall be an amount equal to two months' contributions for all his employees and three weeks' wages for each and every employee in his employ.

28. INDIENSNEEMING VAN MINDERJARIGES

Niemand onder die leeftyd van 15 jaar mag in die Klerasie-nywerheid in diens geneem word nie.

29. VERTONING VAN OOREENKOMS

Elke werkgever moet in sy bedryfsinrigting, in 'n plek wat gereedelik vir sy werknemers toeganklik is, 'n leesbare kopie van hierdie Ooreenkoms in beide amptelike tale vertoon hou in die vorm wat in die regulasies ingevolge die Wet voorgeskryf word.

30. OORPAKKE

(1) 'n Werkgever moet aan elkeen van sy werknemers twee nuwe oorpakke uitreik binne vier weke nadat hy begin werk het en moet elke 18 maande voor of op 1 Januarie of 1 Julie, na gelang van die geval, twee nuwe oorpakke aan elke werknemer in sy diens uitreik.

'n Werknemer aan wie sodanige oorpakke hierkragtens uitgereik is, moet sodanige oorpakke gedurende alle werkure dra, en is verantwoordelik vir die goeie toestand en die was en stryk daarvan, weg van die bedryfsinrigting af waar hy werk: Met dien verstande dat 'n werkgever self sy oorpakke kan laat was en stryk en die reg aan 'n werknemer kan intrek om sulke oorpakke weg te neem van die bedryfsinrigting af waar hy werk: Voorts met dien verstande dat niks in hierdie subklousule so uitgelê mag word dat dit die verpligtings verminder wat op 'n werkgever rus met betrekking tot besker-mende klere en toestelle soos bepaal in die Wet op Beroepsge-sondheid en Veiligheid, 1993, of die regulasies ingevolge daardie Wet gepubliseer nie.

(2) Twaalf maande nadat 'n oorpak aan 'n werknemer uitgereik is, moet eienaarskap van die oorpak op sodanige werknemer oorgaan.

(3) 'n Werkgever is geregtig om die volgende bedrae ten opsigte van oorpakke af te trek van 'n werknemer wie se diens beëindig word:

- (i) R7,50 per oorpak indien die werknemer se diens beëindig word binne ses maande na die datum van uitreiking van so 'n oorpak;
- (ii) R5,00 per oorpak indien die werknemer se diens beëindig word binne sewe tot 12 maande na die datum van uitreiking van so 'n oorpak.

(4) Indien 'n werkgever versuim om sy werknemer binne 60 dae na die vervaldatum van uitreiking te voorsien van 'n oorpak of oorpakke soos in subklousule (1) voorgeskryf, moet hy, nadat die Raad hom twee weke skriftelike kennis gegee het, aan sy werknemer, vir elke tydperk van 30 dae wat verstryk het vanaf die vervaldatum van uitreiking van sodanige oorpak of oorpakke, as boete 'n bedrag van R1,50 betaal vir elke oorpak wat nie uitgereik is nie.

(5) Indien 'n werknemer versuim om 'n oorpak te dra soos in subklousule (1) voorgeskryf, het die werkgever die reg om die werknemer te waarsku dat as hy versuim om die volgende dag met 'n oorpak werk toe te kom, 'n nuwe oorpak aan hom uitgereik sal word. In so 'n geval kan 'n bedrag gelyk aan die koste van sodanige oorpak, maar van hoogstens R15,00, op die eerste betaaldag ná die uitreiking van dié oorpak van sy loon afgetrek word.

31. WAARBORG VIR WERKNEMERS SE VERDIENSTE

Elke werkgever moet binne twee maande vanaf die datum van inwerkingtreding van hierdie Ooreenkoms of binne twee maande na die stigting van 'n nuwe fabriek 'n bankierswaarborg of 'n ander waarborg gee wat vir die Raad aanvaarbaar is en wat by insolvensie van die werkgever of andersins, op aanvraag betaalbaar is. Sodanige waarborg moet aangewend word vir die betaling van alle bydraes verskuldig aan die Raad en alle bystandsfondse wat ingevolge hierdie Ooreenkoms ingestel is en die betalings van vakansiebesoldiging en lone wat die werknemers toekom: Met dien verstande dat die waarborg wat aldus gegee word, 'n bedrag moet wees gelyk aan twee maande se bydraes vir al sy werknemers en drie weke se lone vir elke werknemer in sy diens.

32. PROVIDENT FUND

(1) The Provident Fund for the Clothing Industry (Orange Free State and Northern Cape) (in this clause referred to as the "Fund"), previously known as the Provident Fund for the Clothing Industry (Kimberley), is hereby continued.

The purpose of the Fund shall be the provision of benefits to employees as provided for in subclauses (6) and (8) of this clause.

(2) The Fund shall consist of—

- (a) contributions paid into the Fund in terms of subclause (5) of this clause;
- (b) interest derived from the investment of any moneys of the Fund;
- (c) any other sums to which the Fund may become entitled or which may be donated to the Fund;
- (d) any moneys held in trust by the Council for the purposes of the Fund.

(3) **Administration of the Fund:** (a) The Administration of the Fund shall be vested in an Administrative Committee consisting of three employers' representatives and three employees' representatives appointed by the Council as nominated by the respective parties. For each representative an alternate shall be appointed.

(b) Two employers' representatives and two employees' representatives of the Administrative Committee shall constitute a quorum and all matters shall be determined by a majority vote.

(c) The Administrative Committee shall annually elect a chairman from amongst its members, who shall possess a deliberative vote and shall hold office for a period of one year. The chairman shall be eligible for re-election.

(d) All expenses of administration shall be a charge against the fund.

(e) The Council shall appoint a public accountant or accountants whose remuneration shall be paid by the Fund. The accounts shall be audited annually for the annual period ending 30 June. The audited statement and balance sheet shall thereafter lie for inspection at the office of the Council and copies thereof shall be transmitted to the Director-General of Labour, Pretoria, the South African Clothing and Textile Workers' Union and the Orange Free State and Northern Cape Clothing Manufacturers' Association.

(f) All moneys received by the Fund shall be deposited in the banking account of the Council. Moneys required shall be paid out by cheques signed by the signatories who sign the cheques of the Council. Separate accounts shall be kept in the Council's books for the Fund.

(g) Any moneys not required to meet current payments shall be invested in the name of the Fund in the manner set forth in section 21 (3) of the Labour Relations Act, 1956, at the discretion of the Administrative Committee.

(h) The Administrative Committee may draft rules not inconsistent with the provisions of this clause and a copy thereof, and of any amendment thereto, shall be lodged with the Director-General of Labour.

(4) **Membership:** (a) Membership of the Fund shall be compulsory for all employees for whom wages are prescribed in this Agreement but shall not be compulsory in respect of any employee who at the date of coming into operation of this Agreement is or thereafter becomes a participant in and a member of any other fund which on the said date provided pension or provident benefits, which was in existence on the said date and in which the employer of that employee was on the said date a participant, or in respect of the employer of such employee, during such period only as such other fund continues to operate and both employer and employee participate therein, if in the opinion of the Administrative Committee the benefits of such other fund are, on the whole, not less favourable than the benefits provided by this Fund.

32. VOORSORGFONDS

(1) Die Voorsorgfonds vir die Klerasienswerheid van die Oranje-Vrystaat en Noord-Kaapland (in hierdie klousule die "Fonds" genoem), wat voorheen bekendgestaan het as die Voorsorgfonds vir die Klerasienswerheid (Kimberley), word hierby voortgesit.

Die doel met die Fonds is om bystand aan die werknemers te betaal soos in subklousules (6) en (8) van hierdie klousule bepaal.

(2) Die Fonds bestaan uit—

- (a) bydraes wat ingevolge subklousule (5) van hierdie klousule aan die Fonds betaal word;
- (b) rente op beleggings van geld van die Fonds;
- (c) alle ander bedrae waarop die Fonds geregtig word of wat aan die Fonds geskenk word;
- (d) alle geld wat deur die Raad in trust gehou word vir die doeleindes van die Fonds.

(3) **Administrasie van die Fonds:** (a) Die administrasie van die Fonds berus by 'n Administratiewe Komitee bestaande uit drie werkgewersverteenwoordigers en drie werknemersverteenwoordigers soos deur die onderskeie partye benoem en deur die Raad aangestel.

(b) Twee werkgewersverteenwoordigers en twee werknemersverteenwoordigers wat in die Administratiewe Komitee dien, vorm 'n kworum en alle sake word deur die meerderheidstem beslis.

(c) Die Administratiewe Komitee kies jaarliks vanuit sy geledere 'n voorsitter wat oor 'n gewone stem beskik en die amp vir 'n tydperk van een jaar beklee. Die voorsitter is herkiesbaar.

(d) Alle administrasiekoste word teen die Fonds in rekening gebring.

(e) Die Raad moet 'n openbare rekenmeester of openbare rekenmeesters aanstel en sy/hul besoldiging moet deur die Fonds betaal word. Die rekeninge van die Fonds moet jaarliks geouditeer word vir die jaarlikse tydperk wat op 30 Junie eindig. Die geouditeerde staat en balansstaat moet daarna op die kantoor van die Raad ter insae lê en kopieë daarvan moet aan die Direkteur-generaal van Arbeid, Pretoria, die Southern African Clothing and Textile Workers' Union en die Orange Free State and Northern Cape Clothing Manufacturers' Association gestuur word.

(f) Alle geld wat die Fonds ontvang, moet in die bankrekening van die Raad gestort word. Geld wat nodig is, moet uitbetaal word per tjek wat onderteken is deur die persone wat die tjeks van die Raad onderteken. Afsonderlike rekeninge moet in die Raad se boeke vir die Fonds gehou word.

(g) Alle geld wat nie vir lopende betalings nodig is nie, moet na goedunke van die Administratiewe Komitee op naam van die Fonds belê word op die wyse in artikel 21 (3) van die Wet op Arbeidsverhoudinge 1956, uiteengesit.

(h) Die Administratiewe Komitee kan reëls opstel wat nie in stryd is met die bepalings van hierdie klousule nie en 'n afskrif daarvan en van alle wysigings daarvan moet aan die Direkteur-generaal van Arbeid gestuur word.

(4) **Lidmaatskap:** (a) Lidmaatskap van die Fonds is verpligtend vir alle werknemers vir wie daar in hierdie Ooreenkoms lone voorgeskryf word maar is nie verpligtend nie vir 'n werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n deelnemer in en 'n lid is (of dit daarna word) van 'n ander fonds wat op genoemde datum pensioen- of voorsorgbystand verskaf het wat op genoemde datum reeds bestaan het en waarin die werkgewer van daardie werknemer op genoemde datum 'n deelnemer was, of vir die werkgewer van sodanige werknemer, slegs gedurende dié tydperk wat sodanige ander fonds funksioneer en sowel die werkgewer as die werknemer daarin deelneem, as die bystand van dié ander fonds na die mening van die Administratiewe Komitee oor die algemeen minstens net so gunstig is as die bystand wat hierdie Fonds verskaf.

(b) Notwithstanding the provisions of paragraph (a) of this subclause, other employees in the employ of the employer who are members of any of the trade unions and who elect to become contributors may in the discretion of the Administrative Committee contribute to the Fund, and the provisions of this clause shall *mutatis mutandis* apply in respect of such employees and the employer of such employees.

(5) **Contributions:** (a) Every employer shall on the payday of each week deduct from the wage of each employee (hereinafter referred to as "contributor") to whom his clause applies and who has worked for at least 20 hours in the week in which the deduction fell due an amount calculated on the following basis:

5% of the weekly basic wage.

The employer shall add thereto an equal amount, being the employer's contribution in respect of his employee. The total amount so deducted from the wages of his employees together with the amount contributed by the employer shall be paid to the Secretary of the Council, P.O. Box 4866, Johannesburg, 2000, within seven days from the end of the month in which the deductions fall due, accompanied by a completed return in the form of Annexures E and F or Annexures E (i) and F (i) to this Agreement, as the case may be.

(6) **Benefits:** (a) The minimum benefits which shall be paid to a contributor who leaves the Industry shall be the total amount contributed by such contributor, plus interest calculated as provided for in subclause (7), plus, in the case of a contributor who has made—

- (i) contributions for 98 weeks or more but less than 147 weeks, 10 per cent;
- (ii) contributions of 147 weeks or more but less than 196 weeks, 20 per cent; of the amount contributed on his behalf by his employer;
- (iii) contributions for each succeeding 49 weeks, an additional 10 per cent of the amount contributed on his behalf by his employer, in respect of a contributor whose total period of contributions is 196 weeks or more but less than 490 weeks;
- (iv) contributions for a total period of 490 weeks or more, 100 per cent of the amount contributed on his behalf by his employer.

(b) Notwithstanding the provisions of paragraph (a) of this subclause, 100 per cent of the amount contributed on behalf of a member by his employer shall be paid to the estate of a deceased member, or to his beneficiary(ies).

(c) Notwithstanding the provisions of paragraph (a) of this subclause, a member who at the commencement of this Fund had completed 10 years' service in this Industry, shall be regarded as having been a contributor who has made 490 or more contributions.

(7) **Interest:** The rate of interest to be paid in terms of subclause (6) shall be determined by the Administrative Committee but shall be not less than the current rate payable by the Post Office Open Savings Account: Provided that—

- (a) interest shall not accrue for any period of less than three months;
- (b) interest shall accrue on the completed rands only;
- (c) interest shall be calculated on a member's own contribution together with the interest previously credited to his account;
- (d) the interest accruing to members shall be credited to the members' accounts annually.

(b) Ondanks paragraaf (a) van hierdie subklousule kan ander werknemers in diens van die werkgewer wat lede van een van die vakverenigings is en wat verkies om bydraers tot die Fonds te word, na goeddunke van die Administratiewe Komitee tot die fonds bydra, en hierdie klousule is *mutatis mutandis* van toepassing ten opsigte van sodanige werknemers en op die werkgewer van sodanige werknemers.

(5) **Bydraes:** (a) Elke werkgewer moet op die betaaldag van elke week van die loon van elke werknemer (hierna die "bydraer" genoem) op wie hierdie klousule van toepassing is en wat minstens 20 uur gewerk het in die week waarin die aftrekking verskuldig word 'n bedrag aftrek wat op die volgende grondslag bereken is:

5% van die basiese weeklikse loon.

Daarby moet die werkgewer 'n gelyke bedrag voeg wat die werkgewer se bydrae ten opsigte van sy werknemer is. Die totale bedrag aldus van die lone van sy werknemers afgetrek, tesame met die bedrag deur die werkgewer bygedra, moet binne sewe dae na die einde van die maand waarin die aftrekkings verskuldig word, aan die Sekretaris van die Raad, Posbus 4866, Johannesburg, 2000, betaal word, en dit moet vergesel gaan van 'n ingevulde opgawe in die vorm van Aanhangel E en F of Aanhangsels E (i) en F (i) van hierdie Ooreenkoms, na gelang van die geval.

(6) **Bystand:** (a) Die minimum bystand wat betaal moet word aan 'n bydraer wat die Nywerheid verlaat, is die totale bedrag deur sodanige bydraer bygedra, plus rente bereken soos in subklousule (7) bepaal, plus in die geval van 'n bydraer wat—

- (i) bydraes vir 98 weke of meer maar minder as 147 weke gemaak het, 10 persent;
- (ii) bydraes vir 147 weke of meer maar minder as 196 weke gemaak het, 20 persent; van die bedrag wat namens hom deur sy werkgewer bygedra is;
- (iii) bydraes vir elke daaropvolgende 49 weke gemaak het, 'n bykomende 10 persent van die bedrag wat namens hom deur sy werkgewer bygedra is, in die geval van 'n bydraer wie se totale tydperk van bydraes 196 weke of meer maar minder as 490 weke is;
- (iv) bydraes vir 'n totale tydperk van 490 weke of meer gemaak het, 100 persent van die bedrag wat namens hom deur sy werkgewer bygedra is.

(b) Ondanks paragraaf (a) van hierdie subklousule moet 100 persent van die bedrag namens 'n lid deur sy werkgewer inbetaal, betaal word aan die boedel van 'n afgestorwene of aan sy bevoordeelde(s).

(c) Ondanks paragraaf (a) van hierdie subklousule, moet 'n lid wat by die aanvang van die Fonds reeds 10 jaar diens in die Nywerheid het, beskou word as 'n bydraer wat reeds 490 bydraes gemaak het.

(7) **Rente:** Die rentekoers wat ingevolge subklousule (6) betaal moet word, moet deur die Administratiewe Komitee vasgestel word, maar dit mag nie minder wees nie as die heersende koers wat deur die Poskantoor spaarrekenings betaal word: Met dien verstande dat—

- (a) rente nie vir 'n tydperk van minder as drie maande oploop nie;
- (b) rente net op volle rande oploop;
- (c) rente bereken word op 'n lid se eie bydrae tesame met die rente waarmee sy rekening voorheen gekrediteer was;
- (d) 'n lid se rekening jaarliks gekrediteer word met die rente wat aan die lid toeval.

(8) **Additional benefits:** (a) The Administrative Committee may, from time to time, increase the benefits stated herein by declaration of a bonus: Provided that any such bonus shall be determined only after an investigation by a public accountant into the assets and liabilities of the Fund: Provided further that such bonus shall not be in excess of any amount recommended by such accountant. Any such bonus shall be credited to the member's account and shall be payable to the member at the same time as and in addition to the benefits prescribed in subclause (6) above.

(b) The Administrative Committee may in its discretion and subject to the provisions of paragraph (a) above, from any accumulated funds, augment benefits to contributors who are compelled to leave the Clothing Industry permanently on account of ill-health or incapacity, or may grant special benefits in the case of the death of a member.

(c) **Housing loans:** The Management Committee may grant housing loans to contributors: Provided that loans granted in terms of this subclause shall be subject to such conditions as may be laid down by the Management Committee from time to time with the approval of the Industrial Registrar. Housing loans shall be repayable at such rates as the Management Committee may from time to time determine.

On receipt of a stop-order in respect of a housing loan duly signed by the employee concerned, an employer shall deduct from his employee's wages the weekly amount stipulated in the stop-order, and shall pay the amounts so deducted to the Secretary of the Council, not later than the 10th day of the following month.

9 **Benefits not to be ceded or assigned:** No benefit or the right to benefit shall be capable of being assigned or transferred or otherwise ceded or of being pledged or hypothecated, nor shall any contribution made by a member or on his behalf be liable to be attached or subject to any form of execution under the judgment or order of a court of law, and if a member attempts to assign, transfer or otherwise cede or to pledge or hypothecate any benefit or right to benefit, payment of benefit may be withheld, suspended or entirely discontinued if the Administrative Committee so decides.

(10) **Transfer of the Fund:** Notwithstanding anything to the contrary herein contained, the Council may formally dissolve the Fund as constituted and transfer all funds, assets and liabilities of this Fund to another fund of society duly constituted for substantially the same purpose for which this Fund was created. In the event of such decision, all amounts standing to the credit of members of the Fund shall be transferred to their credit under the new fund or society and the benefits due to members, as at the date of such transfer, shall in no way be diminished by virtue of such transfer.

(11) **Dissolution of the Fund:** (a) In the event of the Council being dissolved during the currency of this Agreement or any extension thereof, then notwithstanding anything to the contrary contained in this Agreement, contributions to the Fund shall cease as from the day following the date of publication in the *Government Gazette* of the notice of dissolution of the Council in terms of section 34 (2) of the Act, and the Fund shall be administered by a committee consisting of three representatives of the Orange Free State and Northern Cape Clothing Manufacturers' Association and three representatives of the South African Clothing and Textile Workers' Union.

In the event of such Committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Industrial Registrar, he may appoint a trustee or trustees to carry out the duties of the Committee. If there is no Council in existence upon the expiry of this Agreement by effluxion of time or cessation for any other cause, the Fund shall be liquidated by the Committee or the trustee(s) as the case may be, *mutatis mutandis* as though the employees had left the Industry.

(8) **Bykomende bystand:** (a) Die Administratiewe Komitee kan van tyd tot tyd die bystand hierin vermeld, vermeerder deur 'n bonus te verklaar: Met dien verstande dat so 'n bonus slegs bepaal kan word nadat 'n openbare rekenmeester 'n ondersoek na die bates en laste van die Fonds ingestel het: Voorts met dien verstande dat so 'n bonus nie hoër mag wees nie as 'n bedrag wat deur sodanige rekenmeester aanbeveel word. Die lede se rekenings moet met sodanige bonus gekrediteer word en dit is aan so 'n lid betaalbaar terselfdertyd as en benewens die bystand in subklousule (6) hierbo voorgeskryf.

(b) Die Administratiewe Komitee kan na goeë dunnke en behoudens paragraaf (a) hierbo uit die opgelope fondse bystand verhoog vir bydraes wat verplig is om die Klerasiynerheid permanent te verlaat weens swak gesondheid of ongeskiktheid, of kan spesiale bystand in die geval van die dood van 'n lid verleen.

(c) **Behuisingslenings:** Die bestuurskomitee kan behuisingslenings toestaan aan bydraes: Met dien verstande dat lenings wat ooreenkomstig hierdie subklousule toegestaan word, onderworpe is aan die voorwaardes wat die Bestuurskomitee van tyd tot tyd met die goedkeuring van die Nywerheidsregistrator stel. Behuisingslenings is terugbetaalbaar teen paaiemente wat van tyd tot tyd deur die Bestuurskomitee vasgestel word.

By ontvangs van 'n aftrekorder ten opsigte van 'n behuisingslening behoorlik deur die betrokke werknemer onderteken, moet 'n werkgever van sy werknemer se loon die weeklikse bedrag aftrek wat in die aftrekorder genoem word, en die bedrae aldus afgetrek voor die 10de van elke daaropvolgende maand aan die Sekretaris van die Raad betaal.

9 **Bystand mag nie gesedeer of afgestaan word nie:** Bystand of die reg op bystand mag nie afgestaan of oorgedra of andersins gesedeer of verpand of verhipotekeer word nie, en geen bydraes deur of namens 'n lid mag in beslag geneem word of onderworpe wees aan enige vorm van uitwinning ingevolge die uitspraak of bevel van 'n geregshof nie, en as 'n lid probeer om bystand of die reg op bystand af te staan, oor te dra of andersins te sedgeer of te verpand of te verhipotekeer, kan betaling van bystand teruggehou, opgeskort of geheel en al gestaak word as die Administratiewe Komitee so besluit.

(10) **Oordrag van die Fonds:** Ondanks andersluidende bepalings hierin vervat, kan die Raad die Fonds soos saamgestel formeel ontbind en alle fondse, bates en laste van hierdie Fonds oordra na 'n ander fonds of vereniging wat ingestel is vir wesenlik dieselfde doel as dié waarvoor hierdie Fonds geskep is. As daar só besluit word, moet alle bedrae waarmee lede van die fonds persoonlik gekrediteer is, oorgedra word na hul krediet in die nuwe fonds of vereniging en mag die bystand wat aan lede verskuldig is op die datum van sodanige oordrag geensins as gevolg van sodanige oordrag verminder word nie.

(11) **Ontbinding van die Fonds:** (a) As die Raad gedurende die geldigheidstermyn van hierdie Ooreenkoms of 'n verlenging daarvan ontbind word moet bydraes tot die Fonds, ondanks andersluidende bepalings in hierdie Ooreenkoms, gestaak word vanaf die dag na die datum van publikasie van die kennisgewing van ontbinding van die Raad in die *Staatskoerant* ingevolge artikel 34 (2) van die Wet, en die Fonds moet geadministreer word deur 'n komitee bestaande uit drie verteenwoordigers van die Orange Free State and Northern Cape Clothing Manufacturers' Association, en drie verteenwoordigers van die South African Clothing and Textile Workers' Union.

As sodanige Komitee nie in staat is nie of onwillig is om sy pligte na te kom of as 'n dooie punt ontstaan wat die administrasie van die Fonds na die mening van die Nywerheidsregistrator ondoenlik of onwenslik maak, kan hy 'n trustee of trustees aanstel om die pligte van die Komitee uit te voer. Indien daar by die verstryking van hierdie Ooreenkoms weens tydsverloop of om 'n ander rede geen Raad bestaan nie, moet die Fonds deur die Komitee of die trustee(s) na gelang van die geval, *mutatis mutandis* gelikwideer word asof die werknemers die Nywerheid verlaat het.

(b) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, the Fund shall continue to be administered by the Administrative Committee until it be either liquidated or transferred by the Council to another fund in terms of subclause (10): Provided that if no new agreement providing for the continuation of the Fund is entered into within one year after the expiry of this Agreement, or the Fund not being transferred as aforesaid within such period, the Fund shall be liquidated by the Council in the manner set forth in paragraph (a) of this subclause.

(12) **Liquidation:** Upon liquidation of the Fund in terms of subclause (11) of this clause and payment of money due to members in terms of that subclause, the moneys remaining to the credit of the Fund, after payment of all claims against the Fund, including administration and liquidation expenses, shall be distributed amongst the remaining members on a *pro rata* basis according to length of membership of the Fund.

(13) **Payment of benefits:** (a) Every contributor shall, on joining the Fund, appoint a beneficiary and shall advise his employer of the address of such beneficiary. In the event of a contributor wishing to change his beneficiary at a later date, he shall advise his employer, who shall advise the Secretary of the Council in writing of such change of name and address. Every contributor shall further furnish his employer with the name and address of dependants and any change of address of dependants or beneficiaries and every employer shall advise the Secretary of the Council thereof in writing.

(b) In the event of a contributor failing to appoint a beneficiary in terms of paragraph (a) hereof, or of the beneficiary predeceasing the contributor, the Administrative Committee shall pay the benefits to such dependants of the contributor as it, in its discretion, may deem fit. The Administrative Committee shall, in its absolute discretion, have the power to decide whether the contributor has left more than one dependant and, if he has left more than one dependant, upon the allocation of the benefits among such dependants.

(c) Every employer shall notify the Secretary of the Council of the death of any contributor in his employ and the Secretary shall, as soon as possible, upon receiving information from any source of the death of a contributor, notify the dependant or beneficiary, as the case may be, by letter or circular stating the name and last known place of work of the deceased contributor and the fact that benefits may be claimed at an address specified by the Administrative Committee.

(d) In the event of the Secretary not having been notified of the latest address of a dependant or appointed beneficiary and the Administrative Committee not being able to trace the dependant or appointed beneficiary at his last known address and no claim for benefits due in terms of this clause being made within six weeks of the proof of death of a contributor, the Administrative Committee shall insert an advertisement in three consecutive issues of two newspapers circulating in the Republic of South Africa, one of which shall be a newspaper circulating in the district in which the deceased contributor was normally resident, stating the name and last known place of work of the deceased contributor and the fact that benefits may be claimed by the dependant or beneficiary at an address specified by the Administrative Committee. The cost of advertisement, if any, shall be deducted from any money payable in terms of this clause.

(b) As hierdie Ooreenkoms weens tydsverloop of om 'n ander rede verstryk, moet die Administratiewe Komitee voortgaan om die Fonds te administreer totdat dit ooreenkomstig subklousule (10) deur die Raad gelikwedeer of na 'n ander fonds oorgedra word: Met dien verstande dat as daar binne een jaar na verstryking van hierdie Ooreenkoms geen nuwe ooreenkoms wat vir die voortsetting van die Fonds voorsiening maak aangegaan word of die Fonds nie binne sodanige tydperk oorgedra word soos hierbo vermeld nie, die Fonds deur die Raad gelikwedeer moet word op die wyse in paragraaf (a) van hierdie subklousule uiteengesit.

(12) **Likwidasie:** As die Fonds ingevolge subklousule (11) van hierdie klousule gelikwedeer en die geld betaal is wat ingevolge daardie subklousule aan lede verskuldig is, moet die geld wat in die Fonds se krediet bly na betaling van alle eise teen die Fonds, met inbegrip van administrasie- en likwidasielaste, onder die oorblywende lede verdeel word op 'n *pro rata*-grondslag ooreenkomstig die duur van elkeen se lidmaatskap van die Fonds.

(13) **Betaling van bystand:** (a) Elke bydraer moet, wanneer hy by die Fonds aansluit, 'n bevoordeelde benoem en sy werkgever van die adres van sodanige bevoordeelde verwittig. Ingeval 'n bydraer op 'n later datum 'n ander bevoordeelde wil benoem, moet hy sy werkgever daarvan verwittig, en die werkgever moet die Sekretaris van die Raad skriftelik van sodanige verandering van naam en adres verwittig. Elke bydraer moet ook die naam en adres van afhanklikes aan sy werkgever verstrek en hom van die adresverandering van afhanklikes of bevoordeeldes verwittig en elke werkgever moet die Sekretaris van die Raad skriftelik daarvan in kennis stel.

(b) Ingeval 'n bydraer versuim om ingevolge paragraaf (a) hiervan 'n bevoordeelde te benoem of indien die bevoordeelde voor die bydraer sterf, moet die Administratiewe Komitee die bystand na goeddunke aan sodanige afhanklikes van die bydraer betaal. Die Administratiewe Komitee kan na goeddunke besluit of die lid meer as een afhanklike agtergelaat het en, as hy meer as een afhanklike agtergelaat het, besluit oor die toewysing van bystand aan die afhanklikes.

(c) Elke werkgever moet die Sekretaris van die Raad in kennis stel van die afsterwe van 'n bydraer in sy diens en die Sekretaris moet so gou doenlik nadat hy uit watter bron ook al inligting van die afsterwe van 'n bydraer ontvang het, die afhanklike of bevoordeelde, na gelang van die geval, per brief of omsendbrief in kennis stel met vermelding van die naam en jongsbekende werkplek van die oorlede bydraer en die feit dat bystand geëis kan word by 'n adres deur die Administratiewe Komitee bepaal.

(d) Ingeval die Sekretaris nie van die jongste adres van 'n afhanklike of benoemde bevoordeelde verwittig is nie en die Administratiewe Komitee nie in staat is om die afhanklike of benoemde bevoordeelde by sy jongsbekende adres op te spoor nie en geen eis om bystand verskuldig ingevolge hierdie klousule binne ses weke na die bewys van die afsterwe van 'n bydraer ingestel word nie, moet die Administratiewe Komitee 'n advertensie plaas in drie agtereenvolgende uitgaves van twee koerante wat in die Republiek van Suid-Afrika in omloop is, waarvan een 'n koerant moet wees wat in omloop is in die distrik waar die oorlede bydraer normaalweg woonagtig was, met vermelding van die naam en jongsbekende werkplek van die oorlede bydraer en die feit dat bystand deur die afhanklike of bevoordeelde geëis kan word by 'n adres deur die Administratiewe Komitee gespesifiseer. Die advertensiekoste, as daar is, moet afgetrek word van geld betaalbaar ingevolge hierdie klousule.

(e) If within six months after the death of a contributor no claim is made by a dependant or beneficiary of the Administrative Committee has, in terms of paragraphs (b), (c) and (d) of this subclause, been unable to trace any dependants or beneficiaries, it shall be assumed that there are no dependants or beneficiaries and the benefits shall revert to the Fund for the benefit of the remaining contributors and there shall thereafter be no further claim against the Fund in respect of that contributor: Provided that the Administrative Committee shall, in the event of a claim being received within a period of three years after the death of a contributor, be entitled in its entire and absolute discretion, to make payments to the dependants or beneficiaries concerned out of the moneys which have reverted to the Fund.

(f) If any benefit due and payable, other than benefits due in terms of subclause (6) (b), is not claimed within three years of a contributor leaving the Industry, the Administrative Committee shall, after the expiry of the three-year period, insert an advertisement, in both official languages, in not more than three successive issues of two newspapers circulating in the Republic of South Africa, one of which shall be a newspaper circulating in the area in which the contributor to whom benefit is due was normally resident at the time such benefit became due, stating the name and last known place of work of the contributor, that certain benefits are due, and calling upon such contributor or his dependants to submit such claims for such benefits within a period of three months from the date of the last insertion of the advertisement and to furnish full details of the grounds upon which such claims are made.

The Administrative Committee shall after the last date upon which claims may be submitted, consider such claims and shall pay to a contributor, or if no claim is received from a contributor, to his dependants who have submitted claims in the manner prescribed herein, such moneys, not exceeding the full benefit due to the member, less the cost of advertising, as it may deem fit.

Should no claim have been received from a contributor or his dependants within the prescribed period, the benefit shall revert to the Fund for the benefit of the remaining contributors, and there shall thereafter be no further claim against the Fund in respect of that contributor: Provided that the Administrative Committee shall, in the event of a claim being received after the three-year period has expired, be entitled in its entire and absolute discretion, to make payments to the beneficiary or dependants concerned out of the moneys which have reverted to the Fund.

33. ADMINISTRATION AND INTERPRETATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement and may give expressions of opinion not inconsistent with its provisions for the guidance of employers and employees.

34. LONG SERVICE BONUS

(1) Where an employee's services are terminated, other than for a cause recognised by law as sufficient by his employer, or where an employee terminates his employment on account of old age or permanent disability, his employer shall pay him a bonus calculated on his weekly wage immediately prior to such termination in respect of his continuous length of service with that employer, calculated as follows:

For five years' service, a bonus equal to one week's wages; thereafter one day's wages for each completed year of service, with a maximum of 20 days' wages for 20 years of service.

(e) Indien daar binne ses maande na die dood van 'n bydraer nog geen eis deur 'n afhanklike of bevoordeelde ingestel is nie of die Administratiewe Komitee ingevolge paragrawe (b), (c) en (d) van hierdie subklousule geen afhanklikes of bevoordeeltes kon opspoor nie, moet daar aanvaar word dat daar geen afhanklikes of bevoordeeltes is nie en val die bystand aan die Fonds terug ten bate van die oorblywende bydraers en bestaan daar daarna geen eis teen die Fonds ten opsigte van daardie bydraer nie: Met dien verstande dat die Administratiewe Komitee geregtig is om ingeval 'n eis binne 'n tydperk van drie jaar na die dood van 'n bydraer ontvang word, na goeddunke betalings aan die betrokke afhanklikes of bevoordeeltes te doen uit die geld wat aan die Fonds teruggeval het.

(f) Indien die bystand wat verskuldig en betaalbaar is, uitgesonderd bystand wat ingevolge subklousule (6) (b) verskuldig is, nie opgeëis word binne drie jaar nadat 'n bydraer die Nywerheid verlaat het nie, moet die Administratiewe Komitee, na verstryking van die driejaartydperk, 'n advertensie in albei amptelike tale plaas in hoogstens drie agtereenvolgende uitgawes van twee koerante wat in die Republiek van Suid-Afrika in omloop is, waarvan een 'n koerant moet wees wat in omloop is in die gebied waar die bydraer aan wie die bystand verskuldig is normaalweg woonagtig was toe dié bystand verskuldig geword het, met vermelding van die naam en jongsbekende werkplek van die bydraer, dat sekere bystand verskuldig is, en met 'n beroep op dié bydraer of sy afhanklikes om binne 'n tydperk van drie maande vanaf die datum van die jongste plasing van die advertensie die eise om dié bystand voor te lê en om volledige besonderhede te verskaf van die gronde waarop dié eise voorgelê word.

Die Administratiewe Komitee moet dié eise na die laaste datum waarop hulle ingedien kan word, oorweeg en aan die bydraer of, indien daar geen eis van 'n bydraer ontvang word nie, aan sy afhanklikes wat eise ingedien het op die wyse hierin voorgeskryf, na goeddunke sodanige geld betaal tot hoogstens die volle bystand wat aan die lid verskuldig is, min die advertensiekoste.

Indien daar binne die voorgeskrewe tydperk geen eis van 'n bydraer of sy afhanklikes ontvang word nie, moet die bystand aan die Fonds terugval vir die bystand van die oorblywende bydraers, en daarna is daar geen verdere eis teen die Fonds ten opsigte van dié bydraer nie: Met dien verstande dat die Administratiewe Komitee, ingeval daar na verloop van die driejaartydperk 'n eis ontvang word, na goeddunke uitbetalings aan die betrokke bevoordeelde of afhanklikes kan maak uit die geld wat aan die Fonds teruggeval het.

33. ADMINISTRASIE EN UITLEG VAN OOREENKOMS

Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is en hy kan menings vir die leiding van werknemers en werkgewers uitspreek wat nie met die bepalings daarvan onbestaanbaar is nie.

34. LANGDIENSBONUS

(1) As 'n werknemer se diens beëindig word, behalwe om 'n rede wat regtens deur sy werkgewer as afdoende beskou word, of as 'n werknemer sy diens weens ouderdom of permanente ongeskiktheid beëindig, moet sy werkgewer aan hom 'n bonus betaal, bereken volgens sy weekloon onmiddellik voor sodanige beëindiging en in verhouding tot sy aanloopende diensjare by dié werkgewer, en wel soos volg:

Vir vyf jaar diens, 'n bonus gelyk aan een week se loon; daarna, een dag se loon vir elke voltooid jaar diens, met 'n maksimum van 20 dae se loon vir 20 jaar diens.

(2) For the purposes of this clause—

"old age" means 55 years of age;

"**permanent disability**", as certified by a medical practitioner, means being permanently unfit for further employment in the Clothing Industry.

(3) Notwithstanding the provisions of subclause (1), an employer shall not be required to pay the long-service bonus to an employee entitled thereto if such employee—

- (a) will receive a pension from a pension policy or fund established by his employer or a pension paid by his employer; or
- (b) receives a lump sum payment from a pension fund or provident fund established by his employer, where such lump sum payment, excluding the employee's own contribution and interest thereon, exceeds the benefits to which the employee is entitled in terms of subclause (1) of this clause; or
- (c) was a salaried employee and therefore entitled to longer notice than that prescribed in this Agreement.

35: MATERNITY BENEFITS

(1) An employer shall pay one month's wages (4,33 weeks' wages) to an employee going on maternity leave: Provided that such employee has one or more years' service with the same employer and a medical certificate is produced. An employee may take up to 4 months' maternity leave, but may return earlier on giving two weeks' notice to the employer of her intention to return to work.

(2) A substitute employee may be employed in the place of a person on maternity leave for the duration of the maternity leave. Such substitute employee's employment may be terminated by giving the required notice on the return of the employee who went on maternity leave.

Signed at Johannesburg, on behalf of the parties, this 6th day of July 1994.

A. LAIRD-SMITH,
Chairman of the Council.

N. RATSHIDI,
Member of the Council.

A. M. MARGOLIS,
Secretary of the Council.

(2) Vir die toepassing van hierdie klousule beteken—
"ouderdom" 55 jaar oud;

"**permanente ongeskiktheid**", soos deur 'n mediese praktisyn gesertifiseer, om permanent ongeskik te wees vir verdere diens in die Klerasienywerheid.

(3) Ondanks subklousule (1) word daar nie van 'n werkgewer vereis om aan 'n werknemer wat daarop geregtig is 'n langdiensbonus te betaal nie indien sodanige werknemer—

- (a) 'n pensioen sal ontvang van 'n pensioenpolis of fonds wat deur sy werkgewer ingestel is of 'n pensioen wat deur sy werkgewer betaal word; of
- (b) 'n ronde bedrag ontvang van 'n pensioenfonds of voorsorgfonds wat deur sy werkgewer ingestel is, as sodanige ronde bedrag, sonder die werknemer se eie bydrae en die rente daarop, meer is as die bystand waarop die werknemer ingevolge subklousule (1) van hierdie klousule geregtig is; of
- (c) 'n gesalarieerde werknemer was, en dus geregtig is op 'n langer kennisgewingstermyn as wat in hierdie Ooreenkoms voorgeskryf word.

KLOUSULE 35: MOEDERSKAPBYSTAND

(1) 'n Werkgewer moet een maand se lone (4,33 week se lone) aan 'n werknemer betaal wat op moederskapverlof gaan: Met dien verstande dat so 'n werknemer een jaar of meer diens by dieselfde werkgewer het en met die voorlegging van 'n mediese sertifikaat. 'n Werknemer mag tot 4 maande moederskapverlof neem, maar kan vroeër terugkeer, as 2 weke kennis aan die werkgewer gegee word van haar voorneme om terug te keer werk toe.

(2) 'n Plaasvervangerwerknemer kan in diens geneem word in die plek van 'n werknemer op moederskapverlof vir die duur van die moederskapverlof. Die plaasvervangerwerknemer se diens kan beëindig word deur die vereiste kennis te gee by die terugkeer van die werknemer wat op moederskapverlof was.

Namens die partye op hede die 6de dag van Julie 1994 te Johannesburg onderteken.

A. LAIRD-SMITH,
Voorsitter van die Raad.

N. RATSHIDI,
Lid van die Raad.

A. M. MARGOLIS,
Sekretaris van die Raad.

ANNEXURE A

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

TRANSFER FORM

[Form to be completed in terms of clauses 4 (2) (b) and 18 (4) of the Main Agreement]

This is to report that the following employee has been transferred to another occupation:

Name of factory..... Date.....

Name of employee	Identity card No.	Service card No.	Clock card No.	Before transfer			After transfer			Date of transfer
				Occupation	Grade	Wage	Occupation	Grade	Wage	
.....										
.....										
.....										

Signed by employer.....

On transfer, this card must be complete by the employer and forwarded to the Council, within 14 days of the date of transfer.

AANHANGSEL A

NIJWERHEIDSRAAD VIR DIE KLERSIENIYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

OORPLASINGSVORM

[Vorm wat ingevul moet word ingevolge klousules 4 (2) (b) en 18 (4) van die Hoofdooreenkoms]

Hierby word verklaar dat ondergenoemde werknemer na 'n ander beroep oorgeplaas is:

Naam van fabriek..... Datum.....

Naam van werknemer	Identiteits-kaartnommer	Dienskaart-nommer	Klokkaart-nommer	Voor oorpasing			Na oorpasing			Datum van oorpasing
				Beroep	Klas	Loon	Beroep	Klas	Loon	

Werkgewer se handtekening.....

Wanneer 'n werknemer oorgeplaas word, moet die werkgewer hierdie kaart invul en binne 14 dae ná die oorpasingdatum aan die Raad stuur.

ANNEXURE B

ORANGE FREE STATE AND NORTHERN CAPE CLOTHING INDUSTRY SLACK PAY FUND [Form to be completed in terms of clause 6 (4) of the Main Agreement]

P.O. Box 4866,
Johannesburg 2000
Tel. No: 402-2737

Ground Floor Garment Centre
148 Church Street
Johannesburg 2001

APPLICATION FOR BENEFITS

Name of factory Address

The following employees have been placed on short-time in terms of clause 6 of the Agreement.
(state number)

Note.—Please give all required details in block capitals as this will expedite the payment of benefits and avoid unnecessary queries.

Official Stamp

Signature of factory representative

For office use only

Sheet No.
Date received.
Date completed.
No. of employees.
No. of days.
Amount paid R. c

Date

To be completed by the factory.

For office use only

Clock card No.	Name of employee		Service card No.	Give date on which the employee will be on short-time					State present total weekly wage		Date of commencement	No. of days slack pay paid on date	Total amount of slack pay due		Remarks	Net amount due from the Slack Pay Fund		Calculated by	Checked by	Cheque No.	I hereby certify that I was on short-time on the days stated and that i have not drawn sick pay in respect of those days	Date of payment	Paid by
	Initials	Surname		1 st day	2 nd day	3 rd day	4 th day	5 th day	R	c			R	c		R	c						
1																							
2																							
3																							
4																							
5																							
6																							
7																							
8																							
9																							
10																							
11																							
12																							
13																							
14																							
15																							
16																							
17																							
18																							
19																							
20																							

AANHANGSEL B

SLAPTEBESOLDIGINGSFONDS VIR DIE KLERASIENYWERHEID VAN DIE ORANJE-VRYSTAAT EN NOORD-KAAPLAND
[Vorm wat ingevul moet word ingevolge klousule 6 (4) van die Hoofdooreenkoms]

Posbus 4866,
Johannesburg 2000
Tel. No: 402-2737

Grondvloer Garmentsentrum
Kerkstraat 148
Johannesburg 2001

AANSOEK OM BYSTAND

Naam van fabriek Adres

Die volgende werknemers werk korttyd ooreenkomstig klousule 6 van die Ooreenkoms.
(vermeld getal)

Let wel.—Verstrek asb. al die vereiste besonderhede in blokletters aangesien dit die betaling van bystand sal bespoedig en onnodige navrae sal uitskakel.

Amptelike stempel

Handtekening van fabrieksverteenvoordiger

Slegs vir kantoor gebruik

Vel No.

Datum ontvang.

Datum ingevul.

Getal werknemers.

Getal dae.

Bedrag betaal R..... C.....

Datum

Moet deur fabriek ingevul word.

Slegs vir kantoor gebruik

Klok- kaart nommer	Naam van werknemer		Diens- kaart	Vermeld datum waarop werk- nemer korttyd sal werk					Meld totale huidige weekloon		Aan- vangs- datum	Getal dae waarop slaptebe- soldiging tot op datum betaal is	Totale slaptebe- soldiging veskuldig		Op- merkings	Netto bedrag uit Slapte- besoldi- gingsfonds verskuldig	Bereken deur	Nagegaan deur	Tjek No.	Hierby sertifiseer ek dat ek op genoemde dae korttyd gewerk het en dat ek geen siekebesoldiging t.o.v. daardie dae getrek het nie	Datum van betaling	Betaal deur
	Voor- letters	Familienaam		1 ste dag	2 de dag	3 de dag	4 de dag	5 de dag	R	c			R	c								
1																						
2																						
3																						
4																						
5																						
6																						
7																						
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18																						
19																						
20																						

ANNEXURE C**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE**

[Form to be completed in terms of clause 18 (1) of the Main Agreement]

Surname First name Reg. No.
 Address New address

RECORD OF EXPERIENCE

As at 19 years months at the following factories:

Minimum wage Occupation

Name of factory	Occupation	Date of engagement	Prescribed wage	I.C. check	Date of termination	Prescribed wage	Clock card No.
.....							
.....							

On engagement, this card must be handed to the employer, who must complete the first four columns and forward it to the Council with a Report of Engagement form. At the Council the wage rate will be checked and the card returned to the employer. When employment is terminated, the employer must complete the last two columns and return the card to the employee, in exchange for the employee's doctor's card.

"Prescribed wage" means the wage due in terms of clause 4 of the Agreement.

Signature of employee

AANHANGSEL C**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND**

[Vorm wat ingevul moet word ingevolge klousule 18 (1) van die Hoofdooreenkoms]

Familienaam Voornaam Reg. No.
 Adres Nuwe adres

VERSLAG VAN DIENS

Op 19 jare maande by die volgende fabriek:

Minimum loon Beroep

Naam van fabriek	Beroep	Datum van indiensneming	Voorgeskrewe loon	Nagegaan deur N.R.	Diensverlating	Voorgeskrewe loon	Klokkaartnommer
.....							
.....							

By indiensneming moet hierdie kaart aan die werkgever oorhandig word wat die eerste vier kolomme moet invul en dit aan die Raad moet stuur tesame met 'n Indiensnemingsverslagvorm. Die Raad sal die loonskaal nagaan en die kaart aan die werkgever terugstuur. By diensbeëindiging moet die werkgever die laaste twee kolomme invul en die kaart aan die werknemer terugbesorg in ruil vir die werknemer se dokterskaart.

"Voorgeskrewe loon" beteken die loon wat ingevolge klousule 4 van die Ooreenkoms betaal moet word.

Handtekening van werknemer

ANNEXURE D**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE**

[Form to be completed in terms of clause 18 (1) of the Main Agreement]

APPLICATION FOR SERVICE CARD

Name of factory.....

Surname of employee..... First names of employee.....

Address of employee.....

Date of birth of employee..... Race and sex of employee.....

Identity card No..... Clock card No.....

Occupation..... Date of engagement..... Wage paid on engagement.....

Give details of previous experience in the Clothing, Bespoke Tailoring and Private Dressmaking Industries:

Employer	Began	Left	Occupation	Wage on leaving
.....				
.....				
.....				

I certify that the above information is correct.

.....
*Signature of employer***AANHANGSEL D****NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND**

[Vorm wat ingevul moet word ingevolge klousule 18 (1) van die Hoofoorreenskoms]

AANSOEK OM 'N DIENSKAART

Naam van fabriek.....

Familienaam van werknemer..... Voornamen van werknemer.....

Adres van werknemer.....

Geboortedatum van werknemer..... Ras en geslag van werknemer.....

Identiteitskaartnommer..... Klokkaartnommer.....

Beroep..... Datum van indiensneming..... Loon wat by indiensneming betaal word.....

Verstrek besonderhede van vorige ondervinding in die Klerasie-, Kleremakery-op-maat- en Private Modemakerynywerhede:

Werkgewer	Diensaan- vaarding	Diensverlating	Beroep	Loon by diensbeëindiging
.....				
.....				
.....				

Ek sertifiseer dat bostaande inligting korrek is.

.....
Handtekening van werkgewer

	Specimen signature of employee for attachment to service card	

Immediately on completion of one week's trial period, the employer shall, if he decides to continue employing the employee, forward this application for Service Card, duly completed, to the Council.

ANNEXURE E**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE**

[Form to be completed in terms of clauses 20 (2), 21 (2) (d), 23 (2) (a) (iii) and 32 (5) (a) of the Main Agreement]

CONTRIBUTION LIST

Name of factory					Month ending					
Service card No.	First name, full names and clock card No.	Provident Fund	Total	Slack Pay Fund	Council	Medical Benefit Society	Wage	Occupation	Date of engagement	Date of termination
Total deductions										

Total members' contributions..... R

Total employer's contributions R

Total on this page..... R

ANNEXURE E (I)**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE**

[Form to be completed in terms of clauses 20 (2), 23 (2) (a) (iii) and 32 (5) (a) of the Main Agreement]

CONTRIBUTION LIST — KIMBERLEY

Name of factory					Month ending					
Service card No.	First name, full names and clock card No.	Provident Fund	Total	Slack Pay Fund	Council	Wage	Occupation	Date of engagement	Date of termination	
Total deductions										

Total members' contributions..... R

Total employer's contributions R

Total on this page..... R

ANNEXURE F

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

[Form to be completed in terms of clauses 20 (2), 21 (2) (d), 23 (2) (a) (iii) and 32 (5) (a) of the Main Agreement]

Name of firm

Contributions: Returns for the month ended

	No. of workers	Rate	R	R
Provident Fund		as per formula.....		
		Employer's contributions		
Slack Pay Fund		at 4c per week		
		at 7c per week		
		Employer's contributions		
Council		at 10c per week		
		Employer's contributions		
Medical Benefit Society		at 25c per week		
		at 35c per week		
		at 50c per week		
		at R1 per week.....		
		Employer's contributions		
Total				
Plus underpayments on previous returns				
Less overpayments on previous returns				
Total				

FOR OFFICE USE ONLY

Checked by

Banked by

This summary should always accompany the pink contribution lists, and should be completed in duplicate.

ANNEXURE F (i)**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE**

[Form to be completed in terms of clauses 20 (2), 23 (2) (a) (iii) and 32 (5) (a) of the Main Agreement]

Name of firm

Contributions: Returns for the month ended

	<i>No. of workers</i>	<i>Rate</i>	<i>R</i>	<i>R</i>
Provident Fund		as per formular		
		Employer's contributions		
Slack Pay Fund		at 4c per week		
		at 7c per week		
		Employer's contributions		
Council		at 10c per week		
		Employer's contributions		
Total				
Plus underpayments on previous returns				
Less overpayments on previous returns				
Total				

FOR OFFICE USE ONLY

Checked by

Banked by

This summary should always accompany the pink contribution lists, and should be completed in duplicate.

AANHANGSEL F**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND**

[Vorm wat ingevul moet word ingevolge klousules 20 (2), 21 (2) (d), 23 (2) (a) (iii) en 32 (5) (a) van die Hoofteenkoms]

Naam van firma

Bydraes: Opgawes vir die maand geëindig

	<i>Getal werknemers</i>	<i>Skaal</i>	<i>R</i>	<i>R</i>
Voorsorgfonds		volgens formule		
		Werkgewersbydraes		
Slaptebesoldigingsfonds		teen 4c per week		
		teen 7c per week		
		Werkgewersbydraes		

<i>Getal werknemers</i>	<i>Skaal</i>	<i>R</i>	<i>R</i>
Raad.....	teen 10c per week		
	Werkgewersbydraes		
Mediese Hulpvereniging.....	teen 25c per week		
	teen 35c per week		
	teen 50c per week		
	teen R1 per week.....		
	Werkgewersbydraes		
Totaal			
Plus onderbetalings op vorige opgawes			
Min oorbetalings op vorige opgawes			
Totaal.....			

NET VIR KANTOORGEBRUIK

Nagegaan deur.....

Gebank deur.....

Hierdie samevatting moet altyd die pienk bydraelyste vergesel en moet in duplo ingevul word.

AANHANGSEL F (i)

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

[Vorm wat ingevul moet word ingevolge klousules 20 (2), 23 (2) (a) (iii) en 32 (5) (a) van die Hoofteenkoms]

Naam van firma.....

Bydraes: Opgawes vir die maand geëindig

<i>Getal werknemers</i>	<i>Skaal</i>	<i>R</i>	<i>R</i>
Voorsorgfonds.....	volgens formule		
	Werkgewersbydraes		
Slaptebesoldigingsfonds	teen 4c per week		
	teen 7c per week		
	Werkgewersbydraes		
Raad.....	teen 10c per week		
	Werkgewersbydraes		
Totaal			
Plus onderbetalings op vorige opgawes			
Min oorbetalings op vorige opgawes			
Totaal.....			

NET VIR KANTOORGEBRUIK

Nagegaan deur.....

Gebank deur.....

Hierdie samevatting moet altyd die pienk bydraelyste vergesel en moet in duplo ingevul word.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

(Form to be completed in terms of clause 22 of the Main Agreement)

Week ended 19.... Name of firm.....

Ordinary hours of work commenced ath.....and ceased ath.....

A copy of the Wage Register as at the first pay-day in March, June, September and December of each year shall be submitted to the Council within seven days from the said pay-days.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

(Vorm wat ingevul moet word ingevolge klousule 22 van die Hoofhooreenkoms)

Week geëindig 19..... Naam van firma.....

Gewone werkdag: het om h begin en om h opgehou.

'n Kopie van die Loonregister soos op die eerste betaaldag in Maart, Junie, September en Desember van elke jaar moet binne sewe dae vanaf genoemde betaaldae aan die Raad gestuur word.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY

(Orange Free State and Northern Cape)

Telephone: 402-2737.

REGISTRATION OF EMPLOYERS

Ground Floor, Garment Centre
148 Church Street
JOHANNESBURG, 2001

N.B.: This form must be completed in duplicate

Sir,

In terms of clause 12 of the Agreement for the Industry, I hereby apply for registration and submit the following particulars:

- (a) Full name and title of business.....
- (b) Business address

- (c) Postal address Telephone No.
- (d) If limited liability company, name of secretary
- (e) Names of proprietor/partners/directors: Residential address/es of proprietor/partners/directors:

Note: If any particulars supplied under items (a) to (e) are changed, the Industrial Council must be notified.

- (f) Class of business (state whether men's clothing, dressmaking, etc.)
- (g) State number of employees employed or to be employed
- (h) The signature of each proprietor, partner or director must appear here, indicating his/her confirmation of the position held.

Signature:

Capacity (proprietor etc.):

- (i) Is this Firm—

(i) a member of the Orange Free State and Northern Cape Clothing Manufacturers' Association.....(if the answer is "No", application can be made to the Secretary, Orange Free State and Northern Cape Clothing Manufacturers' Association, P.O. Box 4866, Johannesburg, 2000.

- (ii) registered under the—

- (aa) Factories Act?
- (ab) Labour Relations Act?
- (ac) Unemployment Insurance Act?
- (ad) Workmen's Compensation Act?

Date Signature

FOR COUNCIL USE

AANHANGSEL H

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (Oranje-Vrystaat en Noord-Kaapland)

Telefoon: 402-2737.

REGISTRASIE VAN WERKNEMERS

Die Sekretaris
Nywerheidsraad vir die Klerasienywerheid
(Oranje-Vrystaat en Noord-Kaapland)
Posbus 4866
JOHANNESBURG
2000

Grondvloer Garmentsentrum
Kerkstraat 148
JOHANNESBURG, 2001

L.W.: Hierdie vorm moet in duplo ingevul word

Meneer,

Ingevolge klousule 12 van die Ooreenkoms vir die Nywerheid doen ek hiermee aansoek onm registrasie en verskaf ek die volgende besonderhede:

- (a) Naam van besigheid voluit.....
- (b) Besigheidsadres.....
- (c) Posadres Telefoonnommer
- (d) Indien 'n maatskappy met beperkte aanspreeklikheid, naam van sekretaris
- (e) Name van eienaar/vennote/direkteurs: Woonadres/se van eienaar/vennote/direkteurs:

Opmerking: Indien van dié besonderhede in (a) tot (e) verander word, moet die Nywerheidsraad daarvan in kennis gestel word.

- (f) Klas besigheid (meld mansklerasie, modemakery, ens.)
- (g) Meld getal werknemers in diens of wat in diens geneem moet word
- (h) Die handtekening van elke eienaar, vennoot of direkteur moet hier verskyn ter staving van sy posisie.

Handtekening:

Hoedanigheid (eienaar ens.):

(i) Is hierdie Firma—

(ii) lid van die Oranje Free State and Northern Cape Clothing Manufacturers' Association.....(As die antwoord "Nee" is, kan daar aansoek gedoen word by die Sekretaris, Orange Free State and Northern Cape Clothing Manufacturers' Association, Posbus 4866, Johannesburg, 2000.

(ii) geregistreer kragtens die—

- (aa) Wet op Fabriek?
- (ab) Wet op Arbeidsverhoudinge?
- (ac) Werkloosheidversekeringswet?
- (ad) Ongevallewet?

Datum..... Handtekening

NET VIR KANTOORGEBRUIK

ANNEXURE I

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, ORANGE FREE STATE AND NORTHERN CAPE

[Form to be completed in terms of clause 21 (6) (c) of the Main Agreement]

Surname..... Name of doctor

First names..... Service card No.

I.D. No..... Factory.....

Information regarding date of consultation to be completed by doctor.

The Society is not liable for more than eight consultations in any calendar year.

Date	Date	Date	Date
..... 1st visit	 1st visit	 1st visit	 1st visit
..... 2nd visit	 2nd visit	 2nd visit	 2nd visit
..... 3rd visit	 3rd visit	 3rd visit	 3rd visit
..... 4th visit	 4th visit	 4th visit	 4th visit
..... 5th visit	 5th visit	 5th visit	 5th visit
..... 6th visit	 6th visit	 6th visit	 6th visit
..... 7th visit	 7th visit	 7th visit	 7th visit
..... 8th visit	 8th visit	 8th visit	 8th visit

Signature.....

AANHANGSEL I

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

[Vorm wat ingevul moet word ingevolge klousule 21 (6) (c) van die Hoofooreenoms]

Familiennaam..... Naam van dokter.....

Voorname..... Dienskaart No.

I.D. No..... Fabriek.....

Inligting aangaande datum van besoek wat deur die dokter ingevul moet word.

Die Vereniging is aanspreeklik vir hoogstens agt besoeke in 'n kalenderjaar.

Datum	Datum	Datum	Datum
..... 1ste besoek	 1ste besoek	 1ste besoek	 1ste besoek
..... 2de besoek	 2de besoek	 2de besoek	 2de besoek
..... 3de besoek	 3de besoek	 3de besoek	 3de besoek
..... 4de besoek	 4de besoek	 4de besoek	 4de besoek
..... 5de besoek	 5de besoek	 5de besoek	 5de besoek
..... 6de besoek	 6de besoek	 6de besoek	 6de besoek
..... 7de besoek	 7de besoek	 7de besoek	 7de besoek
..... 8ste besoek	 8ste besoek	 8ste besoek	 8ste besoek

Handtekening

ANNEXURE J

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY,
ORANGE FREE STATE AND NORTHERN CAPE

TERMINATION OF SERVICE

A. The employer and employee must complete one of the following sections:

(1) DISMISSAL WITH ONE WEEK'S NOTICE

I hereby tender five working days' notice to terminate your employment. Your last working day in terms of this notice will be

The reason for your dismissal is.....

.....
.....
.....

Firm..... Employer's signature

Recipient

Employee's name Employee's signature

Clock Card No.....

Occupation..... Date

(2) RESIGNATION WITH ONE WEEK'S NOTICE

I hereby tender five working days' notice. My last working day in terms of this notice will be

The reason why I am resigning is.....

.....
.....
.....

Employee's name Employee's signature

Clock Card No.....

Occupation.....

Recipient Employer's signature

Firm..... Date

Note: One copy must be retained by the employee and one copy by the employer.

B. (1) INSTANT DISMISSAL

I hereby inform you that your services with this firm have been terminated with immediate effect. The firm agrees to pay you a week's wages in lieu of notice.

The reason for your dismissal is.....

.....
.....
.....

Firm..... Employer's signature

Recipient

Employee's name Employee's signature

Clock Card No.....

Occupation..... Date

(2) RESIGNATION WITH IMMEDIATE EFFECT

I hereby resign and terminate my service immediately. I agree to pay the firm a week's wages in lieu of notice.

The reason why I am resigning is.....

.....
.....
.....

Employee's name Employee's signature

Clock Card No..... Occupation.....

Recipient

Firm..... Employer's signature

Note: One copy must be retained by the employee and one copy by the employer.

AANHANGSEL J

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, ORANJE-VRYSTAAT EN NOORD-KAAPLAND

DIENSBEËINDIGING

A. Die werkgever en die werknemer moet een van die volgende seksies invul.

(1) ONTSLAG MET EEN WEEK KENNISGEWING

Ek gee hierby vyf werkdag kennis dat u diens beëindig word. U laaste werkdag ingevolge hierdie kennisgewing is

Die rede vir u ontslag is

.....

.....

Firma..... Werkgever se handtekening.....

Ontvanger

Werknemer se naam..... Werknemer se handtekening

Klokkaartnommer.....

Beroep Datum

(2) BEDANKING MET EEN WEEK KENNISGEWING

Ek gee hierby vyf werkdag kennis. My laaste werkdag ingevolge hierdie kennisgewing is

Die rede vir my bedanking is

.....

Werkgever se naam Werknemer se handtekening

Klokkaartnommer.....

Beroep

Ontvanger Werkgever se handtekening.....

Firma..... Datum

Opmerking: Die werknemer moet een kopie hou en die werkgever een.

B. (1) SUMMIERE ONTSLAG

Ek stel u hierby in kennis dat u dienste by hierdie maatskappy beëindig is en dat dit onmiddellik in werking tree. Die firma het onderneem om u 'n week se loon te betaal in plaas van kennisgewing.

Die rede vir u ontslag is

.....

Firma..... Werkgever se handtekening.....

Ontvanger

Werknemer se naam..... Werknemer se handtekening

Klokkaartnommer.....

Beroep Datum

(2) BEDANKING MET ONMIDDELLIKE INWERKINGTREDING

Hierby bedank ek en beëindig ek my dienste onmiddellik. Ek onderneem om die firma 'n week se loon te betaal in plaas van kennisgewing.

Die rede vir my bedanking is

.....

Werkgever se naam Werknemer se handtekening

Klokkaartnommer..... Beroep

Ontvanger

Firma..... Werkgever se handtekening.....

Opmerking: Een kopie moet deur die werknemer gehou word en een deur die werkgever.

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