

GOVERNMENT GAZETTE

OF THE
Union of South Africa.

(Published on Fridays.)

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Manuscript of advertisements should be written on one side of the paper only, and **all proper names plainly inscribed**; in the event of any name being incorrectly printed as a result of indistinct writing, the advertisement can be republished only on payment of the cost of another insertion.

No Advertisement can be inserted unless it is Prepaid.

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J. J. KRUGER,
Government Printer.

STAATS- KOERANT

VAN DIE

Unie van Suid-Afrika.

(Verskyn elke Vrydag.)

INTEKENGELD.

Die intekengeld vir die *Unie-Staatskoerant* (insluitende die *Offisiële Koerant van die Hoë Kommissaris, Buitengewone Staatskoerante en Supplemente, met Kwartaal-indeks*) is as volg:—

£1 per ses maande (posvry).
£2 per twaalf maande (posvry).
Prys per los eksemplaar, 6d.

Intekengelde moet vooruitbetaal word aan die Staatsdrukker, Pretoria, en mag begin vanaf die 1ste van enige maand, maar kan nie aangeneem word vir 'n korter tydperk as ses maande nie.

ADVERTENSIES.

Die advertensietarief is as volg:—

5s. per duim, enkele kolom; herhalings 3s.
10s. per duim, dubbele kolom; herhalings 6s.
15s. per duim, driedubbele kolom; herhalings 9s.

Om die ruimte wat 'n advertensie sal beslaan, by benadering te bereken, moet adverteerders die woorde in die advertensie tel en reken—

Vir enkele kolom, 6 woorde per reël;
Vir dubbele kolom, 14 woorde per reël;
Vir driedubbele kolom, 21 woorde per reël;
en 8 reëls per duim.

In elke geval moet 'n ekstra half-duim aan die bo- en onderkant bereken word vir die titel en ondertekening respektiewelik. **Gedeeltes van 'n duim moet as een volle duim gereken word.**

Kennisgewings aan Krediteure en Debiteure in die Boedels van Oorlede Persone en Kennisgewings van Eksekuteurs betreffende Likwidasierekenings wat ter insae lê, word gepubliseer in skedulevorm teen 8s. per Boedel.

'n Vaste bedrag van 12s. per Boedel word bereken vir die publikasie in skedulevorm van kennisgewings voorgeskrewe deur die Regulasies opgestel volgens die Insolvensiewet, 1916.

In die geval van vorms 3 en 4, moet adverteerders die woorde in die advertensies tel en reken: 12s. vir die eerste 36 woorde (of gedeelte daarvan) en 2s. vir elke addisionele 12 woorde (of gedeelte daarvan).

Kennisgewings van aanneming van volledige spesifikasies met betrekking tot aansoeke om Oktrooibriewe word vir 10s. in drie agtereenvolgende uitgawes geplaas.

Aansoeke om Naturalisasie word vir 13s. geplaas, watter bedrag 'n eksemplaar van die *Staatskoerant* insluit.

Alleen wetlike advertensies word vir publikasie in die *Staatskoerant* aangeneem en is onderworpe aan die goedkeuring van die Staatsdrukker, wat kan weier om advertensies aan te neem of verder te publiseer.

Die Staatsdrukker behou hom die reg voor om kopie te redigeer.

Geen verantwoordelikheid kan aanvaar word vir verliese wat deur uitlatinge of tipografiese of ander foute ontstaan nie.

Die manuskrip van advertensies moet alleen op een sy van die papier geskrywe word, en **alle eiename moet duidelik geskrywe word**; ingeval enige naam verkeerd gedruk word ten gevolge van onduidelike skrif, kan die advertensie alleen weer gepubliseer word teen betaling van die koste van 'n tweede plasing.

Geen advertensie kan geplaas word nie tensy dit vooruitbetaal is.

Alle tjeks, bankwissels, posorders of poswissels moet uitgemaak word op naam van die Staatsdrukker, Pretoria, en gekruis wees "Suid-Afrikaanse Reserwebank". **Alleen tjeks wat deur die Bank geparafeer is, sal aangeneem word.**

J. J. KRUGER,
Staatsdrukker.

EXTRAORDINARY



BUITENGEWONE

THE UNION OF SOUTH AFRICA
Government Gazette

Staatskoerant
VAN DIE UNIE VAN SUID-AFRIKA

VOL. CII.]

PRICE 6d.

PRETORIA,

2 DECEMBER 1935
2 DESEMBER

PRYS 6d.

[No. 2314.]

*All Proclamations, Government and General Notices, published for the first time, are indicated by a * in the left-hand upper corner.*

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR AND SOCIAL WELFARE.

The following Government Notice is published for general information:—

* No. 1747.]

[2 December 1935.]

GOVERNMENT NOTICE UNDER SECTION NINE OF THE INDUSTRIAL CONCILIATION ACT, 1924, AS AMENDED.

BUILDING INDUSTRY—WITWATERSRAND AND PRETORIA.

I, ADRIAN PAULUS JOHANNES FOURIE, Minister of Labour and Social Welfare, being satisfied that the parties to the Agreement appearing as a Schedule hereto are sufficiently representative of the Building Industry in the areas specified hereunder, hereby, in terms of sub-section (1) (b) of section nine of the Industrial Conciliation Act, 1924, as amended, publish the said Agreement [a statement of the terms of which has been transmitted to me by the Industrial Council of the Building Industry (Witwatersrand and Pretoria)] and declare that from the 4th December, 1935, and for the period ending the 3rd February, 1936, the terms of the said Agreement shall be binding upon the parties thereto and upon the employers and employees represented upon the said Industrial Council, and the terms of clauses 1 to 22 (inclusive) and 24 thereof shall be binding upon all employers and employees in the Building Industry in the Magisterial Districts of Johannesburg, Germiston, Benoni, Boksburg, Springs, Brakpan and Heidelberg (Transvaal); an area within a 20 miles radius of the Post Office, Krugersdorp; an area within a 10 miles radius of the Post Office, Vereeniging; an area within a 20 miles radius of the General Post Office, Pretoria; and an area within a 5 miles radius of the Post Office, Witbank.

A. P. J. FOURIE,
Minister of Labour and Social Welfare.

C. 1058/95.

*Alle Proklamasies, Goewerments- en Algemene Kennisgewings wat vir die eerste maal gepubliseer word, is in die linker-bohoek met 'n * gemerk.*

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN ARBEID EN VOLKSWELSYN.

Onderstaande Goewermentskennisgewing word vir algemene informasie gepubliseer:—

* No. 1747.]

[2 Desember 1935.]

GOEWERMENSKENNISGEWING INGEVOLGE ARTIKEI NEGE VAN DIE „NIJVERHEID VERZOENINGS WET, 1924”, SOOS GEWYSIG.

BOUNYWERHEID, WITWATERSRAND EN PRETORIA

Ek, ADRIAN PAULUS JOHANNES FOURIE, Minister van Arbeid en Volkswelsyn, publiseer hierby, in die oortuiging dat die partye by die Ooreenkoms wat verskyn as 'n Skedule hiervan, die Bounywerheid in die hieronderbepaalde gebiede in voldoende mate verteenwoordig, die genoemde Ooreenkoms [van die bepalinge waarvan die „Industrial Council of the Building Industry (Witwatersrand and Pretoria)” my 'n opgaaf gestuur het] ingevolge subartikel (1) (b) van artikel nege van die „Nijverheid Verzoenings Wet, 1924”, soos gewysig, en verklaar ingevolge genoemde artikel dat, vanaf 4 Desember 1935, vir die termyn wat eindig op 3 Februarie 1936, die bepalinge van genoemde Ooreenkoms bindend is op die partye daarby en op die werkgewers en arbeiders wat op genoemde „Industrial Council” verteenwoordig is, en dat die bepalinge van artikels 1 tot en met 22 en 24 daarvan bindend is op alle werkgewers en arbeiders in die Bounywerheid in die magistraatsdistrikte Johannesburg, Germiston, Benoni, Boksburg, Springs, Brakpan en Heidelberg (Transvaal); 'n gebied binne 'n omtrek van 20 myl vanaf die Poskantoor, Krugersdorp; 'n gebied binne 'n omtrek van 10 myl vanaf die Poskantoor, Vereeniging; 'n gebied binne 'n omtrek van 20 myl vanaf die Hoofposkantoor, Pretoria; en 'n gebied binne 'n omtrek van 5 myl vanaf die Poskantoor, Witbank.

A. P. J. FOURIE,
Minister van Arbeid en Volkswelsyn.

C. 1058/95.

SCHEDULE.

INDUSTRIAL COUNCIL OF THE BUILDING INDUSTRY,
WITWATERSRAND AND PRETORIA.

AGREEMENT

in accordance with the provision of the Industrial Conciliation Act, 1924, as amended, made and entered into between the

Master Builders' and Allied Trades' Association,
Witwatersrand,

Pretoria Master Builders' and Allied Trades' Association
(hereinafter referred to as "the employers" or "the employers' organizations"), of the one part, and the

Amalgamated Bricklayers' Trade Union of South Africa,
Amalgamated Society of Woodworkers,
Building Workers' Industrial Union of South Africa,
South African Operative Masons' Society

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

being the parties to the Industrial Council of the Building Industry (Witwatersrand and Pretoria).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Witwatersrand and Pretoria areas as defined in Clause 3 of the Agreement by all employers and employees in the Building Industry who are members of the employers' organizations and the trade unions, provided that—

- (a) the terms shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1922, or any contract entered into or any conditions fixed, thereunder;
- (b) Clauses 4 (3) and (4), 8, 9, 10 (5), 11, 13, 17, 18, 21 and 25 shall not apply to employees for whom wages are specified in clauses 4 (1) (a) (i) or (ii).

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be fixed by the Minister and shall remain in force for two years or for such period as may be fixed by him.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1924, as amended, shall have the same meanings as in that Act, and any reference to an Act shall include any amendment of such Act; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1924;

"apprentice" means an employee serving under a written contract of apprenticeship registered under the provisions of the Apprenticeship Act, 1922;

"Building Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employer and employee are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or the making of articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared, or the necessary articles are made on the sites of the buildings or structures or elsewhere, and shall include all work executed or carried out by persons therein who are engaged in the following activities or sub-divisions thereof:—

bricklaying, which includes concreting and the fixing of concrete blocks, tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drain laying, slating and roof tiling;

electrical installation, which includes electrical fitting and wiring and operations incidental thereto;

french polishing, which includes polishing with a brush or pad, and spraying with any composition;

joinery, which includes the manufacture of all articles of joinery, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

lift installation, which includes the manufacture of lift cars or cages, and the erection and/or maintenance of lifts;

light making, lead and other metals, which includes the manufacture and/or fixing of lights, display signs, and glazing relating thereto;

masonry, which includes stone cutting and building (also the cutting and building of ornamental and monumental stone work), concreting and the fixing or building of precast or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating of stone working machinery and sharpening of masons' tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

SKEDULE.

INDUSTRIAL COUNCIL OF THE BUILDING INDUSTRY
(WITWATERSRAND AND PRETORIA)."

OOREENKOMS

ingevolge die bepalings van die „Nijverheid Verzoenings Wet, 1924", soos gewysig, gemaak en aangegaan tussen die—

„Master Builders' and Allied Trades Association, Witwatersrand"

„Pretoria Master Builders' and Allied Trades Association"

(hierin verder genoem „die werkgewers" of „die werkgewersorganisasies") ter eenre, en die

„Amalgamated Bricklayers' Trade Union of South Africa",

„Amalgamated Society of Woodworkers",

„Building Workers' Industrial Union of South Africa",

„South African Operative Masons' Society"

(hierin verder genoem „die arbeiders" of „die vakverenigings"), ter andere;

wat die partye is by die „Industrial Council of the Building Industry (Witwatersrand and Pretoria)".

1. WAAR EN OP WIE DIE OOREENKOMS VAN TOEPASSING IS.

Die bepalings van hierdie Ooreenkoms moet in die Witwatersrandse en Pretoriase gebiede, soos in artikel 3 van die Ooreenkoms bepaal, nagekom word deur alle werkgewers en arbeiders in die bounywerheid wat lede is van die werkgewersorganisasies en die vakverenigings, met dien verstande dat hulle—

- (a) op vakleerlinge van toepassing is slegs vir sover hulle nie met die bepalings van die „Vakleerlingen Wet, 1922", of enige kontrak aangegaan, of enige voorwaardes ingevolge daardie Wet vasgestel, teenstrydig is nie;
- (b) artikels 4 (3) en (4), 8, 9, 10 (5), 11, 13, 17, 18, 21 en 25 is nie van toepassing op arbeiders vir wie lone in artikel 4 (1) (a) (i) of (ii) voorgeskryf is;

2. TYDPERK WAARVOOR OOREENKOMS VAN KRAG IS.

Hierdie Ooreenkoms word van krag op sodanige datum as die Minister mag bepaal en bly van krag vir twee jaar of vir sodanige termyn as hy mag vasstel.

3. WOORDBEPALINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en in die „Nijverheid Verzoenings Wet, 1924", soos gewysig, omskryf is, het dieselfde betekenis as in daardie Wet, en by verwysing na 'n Wet is ook enige wysiging van sodanige Wet inbegrepe; verder, tensy teenstrydig met die sinsverband, beteken—

„Wet", die „Nijverheid Verzoenings Wet, 1924";

„vakleerling", 'n arbeider wat in diens is ingevolge 'n skriftelike vakleerlingskontrak geregistreer ingevolge die bepalings van die „Vakleerlingen Wet, 1922";

„bounywerheid" of „nywerheid", sonder om die gewone betekenis van die uitdrukking op enige wyse te beperk, die nywerheid waarin die werkgewer en arbeider geassosieer is om geboue en strukture op te rig, klaar te maak, te hernu, te herstel, in stand te hou, of te verander, en/of om artikels vir gebruik by die oprigting, voltooiing of verandering van geboue en strukture te vervaardig (of die werk gedoen, die materiaal voorberei, of die nodige artikels op die bouterrein of elders vervaardig word, of nie) en sluit in alle werk wat gedoen word deur persone daarin wat in verband met onderstaande werksaamhede of onderdele daarvan in diens is—

messelwerk (baksteen), waarby inbegrepe is betonwerk, aanbring van betonblokke, teëls op mure en vloere inlê, voeging, bevloering, mosaïekwerk, leiklip, marmer- en komposisiebekleding; riool-aanlegging, leiklip en dakpanne lê;

elektrisiteitsaanlegging, waarby montering, geleiding, en bygaande werksaamhede inbegrepe is;

verniswerk, waarby die aansit van vernis met kwas of kussinkie en bespreiing met enige mengsel inbegrepe is;

skrynwark, waarby die vervaardiging van alle skrynwark-artikels inbegrepe is (of die gebruikte artikel in die gebou of struktuur deur die persoon wat die artikel vervaardig, of voorberei aangebring word of nie);

installering van hystoestelle, ook die vervaardiging van hysbakke of -kaste, en die oprigting en/of instandhouding van hystoestelle;

werk met glas in lood en ander metale, waarby inbegrepe is die maak en/of insit van vensters, verligte uithangborde, en die insit van glas in verband daarmee;

metal work, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs and architectural metal work, the manufacture and/or fixing of drawn metal work and sheet and extruded metal, whether or not the fixing in a building or structure is done by the person making or preparing the article used;

painting, which includes decorating, paper-hanging, glazing, distempering, lime and colour washing, staining, varnishing, graining and marbling and spraying, signwriting and wall decoration, the use of tar and its products;

plastering, which includes modelling, granolithic and composition flooring, composition wall covering and polishing, precast or artificial stone work, wall and floor tiling, paving and mosaic work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

plumbing, which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, fire installation and the manufacture and fitting of all sheet metal work, whether or not the fixing on the building or structure is done by the person making or preparing the article used;

shop, office, and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counters, screens, and interior fittings and fixtures;

steel reinforcing;

steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which form part of a building or structure;

woodworking, which includes carpentry, woodworking machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceiling and wall covering, plugging of walls, covering of woodwork with metal, block, and other flooring, including wood and cork and sandpapering of same, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

"Council" means the Industrial Council of the Building Industry (Witwatersrand and Pretoria), as registered in terms of section two of the Act;

"country job" means a job within an area to which this Agreement relates, but not within a radius of eight miles calculated from the principal post office of any town mentioned in Clause 8;

"essential services" means any work which must necessarily be performed in order to ensure the health and safety of the public or the carrying on of any other industry, business or undertaking;

"Executive Committee" means the Executive Committee of the Council appointed in accordance with the terms of its constitution;

"Local Committee" means a Local Committee of the Council appointed in terms of its constitution for the regulation of industrial agreements in a specified area; the addresses of the Committees so appointed are as follows:—

Local Committee for the Witwatersrand area,
P.O. Box 3201, Johannesburg;

Local Committee for Pretoria area,
P.O. Box 1095, Pretoria;

"piecework" means any system of work under which an employee's earnings are based on quantity or output of work done;

"Pretoria area" means the area within 20 miles radius from the General Post Office, Pretoria, and an area within five miles radius from the Post Office, Witbank;

"semi-skilled labourer" means an employee engaged in any or all of the following classes of work: Driving mechanical vehicle, operating hoists, supervising solely unskilled labourers, scaffold erecting, supervising concrete mixers or mortar mills or other similar machines; and who may in addition perform the work of an unskilled labourer;

messelwerk (klip), waarby inbegrepe is klipbeitelwerk en klipbouwerk (met inbegrip van die uitbeitel en oprigting van ornamentale en monumentale klipwerk) bevestiging met beton, en aanbring van vooraf-gevormde of kunsmatige klip of marmer, bevoering, mosaïekwerk, voëging, inlê van teëls op mure en vloere, bediening van klipwerkmasjinerie, en skerpmaak van messelaarsgereedskap (of die gebruikte artikel in die gebou of struktuur deur die persoon wat dit vervaardig, of voorberei, aangebring word of nie);

metaalwerk, waarby inbegrepe is die aanbring van staalplafonne, metaalvensters, metaaldeure, bousersmidswerk, metaalrame en metaaltrappe en boumetaalwerk, die vervaardiging en/of aanbring van getrokke metaalwerk en van geplette en uitgedrukte metaal (of die gebruikte artikel in die gebou of struktuur deur die persoon wat die gebruikte artikel vervaardig, of voorberei, aangebring word of nie);

skilderwerk, waarby inbegrepe is versiering, uitplak met muurpapier, insit van ruite, afwit van mure met distemper, afwit van mure met kalk en kleurkalk, kleuring met verf, verniswerk, houtvlamming, marmering en bespreiing met verf, uithangborde skilder en muurversiering, die gebruik van teer en voortbrengsels daarvan;

pleisterwerk, waarby inbegrepe is vormwerk, insit van granolitiese en komposisievloere, komposisiebekleding en poleer van mure, klipwerk met vooraf-gevormde en kunsmatige klip, lê van teëls op mure en vloere, bevoering en mosaïekwerk (of die gebruikte artikels in die gebou of struktuur deur die persoon wat die artikels vervaardig of voorberei, aangebring word of nie);

loodgieters, waarby inbegrepe is loodsmelting, gaspypmontering, saniteits- en huiswerktuigkunde, riool-aanlegging, kalfaatwerk, ventilering, verwarming, montering in verband met warm- en kouwaterstelsel, aanbring van vuurmaakgeriewe, en vervaardiging en aanbring van alle geplette metaalwerk (of die gebruikte artikels in die gebou of struktuur deur die persoon wat die artikels vervaardig of voorberei, aangebring word of nie);

winkel-, kantoor- en bankmontering, waarby inbegrepe is die vervaardiging en/of aanbring van winkelvoorkante, vensterhokke, nitstalkaste, toonbanke, afskortings en binneuitrusting en -toebehore;

staalversterking;

staalkonstruksie, waarby inbegrepe is die aanbring van alle soorte staal- en ander metaalpilare, staalhoofbalke, staal-dwarsbalke, of metaal in enige ander vorm wat deel uitmaak van 'n gebou of struktuur;

houtwerk, waarby inbegrepe is timmerwerk, masjienhoutwerk, houtdraaiwerk, houtsnijwerk, die aanbring van sinkplaat, geluid- of akoestiek materiaal, kurk- of asbes-isolering, maak van kaplatte, komposisiebekleding van plafonne en mure, tappe in mure inslaan, metaalbekleding van houtwerk, insit van blokkies- en ander vloere met inbegrip van hout- en kurkvloere en afwerking met skuurpapier (of die gebruikte artikels in die gebou of struktuur deur die persoon wat die artikels vervaardig of voorberei, aangebring word of nie);

"Raad" die „Industrial Council of the Building Industry (Witwatersrand en Pretoria)", soos kragtens artikel twee van die Wet geregistreer;

"plattelandswerk" alle werk binne 'n gebied waarin hierdie Ooreenkoms van krag is, behalwe in 'n gebied binne 'n kring van agt myl vanaf die hoofposkantoor van enige dorp in artikel 8 genoem;

"noodsaaklike diens", enige werk wat noodwendig verrig moet word om die gesondheid en veiligheid van die publiek of die voortsetting van enige ander bedryf, besigheid of onderneming te verseker;

"Uitvoerende Komitee", die uitvoerende komitee van die Raad aangestel kragtens die bepalinge van sy konstitusie;

"plaaslike komitee", 'n plaaslike komitee van die Raad wat kragtens die bepalinge van sy konstitusie aangestel is vir die reëling van nywerheidsooreenkomste in 'n gespesifiseerde gebied; die adresse van die komitees, aldus aangestel, is soos hieronder:—

Plaaslike Komitee vir die Witwatersrandse gebied,
Posbus 3201, Johannesburg;

Plaaslike Komitee vir die Pretoriase gebied, Posbus 1095, Pretoria;

"stukwerk", iedere stelsel waarby die verdienste van 'n arbeider gebaseer is op die hoeveelheid werk verrig;

"Pretoriase gebied", die gebied binne 'n kring van 20 myl vanaf die hoofposkantoor, Pretoria, en 'n gebied binne 'n kring van vyf myl vanaf die poskantoor Witbank;

"halfgeskoolde dagloner", 'n arbeider in diens by enigeen van, of al die onderstaande werksaamhede, nl. meganiese voertuie bestuur, hystoestelle bedien, uitsluitlik oor ongeskoolde dagloners toesig hou, steiers oprig, masjiene waarmee beton of klei gemeng word of soortgelyke masjiene bedien en wat daarby die werk van 'n ongeskoolde dagloner mag verrig;

"structure" includes walls, retaining walls, and monuments;

"suitable sleeping accommodation" means a waterproof shelter capable of being securely locked, with a wooden floor and the necessary washing and lavatory accommodation;

"unskilled labourer" means an employee engaged on any or all of the following:—

- (i) digging or taking out stone or soil for foundations, trenches, drains and channels;
- (ii) removing excavated stone and soil;
- (iii) shovelling materials into or removing them from mortar or concrete mixing machines, and mixing mortar or concrete by hand with shovels;
- (iv) loading or unloading materials;
- (v) carrying mortar, bricks, stone, concrete or other materials; or
- (vi) cleaning used bricks;
- (vii) filling of moulds in plasterers' modelling shops;
- (viii) lime-washing and the use of tar or similar products on buildings and latrines occupied and used by natives, and rough timber such as joists, etc., and underside of floors;

"Witwatersrand area" means the magisterial districts of Johannesburg, Germiston, Benoni, Boksburg, Springs, Brakpan and Heidelberg, an area within 20 miles radius from the Post Office, Krugersdorp, and an area within 10 miles radius from the Post Office, Vereeniging;

"working employer or partner" means any employer or any partner in a partnership who himself performs work similar to that carried out by employees in the industry.

4. WAGES.

(1) (a) No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:—

- (i) unskilled labourers: 4½d. per hour, with a minimum of 3s. per day;
- (ii) semi-skilled labourers: 1s. per hour;
- (iii) employees in the painting trade: 3s. 4d. per hour.
- (iv) employees in all other trades: 3s. 6d. per hour.

(b) *Differential Rates.*—An employee who on any day performs two or more classes of work, for which different wages are payable, shall be paid at the higher wage payable in terms of paragraph (a) of this sub-clause for the whole of such day.

(2) *Payments for Work on Certain Days.*—When exemption has been granted from the provisions of clause 10 (5) of this Agreement, double the wages laid down in this clause shall be paid by an employer for all time worked on Sundays, Good Friday, May Day and Christmas Day, until the usual starting time on the following day.

(3) *Dangerous Work.*—On all jobs of a dangerous nature, wages in excess of the minimum prescribed, shall be paid, the amount to be mutually agreed upon between individual employers and employees. In case of dispute, the amount to be paid shall be determined by the Local Committee in the area concerned.

(4) Every employer who employs five persons or more, of whom at least two of such persons are entitled to wages at the rate provided for in sub-clauses (1) (a) (iii) and (iv) of this clause, shall employ at least one semi-skilled labourer.

N.B.—The attention of employers and employees is directed to sections ten and twelve of the Act and especially to the definition of "strike" which may render unlawful the coercion of an employer to pay wages in excess of those provided for in this clause.

5. PIECE-WORK.

The giving out by employers or the performance by employees of work on a piece-work basis is prohibited.

6. LABOUR ONLY CONTRACTS.

No employer shall give out work on a labour only contract basis.

7. PAYMENT OF WAGES AND OVERTIME.

(1) Wages and earnings for overtime shall be paid in cash weekly on Fridays or on termination of employment if this takes place before the ordinary pay-day of the employee. Payments may, however, be made on days other than Fridays with the prior consent in writing of the Local Committee in the area concerned.

(2) Wages and earnings for overtime shall be handed to employees, in sealed envelopes endorsed with the name of the employee and a statement of the number of hours worked, any deductions which may have been made, and amount enclosed.

(3) Subject to the provisions of clause 21 of this Agreement no deductions shall be made from amounts due to employees in respect of wages or remuneration for overtime work, provided that where an employer is compelled by any law, ordinance, or legal process to make any payment on behalf of an employee, any amount so paid may be deducted.

"struktuur", ook mure, steunmure en monumente;
 "behoorlike slaapplek" 'n waterdigte onderdak wat gesluit kan word en voorsien is van 'n houtvloer en die nodige wasbakke en gemak-inrigtings;
 "ongeskoolde dagloner", 'n arbeider in diens by enig een van al die onderstaande:—

- (i) klippe of grond uitgraaf of uithaal vir fondamente, slote, riole en waterleidings;
- (ii) uitgegrawe klippe en grond verwyder;
- (iii) met skopgrawe materiaal in mortel- of betonmengmasjiene gooi of daaruit haal en mortel of beton met die hand met skopgrawe meng;
- (iv) boumateriaal op- of aflaai;
- (v) mortel, stene, klippe, beton of ander boumateriaal dra;
- (vi) gebruikte stene skoonmaak;
- (vii) modelvorms vul in werkwinkels van pleisterwerkers;
- (viii) geboue en latrines deur natuurlike bewoon en gebruik met kalk wit; en met teer werk; en ruwe timmerhout soos dwarsbalke en die onderkant van vloere;

"Witwatersrandse gebied", die magistraatsdistrikte Johannesburg, Germiston, Benoni, Boksburg, Springs, Brakpan en Heidelberg; 'n gebied binne 'n kring van 20 myl vanaf die poskantoor, Krugersdorp; en 'n gebied binne 'n kring van 10 myl vanaf die poskantoor, Vereeniging;

"werkende werkgewer of vennoot" elke werkgewer of vennoot in 'n vennootskap wat dieselfde soort werk as enig een van sy arbeiders in die nywerheid verrig.

4. LONE.

(1) (a) Geen werkgewer of arbeider mag onderskeidelik lone betaal of aanneem teen laer skale as die volgende, gelees met die ander bepalings van hierdie artikel:—

- (i) Ongeskoolde dagloners: 4½d. per uur met 'n minimum van 3s. per dag.
- (ii) Halfgeskoolde dagloners: 1s. per uur.
- (iii) Arbeiders in die skildersbedryf: 3s. 4d. per uur.
- (iv) Arbeiders in alle ander bedrywe: 3s. 6d. per uur.

(b) *Verskillende Loonskale.*—'n Arbeider wat op enige dag twee of meer soorte werk verrig waarvoor verskillende lone betaalbaar is, moet vir die hele sodanige dag betaal word teen die hoër loon wat ingevolge paragraaf (a) van hierdie subartikel betaalbaar is.

(2) *Besoldiging vir werk op sekere dae.*—Vir werk wat op Sondag, Goeie Vrydag, Meidag en Kersdag, voor aanvang van die gewone werkure op die daaropvolgende dag gedoen word, moet 'n werkgewer wanneer van die bepalings van artikel 10 (5) van hierdie Ooreenkoms vrystelling verleen is, 'n arbeider tot die tyd waarop werk gewoonlik op die volgende dag 'n aanvang neem betaal teen dubbel die tarief wat in hierdie artikel vasgestel is.

(3) *Gevaarlike Werk.*—Ten opsigte van alle gevaarlike werk moet 'n hoër loon as die vasgestelde minimum betaal word, en sodanige loon moet deur werkgewer en arbeider onderling bepaal word. Ingeval van geskil moet die bedrag wat betaal moet word deur die Plaaslike Komitee in die betrokke gebied vasgestel word.

(4) Elke werkgewer wat vyf of meer persone in diens het van wie ten minste twee geregtig is tot lone teen die tarief bepaal in subartikels 1 (a) (iii) en (iv) van hierdie artikel, moet ten minste een halfgeskoolde dagloner in diens neem.

N.B.—Die aandaag van werkgewers en arbeiders word op artikels tien en twaalf van die Wet gevestig en veral op die woordbepaling van "werkstaking" wat dit onwettig kan maak om 'n werkgewer te dwing om hoër lone te betaal as dié in hierdie artikel bepaal.

5. STUKWERK.

Werkgewers word verbied om stukwerk aan arbeiders te gee, en arbeiders word verbied om werk op stukwerkbasis te verrig.

6. KONTRAKTE UITSLUITLIK VIR ARBEID.

Geen werkgewer mag werk uitgee wat op 'n basis van uitsluitlik arbeid is nie.

7. GEWONE EN OORTYDBESOLDIGING.

(1) Lone en verdienstes vir oortyd moet weekliks op Vrydag, of by diensbeëindiging, ingeval dit voor die gewone betaaldag van die arbeider val, in kontant betaal word. Met voorafgaande skriftelike toestemming van die plaaslike komitee in die betrokke gebied kan egter op 'n ander dag as Vrydag betaal word.

(2) Lone en verdienstes vir oortydwerk moet aan arbeiders oorhandig word in verseelde koeverte waarop die naam van die arbeider, die getal ure gewerk, bedrae wat afgetrek is, en die ingeslote bedrag, aangeteken is.

(3) Behoudens die bepalings van artikel 21 van hierdie Ooreenkoms mag van loon en besoldiging vir oortydwerk aan arbeiders betaalbaar geen bedrae afgetrek word nie, met dien verstande dat bedrae wat 'n werkgewer ten behoeve van 'n arbeider gestort het ingevolge 'n verpligting hom opgelê deur een of ander wet, ordonnansie of regsgeeding, afgetrek mag word.

8. WALKING TIME AND TRANSPORT.

(1) Whenever a job is situated within an area to which this Agreement relates, and not within a radius of three miles but within a radius of eight miles from the principal post office at Pretoria, Witbank, Nigel, Brakpan, Springs, Benoni, Boksburg, Germiston, Heidelberg, Johannesburg, Maraisburg, Roodepoort, Krugersdorp, Randfontein, or Vereeniging, an employer shall pay to an employee who is working on such job an allowance at the rate of one quarter of an hour's wage, as prescribed in clause 4, for every mile of the distance beyond such three miles radius.

(2) The allowance shall be payable for one way only daily.

(3) An employer shall be entitled to provide transport both ways in lieu of the foregoing, or pay for transport, in respect of the said distance.

(4) Any time occupied by an employee in proceeding to or from work shall be outside the ordinary working hours prescribed in clause 10.

(5) Any employee entitled to walking time or transport allowances shall claim same weekly.

9. COUNTRY JOBS.

The following transport allowances and/or allowances for sleeping accommodation shall be paid by an employer to an employee sent by him to work on a country job:—

(a) Where the employee can reasonably be said to be able to and does return to his home every day, return second class railway fare daily. Only time worked on job shall be paid for.

(b) Where the employee can reasonably be said to be unable to return to his home daily—

(i) second class railway fare to and from the place of work at the beginning and termination of such work respectively; time occupied in travelling during the ordinary working hours shall be paid for at the hourly rate of wages of the employee concerned as prescribed in clause 4, and half the hourly rate of wages for time travelling after the ordinary working hours;

(ii) suitable sleeping accommodation, in proximity to the place of work, or an allowance of 7s. 6d. per working day in lieu thereof.

(c) Where an employee can reasonably be said to be able to proceed to his home at the week-end and return by the ordinary starting time on Monday (or Tuesday, if May Day or Christmas Day falls on a Sunday or Monday) he shall be entitled to second class railway return fare at week-ends, but no payment in lieu of such fare shall be made if the journey is not undertaken; wages shall not be payable in respect of any time spent in travelling during such week-ends.

10. HOURS OF WORK.

(1) (a) Subject to the provisions of sub-clause (4) of this clause and clause 11 of this Agreement, an employer shall not require or allow an employee to work and an employee shall not work earlier than 8 a.m. or later than 12 noon on Saturdays, or earlier than 8 a.m. or later than 5 p.m. or between 12 noon and 1 p.m. on any other day.

(b) Notwithstanding sub-clause (1) (a) of this clause an employer may permit an employee for whom wages are provided in clause 4 (1) (a) (i) or (ii), to commence work at 7.30 a.m. and to finish work at 5.30 p.m. on an ordinary week day and 12.30 p.m. on a Saturday.

(2) The Executive Committee of the Council may permit the whole weekly period of hours to be worked in five days on country jobs on the recommendation of the Local Committee concerned, provided that the hours of work for each day shall be fixed in any certificate of exemption granted in terms of clause 20 of this Agreement, and shall be complied with by employer and employee.

(3) No employer shall require or permit any employee to work on any job, or in any shop, during hours other than those prescribed in sub-clauses (1) (a) and (b) of this clause without first obtaining the consent of the Executive Committee of this Council. Application for varying the hours of work must be made through the Local Committee who will forward all applications, with their recommendation, to the Executive Committee who will decide on what hours and subject to what conditions the variation is granted.

(4) No employee whilst in the employ of an employer shall solicit, undertake, or perform any work in the Building Industry, whether for remuneration or not, outside the hours prescribed in or as may be laid down in accordance with this clause nor on Sundays, May Day, Good Friday or Christmas Day, unless the consent of the Local Committee in the area concerned has first been obtained in writing, save that such employee may perform work for himself only.

(5) No work shall be permitted by an employer on May Day, Good Friday and Christmas Day.

8. TOELAES TEN OPSIGTE VAN VERVOER EN TYD OPGENEEM DEUR STAP.

(1) As 'n arbeider werk verrig binne 'n gebied waarin hierdie ooreenkoms van toepassing is en buite 'n kring van drie myl maar binne 'n kring van agt myl vanaf die Hoofposkantoor te Pretoria, Witbank, Nigel, Brakpan, Springs, Benoni, Boksburg, Germiston, Heidelberg, Johannesburg, Maraisburg, Roodepoort, Krugersdorp, Randfontein of Vereeniging, moet die werkgewer aan sodanige arbeider vir elke myl van die afstand wat die werk buite sodanige kring van drie myl geleë is, 'n toelae gelyk aan een-kwart van die uurloon, soos in artikel 4 bepaal, betaal.

(2) Die toelae is vir slegs een rigting daaglik betaalbaar.

(3) Die werkgewer is geregtig om in die plek van die toelae vervoer na en van die werk te verskaf, of om vir vervoer te betaal ten opsigte van die genoemde afstand.

(4) Die tyd in beslag geneem deur na die werk te gaan en terug te kom val buite die gewone werkure in artikel 10 bepaal.

(5) Enige arbeider geregtig op toelae ten opsigte van vervoer of tyd in beslag geneem deur na die werk te stap, moet dit weekliks vorder.

9. PLATTELANDSWERK.

Aan 'n arbeider wat na plattelandswerk gestuur word, moet die werkgewer onderstaande toelae vir vervoer en/of vir slaapplek betaal:—

(a) Ingeval dit redelikerwys van 'n arbeider gesê kan word dat hy daaglik na huis kan terugkeer en dit ook werklik doen, daaglik 'n spoorwegretoerkaartjie (tweede-klas). Slegs vir die tyd wat gewerk is word betaal.

(b) Ingeval dit nie redelikerwys van 'n arbeider gesê kan word dat hy daaglik na huis kan terugkeer nie—

(i) 'n tweede-klas-spoorwegkaartjie na en van die werk onderskeidelik aan die begin en by beëindiging van sodanige werk. Slegs vir tyd gedurende gewone werkure op reis deurgebring, word betaal, en wel teen die uurloon van die betrokke arbeider, soos in artikel 4 bepaal; en die helfte van die uurloon vir tyd gereis na die gewone werkure;

(ii) behoorlike slaapplek naby die werkplek of pleks daarvan 'n toelae van 5s. per werkdag.

(c) Wanneer dit redelikerwys van 'n arbeider gesê kan word dat hy vir naweke na huis kan gaan en terugkeer op die gewone begintyd van die werk op Maandag (of Dinsdag indien Meidag of Kersdag op 'n Sondag of Maandag val) is hy elke week geregtig tot 'n tweede-klas-spoorwegretoerkaartjie, maar ingeval die reis nie onderneem word nie, is geen toelae pleks van sodanige kaartjie betaalbaar nie, en ten opsigte van tyd wat gedurende sodanige naweek gereis word, word geen loon betaal nie.

10. WERKURE.

(1) (a) Behoudens die bepalings van subartikel (4) van hierdie artikel en van artikel 11 van hierdie Ooreenkoms, mag 'n werkgewer nie eis of toelaat dat 'n arbeider werk, en mag geen arbeider werk voor 8 v.m. of na 12 uur (middag) op Saterdag of voor 8 v.m. of na 5 n.m. of tussen 12 uur (middag) en 1 n.m. op enige ander dag nie.

(b) Nieteenstaande die bepalings van subartikel (1) (a) van hierdie artikel mag 'n werkgewer toelaat dat 'n arbeider vir wie lone in artikel 4 (1) (a) (i) of (ii) voorgeskrif is, werk om 7.30 v.m. begin en om 5.30 n.m. ophou op 'n gewone weekdag en 12.30 n.m. op Saterdag.

(2) Op aanbeveling van die betrokke plaaslike komitee kan die Uitvoerende Komitee van die Raad toestaan dat by plattelandswerk die hele weeklikse werktyd oor vyf dae verdeel word, mits die werkure ten opsigte van elke dag vasgestel word in enige vrystelling-sertifikaat uitgereik ingevolge artikel 20 van hierdie Ooreenkoms, en mits die werkure deur die werkgewer en arbeider nageleef word.

(3) Geen werkgewer mag sonder voorafgaande toestemming van die uitvoerende komitee van hierdie Raad enige arbeider toelaat of van hom verlang om in verband met enige werk of op enige werkplek buite die ure voorgeskrif in subartikels (1) (a) en (b) van hierdie artikel te werk nie. Aansoek om afwyking van die werkure moet geskied deur middel van die plaaslike komitee wat alle aansoeke met hul aanbeveling moet stuur aan die uitvoerende komitee deur wie besluit moet word ten opsigte van watter ure en op watter voorwaardes die afwyking toegestaan sal word.

(4) Geen arbeider mag solank hy in diens by 'n werkgewer is, buite die werkure in hierdie artikel voorgeskrif of ingevolge daarvan vasgestel, of op Sondag, Meidag, Goeie Vrydag of Kersdag, in die bouwyerheid enige werk vra, onderneem of doen nie, of hy daarvoor besoldig word of nie, tensy die skriftelike toestemming van die plaaslike komitee in die betrokke gebied vooraf verkry is, behalwe dat sodanige arbeider, werk vir homself alleen, mag verrig.

(5) Op Meidag, Goeie Vrydag en Kersdag mag geen werkgewer toelaat dat daar gewerk word nie.

11. OVERTIME.

(1) An employer shall not require or allow an employee to work overtime except on essential work, which must be reported immediately to the Local Committee in the area concerned.

(2) Any employee who is required to work overtime shall be paid at the rate of one and a half times his ordinary rate of wages for any time worked between the ordinary finishing time and the next succeeding four hours, but shall not include any time taken for refreshments, thereafter at double the rate of wages for every hour or part of an hour, until the usual starting time on the following day.

(3) No employer shall permit an employee to work and no employee shall work more than twenty-two hours in any one week in respect of overtime.

12. TERMINATION OF EMPLOYMENT.

(1) An employee desirous of terminating his employment with an employer, and any employer desirous of terminating the services of an employee shall give, in the case of carpenters or joiners, not less than two hours' notice, and in the case of other employees not less than one hour's notice of such termination of employment to the employer or employee, as the case may be, provided that employment shall not on any day terminate before the finishing time prescribed in or as may be laid down in accordance with clause 10 of this Agreement for such day.

(2) An employee shall, during the period of notice referred to in sub-clause (1) of this clause, be allowed to put his tools in working order.

(3) No notice of termination of employment shall be required unless the employee concerned has worked for at least three consecutive days with the same employer.

13. STORAGE AND PROVISION OF TOOLS, ETC.

(1) A suitable place shall be provided by the employer on all jobs for locking up tools. This shall not apply to jobbing work. The employer shall be responsible for any loss of tools in lockups, sheds, and workshops due to fire, suffered by the employee and he shall insure such tools against loss by fire.

(2) Employers shall supply grindstones for sharpening tools. Where no grindstone is provided on a job, suitable time and facilities shall be granted to carpenters and joiners prior to termination of employment to put their tools in order.

(3) Employers shall provide in the case of—

(a) *carpenters*: all cramps, hand screws, glue brushes, wrenches, crowbars, augers and bits over 12 inches long, and all hammers over 3 lb.;

(b) *masons and stone-cutters*:

- (i) tools for working granite or hard stone and claws;
- (ii) suitable sheds for stone-cutters, the roof of which must be not less than 10 ft. high. This rule shall not apply to small jobs on building sites;
- (iii) a competent toolsmith to sharpen all tools;

(c) *painters and paperhangers*: all tools, except putty knives, dusters, and paperhangers' brushes and scissors;

(d) *Plasterers*: dagga-boards and stands of suitable height, rollers, straight edges, and special granolithic tools;

(e) *plumbers and gasfitters*:

- (i) machines used in shop or on job;
- (ii) stake and riveting bars and drills of all sizes;
- (iii) screwing tackle, such as stock, dies, taps and ratchets;
- (iv) pipe-cutting tools and vices;
- (v) special and heavy caulking irons and firepots;
- (vi) metal pots and large ladles;
- (vii) chisels, punches, and wall pins over 9 inches in length;
- (viii) soldering irons and blow lamps;
- (ix) files and hacksaw blades;
- (x) mandrills over 2 inches in diameter;
- (xi) rivet sets from No. 12 rivet and over, and grooving tools;
- (xii) sheet metal workers' mallets and heavy dressers;
- (xiii) punches over $\frac{1}{4}$ (quarter) inch in diameter, hollow or solid;
- (xiv) wrenches and tongs over 12 inches in diameter;

(f) *electricians*: large files, blow lamps, draw vices, large chisels, saw blades, screw cutting tools, pipe vices and steel draw tapes.

14. SPECIAL PROVISIONS GOVERNING THE PERFORMANCE OF CERTAIN CLASSES OF WORK.

Employers and employees shall observe the following rules:—

(1) *Plasterers' Modelling Shops*: No employer shall permit work in connection with the filling of moulds unless an employee is in charge thereof who is in receipt of wages at not less than 3s. 6d. per hour, and such supervising employee shall not accept wages at a lesser rate.

11. OORTYD.

(1) 'n Werkgewer mag nie eis of toelaat dat 'n arbeider oortyd werk nie, behalwe in verband met noodsaaklike werk wat onmiddellik aan die plaaslike komitee in die betrokke gebied gerapporteer moet word.

(2) Enige arbeider van wie dit verlang word om oortyd te werk moet teen anderhalfmaal sy gewone loonskaal betaal word vir enige tyd gewerk tussen die tyd waarop werk gewoonlik gestaak word en die eerste vier uur daarna, met uitsondering egter van tyd opgeneem vir verversings; daarna teen dubbel die loonskaal vir elke uur of deel van 'n uur tot tyd waarop werk gewoonlik op die volgende dag begin.

(3) Geen werkgewer mag toelaat dat 'n arbeider werk, en geen arbeider mag werk vir meer as twee-en-twintig uur oortyd in enige week nie.

12. DIENSBEÏNDIGING.

(1) 'n Arbeider, wat sy diens by 'n werkgewer wil beëindig, en 'n werkgewer wat 'n arbeider se diens wil beëindig, moet die diens, in die geval van timmermans of skrynwerkers minstens twee uur en in die geval van ander arbeiders minstens een uur, vooraf opse, met dien verstande dat sodanige diens op enige dag nie voor die tyd waarop werk ten opsigte van sodanige dag volgens voorskrif van of soos vasgestel ingevolge artikel 10 van hierdie Ooreenkoms eindig, mag eindig nie.

(2) 'n Arbeider moet gedurende die tyd van diensopsegging waarna in subartikel (1) van hierdie artikel verwys word, toegelaat word om sy gereedskap in goeie orde vir gebruik te bring.

(3) Diens behoef nie opgesê te word nie tensy die betrokke arbeider vir minstens drie agtereenvolgende dae vir dieselfde werkgewer gewerk het.

13. BERGPLEK VIR EN VERSKAFFING VAN GEREEDSKAP, ENS.

(1) Die werkgewer moet by alle werk voorsiening maak vir 'n behoorlike plek waar gereedskap agter slot gebring kan word. Hierdie bepaling is nie van toepassing op klein werkies nie. Die werkgewer is aanspreeklik vir enige verlies van gereedskap in bewaarkamers, afdakke en werkplekke deur brand gelyk deur die arbeider, en hy moet sodanige gereedskap teen brand verseker.

(2) Werkgewers moet slypstene vir die slyp van gereedskap verskaf. In geval op 'n werkplek geen slypsteen verskaf word nie, moet aan timmermans en skrynwerkers vóór diensbeëindiging voldoende tyd en geleentheid gegee word om hul gereedskap weer in goeie orde vir gebruik te bring.

(3) Werkgewers moet voorsiening maak in die geval van—

(a) *timmermans*, vir alle klemme, handskroewe, lymkwaste, skroefslutels, koevoete, houtbore en boorysters langer as 12 duim en hamers swaarder as 3 lb.;

(b) *steenhouers en messelaars*, vir—

- (i) gereedskap vir die bewerking van graniet of harde klip en vir klouhamers;
- (ii) behoorlike afdakke, waarvan die dak minstens tien voet hoog moet wees vir steenhouers—hierdie bepaling is nie toepaslik op klein werkies op bouterreine nie;
- (iii) 'n bevoegde gereedskapsmid om gereedskap skerp te maak;

(c) *skilders en plakkers*: vir alle gereedskap, behalwe glas-makermesse, stofbesems en plakkerskwaste en -skêre;

(d) *pleisteraars*: vir „dagga” planke en steiers van voldoende hoogte, rollers, reihout en spesiale gereedskap vir granoliet;

(e) *loodgieters en gas-aanlêers*: vir—

- (i) masjiene wat in die werkplek of in verband met die werk gebruik word;
- (ii) handaambeelde en klinknaels en boorysters van alle groottes;
- (iii) draadsnywerktuie soos kraanbore, draadsnyers, tappe en palbore;
- (iv) pypsniers en bankskroewe;
- (v) spesiale en swaar stopysters en vuurpotte;
- (vi) smeltpotte en groot gietlepel;
- (vii) beitels, deurslae en muurbore langer as 9 duim;
- (viii) soldeerboute en blaaslampe;
- (ix) vyle en metaalsagblaai;
- (x) skroefspille van meer as 2 duim deursnee;
- (xi) klinknaelstelle van klinknael No. 12 en daarbo, en dryfbeitels;
- (xii) hamers vir bewerking van geplette metaal en swaar hamers;
- (xiii) deurslae van meer as $\frac{1}{4}$ (een-kwart) duim deursnee, hol of solied;
- (xiv) skroefslutels en tange van meer as 12 duim deursnee;

(f) *elektrisiërs*: vir groot vyle, blaaslampe, spanskroewe, groot beitels, saagblaai, skroefsnij-gereedskap, pypskroewe en staal trekbande.

14. SPESIALE BEPALINGS VIR DIE VERRIGTING VAN SEKERE SOORTE WERK.

Werkgewers en arbeiders moet onderstaande reëls nakom:—

(1) *Werkwinkels van Model-pleisterwerkers*: Geen werkgewer mag toelaat dat giet- of modelvorms gevul word sonder behoorlike toesig van 'n arbeider wat minstens 3s. 6d. per uur betaal moet word, en sodanige arbeider mag nie lone teen 'n laer tarief aanneem nie.

- (2) *Concrete Work*: Every employer shall employ an employee at a rate of not less than 3s. 6d. per hour who shall be continuously employed whilst concrete is being placed *in situ* and it shall be the sole duty of this employee to supervise other persons doing this class of work.
- (3) (a) *Stone Work*: (i) An employer shall not employ any person other than a mason as an operator of a stone turning and planing machine and/or a diamond and carborundum sawing machine unless such person is in receipt of wages of not less than 3s. 6d. per hour and no employee may so work unless in receipt of wages of not less than 3s. 6d. per hour.
(ii) An employer shall not employ any person other than a qualified mason on work usually performed by masons, which includes the working and fixing of slate other than roofing with slate or facing work in slate.
- (b) An employer shall pay an employee employed in fixing saw blades, setting stones ready for sawing, and/or fixing and levelling all stones for polishing machines, wages at not less than 3s. 6d. per hour and no employee so employed may accept wages at less than 3s. 6d. per hour.
- (c) An employer shall not permit masons' bankers to be less than six feet apart or dust to be blown off with exhaust or other air during working hours.
- (d) An employer shall not utilize in the erection of buildings or structures within the area to which this agreement relates, stone which has been dressed in any area in the Union of South Africa in which a lower minimum scale of wages is in operation for such stone dressing.
- (e) All squared stone must be worked in the employer's yard or on the job, but may be reduced in size at the quarry by the use of a spall hammer only. When the employer's yard is situated at the quarry, it must be a reasonably safe distance from the working face of the quarry.
- (4) *Scaffolding*: An employer shall ensure that all scaffolding is properly constructed of sound material and that same is erected under the constant supervision of a competent person, to whom the employer shall pay not less than 3s. 6d. per hour and such person shall not accept wages at a lower rate than 3s. 6d. per hour.

15. WET WEATHER SHELTER.

At any site where building operations are being conducted employers shall provide suitable accommodation in which employees may take shelter during wet weather.

16. LATRINES.

Proper sanitary accommodation shall be provided by employers on all jobs for Europeans and non-Europeans separately.

17. REFRESHMENTS.

Every employer shall provide a person for the preparation of tea for his employees in the morning, at noon and in the afternoon. No employee may leave the position where he is working for tea in the morning or afternoon.

18. WORKING EMPLOYER OR PARTNER.

Any working employer and/or partner shall, in respect of the trade at which he is working, observe the working hours prescribed in or in terms of this Agreement.

19. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement and it may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of employers and employees, and all matters on which a local committee or the executive committee are required or permitted to reach a decision shall be capable of being referred by any person aggrieved by a decision to the Council by way of appeal.

20. Exemptions.

(1) The executive committee may, in writing, grant exemptions to any person or persons from any of the provisions of clauses 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 16, 18 and 25 of this Agreement.

(2) The executive committee may, on the recommendation of a local committee, grant exemption from any of the provisions of clauses 4 and 25 of this Agreement in respect of an employee who on account of old age or infirmity is unable to earn the minimum wage for his trade or to comply with the provisions of the said clauses.

(3) The executive shall have the power to fix—

(a) the wages and/or variations of the provisions of clause 10 of this Agreement; and

(b) the period at and during which such employee may be employed.

(4) The Executive Committee shall fix in respect of any person granted exemption under the provisions of this section, the conditions subject to which such exemption is granted and the period during which such exemption shall operate, provided that the Executive Committee may, if it deems fit,

- (2) *Betonwerk*: Elke werkgever moet 'n arbeider wat aanhoudend te werk gestel moet word onderwyl beton *in situ* geplaas word, teen 'n loonskaal van minstens 3s. 6d. per uur in diens neem en dit moet uitsluitlik die plig wees van hierdie arbeider om toesig te hou oor ander persone wat hierdie klas werk verrig.
- (3) (a) *Klipwerk*: (i) 'n Werkgever mag geen persoon behalwe 'n messelaar (klip) as 'n bediener van klipdraai- of -skaafmasjiene en van diamant- en karborundumsaagmasjiene in diens neem, tensy sodanige persoon in ontvangs is van 'n loon van minstens 3s. 6d. per uur en geen sodanige arbeider mag werk tensy hy in ontvangs is van 'n loon van minstens 3s. 6d. per uur.
(ii) Op werk wat gewoonlik deur messelaars (klip) verrig word, waarby die bewerking en aanbring van leiklip behalwe die opsit van leiklipdakke en leiklipbekleding inbegrepe is, mag 'n werkgever geen persoon behalwe 'n gekwalifiseerde messelaar (klip) in diens neem nie.
- (b) 'n Werkgever moet aan arbeiders wat saagblaai set, klippe gereedstel om gesaag te word, en alle klippe vir die poleermasjiene gereedmaak en waterpas stel, 'n loon van minstens 3s. 6d. per uur betaal en sodanige arbeider mag nie lone teen 'n laer tarief as 3s. 6d. per uur aanneem nie.
- (c) Geen werkgever mag toelaat dat klipmesselaarstellasies minder as 6 voet van mekaar staan en gedurende die werkure stof met die uitblaaspyp, of ander lug, weggeblaas word.
- (d) Geen gewerkte klip mag uit 'n distrik in die Unie van Suid-Afrika waar lone in die nywerheid op 'n laer skaal is, deur 'n werkgever gebruik word vir die oprigting van geboue of strukture.
- (e) Alle vierkantige klip moet in die werkgever se werkplek of by die werk self, bewerk word, maar dit mag, met behulp van 'n splythamer alleen by die steengroewe kleiner gemaak word. Indien die werkgever se werkplek naby die steengroewe geleë is, moet dit op 'n redelik-veilige afstand van die steengroewe se werkfront geleë wees.
- (4) *Steiers*: Die werkgever moet sorg dat alle steiers behoorlik uit goeie materiaal gemaak word, en opgerig word onder die voortdurende toesig van 'n takelmeester aan wie die werkgever minstens 3s. 6d. per uur moet betaal, en sodanige persoon mag nie lone teen 'n laer tarief as 3s. 6d. per uur aanneem nie.

15. BESKUTTING TEEN NAT WEER.

Werkgewers moet op elke terrein waar daar bouwerk uitgevoer word, voorsiening maak vir behoorlike beskutting waar die arbeiders tydens nat weer kan skuil.

16. LATRINES.

Behoorlike saniteitsgeriewe moet op all werkplekke vir blankes en nie-blankes afsonderlik verskaf word.

17. VERVERSINGS.

Elke werkgever moet sorg dat daar 'n persoon is wat vir sy arbeiders tee kan maak in die voormiddag, op die middag en in die namiddag. Geen arbeider mag die plek waar hy werk vir tee in die voor- of namiddag verlaat nie.

18. WERKENDE WERKGEWER OF VENNOOT.

Enige werkende werkgever en/of vennoot moet die werkure wat in of kragtens hierdie Ooreenkoms bepaal is, nakom in soverre dit betrekking het op die bedryf wat hy beoefen.

19. UITVOERING VAN DIE OOREENKOMS.

Die Raad is die liggaam wat verantwoordelik is vir die uitvoering van hierdie Ooreenkoms en hy mag dit vir die leiding van werkgewers en arbeiders nader verklaar mits sodanige verklaring nie met die bepalings daarvan teenstrydig is nie, en in alle gevalle waar dit vereis of toegelaat word dat 'n Plaaslike Komitee of die uitvoerende komitee 'n besluit moet neem, mag sodanige besluit na die Raad in die vorm van 'n appel deur enige persoon wat deur sodanige besluit gegrief voel, verwys word.

20. VRYSTELLINGS.

(1) Die uitvoerende komitee mag aan enige persoon of persone skriftelike vrystelling van die bepalings van artikels 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 16, 18 en 25 van hierdie Ooreenkoms verleen.

(2) Op aanbeveling van die plaaslike komitee kan die uitvoerende komitee van enige bepaling van artikels 4 en 25 van hierdie Ooreenkoms vrystelling verleen ten opsigte van 'n arbeider wat weens hoë ouderdom of liggaamsgebrek nie in staat is om die minimum loon vir sy vak te verdien of om die bepalings van gemelde artikels na te kom nie.

(3) Die uitvoerende komitee het die bevoegdheid om—

(a) die lone en/of afwykings van die bepalings van artikel 10 van hierdie Ooreenkoms; en

(b) die tydperk

waarop en waaroor sodanige arbeiders in diens geneem mag word, vas te stel.

(4) Die uitvoerende komitee moet ten opsigte van enige persoon aan wie kragtens die bepalings van hierdie artikel vrystelling verleen word, die voorwaardes waarop en die tydperk waarvoor sodanige vrystelling verleen is, vasstel, met dien verstande dat die uitvoerende komitee, na goeddunke en nadat

after notice in writing has been given to the person concerned, withdraw any exemption certificate whether or not the period for which exemption was granted has expired.

(5) An exemption certificate under the signature of the chairman and secretary of the Council shall be issued to every person exempted. An exemption certificate shall not be valid in an area other than that for which it was granted.

(6) An exemption certificate may be amended or withdrawn at any time by the Council without assigning any reason, during the period for which it was granted.

(7) An employer shall observe the modified conditions created by any certificate of exemption granted in accordance with the provisions of this clause.

21. EXPENSES OF THE COUNCIL.

(1) For the purpose of meeting the expenses of the Council, each employer shall deduct 3d. per week from the earnings of each of his employees, other than apprentices, for whom wages are prescribed in clause 4 of this Agreement, provided that the provisions of the clause shall not apply in respect of any employee who has worked for the same employer for less than three days in any one week, and to the amount so deducted the employer shall contribute an equal amount and the said amounts shall be paid by the employer to the Council in accordance with the procedure prescribed in sub-clause (2) hereof.

(2) All amounts payable in accordance with the provisions of sub-clause (1) of this clause shall, together with a statement showing the number of employees employed and their trades, be forwarded by the employer to the secretary of the Local Committee in the area in which the work is executed on or before the seventh day of each month, in respect of the previous month's dues.

22. REGISTRATION OF EMPLOYERS.

(1) (a) Every employer in the Building Industry at the date on which this Agreement comes into operation shall, if he has not already done so, pursuant to any previous Agreement administered by the Council, within three months, forward to the secretary of the Local Committee of the area in which he is operating, the following particulars:—

- (i) full name;
- (ii) business address;
- (iii) the trade or trades which he is carrying on in the industry.

(b) The particulars required under paragraph (a) of this sub-clause shall also be furnished by all employers entering the Building Industry after the date on which this Agreement comes into operation within one month of commencing operations.

(c) Where the employer is a partnership, information in accordance with paragraph (a) of this sub-clause shall be furnished in respect of each partner. The title under which the partnership is operating shall also be furnished.

(2) The secretary of the Local Committee shall maintain a register of all employers and partnerships referred to in sub-clause (1) hereof.

(3) Every employer and all employers working in partnership shall, wherever building operations are being carried out by him or them, display in a conspicuous place, accessible to the public, a notice board showing the full name and business address of such employer or partnership.

23. AGENTS.

The Council shall appoint specified persons to assist in giving effect to the terms of this Agreement and it shall be the duty of any employer or employee in the Building Industry to permit such persons to institute such inquiries and to examine such books or documents as may be necessary for ascertaining whether the provisions of this Agreement are being complied with.

24. EXHIBITION OF AGREEMENT.

An employer shall cause a copy of this Agreement to be exhibited in every workshop or yard where he carries on business in a position easily accessible to all his employees.

25. ENGAGEMENT OF EMPLOYEES.

(1) Members of the trade unions agree to accept employment with members of the employers' organizations only and members of the employers' organizations agree to employ members of the trade unions only, provided that this clause shall not apply where an employer or employee has in the opinion of the Council been refused membership of a party to this Agreement without reasonable cause, and has notified the Council within fourteen days of such refusal.

Signed at Johannesburg on behalf of the parties on this 26th day of November, 1935.

R. FORBES,
Chairman of the Council.
HERBERT A. WYETH,
Vice-Chairman of the Council.
J. C. POWELL,
Secretary of the Council.

dié betrokke persone vooraf skriftelik in kennis gestel is, enige vrystellingsertifikaat mag intrek of die tydperk waarvoor vrystelling verleen is, verstryk het, al dan nie.

(5) Aan elke vrystellende persoon moet 'n vrystellingsertifikaat, deur die voorsitter en sekretaris van die Raad onderteken, uitgereik word. 'n Vrystellingsertifikaat is buite die gebied waarvoor dit uitgereik is, nie geldig nie.

(6) Die Raad kan 'n vrystellingsertifikaat te eniger tyd in die loop van die termyn, waarvoor dit uitgereik is, wysig of terugtrek, sonder om enige rede daarvoor te gee.

(7) 'n Werkgewer moet die gewysigde bepalings geskep deur enige vrystellingsertifikaat, uitgereik ingevolge die bepalings van hierdie artikel, nakom.

21. UITGAWES VAN DIE RAAD.

(1) Ten einde die uitgawes van die Raad te kan dek, moet elke werkgewer van die loon van elkeen van sy arbeiders, behalwe vakleerlinge, wie se lone in artikel 4 van hierdie Ooreenkoms vasgestel is, drie pennies per week aftrek, met dien verstande dat die bepalings van hierdie artikel nie van toepassing is op arbeiders wat in enige week minder as drie dae by dieselfde werkgewer gewerk het nie. By die bedrag aldus verkry moet die werkgewer 'n gelyke bedrag voeg, en genoemde bedrae moet deur die werkgewer aan die Raad betaal word, ooreenkomstig die prosedure in subartikel (2) hiervan voorgeskryf.

(2) Alle bedrae wat ingevolge die bepalings van subartikel (1) van hierdie artikel ten opsigte van elke maand betaalbaar is, tesame met 'n opgawe van die getal arbeiders in diens en hul ambagte, moet voor of op die sewende dag van elke daaropvolgende maand deur die werkgewer aan die sekretaris van die betrokke plaaslike komitee in die gebied waar die werk gedoen word, gestuur word.

22. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkgewer in die Bounwyerheid op die datum waarop hierdie Ooreenkoms van krag word, moet, indien hy dit nie alreeds gedoen het nie ooreenkomstig enige vorige Ooreenkoms beheer deur die Raad, binne drie maande aan die sekretaris van die plaaslike komitee vir die gebied waarin hy sake doen, onderstaande besonderhede stuur—

- (i) volle naam;
- (ii) besigheidsadres;
- (iii) die ambag of ambagte van die nywerheid wat hy beoefen.

(b) Die besonderhede vereis ingevolge paragraaf (a) van hierdie subartikel, moet deur werkgewers wat na die datum van invoering van hierdie Ooreenkoms in die Bounwyerheid begin werk, binne een maand na die aanvang van hul werksaamhede verstrek word.

(c) Ingeval die werkgewer 'n vennootskap is, moet die inligting ingevolge paragraaf (a) van hierdie subartikel ten opsigte van elke vennoot verstrek word. Die naam waaronder die vennootskap sake doen, moet ook verstrek word.

(2) Die sekretaris van die plaaslike komitee moet 'n register hou van alle werkgewers en vennootskappe in subartikel (1) hiervan vermeld.

(3) Elke werkgewer en alle werkgewers wat in vennootskap werk, moet oral waar deur hom of hulle bouwerksaamhede verrig word, op 'n in die oog vallende plek, toeganklik vir die publiek, 'n kennisgewingbord aanbring, waarop die volle naam en besigheidsadres van sodanige werkgewer of vennootskap aangegee word.

23. AGENTE.

Die Raad moet bepaalde persone aanstel om behulpsaam te wees in die uitvoering van die bepalings van hierdie Ooreenkoms, en dit is die plig van elke werkgewer of arbeider in die Bounwyerheid om sulke persone toe te laat om sodanige navrae te doen en boeke of dokumente na te gaan wat nodig mag wees om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word.

24. VERTONING VAN DIE OOREENKOMS.

'n Eksemplaar van hierdie Ooreenkoms moet deur 'n werkgewer in elke werkplek of terrein waar hy werk, vertoon word op 'n plek wat vir al sy arbeiders maklik toeganklik is.

25. INDIENSNEMING VAN ARBEIDERS.

(1) Lede van die vakverenigings stem in om net by lede van die werkgeversorganisasies te werk, en lede van die werkgeversorganisasies stem in om slegs lede van die vakverenigings te emplojeer, met dien verstande dat hierdie artikel nie van toepassing is waar 'n werkgewer of arbeider in die opinie van die Raad lidmaatskap van 'n party by hierdie Ooreenkoms sonder redelike oorsaak geweier is, en hy die Raad binne veertien dae vanaf sodanige weiering in kennis gestel het.

Onderteken namens die partye te Johannesburg op hede die 26ste dag van November 1935.

R. FORBES,
Voorsitter van die Raad.
HERBERT A. WYETH,
Ondervoorsitter van die Raad.
J. C. POWELL,
Sekretaris van die Raad.

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Secretarial Department.
Mr. Lapping.
Mr. Jones.

VAN DIE UNIE VAN SUID-AFRIKA

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