

BUITENGEWONE



EXTRAORDINARY

Staatskoerant

VAN DIE UNIE VAN SUID-AFRIKA

THE UNION OF SOUTH AFRICA

Government Gazette

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

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

GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 1907.] [4 Augustus 1950.
NYWERHEID-VERSOENINGSWET, 1937.

LEERNYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, verklaar hierby—

(a) kragtens subartikel (1) van artikel *ag-en-veertig* van die Nywerheid-versoeningswet 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en betrekking het op die afdeling vir Algemene Goedere van die Leernywerheid vanaf die tweede Maandag na datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op 31 Desember 1950, bindend is op die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasies of daardie verenigings;

(b) kragtens subartikel (2) van artikel *ag-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 1 en 2, 4 tot en met 14, 16 tot en met 18, 21 en 22 van Deel I, en Deel II van genoemde Ooreenkoms vanaf die tweede Maandag na datum van bekendmaking van hierdie kennisgewing, en vir die tydperk wat eindig op 31 Desember 1950 in die Unie van Suid-Afrika bindend is op die ander werkgewers en werknemers betrokke by of in diens van genoemde nywerheid; en

(c) kragtens subartikel (4) van artikel *ag-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 1 en 2, 4, 6 tot en met 14, 16 tot en met 18, 21 en 22 van Deel I, en klousules 1, 2, 4 en 5 van Deel II van genoemde Ooreenkoms vanaf die tweede Maandag na datum van bekendmaking van hierdie kennisgewing, en vir die tydperk wat eindig op 31 Desember 1950, in die Unie van Suid-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone in diens van genoemde nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer” vervat in artikel een van genoemde Wet ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 1907.] [4 August 1950.
INDUSTRIAL CONCILIATION ACT, 1937.

LEATHER INDUSTRY, UNION OF SOUTH AFRICA.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby—

(a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto, and which relates to the General Goods Section of the Leather Industry shall be binding from the second Monday after the date of publication of this notice, and for the period ending the 31st December, 1950, upon the employers' organizations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of those organizations or unions;

(b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 1 and 2, 4 to 14 (inclusive), 16 to 18 (inclusive), 21 and 22 of Part I, and Part II of the said Agreement shall be binding from the second Monday after the date of publication of this notice, and for the period ending the 31st December, 1950, upon the other employers and employees engaged or employed in the said industry in the Union of South Africa; and

(c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Union of South Africa and from the second Monday after the date of publication of this notice, and for the period ending the 31st December, 1950, the provisions contained in clauses 1 and 2, 4, 6 to 14 (inclusive), 16 to 18 (inclusive), 21 and 22 of Part I, and clauses 1, 2, 4 and 5 of Part II of the said Agreement shall *mutatis mutandis* apply in respect of persons employed in the said industry as are not included in the definition of the expression “employee” contained in section one of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

BYLAË.

NASIONALE NYWERHEIDSRaad VIR DIE LEER-
NYWERHEID VAN SUID-AFRIKA.

OOREENKOMS

ingevoelge die bepalings van die Nywerheid-versoeningswet, 1937, gesluit tussen die—

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Cape Western and North-Western Leather Industries Employers' Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association;
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
 - (e) South-Western Districts Leather Industries' Association;
- (hierna genoem „die werkgewers” of „die werkgewersorganisasies”), aan die een kant, en die—
- (f) National Union of Leather Workers;
 - (g) Transvaal Leather and Allied Trades Industrial Union;
 - (h) Trunk and Box Workers' Industrial Union (Transvaal);
- (hierna genoem „die werknemers” of „die vakverenigings”), aan die ander kant, wat die partye is by die Nasionale Nywerheidsraad van die Leer-nywerheid van Suid-Afrika.

DEEL I.

ALGEMENE BEPALINGS VAN TOEPASSING OP DIE
AFDELING ALGEMENE GOEDERE VAN DIE LEER-
NYWERHEID.

1. WOORDBEPALING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en waarvan die betekenis in die Nywerheid-versoeningswet, 1937, bepaal is, het dieselfde betekenis as in daardie Wet; by verwysing na 'n Wet is ook alle wysigings van sodanige Wet inbegrepe en behalwe waar dit blykbaar anders bedoel word, sluit woorde wat die manlike geslag aandui, ook vrouens in; voorts tensy dit in stryd is met die samehang, beteken—

- „Wet”, die Nywerheid-versoeningswet, 1937;
 - „volwassene”, 'n werknemer wat 21 jaar oud of ouer is;
 - „Raad”, die Nasionale Nywerheidsraad van die Leernywerheid van Suid-Afrika, wat ingevolge artikel twee van Wet No. 11 van 1924 soos gewysig, geregistreer is, en ingevolge die Nywerheid-versoeningswet, 1937, as geregistreer beskou word;
 - „Distrikskomitee”, 'n komitee saamgestel ooreenkomstig die konstitusie van die Raad vir die toepassing van ooreenkomste in 'n bepaalde gebied;
 - „inrigting”, elke plek waarin werksaamhede in verband met die nywerheid uitgevoer word;
 - „Uitvoerende Komitee”, die Uitvoerende Komitee van die Raad kragtens sy konstitusie aangestel;
 - „ervaring”—
- (a) die totale dienstydperk, of -tydperke, hetsy voor of na die datum waarop hierdie Ooreenkoms van krag word, wat 'n werknemer in die afdeling waar hy in diens was, gehad het, afgesien van die werksaamhede in daardie afdeling waarin hy in diens was; diens in enige werksaamheid in enige afdeling van die afdeling Algemene Goedere tel as diens in enige ooreenstemmende werksaamheid in enigeen van die ander afdelings in die afdeling Algemene Goedere; met dien verstande dat minstens die helfte van die tydperk wat 'n werknemer in 'n werksaamheid in die afdeling Algemene Goedere werksaam was, as diens in enige ander werksaamheid in die afdeling Algemene Goedere moet tel, en verder met dien verstande dat die hele tydperk wat 'n werknemer in 'n werksaamheid in die afdeling Algemene Goedere werksaam was, as diens in enige ander werksaamheid in dieselfde inrigting tel, indien daardie dienstydperke aaneenlopend is;
 - (b) dat die jaarlikse verlof waarvoor in artikel 9 van hierdie deel voorsiening gemaak word, en die gewone tydperk van verlof vir verpligte militêre opleiding ingesluit is, maar nie 'n tydperk of tydperke van meer as drie agtereenvolgende weke wanneer 'n werknemer buite toedoen van die werkgewer, van die werk afwesig was nie;

„afdeling Algemene Goedere van die Leernywerheid”, die afdeling van die nywerheid waarin werkgewers en werknemers verbode is—

- (1) vir die vervaardiging hoofsaaklik uit leer, van—
- (a) briewetasse, tasse en alle ander houers bedoel om personalia, sportuitrusting, gereedskap en dokumente te bevat;
- (b) tuie, tooms, saals, saalsakke, kamaste, buikgorde, stiegricme, militêre toerusting, behalwe kiere, damessakke, inkopiessakke, breisakke, sakke vir natuurlike van die soort wat gewoonlik „Xosa-sakke” genoem word, portefeuljes, beursies, hor-

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1937, made and entered into between

- (a) The Midland and Border Leather Industry Manufacturers' Association;
 - (b) The Cape Western and North-Western Leather Industries Employers' Association;
 - (c) The Transvaal Footwear, Tanning and Leather Trades Association;
 - (d) The Natal Footwear, Tanning and General Leather Manufacturers' Association;
 - (e) The South Western Districts Leather Industries' Association;
- (hereinafter referred to as “the employers” or “the employers' organizations”), of the one part, and—
- (f) The National Union of Leather Workers;
 - (g) The Transvaal Leather and Allied Trades Industrial Union; and
 - (h) The Trunk and Box Workers' Industrial Union (Transvaal);
- (hereinafter referred to as “the employees” or “the trade unions”), of the other part, being parties to the National Industrial Council of the Leather Industry of South Africa.

PART I.

GENERAL PROVISIONS APPLICABLE TO THE GENERAL
GOODS SECTION OF THE LEATHER INDUSTRY.

1. DEFINITIONS.

All expressions used in the Agreement which are defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act; any reference to an Act shall include any amendments 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 Industrial Conciliation Act, 1937;
- “adult” means any employee of the age of 21 years or over;
- “Council” means the National Industrial Council of the Leather Industry of South Africa registered in terms of section two of the Act, No. 11 of 1924, as amended, and deemed to have been registered under the Industrial Conciliation Act, 1937;
- “District Committee” means a committee established in accordance with the constitution of the Council for the administration of Agreements in a particular area;
- “establishment” means any place in which any operations in connection with the industry are carried on;
- “Executive” means the Executive Committee of the Council in terms of its constitution;
- “experience”—

- (a) means the total period or periods of employment whether prior or subsequent to the date on which this Agreement comes into force which an employee has had in the department in which he has been employed, irrespective of the operations in that department on which he has been employed; employment on any operation in any department in the General Goods Section shall count as employment on any corresponding operation in any other department of the General Goods Section; provided that not less than half the period during which an employee has been engaged on any operation in the General Goods Section shall count as employment on any other operation in the General Goods Section, and provided further that the full period during which an employee has been engaged on any operation in the General Goods Section shall count as employment on any other operation in the same establishment, where such periods of employment are continuous;

- (b) includes the annual holiday provided for in section 9 of this part and the normal period of compulsory defence force training leave, but excluding any period or periods in excess of three consecutive weeks during which an employee has been absent from work through no fault of the employer;

“General Goods Section” of the Leather Industry means the section of the Industry in which employers and employees are associated—

- (1) for the manufacture mainly from leather of—

- (a) attaché cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;
- (b) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, native bags of the type commonly known as

losiebande, polsbande, halsbande vir honde, leiband vir honde, reisdekenbande, kruisbande, lyfbande, kousophouers, kousbande, armband, en alle ander soortgelyke artikels afgesien van hul beskrywing, maar wat bedoel is as plaasvervangers vir enigeen van voornoemde artikels;

(2) in inrigtings waar leergoedere ook vervaardig word, vir die vervaardiging, uit ander materiaal as leer, van die artikels genoem in paragraaf (1), met dien verstande dat by hierdie paragraaf nie inbegrepe is die vervaardiging van inkopiesakke hoofsaaklik uit papier vervaardig nie;

(3) vir die vervaardiging van reisbenodigdhede met inbegrip van koffers, hoofsaaklik uit leer, vesel, hout, weefstof, seildock, of weefsel, of enige samestelling daarvan;

„algemene arbeider”, ’n werknemer wat uitsluitlik, of hoofsaaklik, een of meer van onderstaande werksaamhede verrig:—

- (1) Persele, masjinerie, installasie, gereedskap, gerei, diere, meubels, of ander artikels skoonmaak;
- (2) houers was, of skoonmaak;
- (3) grondstowwe, vervaardigde, of half-vervaardigde produkte, masjinerie, installasie, gereedskap, gerei of ander artikels dra, verplaas en/of stapel;
- (4) voertuie of vergaarbake laai of aflaai;
- (5) vuurmaak en/of vure aan die brand hou;
- (6) vuilgoed of as verwyder;
- (7) kiste, pakke, bale of kratte oop-, of toemaak;
- (8) kiste, pakke of bale brandmerk, merk, of sjabloneer;
- (9) tee, koffie, kakao of soortgelyke drankke maak;
- (10) op bestelwaens of voertuie help;
- (11) briewe, boodskappe, of goedere te voet of met ’n fiets of handvoertuig aflewer;

„halfdag”, die gewone voormiddag-werktyd van die betrokke inrigting;

„uurloon”, die weekloon gedeel deur 42, behalwe in die geval van nagwagte waar dit die weekloon gedeel deur 72 beteken, en behalwe in die geval van werknemers op ander nagwerk, waar dit die weekloon gedeel deur 38 beteken;

„nywerheid of leernywerheid”, die skoeiselfafdeling van die leernywerheid;

„leerling”—

- (1) ’n manlike werknemer (behalwe ’n vakleerling) onder 21 jaar oud wat in diens is om een of meer werksaamhede in die nywerheid te leer;
- (2) ’n vroulike werknemer (behalwe ’n vakleerling) wat in diens is om een of meer werksaamhede in die nywerheid te leer;

„stukwerk”, elke stelsel waarby die verdienste op die hoeveelheid, of omvang van werk gedoen, gebaseer word;

„werknemer, gekwalifiseer”—

- (1) ’n manlike werknemer (behalwe ’n vakleerling of ongekwalifiseerde manlike volwassene soos voorgeskrif in artikel 5 van Deel II van hierdie Ooreenkoms) wat of—
 - (a) 21 jaar oud is; of
 - (b) deur ervaring geregtig is om die volle loon te ontvang wat in hierdie Ooreenkoms voorgeskrif word vir die werksaamheid waarvoor hy in diens is;
- (2) ’n vroulike werknemer wat deur ervaring geregtig is om die volle loon te ontvang wat in hierdie Ooreenkoms voorgeskrif word vir die werksaamheid waarvoor sy in diens is;

„Sekretaris van die Raad”, die Hoofsekretaris van die Raad en sluit elke Assistent-sekretaris van die Raad in;

„loon”, ’n weekloon.

2. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalinge van hierdie Ooreenkoms moet nagekom word deur alle lede van die werkgewersorganisasies en van die vakverenigings wat in die nywerheid werksaam is (behalwe persone wat uitsluitlik herstelwerk doen).

3. DATUM EN TERMYN VAN TOEPASSING.

Hierdie Ooreenkoms tree in werking op ’n datum wat die Minister ingevolge artikel *agt-en-veertig* van die Wet vasstel en bly van krag vir ’n tydperk wat op of voor 31 Desember 1950 verstryk, of vir ’n termyn wat hy bepaal.

4. LONE EN LOONSKALE.

(1) (a) Behoudens soos bepaal in artikels 7, en 17 van hierdie deel, mag geen laer lone as dié in Aanhangsel B van Deel I, en die Aanhangsel van Deel II van hierdie Ooreenkoms voorgeskrif vir enige werksaamheid deur ’n werknemer verrig, deur ’n werkgever betaal of deur ’n werknemer aangeneem word nie, en voorts moet elke werkgever getelsverhoudings, of ander voorwaardes in genoemde Aanhangsels voorgeskrif, nakom.

(b) Behalwe waar anders bepaal word, moet die lone wat voorgeskrif word deur die hele Unie van Suid-Afrika betaal word.

(c) Behalwe in die geval van nagwagte, is die lone soos voorgeskrif in die Aanhangsels van Dele I en II van hierdie Ooreenkoms, gelees tesame met paragraaf (a) hiervan, betaalbaar vir ’n werkweek van 42 uur, en in die geval van nagwagte, is die lone betaalbaar vir ’n werkweek van 72 uur, met dien verstande dat in die geval van nagwerk, behalwe nagwagwerk, die lone vir ’n

“Xosa bags”, wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, braces, belts, suspenders, garters, armlets and all other like articles irrespective of their description but which are designed as substitutes for any of the aforementioned;

(2) in establishments in which leather goods are also manufactured, for the manufacture from materials other than leather of the articles mentioned in paragraph (1), provided that this paragraph does not include the manufacture of shopping bags made mainly of paper;

(3) for the manufacture of travelling requisites, including trunks mainly from leather, fibre, wood, cloth, canvas or fabric or any combination thereof;

“general labourer” means an employee employed wholly or mainly in one or more of the following operations:—

- (1) Cleaning premises, machinery, plant, tools, utensils, animals, furniture or other articles;
- (2) washing or cleaning containers;
- (3) carrying, moving and/or stacking raw materials, manufactured or semi-manufactured products, machinery, plant, tools, utensils or other articles;
- (4) loading or unloading vehicles or receptacles;
- (5) making and/or maintaining fires;
- (6) removing refuse or ashes;
- (7) opening or closing boxes, packages, bales or crates;
- (8) branding, marking, stencilling boxes, packages or bales;
- (9) making tea, coffee, cocoa or similar beverages;
- (10) assisting on delivery vans or vehicles;
- (11) delivering letters, messages or goods on foot or by means of a bicycle or any manually propelled vehicle;

“half day” means the usual morning period of work of the establishment concerned;

“hourly wage” means the weekly wage divided by 42 except in the case of night watchmen, when it shall mean the weekly wage divided by 72, and except in the case of employees on other night work, when it shall mean the weekly wage divided by 38;

“Industry or Leather Industry” means the General Goods Section of the Leather Industry;

“learner” means—

- (1) a male employee under the age of 21 years who is engaged in learning one or more operations in the industry;
- (2) a female employee engaged in learning one or more operations in the industry;

“piece-work” means any system by which earnings are based on the quantity or output of work done;

“qualified employee” means—

- (1) a male employee who has either—
 - (a) reached the age of 21 years; or
 - (b) become entitled by experience to receive the full wage prescribed in this Agreement for the operation upon which he is employed;
- (2) a female employee who has become entitled by experience to receive the full wage specified in this Agreement for the operations upon which she is employed;

“Secretary of the Council” means the General-Secretary of the Council and includes any Assistant Secretary of the Council;

“wage” means a weekly wage.

2. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed by all members of the employers' organizations and of the trade unions engaged in the industry (other than persons engaged exclusively on repair work).

3. DATE AND PERIOD OF OPERATION.

This Agreement shall come into operation on such date as may be specified by the Minister in terms of section *forty-eight* of the Act and shall remain in force for a period expiring not later than 31st December, 1950, or such period as may be determined by him.

4. WAGES AND RATES.

(1) (a) Subject to the provisions of sections 7 and 17 of this Part, no employer shall pay and no employee shall accept wages less than those prescribed in Annexure B to Part I and the Annexure to Part II of this Agreement in respect of any operation performed by such employee and each employer shall further comply with any ratio or other conditions prescribed in the said Annexures.

(b) Unless otherwise stated the prescribed wages shall be payable throughout the Union of South Africa.

(c) Except in the case of night watchmen, the wages laid down in the Annexure to Part II of this Agreement read with paragraph (a) hereof, shall be payable for a working week of 42 hours, and in the case of night watchmen the wages shall be payable for a working week of 72 hours, provided that in the case of night work other than night watchmen, the wages shall be payable for a

werkweek van 38 uur betaalbaar is. Die werkweek mag nie voor Woensdag in 'n kalenderweek eindig nie. Alle lone is onderworpe aan die oortydvoorwaardes waarvoor in artikel 8 van hierdie deel voorsiening gemaak word.

(d) As minder ure gewerk word as dié wat by paragraaf (c) hiervan voorgeskryf word, mag die lone na verhouding verminder word behalwe in die geval van nagwagte en motorvoertuigbestuurders.

(2) Alle verdienste en die ekstra bedrae wat in artikel 6 van hierdie deel voorgeskryf word, moet weekliks, uiterlik op Vrydag en gedurende die gewone werke van die inrigting, of by diensbeëindiging indien dit voor die gewone betaaldag van die inrigting val, kontant betaal word. Die verdienste moet in 'n toegeplakte kovert wees met vermelding op die buitekant daarvan met ink, of inktlood, van die werknemer se naam of nommer, en loonskaal, die datum van betaling, die ure gewerk, besonderhede van kortings en die netto bedrag van verdienste daarin, en wel soos volg:—

Werknemer	_____
Loonskaal	_____
Ure gewerk	_____
Verskuldigde loon	_____
Kortings:—	
Werkloosheidsbystandfonds	_____
Siektebystandfonds	_____
Voorsorgfonds	_____
Versekerings- of pensioenfondse	_____
Ledegeld aan vakverenigings	_____
Raadsfondse	_____
* Totale kortings	_____
Netto verdienste	_____
Werkgewer	_____
Datum	_____

(3) Geen kortings hoegenaamd, behalwe onderstaande, mag van die geld aan 'n werknemer verskuldig, afgetrek word nie:—

- Ingeval 'n werknemer van die werk wegbly: 'n *pro rata* bedrag vir die tydperk van die afwesigheid;
- met skriftelike toestemming van die werknemer: kortings vir verlof-, werkloosheid-, siekte-, versekering- of pensioenfondse, of ledegeld aan die fondse van die vakvereniging, en vir spaarfondse wat deur die Raad goedgekeur is;
- heffings ingevolge artikel 11 van hierdie deel van die Ooreenkoms;
- elke bedrag wat deur 'n werkgewer ingevolge 'n verpligting kragtens 'n wet, ordonnansie, of regsgeding ten behoewe van 'n werknemer betaal word.

(4) Vir die opleiding van 'n werknemer mag deur 'n werkgewer geen premie gevorder of aangeneem word nie.

(5) Indien in 'n inrigting die werk verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die verdienste van elke werknemer deur die werkgewer aan hom uitbetaal word.

(6) Niks in hierdie Ooreenkoms het die uitwerking om 'n tydloon wat tans betaal word en vir 'n werknemer gunstiger is as dié wat vir die werknemer in hierdie Ooreenkoms vasgestel word, te verlaag nie solank as hy in diens van dieselfde werkgewer bly.

5. ONREËLMATIGHEDE IN SAKE GETALLEVERHOUDINGS.

Die bepalinge van artikel 3 van Deel II van hierdie Ooreenkoms moet deur werkgewers wat in die afdeling Algemene Goedere van die nywerheid werkzaam is, nagekom word.

6. LEWENSKOSTETOELAE.

(1) Bo en behalwe die werklike verdienste van 'n werknemer in 'n week, moet hom deur sy werkgewer elke week ten opsigte van elke volle 12,5 punte waarmee die kleinhandelprysindeks 1,000 oorskry word, 'n bedrag betaal word wat gelyk is aan 1½ persent van die verdienste.

(2) Vir die toepassing van hierdie artikel beteken „kleinhandelprysindeks” die beswaarde gemiddelde indeks met betrekking tot voedsel, brandstof, lig, huur en diverse vir die nege vernaamste stede van die Unie van Suid-Afrika soos deur die Direkteur van Sensus en Statistiek bereken en van tyd tot tyd bekendgemaak.

(3) Elke aanpassing van die ekstra-bedrag genoem in subartikel (1) hiervan, moet ingevolge hierdie artikel aangebring word op en met ingang van die eerste betaaldag nadat die Sekretaris van die Raad kennisgewing ontvang het van die verandering in die kleinhandelprysindeks wat van toepassing is, of na gelang van die vroeër betaaldag, die eerste betaaldag wat volg op die publikasie van die *Maandbulletin van Uniestatistiek* wat die verandering meld; met dien verstande dat die kennisgewing ontvang word, of die bekendmaking gedoen word, na Woensdag, dan moet die aanpassing op die betaaldag van die volgende week aangebring word.

(4) By die lewenskostetoelae wat ingevolge hierdie artikel betaalbaar is, moet elke lewenskostetoelae wat betaalbaar is ingevolge Oorlogsmaatregel No. 43 van 1942, gepubliseer by Proklamasie No. 110 van 22 Mei 1942, soos gewysig, of soos dit van tyd tot tyd gewysig word, ingegrepe wees, met dien verstande dat ingeval die betaling ingevolge hierdie artikel minder as die Oorlogsmaatregeltoelae is, laasgenoemde betaalbaar is.

* Slegs totale kortings moet aangedui word, behalwe in die geval van 'n wysiging wat in die netto verdienste van 'n werknemer aangebring word, in welke geval die kortings vir daardie week in besonderhede soos hierbo uiteengesit, vermeld moet word.

working week of 38 hours. The working week shall end not earlier than on Wednesday in a calendar week. All wages shall be subject to the conditions governing overtime provided for in section 8 of this part.

(d) If less hours than those prescribed in paragraph (c) hereof are worked such wages may be reduced proportionately except in the case of night watchmen and motor vehicle drivers.

(2) All earnings and the additional amount referred to in section 6 of this part shall be paid in cash weekly not later than on Friday and during the ordinary working hours of the establishment, or on termination of employment if this takes place before the ordinary pay-day of the establishment. The earnings shall be placed in a sealed envelope, on the outside of which the name or number and rate of wages of the employee, the date of payment, the hours worked, details of deductions made and the net amount of earnings contained therein shall be written in indelible pencil or ink in the following manner:—

Employee	_____
Wage rate	_____
Hours worked	_____
Wages due	_____
Deductions—	
Unemployment fund	_____
Sick benefit fund	_____
Provident fund	_____
Insurance or pension	_____
Trade union subscriptions	_____
Council levies	_____
* Total deductions	_____
Net earnings	_____
Employer	_____
Date	_____

(3) No deduction of any kind, other than the following, may be made from the money due to any employee:—

- Where an employee is absent from work, a *pro rata* amount for the period of such absence.
- With the written consent of the employee, deductions for holiday, unemployment, sick, insurance or pension funds, or contributions to the funds of the trade union and for savings funds approved by the Council.
- Levies in terms of section 11 of this part of the Agreement.
- Any amount paid by an employer compelled by any law, ordinance or legal process to make payment on behalf of an employee.

(4) No premium for the training of an employee shall be charged or accepted by an employer.

(5) Where in any establishment work is performed by employees organized in sets or teams, each employee shall be paid his earnings by the employer.

(6) Nothing in this Agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this Agreement for such employee while he remains in the service of the same employer.

5. RATIO IRREGULARITIES.

The conditions laid down in section 3 of Part II of this Agreement shall be observed by employers engaged in the General Goods Section of the Industry.

6. COST OF LIVING ALLOWANCE.

(1) In addition to the actual earnings of an employee in any week, he shall be paid each week by his employer an amount equal to 1½ per cent. of such earnings in respect of every completed 12.5 points by which the retail price index exceeds 1000.

(2) For the purpose of this section “retail price index” means the weighted average index relating to food, fuel, light, rent and sundries for the nine principal areas in the Union of South Africa as assessed by the Director of Census and Statistics and published from time to time.

(3) Each adjustment to the additional amount referred to in sub-section (1) hereof in terms of this section shall be made on and from the first pay-day following the receipt by the Secretary of the Council of notification of the appropriate change in the retail price index or the first pay-day following publication of the *Monthly Bulletin of Union Statistics* showing such change, whichever pay-day is the earlier, provided such notification is received or such publication is made not later than Wednesday in the working week to which that pay-day relates. Should such notification be received or such publication be made later than Wednesday the adjustment shall be made on the pay-day of the following week.

(4) The cost of living allowance payable in terms of this section shall include any cost of living allowance payable in terms of War Measure No. 43 of 1942, published under Proclamation No. 110 of the 22nd May, 1942, as amended, or as may be amended from time to time, provided that in cases where the payment in terms of this section is less than the War Measure allowance the latter shall be payable.

* Total deduction only need be shown except in the event of any changes being made in the net earnings of an employee when the deductions for that week shall be set out in detail as indicated.

7. WERKURE.

(1) Behoudens soos anders in hierdie Ooreenkoms bepaal, kan geen werkgewer van 'n werknemer, behalwe een wat uitsluitlik as nagwag werksaam is, vereis of hom toestaan—

(a) om vir meer as 42 uur, met uitsluiting van etenstye, in 'n week te werk nie; of

(b) om vir meer as 8 uur, met uitsluiting van etenstye, op 'n dag te werk nie: met dien verstande dat in 'n inrigting waarin—

(i) op een dag in elke week die gewone werkure nie meer as vyf uur is nie, van 'n werknemer vereis of hom toegestaan kan word om 'n ekstra tyd van hoogstens 'n halfuur op elk van die ander dae van die week te werk; of

(ii) die werknemers nie gewoonlik op meer as vyf dae in die week werk nie, van 'n werknemer op 'n werkdag vereis of hom toegestaan kan word om 'n ekstra tyd van hoogstens 1½ uur te werk; of

(c) om sonder 'n ononderbroke tussenpoos van minstens een uur vir 'n onafgebroke tyd van meer as vyf uur te werk nie; met dien verstande dat vir die toepassing van hierdie paragraaf werktye wat onderbreek word deur 'n tussenpoos van minder as een uur, as onafgebroke beskou moet word; of

(d) as sy 'n vrou is—

(i) tussen 6-uur nm. en 6-uur vm.; of

(ii) op meer as vyf dae in 'n week na 1-uur nm. te werk nie.

(2) Vir die toepassing van paragraaf (a) van subartikel (1) word dit beskou dat 'n werknemer wat nie op 'n vakansiedag genoem in subartikel (6) van artikel 9 van hierdie deel, werk nie, of wat op so'n vakansiedag minder werk as sy gemiddelde gewone werkure vir daardie dag van die week waarop die vakansiedag val, sy gemiddelde gewone werkure op daardie dag gewerk het.

(3) Die gewone werkure van 'n nagwag mag nie meer as 72 uur per week wees nie en 'n nagwag moet in elke sewe opeenvolgende nagte een nag vryaf toegestaan word.

(4) As op 'n dag nie van werknemers vereis word om by 'n inrigting te kom werk nie, moet hulle voor dié dag in kennis gestel word dat hulle dienste nie nodig sal wees nie. Die kennisgewing moet aan werknemers persoonlik gerig word, of anders moet dit in die afdeling of afdelings, waarin hulle voor so'n dag werksaam is, opgeplak word.

As hulle nie aldus in kennis gestel word nie, dan is werknemers, wat op die gewone begintyd by die inrigting opdaag, geregtig om vir minstens 'n halwe dag te werk gestel te word, of om in plaas daarvan 'n halwe dag se loon te ontvang.

Werknemers wat in die namiddag by die inrigting opdaag, is geregtig om vir twee uur te werk, of om in plaas daarvan twee uur se loon te ontvang, tensy die werkgewer in die voormiddag kennis gegee het dat hy nie van plan is om te laat werk nie.

Ingeval 'n werknemer met werk ophou weens 'n brekstop, is hy geregtig tot betaling vir die eerste uur of gedeelte van 'n uur van die tyd wat hy nie werk nie.

(5) Indien in 'n inrigting korttydure gewerk word, moet dit soveel as moontlik eweredig tussen alle werknemers, behalwe vakleerlinge, in die betrokke afdeling verdeel word.

(6) Onderstaande rustye moet aan elke werknemer toegestaan en as tyd gewerk beskou word—

(a) elke dag 'n tyd van minstens tien minute in die voormiddag tussen die ure 10 vm. en 11 vm., met dien verstande dat een uur gewerk is;

(b) van Maandag tot Vrydag 'n tyd van minstens tien minute elke namiddag tussen die ure 3.30 nm. en 4.30 nm., met dien verstande dat een uur gewerk is.

Gedurende die ruspele soos in (a) en (b) van hierdie subartikel bepaal, moet alle masjinerie in die inrigting stopgesit word en kan van geen werknemer vereis word om werk te verrig nie.

(7) Indien werknemers by beëindiging van werktye moet „uitklok”, moet die werkgewer reëlins tref om werknemers in staat te stel om die fabriek te verlaat op die regte tyd waarop die werk gestaak moet word.

8. OORTYDDIENS.

(1) Ondanks die bepalings van paragrafe (a) en (b) van subartikel (1) van artikel 7 van hierdie deel en behalwe soos bepaal in hierdie artikel, kan 'n werkgewer van 'n werknemer vereis of hom toestaan om vir 'n totale tydperk van hoogstens onderstaande in 'n week oortyd te werk—

(a) tien uur; of

(b) 'n aantal ure (wat meer as tien kan wees) wat deur die Raad vasgestel en waarvan skriftelike kennisgewing aan die werkgewer, waarin die werknemer of die klas werknemer ten opsigte van wie die kennisgewing van toepassing is, vasgestel word, asook die termyn waarvoor en die voorwaardes waarop dit geldig is;

met dien verstande dat geen werkgewer van 'n vroulike werknemer kan vereis of haar kan toelaat om ondergenoemde oortyddiens te doen nie:—

(a) Vir meer as twee uur op 'n dag;

(b) op meer as drie opeenvolgende dae;

(c) op meer as sestig dae in 'n jaar;

7. HOURS OF WORK.

(1) Save as is otherwise provided in this Agreement, no employer shall require or permit an employee other than one exclusively employed as a night watchman—

(a) to work for more than 42 hours, excluding meal times, in any one week; or

(b) to work for more than 8 hours, excluding meal times, on any one day: Provided that in any establishment in which—

(i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or

(ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work day be required or permitted to work for an additional period not exceeding one and a quarter hours; or

(c) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour: Provided that for the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous; or

(d) who is a female, to work—

(i) between six o'clock p.m. and six o'clock a.m.; or

(ii) after one o'clock p.m. on more than five days in any week.

(2) For the purposes of paragraph (a) of sub-section (1) an employee who does not work on any holiday referred to in sub-section (6) of section 9 of this part or who on such holiday works less than his average ordinary working-hours for that day of the week on which such holiday falls, shall be deemed to have worked his average ordinary working hours on that day.

(3) The ordinary hours of work of a night watchman shall not exceed 72 hours per week and such night watchman shall be allowed one night off duty in seven consecutive nights.

(4) If employees are not required to attend at an establishment on any day they shall be informed individually or by notice posted in the department or departments in which they are employed prior to such day, that their services will not be required.

If not so informed, employees attending at the establishment at the ordinary starting time shall be entitled to be employed for at least one half day or to receive a half day's pay in lieu thereof.

Employees attending at the establishment in the afternoon shall be entitled to work two hours or to receive two hours' pay in lieu thereof, unless notice of intention not to work shall have been given by the employer during the morning.

In the case of an employee ceasing work due to a breakdown he shall be entitled to payment for the first hour or part thereof during which he is not working.

(5) Where short time is being worked in any establishment it shall be evenly distributed wherever possible amongst all workers in the department concerned.

(6) The following rest periods shall be allowed to each employee and shall be reckoned as time worked:—

(a) On each day a period of not less than ten minutes in the morning between the hours of 10 a.m. and 11 a.m. provided that one hour has been worked.

(b) From Mondays to Fridays a period of not less than ten minutes each afternoon between the hours of 3.30 p.m. and 4.30 p.m. provided that one hour has been worked.

During the rest periods provided for in (a) and (b) of this sub-section the operation of all machinery in the establishment shall cease, and no employee shall be required to work.

(7) Where employees are called upon to "clock out" at the end of working periods, the employer shall provide facilities to enable employees to leave the works at the correct time at which work is to cease.

8. OVERTIME.

(1) Notwithstanding the provisions of paragraphs (a) and (b) of sub-section (1) of section 7 of this part and save as is provided in this section, an employer may require or permit an employee to work overtime for a total period not exceeding in any one week—

(a) ten hours; or

(b) a number of hours (which may exceed ten) fixed by the Council by notice in writing to the employer, specifying the employee, or the class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid;

provided that no employer shall require or permit a female employee to work overtime—

(a) for more than two hours on any day;

(b) on more than three consecutive days;

(c) on more than sixty days in any year;

- (d) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag nie tensy hy—
- die werknemer daarvan voor middag in kennis gestel het; of
 - die werknemer van 'n genoegsame ete voorsien het voordat sy met die oortyd diens begin; of
 - die werknemer 'n voorgeskrewe toelae betyds genoeg bemaal het om haar toe te laat om 'n ete te bekom voordat die oortyd diens moet begin.

(2) Geen werknemer kan verplig word om oortyd diens te doen nie, tensy die werkgever die werknemer daarvan in kennis gestel het op die dag voordat die oortyd diens gewerk moet word.

(3) 'n Werknemer, behalwe in die geval van 'n nagwag, wat voor die gewone begintyd of na die gewone sluitingstyd van die inrigting werk, moet vir elke uur, of gedeelte van 'n uur aldus gewerk en onderworpe aan die bepalinge van subartikel (4) hiervan—

- op enige dag van Maandag tot en met Vrydag teen sy uurloon plus 33½ persent,
- op Saterdagmiddag teen sy uurloon plus 50 persent, betaal word.

(4) As dit in 'n inrigting gebruiklik is om die gewone werkweek van 42 uur tussen Maandag en Vrydag te voltooi, moet 'n werknemer, behalwe 'n nagwag, van wie vereis word om op 'n Saterdagmôre te werk, vir elke uur, of gedeelte van 'n uur, aldus gewerk, 1½ maal sy uurloon betaal word, afgesien van die getal ure wat werklik tussen Maandag en Vrydag gewerk is.

(5) As 'n werknemer op Sondag werk, moet sy werkgever of—

- die werknemer minstens dubbel die besoldiging betaalbaar ten opsigte van die tydperk wat gewoonlik deur hom op 'n weekdag gewerk word, betaal; of
- die werknemer besoldiging betaal teen minstens 1½ maal sy gewone loon ten opsigte van die totale tydperk op daardie Sondag gewerk, en hom binne sewe dae na daardie Sondag een dag vakansie toestaan en hom ten opsigte daarvan besoldiging betaal teen minstens sy gewone loon asof hy op die vakansiedag sy gewone gemiddelde werkure vir daardie dag van die week gewerk het.

(6) As 'n werknemer op 'n ander basis betaal word as in ooreenstemming met die tyd wat werklik deur hom gewerk word, moet sy gewone loon vir die toepassing van hierdie artikel bereken word asof hy per uur betaal word en moet op enige datum vasgestel word deur sy totale besoldiging gedurende die drie maande onmiddellik voor daardie datum, of na gelang van die kortste tydperk, gedurende die totale tydperk van sy diens by die betrokke werkgever, te deel deur die getal ure wat gewerk is gedurende die tydperk ten opsigte waarvan sodanige loon betaal is.

(7) 'n Nagwag wat op diens is vir 'n langer tydperk as 12 opeenvolgende ure, moet vir sodanige oortyd teen sy uurloon plus 33½ persent betaal word. 'n Nagwag wat op diens is gedurende die nag wat hy vryaf behoort te wees, moet dubbel sy uurloon betaal word.

9. VAKANSIE EN JAARLIKSE VERLOF.

(1) Elke werkgever moet aan elke werknemer by hom in diens nie later as 24 Desember van elke jaar nie, afwesigheidsverlof van minstens twee opeenvolgende weke en twee dae toestaan, en aan die werknemer uiterlik op die laaste werkdag voor die aanvang van die verlof vir elke maand diens by die werkgever, as verloftoelae, 'n bedrag betaal wat gelyk is aan een-twaalfde van die loon wat hy in twee weke en twee dae sou verdien: Met dien verstande dat—

- die tydperk van die verlof nie mag saamval met 'n tydperk wat die werknemer kennis van diensbeëindiging gegee of ontvang het, of ingevolge die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), vredestrydopleiding ondergaan nie; en
- as 'n openbare vakansiedag soos bepaal in subartikel (6) van hierdie artikel binne die tydperk van daardie verlof val, die openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof en die werknemer ten opsigte van die openbare vakansiedag tegelyk met die verloftoelae 'n bedrag betaal moet word wat gelyk is aan die loon wat hy sou verdien het as hy op die openbare vakansiedag sy daelikse gemiddelde gewone werkure gewerk het.

L.W.—Vir die doel van berekening van die verskuldigde verloftoelae kragsins hierdie klousule, is betaling vir „twee dae” twee-vyftes van die weekloon.

(2) By diensbeëindiging, moet die werkgever aan die werknemer die bedrag van die verloftoelae betaal soos verskuldig op die datum van die beëindiging en bereken soos bepaal by subartikel (1).

(3) Diens vir 'n halwe maand, of langer, word vir die berekening van die verloftoelae betaalbaar ingevolge subartikels (1) en (2) as 'n volle maand diens gereken en „'n halwe maand” beteken elke tydperk van 15 opeenvolgende kalenderdae (afgesien van werkdag); met dien verstande dat indien 'n werknemer te eniger tyd gedurende die maand waarin die fabriek vir verlofdoeleindes sluit, diensopsegging gegee word, hy die volle verlofbetaling vir daardie maand, bereken ooreenkomstig subartikel (1), moet ontvang, en voorts met dien verstande dat indien 'n werknemer die diens opse en die diensopsegging op die sluitingsdag van die fabriek gedurende die genoemde maand verstryk, hy geregtig is om die 1/12de verlofbetaling vir die maand te ontvang.

(d) after completion of her ordinary working hours for more than one hour on any day unless he has—

- given notice thereof to such employee before midday; or
- provided such employee with an adequate meal before she has to commence overtime; or
- paid such employee a prescribed allowance in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(2) No employee shall be required to work overtime unless notice has been given by the employer to such employee the day prior to such overtime being worked.

(3) Except in the case of a night watchman, an employee who works before the usual starting time or after the usual closing time of the establishment shall, subject to the provisions of sub-section (4) hereof, for each hour or part of an hour so worked be paid if employed—

- on any day from Monday to Friday, inclusive, his hourly wage plus thirty-three and one-third per cent.;
- on Saturday afternoon, his hourly wage plus fifty per cent.

(4) When it is customary for any establishment to complete its normal working week of 42 hours between Monday and Friday, any employee other than a night watchman required to work on a Saturday morning shall be paid for each hour or part of an hour so worked one and one-third times his hourly wage, irrespective of the number of hours actually worked between Monday and Friday.

(5) Whenever an employee works on a Sunday his employer shall either—

- pay the employee not less than double the remuneration payable in respect of the period ordinarily worked by him on a week day; or
- pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(6) Whenever an employee is remunerated on a basis other than in accordance with the time actually worked by him, his ordinary rate of remuneration shall for the purpose of this section, be calculated as though he were paid by the hour and shall be ascertained at any date by dividing his total remuneration during the three months immediately preceding that date, or during the total period of his employment by the employer concerned, whichever is the shorter, by the number of hours worked during the period in respect of which such remuneration was paid.

(7) A night watchman who is on duty for time in excess of twelve consecutive hours, shall for such excess time be paid at the rate of his hourly wage plus thirty-three and one-third per cent. A night watchman who is on duty on his night off shall be paid at double the rate of his hourly wage.

9. HOLIDAYS AND ANNUAL LEAVE.

(1) Every employer shall grant to every employee employed by him not later than the 24th December of each year leave of absence of not less than two consecutive weeks and two days and pay to such employee not later than the last working day before the commencement of such leave as a leave allowance an amount equal to one-twelfth of the wages he would earn in two weeks and two days for each month of employment with the employer: Provided that—

- the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing peace training under the South Africa Defence Act, 1912 (Act No. 13 of 1912); and
- if any public holiday referred to in sub-section (6) of this section falls within the period of such leave such public holiday shall be added to the said period as a further period of leave and the employee shall be paid in respect of such public holiday at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.

NOTE.—For the purpose of calculating the leave pay due in terms of this clause the pay for “two days” shall be two-fifths of the weekly wage.

(2) Upon termination of employment, the employer shall pay to the employee the amount of the leave allowance due as at the date of such termination, calculated as provided in sub-section (1).

(3) Employment for half a month or over shall be reckoned as employment for a full month for the purpose of calculating the leave allowance payable in terms of sub-sections (1) and (2) and “half a month” shall mean any period of fifteen consecutive calendar days (irrespective of working days); provided that if an employee is given notice at any time during the month in which the factory closes for leave purposes he shall receive the full holiday pay calculated in terms of sub-section (1) for that month; and provided further that if an employee gives notice and such notice terminates on the closing day of the factory during the said month he shall be entitled to receive the 1/12th holiday pay for the month.

(4) Die bedrag van die verloftoelae betaalbaar ingevolge sub-artikels (1), (2) en (3) moet bereken word teen die skaal van die loon wat die werknemer ontvang het onmiddellik voor die datum met ingang waarvan sy verlof toegestaan is, of na gelang van die geval, die datum waarop sy diens beëindig is; en die bepaling van subartikel (6) van artikel 8 van hierdie deel is *mutatis mutandis* van toepassing.

(5) Elke tydperk wat 'n werknemer—

(a) ingevolge subartikel (1) met verlof is; of

(b) ingevolge die Zuid Afrika Verdedigings Wet, 1912, vredes-tydopleiding ondergaan; of

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

(d) weens siekte, of bevalling, van werk afwesig is;

vir die toepassing van subartikels (1) en (2) as diens beskou moet word; met dien verstande dat die bepaling van paragraaf (d) nie van toepassing is ten opsigte van 'n tyd van afwesigheid weens siekte van meer as drie opeenvolgende dae as die werknemer na 'n versoek deur die werkgever versuim om 'n dokter-sertifikaat voor te lê dat hy deur siekte verhinder is om sy werk te doen; of ten opsigte van daardie gedeelte van 'n algehele tydperk van afwesigheid gedurende enige twaalf maande diens wat bo dertig dae is.

(6) (a) Goeie-Vrydag, Paasmaandag, Uniedag, Dingaansdag, Kersdag en Nuwejaarsdag is vakansiedae met volle betaling; met dien verstande dat as 'n werknemer op enigen van daardie dae werk, sy werkgever hom 'n besoldiging van minstens sy gewone loon ten opsigte van die totale tydperk wat op die dag gewerk word, benewens die besoldiging waartoe hy geregtig sou gewees het as hy nie aldus gewerk het nie, moet betaal.

(b) As 'n werknemer se diens eindig gedurende die week waarin Goeie-Vrydag val, moet hy, benewens alle ander besoldiging wat aan hom verskuldig is, deur die eerste werkgever wie se diens hy gedurende daardie kalenderweek verlaat, twee dae se betaling ten opsigte van Goeie-Vrydag en Paasmaandag betaal word.

(c) Indien enigen van die openbare vakansiedae wat in paragraaf (a) van hierdie subartikel genoem word, op 'n Saterdag val, moet die betaling vir so'n vakansiedag bereken word teen een-vyfde van die gewone weekloon.

(d) As 'n werknemer se diens eindig gedurende die maand Desember, moet hy, benewens alle ander besoldiging wat aan hom verskuldig is, een dag se betaling betaal word ten opsigte van elk van die openbare vakansiedae: Dingaansdag, Kersdag en Nuwejaarsdag, ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon wat ten opsigte van elkeen van dié vakansiedae betaalbaar is, moet bereken word teen een-vyfde van die gewone weekloon.

(e) Voordat 'n werkgever sy inrigting vir die jaarlikse vakansie-tyd waarna in subartikel (1) van hierdie artikel verwys word, sluit, moet hy—

(i) sy werknemers minstens 30 dae vooruit kennis gee van die voorlopige sluitingsdatum; en

(ii) sy werknemers minstens 14 dae vooruit kennis gee van die werklike datum waarop die inrigting gesluit sal word en die tyd gedurende welke die werknemers nie hoef te werk nie.

'n Werkgever wat van voorneme is om sy inrigting te sluit vir 'n vakansie tyd wat nie in subartikel (1) van hierdie artikel genoem word nie, moet sy werknemers minstens drie werkdade vooruit kennis gee van die voorgenome sluiting en in die kennisgewing die tyd noem gedurende welke dit nie van sy werknemers verwag sal word om te werk nie.

Dié kennisgewings waarna hierbo verwys word, moet skriftelik wees en moet deur die werkgever opgeplak wees op 'n plek wat maklik vir die werknemers toeganklik is.

10. WERKPLEK.

(1) Geen werkgever kan van 'n werknemer vereis of hom toestaan om op 'n ander plek as in sy vaste inrigting in die nywerheids werk te verrig nie.

(2) 'n Werknemer mag nie gedurende dieselfde werkweek vir meer as een werkgever werk nie.

11. RAADFONDS.

Om in die uitgawes van die Raad te voorsien, moet elke werkgever op elke betaaldag onderstaande aftrek—

(a) 1d. van die verdienste van elkeen van sy werknemers vir wie 'n minimum loon van minder as £2 voorgeskryf is;

(b) 2d. van die verdienste van elkeen van sy werknemers vir wie 'n minimum loon van £2 of meer maar minder as £4 per week voorgeskryf is;

(c) 3d. van die verdienste van elkeen van sy werknemers vir wie 'n minimum loon van £4 per week of meer voorgeskryf is.

By die totaal van die bedrae wat aldus afgetrek word, moet die werkgever 'n gelyke bedrag voeg en die totale bedrag uiterlik die 7de dag van die volgende maand aan die Sekretaris van die Raad, Posbus 3051, Port Elizabeth, of aan 'n amptenaar wat deur die Raad of die Uitvoerende Komitee aangestel mag word, stuur.

(4) The amount of the leave allowance payable in terms of sub-sections (1), (2) and (3) shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date from which his leave is granted or on which his employment is terminated, as the case may be; and the provisions of sub-section (6) of section 8 of this Part shall *mutatis mutandis* apply.

(5) Any period during which an employee—

(a) is on leave in terms of sub-section (1); or

(b) undergoes peace training under the South Africa Defence Act, 1912; or

(c) is absent from work on the instructions or at the request of his employer; or

(d) is absent from work owing to illness or confinement;

shall be deemed to be employment for the purposes of sub-sections (1) and (2); provided that the provisions of paragraph (d) shall not apply in respect of any period of absence owing to illness of more than three consecutive days if the employee fails after a request for such a certificate by the employer to submit to the employer a certificate from a medical practitioner that he was prevented by illness from doing his work, or in respect of that portion of any total period of absence during any twelve months of employment which is in excess of thirty days.

(6) (a) Good Friday, Easter Monday, Union Day, Dingaans Day, Christmas Day and New Year's Day, shall be holidays on full pay; provided that whenever an employee works on any of these days his employer shall pay him remuneration at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day in addition to the remuneration to which he would have been entitled had he not so worked.

(b) If an employee's service terminates during the calendar week in which Good Friday falls he shall, in addition to any other remuneration due to him, be paid by the first employer whose services he left during that calendar week, two days' pay in respect of Good Friday and Easter Monday.

(c) If any of the public holidays referred to in paragraph (a) of this sub-section falls on a Saturday the pay for such holiday shall be calculated at the rate of one-fifth of the normal weekly wage.

(d) If an employee's service terminates during the month of December, he shall be paid in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Dingaans Day, Christmas Day and New Year's Day) in respect of which no payment has already been made to him and the wages payable for each such holiday shall be calculated at the rate of one-fifth of the normal weekly wage.

(e) An employer prior to closing his establishment for the annual holiday period referred to in sub-section (1) of this section shall—

(i) give his employees at least 30 days' notice of the provisional date of closing; and

(ii) give his employees at least 14 days' notice of the actual date upon which the establishment will close and the period during which the employees will not be required to work.

An employer who proposes to close his establishment for any holiday other than the holiday period referred to in sub-section (1) of this section shall give his employees at least 3 working days' notice of such closing, and shall state in such notice the period during which the employees will not be required to work.

The notices referred to above shall be in writing and shall be posted by the employer in a place readily accessible to his employees.

10. PLACE OF EMPLOYMENT.

(1) No employer shall require or allow any employee to perform work in the industry in any place other than his regular establishment.

(2) An employee shall not work for more than one employer during the same working week.

11. COUNCIL FUNDS.

For the purpose of meeting the expenses of the Council each employer shall deduct on each pay-day—

(a) 1d. from the earnings of each of his employees for whom minimum rates of less than £2 per week are prescribed;

(b) 2d. from the earnings of each of his employees for whom minimum rates of £2 or over but less than £4 per week are prescribed;

(c) 3d. from the earnings of each of his employees for whom minimum rates of £4 per week or over are prescribed.

To the aggregate of the amounts so deducted the employer shall add an equal amount and forward not later than the 7th day of the following month the total sum to the Secretary of the Council, P.O. Box 3051, Port Elizabeth, or such other official as may be specified by the Council or Executive Committee.

12. DIENSBEEINDIGING.

(1) Behalwe soos bepaal in subartikels (2) en (7), moet elke werknemer een week diensopsegging gee, en elke werkgever moet 'n werknemer 'n selfde diensopsegging gee; die diensopsegging van een week tree in werking vanaf die einde van die werkweek van die betrokke inrigting. 'n Week se diensopsegging beteken 'n volle week se werk, of 'n volle week se betaling in plaas van diensopsegging. As 'n werknemer se dienste nie meer na die verlof waarna in artikel 9 van hierdie deel verwys word, vereis word nie, moet diensopsegging aan hom voor die aanvang van die verlof gegee word, ander is hy geregtig om een week se betaling in plaas van diensopsegging te ontvang.

(2) 'n Werknemer wat in 'n week meer as twee agtereenvolgende dae kort tyd gewerk het, kan sy diens met een dag opse.

(3) Die bepalinge van hierdie artikel maak geen inbreuk op 'n ooreenkoms waarby voorsiening vir 'n langer diensopseggingstermyn as een week gemaak word nie; met dien verstande dat die tydperk van diensopsegging vir albei kante van gelyke duur is; as 'n ooreenkoms ingevolge hierdie subartikel aangegaan word, moet betaling in plaas van diensopsegging in verhouding wees tot die diensopseggingstermyn waartoe ooreengekom is.

(4) Wanneer die werk van 'n werknemer vier of meer agtereenvolgende weke opgeskort word, of wanneer gedurende 'n tydperk van vier weke minder as 42 uur se werk gegee word, word sy diens as beëindig beskou en moet aan die werknemer bo en behalwe enige betaling ingevolge hierdie Ooreenkoms vir werk wat verrig is, een volle week se loon betaal word.

Die verlof waarna in artikel 9 van hierdie deel verwys word, word nie as opskorting van werk ingevolge hierdie subartikel beskou nie.

(5) Aan 'n werknemer wat sonder diensopsegging, behalwe om 'n rede deur die Wet as voldoende beskou, ontslaan word, moet 'n volle week se betaling teen die loon wat hy op die tydstop van sodanige ontslag ontvang het, in plaas van sodanige diensopsegging betaal word.

(6) Indien 'n publieke vakansiedag sonder betaling op 'n werk-dag in die week van diensopsegging van 'n werknemer val en die afdeling van die inrigting waar hy werksaam is, op die dag gesluit is, dan moet die betrokke werknemer ten opsigte van daardie dag betaal word.

(7) As 'n werknemer vir meer as 30 dae afwesig is as gevolg van siekte of swangerskap, is die werkgever daartoe geregtig om die diens van die werknemer onmiddellik sonder betaling te beëindig deur die werknemer en die Sekretaris van die Raad daarvan in kennis te stel.

13. VERSEKERING VAN LONE IN DIE GEVAL VAN BRAND.

Elke werkgever moet by 'n geregistreerde versekeringsmaatskappy 'n versekeringspolis uitneem wat voorsiening maak vir die betaling van die bedrag van een week se loon aan alle werknemers van die werkgever wat as gevolg van brand hul werk verloor; met dien verstande dat as die werksituasie vir 'n tydperk van minder as een week is, 'n pro rata betaling gedoen kan word. Ingeval dit nie vir die werkgever moontlik is om so'n versekeringspolis uit te neem nie, moet hy binne twee maande na die datum waarop hierdie Ooreenkoms van krag word, of na gelang van die jongste datum, binne twee maande nadat hy begin om die nywerheid uit te oefen, by die Raad 'n bedrag deponeer wat gelyk is aan een week se lone van alle werknemers in die inrigting, wat die Raad op 'n spesiale bewaarrekening moet hou totdat dit vir so'n betaling aan werknemers vereis word; met dien verstande dat indien dit nie aldus aan werknemers betaal word nie, dit die eiendom van die werkgever bly.

Rente op geld aldus belê, loop op ten bate van die algemene fondse van die Raad.

14. DIENSSERTIFIKATE.

(1) Elke werkgever moet aan elke werknemer wat sy diens verlaat 'n dienssertifikaat in die vorm van Aanhangsel A van hierdie deel by diensverlating uitreik. Die sertifikaat moet in volgorde genommer word en van elkeen moet 'n afskrif deur die werkgever gehou word, en 'n afskrif moet aan die Sekretaris van die Raad, Posbus 3051, Port Elizabeth, gestuur word.

Ingeval 'n werknemer sonder diensopsegging sy diens verlaat, moet beide die werknemer se afskrif en die Raad se afskrif aan die Sekretaris gestuur word.

(2) Voordat 'n werknemer in diens geneem word, moet elke werkgever van die applikant eis om, as hy voorheen in die nywerheid werksaam was, 'n dienssertifikaat ingevolge subartikel (1) hiervan te toon of 'n sertifikaat onderteken deur die Sekretaris van die Distrikskomitee, of die Sekretaris van die Raad, waarin die vorige ervaring van die applikant, as hy enige ervaring het, vermeld word. As die applikant 'n leerling is, moet die werkgever eis dat hy 'n geboortesertifikaat of ander bewys van ouderdom lewer.

'n Werkgever kan 'n verklaring wat deur die ouer of voog van die werknemer onderteken is, as „bewys van ouderdom” aanvaar vir die tydperk van drie maande van die datum van indiensneming af, maar die werknemer moet binne daardie tyd 'n geboortesertifikaat voorle. As die werknemer na die drie maande nie so'n

12. TERMINATION OF EMPLOYMENT.

(1) Except as provided in sub-sections (2) and (7) every employee shall be required to give one week's notice to terminate his employment, and every employer shall be required to give like notice to terminate the service of an employee; such week's notice shall take effect from the end of the working week of the establishment concerned. A week's notice shall mean a full week's work or a full week's pay in lieu of notice. An employee whose services are not required after the leave referred to in section 9 of this Part shall be given notice thereof one week before the leave begins, failing which he shall be entitled to receive a week's pay in lieu of notice.

(2) An employee who has in any week been working short time for more than two consecutive days may terminate his employment by giving one day's notice.

(3) The provisions of this section shall not affect any agreement which provides for a longer period of notice than one week, provided that the period of notice agreed upon is of equal duration on both sides. Whenever an agreement is entered into in terms of this sub-section payment in lieu of notice shall be proportionate to the period of notice agreed upon.

(4) When the work of any employee is suspended for four or more consecutive weeks, or when less than 42 hours work is given during a period of four weeks his employment shall be regarded as terminated and the employee shall be paid one full week's wages in addition to any payment in terms of this Agreement for work performed.

The leave referred to in section 9 of this Part shall not be regarded as a period of suspension of work in terms of this sub-section.

(5) An employee who is dismissed without notice, except for cause recognised by law as sufficient, shall be paid a full week's pay in lieu of such notice at the rate of wages he was receiving at the time of such dismissal.

(6) When an unpaid public holiday falls on a working day within the notice week of an employee and the department of the establishment in which he is employed is closed on such day then the employee concerned shall be paid in respect of such day.

(7) Where an employee is absent from work through illness or pregnancy for a period exceeding 30 consecutive days the employer shall be entitled to terminate the employment of such employee forthwith without pay by notifying the employee and the Secretary of the Council in writing to that effect.

13. INSURANCE OF WAGES IN CASE OF FIRE.

Every employer shall maintain a policy of insurance with a registered insurance company which shall provide for the payment to be made to all employees of the employer who are deprived of work through fire, the amount of one week's wages, provided that, should the stoppage of work be for a period of less than one week, a pro rata payment may be made. Should it not be possible for the employer to obtain such a policy of insurance, he shall, if he has not already done so, within two months of the date of coming into force of this Agreement or within two months of becoming engaged in the industry, whichever is the later, deposit with the Council an amount equal to one week's wages of all employees in the establishment which the Council shall retain in a special trust investment account until required for a like payment to employees, provided that if not so paid to employees it shall be the property of the employer.

Interest on any such moneys invested shall accrue to the general funds of the Council.

14. SERVICE CERTIFICATES.

(1) Every employer shall issue to every employee leaving his service a service certificate in the form of Annexure A to this Part at the time of leaving. Such certificates shall be numbered consecutively and a copy of each shall be retained by the employer, and a copy forwarded to the Secretary of the Council, P.O. Box 3051, Port Elizabeth.

In the event of an employee leaving without notice both the employee's copy and the Council's copy shall be forwarded to the Secretary.

(2) Before engaging an employee every employer shall require the applicant, if he has been previously employed in the industry, to produce a service certificate in terms of sub-section (1) hereof or a certificate signed by the Secretary of a District Committee or the Secretary of the Council specifying the previous experience of the applicant, if any. If the applicant is a learner the employer shall require him to produce a birth certificate or other evidence in proof of age.

An employer may accept a signed statement from the employee's parent or guardian as „proof of age”, for a period of three months from the day of commencement of employment, during which time the employee must produce a birth certificate. If, after such period of three months, the employee is unable to

sertifikaat kan toon nie, moet die werkgewer by die Distrikskomitee, of as daar nie 'n Distrikskomitee bestaan nie, by die Uitvoerende Komitee aansoek om vrystelling van die bepalings van hierdie subartikel doen.

'n Verklaring wat deur die werknemer onderteken is, kan nie as „bewys van ouderdom” aanvaar word nie.

In die geval van Naturelle, kan 'n sertifikaat wat deur die Naturellekommissaris onderteken is, in plaas van 'n sertifikaat van die ouer of voog aangeneem word.

As die Sekretaris van die Distrikskomitee of van die Raad deur die applikant genader word, moet hy die besonderhede van die applikant se ouderdom en ervaring verneem en kontroleer en daarna 'n sertifikaat uitreik.

15. VERTEENWOORDIGERS VAN VAKVERENIGINGS OP DIE RAAD.

Werkgewers moet aan elkeen van hul werknemers wat 'n verteenwoordiger op die Raad, Uitvoerende Komitee, of 'n Distrikskomitee is, alle fasiliteite verleen om sy pligte in verband met die werk van hierdie liggame te vervul.

16. UITVOERING VAN OOREENKOMS.

Die Raad is die liggaam wat vir die uitvoering van hierdie Ooreenkoms verantwoordelik is en hy kan vir die leiding van werkgewers en werknemers menings uitspreek wat nie met die bepalings daarvan in stryd is nie.

17. VRYSTELLINGS.

(1) Die Raad of Uitvoerende Komitee kan op aanbeveling van 'n Distrikskomitee om 'n goeie en geldige rede aan of ten opsigte van enige persoon vrystelling van enige bepaling van hierdie Ooreenkoms verleen.

(2) Die Raad of Uitvoerende Komitee moet ten opsigte van elke persoon aan wie vrystelling verleen word, die voorwaardes waarop en die termyn waarvoor die vrystelling verleen word, vasstel; met dien verstande dat die Raad of Uitvoerende Komitee na goeie dunde en nadat aan die betrokke persoon een week skriftelik kennis gegee is, 'n vrystellingsertifikaat kan intrek.

(3) Die Sekretaris van die Raad of Uitvoerende Komitee moet aan elke persoon aan wie vrystelling verleen word, 'n sertifikaat uitreik wat deur hom onderteken is en wat vermeld—

- (a) die naam van die betrokke persoon voluit;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes waarop die vrystelling verleen word; en
- (d) die termyn waarvoor die vrystelling geldig is.

(4) Die Sekretaris van die Raad of Uitvoerende Komitee moet—

- (a) alle sertifikate wat uitgereik word, in volgorde nommer;
- (b) 'n afskrif hou van elke sertifikaat wat uitgereik word; en
- (c) indien aan 'n werknemer vrystelling verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer stuur.

(5) Geen vrystelling van die bepalings van paragraaf (d) van subartikel (1) van artikel 7 van hierdie Ooreenkoms mag kragtens hierdie artikel verleen word aan of ten opsigte van 'n vroulike werknemer wat hande-arbeid verrig nie, behalwe vir die doel om werk te doen—

- (a) wat deur 'n noodgeval vereis word; of
- (b) wat nodig is om die verlies aan materiaal wat behandel word en aan vinnige bederf onderhewig is, te voorkom.

18. PERSONE ONDER 15 JAAR.

Niemand onder 15 jaar mag in die nywerheid in diens wees nie.

19. AGENTE.

Die Raad moet een of meer persone aanstel om as agente by die toepassing van die bepalings van hierdie Ooreenkoms behulpzaam te wees. Elke werkgewer is verplig om dié persone toe te staan om sy inrigting binne te gaan en om die vrae te stel en om die dokumente, boeke, loonstate, bafaalkoeverte en betaal-karte te ondersoek en om die persone te ondervra wat nodig mag wees ten einde vas te stel of aan die bepalings van hierdie Ooreenkoms voldoen word.

20. IN DIENS HÊ VAN LEDE VAN VAKVERENIGING.

(1) Aan lede van die vakverenigings moet voorrang geskenk word by indiensneming en aan amptenare van die vakverenigings moet alle redelike fasiliteite deur werkgewers gegee word om werknemers te organiseer.

(2) Die lede van die vakverenigings in elke inrigting het die reg om een of meer werkwinkelvertegenwoordigers en/of 'n werkwinkelkomitee uit hul midde aan te stel ooreenkomstig die bepalings vir die aanstelling van werkwinkelvertegenwoordiger en werkwinkelkomitees vervat in die konstitusie van die betrokke vakvereniging en die betrokke werkgewer moet volle erkenning aan die werkwinkelvertegenwoordigers en werkwinkelkomitee verleen en alle redelike fasiliteite verskaf vir sy vergaderings en raadpleging met hulle oor sake betreffende misverstande en diensvoorwaardes van die werknemers in die algemeen.

(3) 'n Werkgewer moet op skriftelike versoek van 'n werknemer die werknemer se ledigheid vir die vakvereniging van die loon van die werknemer aftrek en dit aan die persoon oorhandig wat deur die vakvereniging aangestel is om dit te ontvang.

produce such certificate, the employer must apply to the District Committee or where no District Committee exists to the Executive Committee, for exemption from this sub-section.

A signed statement by the employee shall not be accepted as "proof of age".

In the case of natives, a certificate signed by the Native Commissioner may be accepted in place of a certificate by the parent or guardian.

Upon being approached by an applicant the Secretary of the District Committee or of the Council shall ascertain and verify the particulars of the applicant's age and experience and thereafter issue a certificate.

15. TRADE UNION REPRESENTATIVES ON THE COUNCIL.

Employers shall give to any of their employees who are representatives on the Council, Executive or any District Committee every facility to attend to their duties in connection with the work of such bodies.

16. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement, and may issue expressions of opinion not inconsistent with its provisions for the guidance of employers and employees.

17. EXEMPTIONS.

(1) The Council or Executive may on the recommendation of a District Committee, or on its own decision, grant exemption from any of the provisions of this Agreement to or in respect of any person for any good and sufficient reason.

(2) The Council or Executive shall fix in respect of any person granted exemption the conditions subject to which such exemption is granted and the period during which such exemption shall operate, provided that the Council or Executive may, if it deems fit, after one week's notice in writing has been given to the person concerned withdraw any licence of exemption.

(3) The Secretary of the Council or Executive shall issue to every person granted exemption 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 subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary of the Council or Executive 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 the employer concerned.

(5) No exemption from the provisions of paragraph (d) of sub-section (1) of section 7 of this Agreement shall be granted under this section to or in respect of any female employee engaged in manual work, except for the purpose of performing work—

- (a) which is necessitated by an emergency; or
- (b) which is necessary to prevent the loss of raw materials in the course of treatment which are subject to rapid deterioration.

18. PERSONS UNDER 15 YEARS OF AGE.

No person under 15 years of age shall be employed in the Industry.

19. AGENTS.

The Council shall appoint one or more persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of every employer to permit such persons to enter his establishment and to institute such inquiries and to examine such documents, books, wage sheets, pay envelopes and pay tickets and to interrogate such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

20. EMPLOYMENT OF MEMBERS OF TRADE UNION.

(1) Preferential treatment in the matter of employment shall be given to members of the trade unions, and officials of the trade unions shall be given every reasonable facility by employers to organize employees.

(2) The members of the trade unions in each establishment shall have the right to appoint one or more shop stewards and/or a shop committee from amongst themselves, in accordance with any provisions for the appointment of shop stewards and shop committees in the constitution of the trade union concerned and the employer concerned shall accord full recognition to such shop stewards and shop committee and provide reasonable facilities for meetings thereof, and consultations therewith, on matters relating to disagreement and to the working conditions of the employees generally.

(3) Upon being requested in writing by an employee to do so, an employer shall deduct from the wages of that employee the amount of the employee's trade union subscription and hand it to the official appointed by the trade union to receive it.

21. LISENSIERING VAN LEERLINGE VIR SEKERE WERKSAAMHEDE.

(1) Aansoek om toestemming om 'n leerling 'n werksaamheid te laat verrig wat genoem word in artikel 5 van Deel II van hierdie Ooreenkoms, moet deur die werkgewer aan die Raad gerig word op die vorm wat deur die Raad voorgeskryf word.

(2) Elke lisensie soos in subartikel (1) bepaal, moet deur die Sekretaris van die Raad geteken word en moet die leerling se naam en ouderdom meld, die werksaamheid wat hy moet verrig, die minimum loon wat aan hom betaalbaar is, die werkgewer se naam en die termyn waarvoor die lisensie van krag bly.

(3) Die Raad of die Uitvoerende Komitee kan na goeddunke en met een week skriftelike kennisgewing aan die werkgewer en aan die werknemer 'n lisensie wat kragtens hierdie bepalings uitgereik is, intrek of die termyn van geldigheid verstryk het of nie.

(4) Van elke lisensie wat kragtens hierdie bepaling uitgereik word, moet aan die werknemer 'n duplikaat uitgereik word.

(5) Vir die doel van vasstelling van die minimum loon wat aan die leerling, kragtens hierdie bepaling in diens, betaal moet word, moet die duur van al sy diens in die nywerheid in aanmerking geneem word.

(6) Geen leerling wat kragtens hierdie artikel in diens is, kan sonder goedkeuring van die Raad ontslaan word of sy werkgewer se diens verlaat nie.

(7) By voltooiing van sy leerlingskaptermyn moet die Raad aan die betrokke leerling 'n sertifikaat te dien effekte uitreik.

22. VERBODE DIENS.

Ondanks enigiets wat in hierdie Ooreenkoms daarmee in stryd is, kan geen bepaling wat die in diens neem of in diens hê van 'n werknemer vir 'n klas werk, of op watter voorwaardes ook al verbied, beskou word dat dit die werkgewer onthef van betaling van besoldiging en nakoming van voorwaardes wat hy sou moet betaal of nakom, as die indiensneming of diensverrigting nie verbode was nie, en die werkgewer moet voortgaan met betaling van daardie besoldiging asof die indiensneming of diensverrigting nie verbode was nie.

AANHANGSEL A VAN DEEL I.

NASIONALE NYWERHEIDSRaad VAN DIE LEERNYWERHEID VAN SUID-AFRIKA.

DIENSSERTIFIKAAT.

No. van sertifikaat _____

Afdeling van nywerheid _____
Naam en adres van werkgewer _____

Hierby sertifiseer ek dat ondergenoemde persoon by my in diens was en dat die besonderhede wat hier volg, juis is:—

1. Familiernaam (of Naturellenaam) _____
Fondsnummer _____
2. Voornaam _____
Belastingnummer (N.) _____
3. Adres _____
4. Geboortedatum _____ Geslag _____ Ras _____
5. Werksaamheid _____
6. Loon betaal op datum van diensverlating _____
Loongroep (a) S.F. _____ (b) P.F. _____
7. Datum waarop in diens getree _____
8. Datum waarop diens verlaat _____
9. Is diens uit eie beweging verlaat? (Ja/Nee) _____
10. Datum van jongste verhoging ingevolge ooreenkoms _____
11. Die nommer van die dienssertifikaat wat deur die vorige werkgewer _____ (vermeld naam) uitgereik is, was _____
12. Siektedonds:—

(a) Getal bydraes tot op datum _____

(b) Bystand tot op datum opgehoop _____

Uitgereik te _____ hede die _____
dag van _____ 19 _____Handtekening van Werkgewer/
Sekretaris.

E.W.—Sien artikel 14 (1).

AANHANGSEL B VAN DEEL I.

	Per week.
	£ s. d.
A. Nagwagte.....	2 15 0
B. Magasynmeesters, en/of pakhuismeesters, versendingsklerke.....	3 15 0
C. Ketelbedieners.....	2 7 6

„Ketelbediener” beteken 'n werknemer wat die stoomdruk en waterstand in enige stoomketel op peil hou; so'n werknemer kan ook vure maak en/of aan die brand hou.

„Versendingsklerke” beteken 'n werknemer wat verantwoordelik is vir die ontvang van goedere in of van 'n magasin of pakhuis of van afdelings vir versending of aflewering en wat verantwoordelik is vir die verpakking en/of bymekaarmaak van die goedere, die natel van pakkette en die weeg, merk of adresseer daarvan.

21. LICENSING OF LEARNERS ON CERTAIN OPERATIONS.

(1) Application for permission to employ a learner upon an operation referred to in section 5 of Part II of this Agreement shall be made by the employer to the Council on such form as may be prescribed by the Council.

(2) Each licence referred to in sub-section (1) shall be signed by the Secretary of the Council and shall show the learner's name and age, the operation on which he is employed, the minimum wage payable to him, the name of the employer and the period during which the licence shall be valid.

(3) The Council or the Executive if it deems fit, after one week's notice in writing has been given to the employer and to the employee, may withdraw any licence issued in terms of this section whether or not the period of validity has expired.

(4) A duplicate of every licence issued in terms of this section shall be given to the employee.

(5) For the purpose of determining the minimum wage payable to a learner employed in terms of this section, the length of all his service in the industry shall be taken into consideration.

(6) No learner employed in terms of this section may be discharged or may leave his employer without the approval of the Council.

(7) On the completion of his period of learnership the Council shall issue a certificate to this effect to the learner concerned.

22. PROHIBITIVE EMPLOYMENT.

Notwithstanding anything to the contrary in this Agreement, no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions, shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited and the employer shall continue to pay such remuneration as if such engagement or employment had not been prohibited.

ANNEXURE A TO PART I.

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.

SERVICE CERTIFICATE.

No. of Certificate _____

Section of the Industry _____
Name and address of employer _____

I hereby certify that the undermentioned person was employed by me and that the particulars detailed hereunder are correct:—

1. Surname (or Native name) _____ Fund No. _____
2. Christian names _____ Tax No. (N) _____
3. Address _____
4. Date of birth _____ Sex _____ Race _____
5. Operations _____

6. Wage paid at date of leaving _____
Wage Group (a) S.F. _____ (b) P.F. _____

7. Date of entering service _____

8. Date of leaving service _____

9. Whether left of own accord (Yes/No) _____

10. Date of last increase in terms of Agreement _____

11. The number of the certificate of service issued by previous employer _____ (insert name) was _____

12. Sick fund—

(a) Number of contributions to date _____

(b) Benefit accrued to date _____ hours.

Issued at _____ day of _____ 19 _____
this _____ day of _____ 19 _____

Signature of Employer/Secretary.

N.B.—Refer to section 14 (1).

ANNEXURE B TO PART I.

	Per Week.
	£ s. d.
A. Night watchman.....	2 15 0
B. Storemen and/or warehousemen, despatch clerks..	3 15 0
C. Boiler attendants.....	2 7 6

“Boiler attendant” means an employee who is actively employed on maintaining steam pressure and water content in any boiler; such employee may also be employed on the making and/or maintaining of fires.

“Despatch clerk” means an employee who is responsible for receiving goods into or from a store or warehouse, or from departments, for despatch or delivery and who is responsible for the packing and/or assembling of such goods, the checking of packages and the weighing, marking or addressing thereof.

Per week.
£ s. d.Per Week.
£ s. d.

„Verpakker”, beteken 'n werknemer wat skoendose in kiste, pakkette, bale, of kratte verpak.

„Magasynmeester en/of pakhuismeester” beteken 'n werknemer in algemene beheer oor voorrade en wat verantwoordelik is vir die ontvang van goedere in die magasyn en die berging en hantering daarvan, die aflewering uit die magasyn aan afdelings, of vir deursending en/of verpakking in die magasyn of pakhuis en die uitpak daarvan.

D. Motorvoertuigbestuurders wat 'n voertuig bestuur wat gelisensieer is vir die dra of trek van 'n wag—

(i) onder 3 ton.....	3 10 0
(ii) 3 ton.....	3 15 0
(iii) oor 3 ton maar nie oor 5 ton nie.....	4 0 0
(iv) oor 5 ton maar nie oor 7 ton nie.....	4 15 0

Ondanks strydige bepalings in hierdie Ooreenkoms, is onderstaande bepalings van toepassing op motorvoertuigbestuurders:—

„Werkure” sluit in alle tydperke wat bestuur word en alle tyd wat aan ander werk in verband met die voertuig of die wag bestee word en alle tydperke wat 'n werknemer verplig is om op sy pos te bly in gereedheid om te werk as dit nodig is, maar sluit nie etenstye in nie.

„Motorvoertuig” beteken 'n voertuig wat anders as deur die krag van mens of dier voortbeweeg word.

„Vrag” beteken die „netto vragvermoë” of die „netto vrag” wat 'n voertuig kan dra of trek kragtens 'n motortransportsertifikaat of vrystellingsertifikaat wat ten opsigte van die voertuig deur die Plaaslike Padvervoerrade kragtens die Motortransportwet, 1930, uitgereik is.

E. Minderjariges wat werksaamhede verrig waarvoor lone nie in hierdie Ooreenkoms voorgeskryf is nie:—

1ste ses maande.....	1 2 6
2de ses maande.....	1 5 0
3de ses maande.....	1 7 6
4de ses maande.....	1 10 0
5de ses maande.....	1 15 0
6de ses maande.....	2 0 0
Daarna.....	2 5 0

F. Werksaamhede in verband met kartondoosvervaardiging:—

(i) Bedien van guillotine en/of rotasiesny-masjien en/of kerfmasjien—

(a) kragmasjien.....	5 10 0
(b) handmasjien.....	4 8 0
(c) kartondoosvervaardigers.....	2 10 0

(ii) Kartondoosvervaardiging, volgens ervaring—

1ste ses maande.....	1 2 6
2de ses maande.....	1 5 0
3de ses maande.....	1 7 6
4de ses maande.....	1 10 0
5de ses maande.....	1 15 0
6de ses maande.....	2 0 0
Daarna.....	2 10 0

G. Werknemers wat met die hand letters set en etikette met 'n drukmasjien druk..... 4 19 0

H. Verpakkers..... 2 2 6

DEEL II.

SPESIALE BEPALINGS VAN TOEPASSING OP DIE SKOEISLAFDELING VAN DIE LEERNYWERHEID.

1. AANVULLENDE LOONSTELSEL.

(1) Geen stukwerk, aanvullende loonstelsel of loonaanspooring-skema mag in 'n inrigting toegepas word nie, behalwe by wyse van uitsondering wat, niesteenstaande die bepalings van artikel 17 van Deel I van hierdie Ooreenkoms, deur die Distrikskomitee, na raadpleging met Gesamentlike Distriksafdelingskomitees waarvoor in paragraaf (d) hiervan voorsiening gemaak word, en in ooreenstemming met die volgende handelwyse, toegestaan kan word:—

(a) In elke fabriek waarin die werkgever 'n aanvullende loonstelsel wil invoer, moet 'n fabriekskomitee, vir elke afdeling daarby betrokke, ingestel word (hierna genoem die fabrieksa-fdelingskomitee) wat bestaan uit minstens twee verteenwoordigers van die werknemers in die betrokke afdeling, met die werkgever of sy verteenwoordiger, wat 'n aanvullende loonstelsel vir daardie afdeling moet opstel. Die werknemerlede is geregtig op bystand van 'n amptenaar of ander verteenwoordiger van die vakvereniging.

(b) Aanvullende stukwerkskale moet op so'n grondslag vasgestel word dat volgens die mening van die fabrieksa-fdelingskomitee, 'n werknemer wat oor 'n gemiddelde bekwaamheid beskik, minstens 10 persent meer as die minimum loon kan verdien wat vir dieselfde werksaamhede voorgeskryf word.

„Packer” means an employee employed in parceling, preparing goods for parcelling, filling cartons, making and filling crates, cases or other receptacles.

„Storeman and/or warehouseman” means an employee who is in general charge of stores and who is responsible for receiving goods into store and the storing and handling of same, the delivery of same out of store to departments or for transit and/or for packing within the store or warehouse and the unpacking thereof.

D. Motor vehicle drivers driving a vehicle authorized to carry or haul a pay-load of—

(i) under 3 tons.....	3 10 0
(ii) 3 tons.....	3 15 0
(iii) over 3 tons but not exceeding 5 tons.....	4 0 0
(iv) over 5 tons but not exceeding 7 tons.....	4 15 0

Notwithstanding anything to the contrary in this Agreement, the following provisions shall apply to motor vehicle drivers:—

„Hours of work” include all periods of driving and any time spent on other work connected with the vehicle or the load and all periods during which an employee is obliged to remain at his post in readiness to work when required, but do not include meal hours.

„Motor vehicle” means a conveyance propelled by other than human or animal power.

„Pay-load” means the “net carrying capacity” or the “net load” which a vehicle may carry or haul in terms of any motor carrier certificate or certificate of exemption issued in respect of such vehicle by the Local Road Transportation Boards in terms of the Motor Carrier Transportation Act, 1930.

E. Minors employed on occupations for which rates have not been prescribed in this Agreement:—

First six months.....	1 2 6
Second six months.....	1 5 0
Third six months.....	1 7 6
Fourth six months.....	1 10 0
Fifth six months.....	1 15 0
Sixth six months.....	2 0 0
Thereafter.....	2 5 0

F. Cardboard box making operations:—

(i) Guillotine and/or rotary cutting machine and/or scoring machine operating by—

(a) power.....	5 10 0
(b) hand.....	4 8 0
(c) cardboard boxmakers.....	2 10 0

(ii) Making cardboard boxes, according to experience:—

First six months.....	1 2 6
Second six months.....	1 5 0
Third six months.....	1 7 6
Fourth six months.....	1 10 0
Fifth six months.....	1 15 0
Sixth six months.....	2 0 0
Thereafter.....	2 10 0

G. Employees employed on hand typesetting and printing labels on a printing machine..... 4 19 0

H. Packers..... 2 2 6

PART II.

SPECIAL PROVISIONS APPLICABLE TO GENERAL GOODS SECTION OF THE LEATHER INDUSTRY.

1. SUPPLEMENTARY WAGE SYSTEM.

(1) No piece-work, supplementary wage system or wage incentive scheme shall be applied in any establishment except by way of exemption which, notwithstanding the provisions of section 17 of Part I of this Agreement, may be granted by a District Committee after consultation with District Joint Departmental Committees as provided for in paragraph (d) hereof and in accordance with the following procedure:—

(a) In each factory in which the employer wishes to introduce a supplementary wage system there shall be set up a factory committee for each department concerned (hereinafter called a Departmental Factory Committee) consisting of not less than two representatives of the employees in the department concerned with the employer or his representative to frame a supplementary wage statement for that department. The employee members shall be entitled to the assistance of an official or other representative of the trade union.

(b) Supplementary piece rates shall be determined on such a basis as will, in the opinion of the Departmental Factory Committee, permit an employee of average capacity to earn at least 10 per cent. more than the minimum rate prescribed for the same operation.

- (c) Die werkgewer moet by die Distrikskomitee vir die gebied waarin sy fabriek geleë is, 'n versoek om vrystelling indien tesame met die opgaaf ooreenkomstig die bepalings van paragrafe (a) en (b) hiervan wat die stukwerkskale aantoon waarvoor vrystelling verlang word, met dien verstande dat as daar volgens die mening van die Distrikskomitee bevind word dat dit onuitvoerbaar is om 'n fabrieksafdelingskomitee in 'n fabriek in te stel, die werkgewer 'n aanvullende loonstelsel wat deur homself ooreenkomstig die grondslag in paragrafe (b) en (c) hiervan bepaal, opgestel is, saam met sy versoek om vrystelling aan die Distrikskomitee moet voorleë.
- (d) Die Raad moet 'n gesamentlike Distriksafdelingskomitee aanstel wat uit drie verteenwoordigers van werknemers en drie verteenwoordigers van werkgewers vir elke distrik en vir elke afdeling van die afdeling Algemene Goedere van die Leernywerheid moet bestaan. Die komitee se werk is om die opgawes van lone wat ooreenkomstig die bepalings van paragraaf (c) hiervan ingedien word, te oorweeg en die Distrikskomitee daarvoor te adviseer.
- (e) Die Distrikskomitee moet alle geskilpunte of twyfelagtige punte in 'n loonaanvullingsstarief tesame met die werkgewer en werknemers van die betrokke fabriek besleg.
- (f) Indien die Distrikskomitee oortuig is dat daar gehandel is ooreenkomstig die beleid wat in hierdie artikel bepaal is, kan die komitee 'n vrystellingsertifikaat aan die betrokke werkgewer uitreik en die sertifikaat moet die volgende besonderhede bevat:—
- (i) Die naam van die firma.
 - (ii) Die afdeling waarvoor vrystelling verleen word.
 - (iii) Die loonaanvullingsstarief soos finaal deur die Distrikskomitee goedgekeur.
 - (iv) Die termyn van vrystelling.
 - (v) Die datum van inwerkingtreding.

(2) Sodra 'n aanvullende loonstelsel ten opsigte waarvan 'n vrystellingslisensie ingevolge paragraaf (f) van subartikel (1) van hierdie artikel in 'n afdeling in werking getree het, mag nog die werkgewer nog die werknemers wat deur die stelsel geraak word, die stukwerkskale tersyde stel, tensy en totdat skriftelike kennisgewing vier weke vooraf aan die Distrikskomitee gegee is van die voorneme om stukwerkskale tersyde te stel en die skriftelike goedkeuring van die betrokke Distrikskomitee verkry is. Alle sake wat die werking van aanvullingsloonskale wesenlik raak moet na die betrokke Distrikskomitee verwys word.

(3) Elke werkgewer aan wie vrystelling kragtens die bepalings van paragraaf (f) van subartikel (1) hiervan verleen is, moet die verklaring van die loonaanvullingsstelsel soos in sodanige vrystellingsertifikaat vervat, in albei offisiële tale op 'n plek wat vir al die werknemers toeganklik is, vertoon.

(4) (a) Die Uitvoerende Komitee van die Raad moet optree as 'n Gesamentlike Nasionale Tariefkomitee aan wie die distrikskomitees die verskeie tariewe wat goedgekeur is, moet deurstuur. Met die oog op die beginsel dat dit wenslik is om sover as moontlik 'n eenvormige prysstelsel te verkry, moet die Gesamentlike Nasionale Tariefkomitee alle pogings aanwend om in tariewe van loonaanvullingsstelsels in elke afdeling eenvormigheid op 'n nasionale grondslag tot stand te bring.

(b) Ten einde hierdie beleid uit te voer, moet die Uitvoerende Komitee wat as die Gesamentlike Nasionale Tariefkomitee optree, wanneer hy van mening is dat voldoende stof aan hom voorgelê is in die vorm van stelsels wat behoorlik ingevolge paragraaf (f) van subartikel (1) hiervan gemagtig is, 'n Nasionale Aanvullingsloonkomitee aanstel wat 'n standaardtarief ten opsigte van 'n besondere soort artikel moet opstel. Daarop moet die Komitee 'n standaardtarief ingevolge die Uitvoerende Komitee se instruksies opstel en dit vir goedkeuring aan die Uitvoerende Komitee voorleë. As die Uitvoerende Komitee van mening is dat dit wenslik is, moet hy die tarief vir goedkeuring aan die Raad voorleë. Na goedkeuring kan so 'n tarief daarna met die goedkeuring van die Raad as 'n standaardtarief ingevoer word.

(c) Ook moet die Uitvoerende Raad, onderworpe aan goedkeuring deur die Raad, die reg hê om van tyd tot tyd die bepalings van 'n standaardtarief te wysig en/of te verander, met dien verstande dat voordat 'n wysiging of verandering plaasvind, dit die saak vooraf aan die Nasionale Aanvullingsloonkomitee, waarna in paragraaf (b) hiervan verwys word, vir verslag en advies voorgelê sal hê.

2. VERSKILLENDE WERKSAAMHEDE.

'n Gekwalifiseerde werknemer wat in 'n week twee of meer soorte werk, soos bepaal in die Aanhangel van hierdie deel, verrig, moet betaal word teen die loon wat hy sou verdien as hy vir die hele tyd wat gedurende daardie week gewerk word, enkel en alleen die hoogsbetaalde werksaamhede verrig het.

3. GETALLEVERHOUDING.

Vir die doeleindes van berekening van getalleverhouding van werknemers word werkgewers nie meegereken nie.

4. GEREEDSKAP EN BESKERMENDE KLERE.

Werknemers moet hul eie gereedskap verskaf, maar gewone slytasie, en gereedskap wat toevallig gebreek word, moet deur die werkgewer vergoed word; ook moet die werkgewer toesluitkissies vir die gereedskap verskaf; met dien verstande dat as 'n leerling

(c) The employer shall submit to the District Committee for the area in which his factory is situated, an application for exemption together with a draft statement drawn up in terms of paragraphs (a) and (b) hereof indicating the piece-rates proposed to be introduced. Provided that if in the opinion of the District Committee it is not found practicable to set up a Departmental Factory Committee in a factory, the employer shall, together with his application for exemption, submit to the District Committee his own proposed supplementary wage statement which shall be determined on the same basis as provided for in paragraphs (b) and (c) hereof.

(d) The Council shall appoint a District Joint Departmental Committee consisting of three representatives of the employees and three representatives of the employers in each district and in respect of each Department of the General Leather Goods Section of the Industry. The function of such committees shall be to consider the wage statements submitted in terms of paragraph (c) hereof and to advise the District Committee thereon.

(e) The District Committee shall settle all points of disagreement or obscurity in a statement in consultation with the employer and the employees in the factory concerned.

(f) The District Committee, if it is satisfied that the procedure laid down in this section has been complied with, may issue a licence of exemption to the employer concerned and such licence shall incorporate the following:—

- (i) The name of the firm.
- (ii) The department in respect of which exemption is granted.
- (iii) The supplementary wage statement as finally approved by the District Committee.
- (iv) Period of exemption.
- (v) Date from which it shall operate.

(2) Once a supplementary wage statement in respect of which a licence of exemption has been issued in terms of paragraph (f) of sub-section (1) of this section has been put into operation in any department, neither the employer nor his employees affected by such statement shall revert from piece to time rates unless and until four weeks' written notice of the intention to revert from piece to time rates shall have been given to the District Committee concerned, and the written consent of such District Committee obtained. All matters materially affecting the operation of any supplementary wage statement shall be referred to the District Committee concerned.

(3) Every employer to whom a licence of exemption has been granted in terms of paragraph (f) of sub-section (1) hereof shall exhibit in both official languages in a place accessible to all employees the supplementary wage statement as incorporated in such licence of exemption.

(4) (a) The Executive Committee of the Council shall act as a Joint National Statement Committee to which the various statements when approved shall be transmitted by the District Committees. Having regard to the principle that it is desirable as far as possible that a uniform system of piece-rates shall obtain, the Joint National Statement Committee shall use every effort to bring about uniformity in supplementary wage statements in each department on a national basis.

(b) In order to give effect to this policy, the Executive Committee acting as the Joint National Statement Committee shall, when it considers that sufficient material has been supplied to it in the form of statements duly authorised in terms of paragraph (f) of sub-section (1) hereof, appoint a National Supplementary Wage Committee for the purpose of framing a Standard Statement in respect of any particular type of articles. Such Committee shall thereupon cause a Standard Statement to be framed in terms of the Executive Committee's instructions, and refer the same to the Executive Committee for approval. The Executive Committee shall if it considers it desirable refer such statement to the Council for ratification. Upon ratification, any such statement may thereafter with the approval of the Council be introduced as a Standard Statement.

(c) The Executive Committee shall also, subject to ratification by the Council, have power from time to time to amend, vary and/or modify the terms of any Standard Statement, provided that before making any such amendment, variation or modification it shall have submitted the matter to the National Supplementary Wage Committee mentioned in paragraph (b) hereof for the purpose of reporting and advising thereon.

2. DIFFERENTIAL WORKING.

A qualified employee who is employed in any one week on two or more operations specified in the Annexure to this Part shall be paid the wage which he would earn if employed for the whole time solely on the higher or highest rated of those operations worked during that week.

3. RATIO.

Employers shall not be reckoned for the purpose of determining the ratio of employees.

4. TOOLS AND PROTECTIVE CLOTHING.

Employees shall provide their own tools but ordinary wear and tear and accidental breakages shall be replaced by the employer; also lock-up cupboards for the tools shall be provided by the employer.

nie sy eie gereedskap kan aanskaf nie, die werkgever so'n leerling moet help om die gereedskap te verkry, of die gereedskap wat vir die verrigting van die werksaamhede waarvoor hy in diens geneem is, vereis word, aan hom te verskaf. Daardie gereedskap bly die werkgever se eiendom.

Werkgevers moet aan alle manlike werknemers 'n voorskot met borslap daaraan, of ander geskikte klere en aan alle vroulike werknemers 'n oorpak of ander geskikte klere as beskermende klere verskaf.

Daardie beskermende kledingstukke bly die werkgever se eiendom.

5. LISENSIERING VAN LEERLINGE.

Geen werkgever kan 'n leerling enigeen van die volgende werksaamhede wat in die Aanhangel van hierdie deel van die Ooreenkoms genoem word, laat verrig nie:—

2. Afdeling, Reisbenodigdhede, subartikels (ii), (iii), (iv) en (vii) (a).

3. Afdeling Saalmakery, subartikel (ii).

5. Afdeling Handsakke, subartikel (i) (a), (b), (c), (d) en (e);

behalwe kragtens 'n lisensie deur die Raad of die Uitvoerende Komitee uitgereik kragtens die bepalings van artikel 21 van Deel I van hierdie Ooreenkoms, na die Raad of die Uitvoerende Komitee homself oortuig het dat behoorlike fasiliteite vir die opleiding van die leerlinge bestaan, met dien verstande dat 'n leerling wat, hetsy voor of gedurende die looptyd van hierdie Ooreenkoms, in diens was teen 'n hoër loon as dié wat vir een van sy ervaring voorgeskryf is, verhogings betaal moet word asof hy op grond van ervaring geregtig was op betaling teen die loon waarop hy in diens geneem is.

Die Sekretaris van die Raad moet van alle lisensies wat kragtens die bepalings van hierdie artikel uitgereik word, 'n register hou en bowendien moet die sekretarisse van die Distrikskomitees van alle lisensies wat in hulle onderskeie gebiede uitgereik word, 'n register hou en daarbenewens moet die agente van die Raad minstens eenkeer elke ses maande aan die betrokke Distrikskomitee verslag uitbring oor die vordering van gelisensieerde leerlinge in hulle onderskeie gebiede. As 'n Distrikskomitee oortuig is dat 'n leerling nie behoorlike opleiding ontvang nie, kan hy by die Uitvoerende Komitee aanbeveel om daardie leerling se lisensie te herroep.

AANHANGSEL VAN DEEL II VAN DIE OOREENKOMS.

	Per week.
	£ s. d.
1. Algemene arbeiders.....	2 0 0
2. Reisbenodigdhede:—	

OPMERKING.—„Reisbenodigdhede” beteken handkoffers en dokumentkoffers, allerlei soorte koffers, reissakke en alle ander houters wat bedoel is om personalia, sportuitrusting, gereedskap, dokumente en musiekinstrumente te bevat, hoofsaaklik uit leer, vesel, hout, stof, seildoek of weefsel, of enige kombinasie daarvan vervaardig, maar sluit nie inkopiesakke, breisakke, of skooltaske in nie.

(i) Voorman..... 7 0 0

Minstens een voorman moet in die afdeling in diens wees. 'n Voorman is 'n werknemer wat belas is met die toesig oor die afdeling en uitsluitlik daarin werksaam is.

(ii) Gekwalifiseerde werknemers in diens in verband met rotasiesnymasjiene en guillotine-masjiene met krag of met die hand gedrewe en houtbewerkingmasjiene, maar nie boormasjiene nie..... 6 10 0

OPMERKING.—'n Guillotinemasjien is 'n masjien met 'n valmes.

Leerlinge (volgens ervaring):—

1ste ses maande.....	2 12 6
2de ses maande.....	3 12 6
3de ses maande.....	4 12 6
Daarna.....	6 10 0

(iii) Gekwalifiseerde werknemers in verband met die vervaardiging van reisbenodigdhede, waarvan leer die hoofbestanddeel is, in diens vir ander werksaamhede as dié waarvoor in hierdie artikel in besonder voorsiening gemaak word..... 6 0 0

Leerlinge (volgens ervaring):—

1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 0 0
4de ses maande.....	2 5 0
5de ses maande.....	2 15 0
6de ses maande.....	3 7 6
Volgende drie maande.....	3 15 0
Volgende drie maande.....	4 2 6
Volgende drie maande.....	4 10 0
Volgende drie maande.....	4 17 6
Daarna.....	6 0 0

Getalverhouding.—Vir elke werknemer wat 'n loon van minstens £6 per week ontvang, kan hoogstens een werknemer teen 'n loon van minder as £6 per week in diens wees.

Provided that where a learner is unable to provide his own tools the employer shall assist such learner to obtain tools or shall provide him with the tools necessary for him to perform the operations on which he is engaged. Such tools shall remain the property of the employer.

Employers shall provide as protective clothing to all male employees a bibbed apron or other appropriate garment and to all female employees an overall or other appropriate garment.

Such protective clothing to remain the property of the employer.

5. LICENSING OF LEARNERS.

No employer shall employ a learner on any of the following operations specified in the Annexure to this Part of the Agreement:—

2. Travelling Requisites Department, sub-sections (ii), (iii), (iv) and (vii) (a).

3. Saddlery Department, sub-section (ii).

5. Handbag Department, sub-section (i) (a), (b), (c), (d) and (e); except under licence issued by the Council or Executive in terms of the provisions of section 21 of Part I of this Agreement after the Council or Executive has satisfied itself that proper facilities exist for the training of such learners.

Provided that a learner who, whether before or during the currency of this Agreement, was engaged at a higher rate than that prescribed for one of his experience shall be paid increments as though he had been by experience entitled to be paid at the rate at which he was engaged.

The Secretary of the Council shall maintain a register of all licences issued in terms of this section and the Secretaries of each District Committee shall in addition maintain a register of all licences issued in their respective areas, and in addition the agents of the Council shall submit to the District Committee concerned a report on the progress of licenced learners in their respective areas at least once in every six months. Where a District Committee is satisfied that a learner is not receiving proper training, it may recommend to the Executive cancellation of such learner's licence.

ANNEXURE TO PART II OF THE AGREEMENT.

	Per Week.
	£ s. d.
1. General labourers.....	2 0 0
2. Travelling Requisites Department:—	

NOTE.—“Travelling Requisites” means suitcases and attaché cases, trunks of all descriptions, travelling bags and all other containers designed to hold personal effects, sporting kit, tools, documents and musical instruments, manufactured mainly from leather, fibre, wood, cloth, canvas or fabric or any combination thereof, but shall not include shopping, knitting and school bags.

(i) Foreman..... 7 0 0

Not less than one foreman shall be employed in the department. A foreman is an employee who is in charge of and solely employed in the department.

(ii) Qualified employees employed on rotary cutting machines by power and guillotine machines by hand or power, and woodworking machines excluding drilling machines..... 6 10 0

NOTE.—A guillotine machine is a machine with a drop knife.

Learners (according to experience):—

First six months.....	2 12 6
Second six months.....	3 12 6
Third six months.....	4 12 6
Thereafter.....	6 10 0

(iii) Qualified employees employed in the manufacture of travelling requisites of which the principal component is leather on operations other than those specifically provided for in this section..... 6 0 0

Learners (according to experience):—

First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 0 0
Fourth six months.....	2 5 0
Fifth six months.....	2 15 0
Sixth six months.....	3 7 6
Next three months.....	3 15 0
Next three months.....	4 2 6
Next three months.....	4 10 0
Next three months.....	4 17 6
Thereafter.....	6 0 0

Ratio.—For every employee receiving a wage of not less than £6. 0s. 0d. per week there may be employed not more than one employee at a wage of less than £6. 0s. 0d. per week.

	Per week. £ s. d.
(iv) Gekwalifiseerde werknemers wat hoekstikmasjiene of ander masjiene bedien wat vir dergelike klasse werk gebruik word.....	5 12 6
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 15 0
2de ses maande.....	2 5 0
3de ses maande.....	2 15 0
4de ses maande.....	3 5 0
Daarna.....	5 12 6
(v) Gekwalifiseerde werknemers wat die volgende masjiene bedien (tensy elders gespesifiseer):—	
(a) Handsker-, boor-, plooi-, buig-, en lang-gatmasjiene.....	4 15 0
(b) Keep-, klink-, spyker-, lym-, en plak-, metaalrandvassit-, metaalrandrol- en toe-behorebevestigingsmasjiene.....	4 15 0
(vi) Gekwalifiseerde werknemers in diens in verband met die vervaardiging van reisbe-nodighede, waarvan leer nie die hoofbestand-deel vorm nie, vir ander werksaamhede as dié waarvoor spesifiek in hierdie artikel voor-siening gemaak word.....	4 15 0
Leerlinge in (v) en (vi) (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 2 6
4de ses maande.....	2 12 6
5de ses maande.....	3 2 6
Daarna.....	4 15 0
<i>Getallevaardiging.</i> —Vir elke werknemer wat ingevolge (ii), (iv), (vi) hiervan in diens is en wat 'n loon van minstens £4. 15s. per week ontvang, kan hoogstens een werknemer teen 'n laer loon as £4. 15s. per week in diens wees.	
(vii) (a) Gekwalifiseerde werknemers wat rugstik-masjiene, of ander masjiene vir dergelike klasse werk bedien.....	4 2 6
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 17 6
3de ses maande.....	2 10 0
Daarna.....	4 2 6
(b) Gekwalifiseerde werknemers wat perssny-masjiene bedien.....	4 2 6
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 5 0
4de ses maande.....	2 15 0
Daarna.....	4 2 6
(c) Gekwalifiseerde werknemers wat vlak-masjiene bedien.....	4 2 6
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 0 0
4de ses maande.....	2 10 0
Daarna.....	4 2 6
<i>Getallevaardiging.</i> —Vir elke werknemer wat minstens £4. 2s. 6d. per week ontvang, kan hoogstens een werknemer teen 'n loon van minder as £4. 2s. 6d. in diens wees.	
(viii) Gekwalifiseerde werknemers wat—	
(a) rande met skuurpapier bewerk, kleur en poleer en fatsoeneer deur uit te vryf... 3 15 0	
(b) stutte insit, platwerk en voerings aan-bring..... 3 15 0	
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 0 0
4de ses maande.....	2 10 0
Daarna.....	3 15 0
<i>Getallevaardiging.</i> —'n Werknemer wat 'n loon van minstens £3. 15s. per week ontvang, moet in diens wees voordat 'n werknemer teen 'n loon van minder as £3. 15s. per week in diens mag wees. Vir elke werknemer wat 'n loon van minstens £3. 15s. per week ontvang, kan hoogstens twee werknemers teen 'n loon van minder as £3. 15s. per week 'n diens wees.	
(ix) Gekwalifiseerde werknemers wat handstik-werk verrig.....	3 12 6
Leerlinge (volgens ervaring):—	
1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 0 0
4de ses maande.....	2 10 0
Daarna.....	3 12 6
<i>Getallevaardiging.</i> —Vir elke werknemer wat 'n loon van minstens £3. 12s. 6d. per week ontvang, kan hoogstens twee werknemers teen 'n loon van minder as £3. 12s. 6d. in diens wees.	

	Per Week. £ s. d.
(iv) Qualified employees employed on corner stitching machines or other machines used for a similar class of work.....	5 12 6
Learners (according to experience):—	
First six months.....	1 15 0
Second six months.....	2 5 0
Third six months.....	2 15 0
Fourth six months.....	3 5 0
Thereafter.....	5 12 6
(v) Qualified employees engaged on the following operations unless elsewhere specified:—	
(a) Hand-shears, drilling, creasing, bending and slotting.....	4 15 0
(b) Scoring, riveting, nailing, gluing and pasting, metal rim attaching, metal rim rolling and fittings attaching.....	4 15 0
(vi) Qualified employees employed in the manu-facture of travelling requisites of which the principal component parts are other than leather on operations other than those speci-fically provided for in this section.....	4 15 0
Learners in (v) and (vi) (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 2 6
Fourth six months.....	2 12 6
Fifth six months.....	3 2 6
Thereafter.....	4 15 0
<i>Ratio.</i> —For every employee employed under (ii), (iv), (v) and (vi) hereof and receiving a wage of not less than £4. 15s. 0d. per week there may be employed not more than one employee at a wage of less than £4. 15s. 0d. per week.	
(vii) (a) Qualified employees employed on back-ing stitching machines or other machines used for a similar class of work.....	4 2 6
Learners (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 17 6
Third six months.....	2 10 0
Thereafter.....	4 2 6
(b) Qualified employees on press cutting.....	4 2 6
Learners (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 5 0
Fourth six months.....	2 15 0
Thereafter.....	4 2 6
(c) Qualified employees engaged on flat machining.....	4 2 6
Learners (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 0 0
Fourth six months.....	2 10 0
Thereafter.....	4 2 6
<i>Ratio.</i> —For each employee receiving not less than £4. 2s. 6d. per week there may be employed not more than one employee at a wage of less than £4. 2s. 6d. per week.	
(viii) Qualified employees engaged on—	
(a) Sandpapering, staining and polishing of edges and shaping by means of rubbing out.....	3 15 0
(b) Putting on stays and lining.....	3 15 0
Learners (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 0 0
Fourth six months.....	2 10 0
Thereafter.....	3 15 0
<i>Ratio.</i> —An employee receiving a wage of not less than £3. 15s. per week shall be employed before an employee may be em-ployed at a wage of less than £3. 15s. per week. For each employee receiving a wage of not less than £3. 15s. per week there may be employed not more than two employees at a wage of less than £3. 15s. per week.	
(ix) Qualified employees employed on hand-stitching.....	3 12 6
Learners (according to experience):—	
First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 0 0
Fourth six months.....	2 10 0
Thereafter.....	3 12 6
<i>Ratio.</i> —For each employee receiving a wage of not less than £3. 12s. 6d. per week, not more than two employees may be employed at a wage of less than £3. 12s. 6d. per week.	

- (x) Gekwalifiseerde vroulike werknemers wat oortreksels en voerings, behalwe leeroortreksels, vaslym, en/of plak en met die hand vas-spyker, en wat enige ander werksaamhede verrig as dié wat in (ii), (iii), (iv), (v) (a), (vi), (vii) (a) en (b) en (viii) (a) bepaal is..... 3 12 6

Met dien verstande dat indien van 'n vroulike werknemer vereis word om 'n masjien op te stel, sy die volle loon van toe-passing op die bediening van die masjien moet ontvang.

Leerlinge (volgens ervaring):—

1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
3de ses maande.....	2 0 0
4de ses maande.....	2 10 0
Daarna.....	3 12 6

Getalleverhouding.—Vir elke vroulike werknemer, behalwe dié ooreenkomstig (xi) hier-van in diens, wat 'n loon van minstens £3. 12s. 6d. per week ontvang, kan hoogstens twee vroulike werknemers teen 'n laer loon as £3. 12s. 6d. per week in diens wees.

- (xi) Gekwalifiseerde werknemers wat:—

Skoonmaak.....	3 10 0
Oppervlaktes poleer.....	
Was.....	
Leerbrei.....	
Rande van hoeke en klappe vou en kleur	
Met die hand vou in voorbereiding vir stik of klink.....	
Versterkyster sny en reguitmaak.....	
Draad sny.....	
Sleutels vasbind.....	
Inmekaarpak.....	
Onderdele en/of toebehore vir werks-mense regplaas.....	3 10 0
Geskikte materiaal van afvalleer of afval-bord uitsoek en dit met die hand min of meer na die grootte van die patroon of mes sny om gebruik te word vir die maak van handvatsels, rugstukke, hoeke, lissies, klappe en stiffies.....	

Leerlinge (volgens ervaring):—

1ste ses maande.....	1 10 0
2de ses maande.....	1 15 0
Daarna.....	2 10 0

3. Afdeling Saalmakery:—

- (i) Voorman..... 7 0 0
Minstens een voorman moet in die afdeling in diens wees. 'n Voorman is 'n werknemer wat belas is met die toesig oor die afdeling en wat uitsluitlik daarin werksaam is.
- (ii) Gekwalifiseerde manlike werknemers in ver-band met die vervaardiging van bruin saals, in diens op ander werksaamhede as wat in (iv) en (v) hiervan bepaal is:—
- Indien 'n graad I werknemer..... 5 10 0
Indien 'n graad II werknemer..... 5 0 0
Indien 'n graad III werknemer..... 4 12 6

„Graad I werknemer” beteken 'n werk-nemer wat „Imperial Officers” -saals, geheel varkleer, universaal-saals en/of alle spesiale saals volgens bestelling maak.

„Graad II werknemer” beteken 'n werk-nemer wat ander saals maak as dié wat vir graad I en graad III werknemers gespesifiseer is.

„Graad III werknemer” beteken 'n werk-nemer uitsluitlik werksaam in verband met die maak van driery-saals met omgewerkte voering.

Leerlinge (volgens ervaring):—

1ste ses maande.....	1 10 0
2de ses maande.....	1 12 6
3de ses maande.....	1 15 0
4de ses maande.....	2 0 0
5de ses maande.....	2 5 0
6de ses maande.....	2 10 0
Die volgende drie maande.....	2 15 0
Die volgende drie maande.....	3 0 0
Die volgende drie maande.....	3 5 0
Die volgende drie maande.....	3 10 0

Daarna die loonskaal voorgeskryf vir die graad werk wat verrig word.

Getalleverhouding.—Vir elke werknemer wat 'n loon van minstens £4. 12s. 6d. per week ontvang, kan hoogstens een werknemer teen 'n laer loon as £4. 12s. 6d. per week in diens wees.

- (x) Qualified female employees employed on glueing and/or pasting on linings and covers, other than leather covers, and on hand nailing, and on any other operations other than those specified in (ii), (iii), (iv), (v) (a), (vi), (vii) (a) and (b) and (viii) (a)..... 3 12 6

Provided that where a female employee is required to set up a machine she shall be paid the full rate applicable to such machine.

Learners (according to experience):—

First six months.....	1 10 0
Second six months.....	1 15 0
Third six months.....	2 0 0
Fourth six months.....	2 10 0
Thereafter.....	3 12 6

Ratio.—For every one female employee employed except under (xi) hereof and receiving a wage of not less than £3. 12s. 6d. per week there may be employed not more than two female employees at a wage of less than £3. 12s. 6d. per week.

- (xi) Qualified employees on:—

Cleaning.....	2 10 0
Surface polishing.....	
Washing.....	
Softening leather.....	
Folding and staining edges of corners and tabs.....	
Folding by hand in preparation for stitching or riveting.....	
Cutting and straightening reinforcing iron	
Thread cutting.....	
Tying on keys.....	
Nesting.....	
Getting ready and/or placing fittings and/or accessories for operators....	2 10 0
Selecting suitable material from scrap leather or scrap board and cutting by hand to approximate size of the pattern or knife, to be used for the making of handles, backstays, corners, loops, tabs and tags.....	

Learners (according to experience):—

First six months.....	1 10 0
Second six months.....	1 15 0
Thereafter.....	2 10 0

3. Saddlery Department:—

- (i) Foreman..... 7 0 0
Not less than one foreman shall be employed in the department. A foreman is an employee who is in charge of and solely employed in the department.

- (ii) Qualified male employees employed in the manufacture of brown saddles on operations other than those specified in (iv) and (v) hereof—

If a first grade employee.....	5 10 0
If a second grade employee.....	5 0 0
If a third grade employee.....	4 12 6

“First grade employee” means an employee who is employed in the making of Imperial Officers’ all-over pigskin, universal saddles and/or all special saddles to order.

“Second grade employee” means an employee who is employed in the making of saddles other than those specified in first and third grade employees.

“Third grade employee” means an employee who is solely employed in the making of three-row saddles with bound panels.

Learners (according to experience):—

First six months.....	1 10 0
Second six months.....	1 12 6
Third six months.....	1 15 0
Fourth six months.....	2 0 0
Fifth six months.....	2 5 0
Sixth six months.....	2 10 0
Next three months.....	2 15 0
Next three months.....	3 0 0
Next three months.....	3 5 0
Next three months.....	3 10 0

Thereafter the rate prescribed for the grade of work performed.

Ratio.—For each employee receiving a wage of not less than £4. 12s. 6d. per week not more than one employee may be employed at a wage of less than £4. 12s. 6d. per week.

£ s. d.	Per week.	(iii) Gekwalifiseerde vroulike werknemers vir die vervaardiging van bruin saals in diens op ander werksaamhede as die wat in (iv) en (v) hiervan bepaal word.	Leertinge (volgens ervaring):—	1ste ses maande	1 10 0
				2de ses maande	1 12 6
				3de ses maande	1 15 0
				4de ses maande	2 0 0
				5de ses maande	2 10 0
				Daarna	3 10 0
		Geleerthouling.—Vir elke vroulike werknemer wat n loon van minstens £3. 10s. per week ontvang kan hoogstens twee vroulike werknemers teen n loon van minstens £3. 10s. per week in diens wees.			
		(iv) Gekwalifiseerde werknemers in diens as naaiers, stikkers, vir spykerwerk en masjienwerk.	Leertinge (volgens ervaring):—	1ste ses maande	1 10 0
				2de ses maande	1 12 6
				3de ses maande	1 15 0
				4de ses maande	2 0 0
				5de ses maande	2 10 0
				Daarna	3 10 0
		Geleerthouling.—Vir elke werknemer wat n loon van minstens £4. 2s. 6d. per week ontvang kan hoogstens een werknemer teen n loon van minstens £4. 2s. 6d. per week in diens wees.			
		Ardeling Tule, ens.—	Opmerkings.—Tule, ens., beteken tule, tooms, kamaste, saalsakke, buikgorde, sitgreime, leer- rusling, maar nie klerasie nie.		
5 12 6		(i) Voorman.	Minstens een voorman moet in die afdeling in diens wees. (Hierdie bepaling is slegs in die geval van die vervaardiging van tule, tooms, kamaste en saalsakke van toepassing.)	1ste ses maande	1 10 0
			"Voorman" beteken n werknemer wat belas is met die toesig oor die afdeling en wat hoofsaaklik daarin werksaam is.	2de ses maande	1 12 6
				3de ses maande	1 15 0
				4de ses maande	2 0 0
				5de ses maande	2 12 6
				6de ses maande	3 0 0
				7de ses maande	3 10 0
				8ste ses maande	4 0 0
				Daarna	5 0 0
4 2 6		(iii) Gekwalifiseerde werknemers wat perssnymasjiene bedien.	Leertinge (volgens ervaring):—	1ste ses maande	1 10 0
				2de ses maande	1 12 6
				3de ses maande	1 15 0
				4de ses maande	2 0 0
				5de ses maande	2 12 6
				6de ses maande	3 0 0
				7de ses maande	3 10 0
				8ste ses maande	4 0 0
				Daarna	5 0 0
4 2 6		(iv) Gekwalifiseerde werknemers wat werk voorberei en/of alwerk.	Leertinge (volgens ervaring):—	1ste ses maande	1 10 0
				2de ses maande	1 12 6
				3de ses maande	1 15 0
				4de ses maande	2 0 0
				5de ses maande	2 12 6
				6de ses maande	3 0 0
				7de ses maande	3 10 0
				8ste ses maande	4 0 0
				Daarna	5 0 0
4 7 6		(v) Gekwalifiseerde werknemers wat die Leertinge wat die werksaamhede soos gespesifiseer in paragrafe (iii) en (iv) hiervan verrig:—		1ste ses maande	1 10 0
				2de ses maande	1 15 0
				3de ses maande	2 0 0
				4de ses maande	2 7 6
				5de ses maande	2 15 0
				Daarna	4 7 6
				Opmerkings.—By voorberei en/of alwerk is inbegrepe alle ander werksaamhede as die wat in (ii), (iii), (v), (vi), (vii) en (viii) hiervan gespesifiseer is, asook die fetsosenering van kamaste, blokwerk met die hand of masjien.	
4 2 6		(v) Gekwalifiseerde werknemers wat rugstukke			

Per Week.		£ s. d.	
(iii)	Qualified female employees employed in the manufacture of brown saddles on operations other than those specified in (iv) and (v) hereof	3	10 0
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	12 6
	Third six months	1	15 0
	Fourth six months	2	0 0
	Fifth six months	2	10 0
	Thereafter	3	10 0
Ratio.—For every female employee receiving a wage of not less than £3. 10s. per week there may be employed not more than two female employees at a wage of less than £3. 10s. per week.			
(iv)	Qualified employees employed on seaming stitching, riveting and machining	3	10 0
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	12 6
	Third six months	1	15 0
	Fourth six months	2	0 0
	Fifth six months	2	10 0
	Thereafter	3	10 0
Ratio.—For every employee receiving a wage of not less than £4. 2s. 6d. per week there may be employed not more than one employee at a wage of less than £4. 2s. 6d. per week.			
(v)	Qualified employees employed on press-cutting machines	4	2 6
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	12 6
	Third six months	2	2 6
	Fourth six months	2	12 6
	Thereafter	4	2 6
Ratio.—For every employee receiving a wage of not less than £4. 2s. 6d. per week there may be employed not more than one employee at a wage of less than £4. 2s. 6d. per week.			
NOTE.—"Harness, etc.," means harness, bridles, leggings, saddle-bags, girths, stirrup straps, hincemen's safety leather belts and military equipment other than clothing.			
(i)	Foreman	5	12 6
Not less than one foreman shall be employed in the department. (This provision shall only apply in respect of the manufacture of harness, bridles, leggings and saddle bags.) "Foreman" means an employee who is in charge of and employed mainly in the department.			
(ii)	Qualified employees employed on cutting by hand	5	0 0
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	12 6
	Third six months	1	15 0
	Fourth six months	2	2 6
	Fifth six months	2	12 6
	Sixth six months	3	0 0
	Seventh six months	3	10 0
	Eighth six months	4	0 0
	Thereafter	5	0 0
(iii)	Qualified employees employed on press-cutting machines	4	2 6
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	12 6
	Third six months	1	15 0
	Fourth six months	2	2 6
	Fifth six months	2	12 6
	Sixth six months	3	0 0
	Seventh six months	3	10 0
	Eighth six months	4	0 0
	Thereafter	5	0 0
(iv)	Qualified employees employed on preparing and/or fitting	4	7 6
Learners (according to experience):—			
	First six months	1	10 0
	Second six months	1	15 0
	Third six months	2	0 0
	Fourth six months	2	7 6
	Fifth six months	2	15 0
	Thereafter	4	7 6
NOTE.—Preparing and/or finishing means any operation other than those specified in (ii), (iii), (v), (vi), (vii) and (viii) hereof and includes legging, blocking by hand or machine.			
(v)	Qualified employees employed on gig saddle making	4	2 6

	Per week.
	£ s. d.
(vi) Gekwalifiseerde werknemers wat masjienwerk verrig.	4 2 6
Leerlinge wat werksaamhede soos gespesifiseer in paragrawe (v) en (vi) hiervan verrig (volgens ervaring):—	
1ste ses maande.	1 10 0
2de ses maande.	1 15 0
3de ses maande.	2 0 0
4de ses maande.	2 7 6
5de ses maande.	2 15 0
Daarna.	4 2 6

(vii) Gekwalifiseerde werknemers wat—	
Handstikwerk.	3 12 6
Spykerwerk doen.	3 10 0
Leerlinge (volgens ervaring):—	
1ste ses maande.	1 10 0
2de ses maande.	1 12 6
3de ses maande.	1 15 0
4de ses maande.	2 2 6
Daarna.	3 12 6

(viii) Gekwalifiseerde werknemers wat kleur, plooi, gaatjies steek, fatsoeneer, punte aansit, gedrewe werk doen, opvryf en gare sny.	2 17 6
Leerlinge (volgens ervaring):—	
1ste ses maande.	1 10 0
2de ses maande.	1 12 6
3de ses maande.	1 15 0
4de ses maande.	2 2 6
Daarna.	2 17 6

Getalverhouding.—Een werknemer wat 'n loon van minstens £3. 10s. per week ontvang, moet in diens wees voordat 'n werknemer teen 'n laer loon as £3. 10s. per week in diens kan wees. Vir elke werknemer wat minstens £3. 10s. per week ontvang, kan hoogstens een werknemer teen 'n laer loon as £3. 10s. per week in diens wees.

5. Afdeling Handsakke:—

OPMERKING.—, Handsakke” beteken dames-handsakke uit leer of uit ander materiaal vervaardig.

(i) Gekwalifiseerde werknemers wat:—

(a) Ontwerp en/of modelle maak.	6 10 0
(b) Hand- of masjiensnywerk verrig.	6 0 0
(c) Maak.	5 15 0
(d) Vormwerk met die hand doen.	5 5 0
(e) Voerings, vulsels en kartonrugstukke met die hand of masjien sny.	4 10 0
(f) Masjien- en of skaafwerk doen.	3 10 0
(g) Vouwerk.	
Plooiwerk.	
Omboorwerk.	3 7 6
Vorm- en knipwerk met masjien verrig.	
(h) Afwerk.	2 17 6
Vasgom- en bankwerk doen.	

Leerlinge wat werksaamhede soos gespesifiseer in hierdie subartikel verrig (volgens ervaring):—

1ste ses maande.	1 10 0
2de ses maande.	1 12 6
3de ses maande.	1 15 0
4de ses maande.	2 0 0
5de ses maande.	2 7 6
6de ses maande.	3 0 0
7de ses maande.	3 15 0
8ste ses maande.	4 10 0
9de ses maande.	5 15 0

Met dien verstande dat—

(a) 'n werknemer wat 'n werksaamheid verrig waarvoor 'n weekloon van minder as £6 voorgeskryf is, nie op 'n hoër loon as die voorgeskrye loon geregtig is terwyl hy op dié werk werksaam is;

(b) 'n werknemer wat op dié datum van hierdie Ooreenkoms in hierdie afdeling teen 'n hoër loon as dié voorgeskryf vir sy ervaring, in diens is, dié hoër loon betaal moet word totdat dié loon wat volgens sy ervaring betaal moet word, gelyk is aan of hoër as dié loon is, en daarna teen dié loon wat volgens sy ervaring voorgeskryf is.

(ii) Gekwalifiseerde werknemers wat perssnywerk verrig.	4 2 6
Leerlinge (volgens ervaring):—	
1ste ses maande.	1 10 0
2de ses maande.	1 15 0
3de ses maande.	2 5 0
4de ses maande.	2 15 0
Daarna.	4 2 6

Getalverhouding.—Vir elke werknemer wat minstens £2. 17s. 6d. per week ontvang, kan hoogstens een werknemer teen 'n loon van minder as £2. 17s. 6d. per week in diens wees.

	Per Week
	£ s. d.
(vi) Qualified employees employed on machining Learners employed on operations specified in paragraphs (v) and (vi) hereof (according to experience):—	4 2 6
First six months.	1 10 0
Second six months.	1 15 0
Third six months.	2 0 0
Fourth six months.	2 7 6
Fifth six months.	2 15 0
Thereafter.	4 2 6

(vii) Qualified employees on—	
Hand stitching.	3 12 6
Riveting.	3 10 0
Learners (according to experience):—	
First six months.	1 10 0
Second six months.	1 12 6
Third six months.	1 15 0
Fourth six months.	2 2 6
Thereafter.	3 12 6

(viii) Qualified employees employed on staining, creasing, punching, shaping, tipping, embossing, rubbing-up and thread cutting.	2 17 6
Learners (according to experience):—	
First six months.	1 10 0
Second six months.	1 12 6
Third six months.	1 15 0
Fourth six months.	2 2 6
Thereafter.	2 17 6

Ratio.—One employee receiving a weekly wage of not less than £3. 10s. shall be employed before any employee may be employed at a wage of less than £3. 10s. per week. For each employee receiving not less than £3. 10s. per week not more than one employee may be employed at a wage of less than £3. 10s. per week.

5. Handbag department:—

NOTE.—“Handbags” means women's handbags made from leather or materials other than leather.

(i) Qualified employees on—

(a) Designing and/or model making.	6 10 0
(b) Cutting outers by hand or machine.	6 0 0
(c) Making.	5 15 0
(d) Hand framing.	5 5 0
(e) Cutting linings, fillings and cardboard backers by hand or machine.	4 10 0
(f) Machining and/or skiving.	3 10 0
(g) Folding.	
Pleating.	
Piping.	3 7 6
Machine framing and trimming.	
(h) Finishing.	2 17 6
Pasting and table hands.	

Learners employed on operations specified in the sub-section (according to experience):—

First six months.	1 10 0
Second six months.	1 12 6
Third six months.	1 15 0
Fourth six months.	2 0 0
Fifth six months.	2 7 6
Sixth six months.	3 0 0
Seventh six months.	3 15 0
Eighth six months.	4 10 0
Ninth six months.	6 0 0

Provided that—

(a) an employee who is employed on an operation for which a weekly wage of less than £6 is prescribed shall not, while he continues to be employed on such operation, be entitled to a higher wage than such prescribed wage;

(b) an employee who, at the date of this Agreement, is employed in this department at a higher wage than that prescribed for his experience, shall be paid such higher wage until the wage to be paid according to his experience is equal to or higher than such wage, and thereafter at the wage prescribed for his experience.

(ii) Qualified employees on press cutting.	4 2 6
Learners (according to experience):—	
First six months.	1 10 0
Second six months.	1 15 0
Third six months.	2 5 0
Fourth six months.	2 15 0
Thereafter.	4 2 6

Ratio.—For each employee receiving not less than £2. 17s. 6d. per week there may be employed not more than one employee at a wage of less than £2. 17s. 6d. per week.

6. Afdeling Kruisbande, ens.—

OPMERKING.—, Kruisbande, ens." beteken kruisbande, kousophouers, armbande en kousbande.

- (i) Voorman or voorvrou..... 5 0 0

(ii) Gekwalifiseerde werknemers op:—

- (a) Masjienwerk en spykerwerk, websny... 3 7 6
(b) Skaaf- en splitwerk..... 3 7 6
(c) Bankwerkers..... }
Vetegaatjies maak..... }
Poleerwerk..... }
Plooiwerk en/of afwerk..... } 2 15 0
In kartondose verpak..... }
Toedraaiwerk en/of van kaartjies }
voorsien..... }

Leerlinge wat die werksaamhede verrig soos voorgeskryf in hierdie subartikel (volgens ervaring):—

- 1ste ses maande..... 1 10 0
2de ses maande..... 1 12 6
3de ses maande..... 1 15 0
4de ses maande..... 2 0 0
5de ses maande..... 2 10 0

Daarna die skaal wat vir die betrokke werksaamheid voorgeskryf is.

- (iii) Gekwalifiseerde werknemers wat perssnymasjiene bedien..... 4 2 6

Leerlinge (volgens ervaring):—

- 1ste ses maande..... 1 10 0
2de ses maande..... 1 12 6
3de ses maande..... 2 2 6
4de ses maande..... 2 12 6
Daarna..... 4 2 6

Getalleverhouding.—Vir elke twee werknemers wat minstens £2. 15s. ontvang, kan hoogstens drie werknemers teen 'n laer loon as £2. 15s. in diens wees.

7. Afdeling Persoonlike Leergoedere.

OPMERKING.—, Persoonlike leergoedere " beteken lyfbande, bande, leersakkies, portefeuljies, beursies, horlosie- en polsbande, halsbande en leibande vir honde, reisdekenrieme, inkoop, en breisakke, skooltasse en ander artikels van soortgelyke aard.

- (i) Voorman..... 5 0 0

(ii) Gekwalifiseerde werknemers op:—

- (a) Handsnywerk..... 4 5 0
(b) Handstikwerk..... 3 12 6
(c) Masjienwerk..... 3 10 0
(d) Bandsnywerk met masjien..... 3 10 0
(e) Spyker- en/of skaafwerk..... 3 7 6
(f) Plooiwerk..... }
Aanbring van toebehore..... }
Deurslaanwerk..... }
Afwerking..... }
Kleurwerk..... } 2 15 0
Poleerwerk..... }
Reliëfwerk..... }
In kartondose verpak..... }
Toedraaiwerk en/of van kaartjies }
voorsien..... }

Leerlinge wat werksaamhede verrig soos in hierdie subartikel voorgeskryf word (volgens ervaring):—

- 1ste ses maande..... 1 10 0
2de ses maande..... 1 12 6
3de ses maande..... 1 15 0
4de ses maande..... 2 0 0
5de ses maande..... 2 15 0

Daarna die loon wat vir die werksaamheid voorgeskryf is.

Met dien verstande dat 'n werknemer wat op die datum van hierdie Ooreenkoms in hierdie afdeling teen 'n hoër loon as dié soos voorgeskryf vir sy ervaring in diens is, die hoër loon betaal moet word totdat die loon wat volgens sy ervaring betaal moet word, gelyk is aan of hoër as dié loon is, en daarna teen die loon wat vir sy ervaring voorgeskryf is.

- (iii) Gekwalifiseerde werknemers wat perssnymasjiene bedien..... 4 2 6

Leerlinge (volgens ervaring):—

- 1ste ses maande..... 1 10 0
2de ses maande..... 1 12 6
3de ses maande..... 2 2 6
4de ses maande..... 2 12 6
Daarna..... 4 2 6

Getalleverhouding.—Vir elke werknemer wat minstens £2. 15s. per week ontvang, kan hoogstens een werknemer teen 'n loon van minder as £2. 15s. per week in diens wees.

6. Braces, etc., Department:—

NOTE.—"Braces, etc." means braces, suspenders, armlets and garters.

- (i) Foreman or forewoman..... 5 0 0

(ii) Qualified employees on:—

- (a) Machining and riveting, webbing cutting 3 7 6
(b) Skiving and splitting..... 3 7 6
(c) Table hands..... }
Eyeletting..... }
Polishing..... }
Creasing and/or..... } 2 15 0
Finishing..... }
Boxing..... }
Wrapping, and/or..... }
Carding..... }

Learners employed on operations prescribed in this sub-section (according to experience):—

- First six months..... 1 10 0
Second six months..... 1 12 6
Third six months..... 1 15 0
Fourth six months..... 2 0 0
Fifth six months..... 2 10 0

Thereafter the rate prescribed for the operation concerned.

- (iii) Qualified employees on press cutting machines 4 2 6

Learners (according to experience):—

- First six months..... 1 10 0
Second six months..... 1 12 6
Third six months..... 2 2 6
Fourth six months..... 2 12 6
Thereafter..... 4 2 6

Ratio.—For every two employees receiving not less than £2. 15s. there may be employed not more than three employees at a wage of less than £2. 15s.

7. Personal Leather Goods Department:—

NOTE.—"Personal leather goods" means belts, straps, pouches, wallets, purses, watch and wrist straps, dog collars and leads, rug straps, shopping and knitting bags, school bags and other articles of like nature.

- (i) Foreman..... 5 0 0

(ii) Qualified employees on:—

- (a) Hand cutting..... 4 5 0
(b) Hand stitching..... 3 12 6
(c) Machining..... 3 10 0
(d) Strap cutting by machine..... 3 10 0
(e) Riveting and/or skiving..... 3 7 6
(f) Creasing..... }
Attaching fittings..... }
Punching..... }
Finishing..... }
Staining..... } 2 15 0
Polishing..... }
Embossing..... }
Boxing..... }
Wrapping, and/or..... }
Carding..... }

Learners employed on operations prescribed in this sub-section (according to experience):—

- First six months..... 1 10 0
Second six months..... 1 12 6
Third six months..... 1 15 0
Fourth six months..... 2 0 0
Fifth six months..... 2 15 0

Thereafter the rate prescribed for the operation.

Provided that an employee, who at the date of this Agreement, is employed in this department at a higher wage than that prescribed for his experience, shall be paid such higher wage until the wage to be paid according to his experience is equal to or higher than such wage, and thereafter at the wage prescribed for his experience.

- (iii) Qualified employees on press cutting machines 4 2 6

Learners (according to experience):—

- First six months..... 1 10 0
Second six months..... 1 12 6
Third six months..... 2 2 6
Fourth six months..... 2 12 6
Thereafter..... 4 2 6

Ratio.—For each employee receiving not less than £2. 15s. per week there may be employed not more than one employee at a wage of less than £2. 15s. per week.

Per week.
£ s. d.

8. Lone betaalbaar aan werknemers in diens vir die vervaardiging van Naturellekoffers in die Provinsie Transvaal.

OPMERKING.—„Naturellekoffer” beteken 'n koffer, of kis, behalwe 'n reiskoffer, reistas of briewetas wat hoofsaaklik vir verkoop aan Naturelle vervaardig word en bedoel is vir gebruik om persoonlike besittings te vervoer en waarin die raamwerk van hout gemaak is.

Die volgende lone is slegs betaalbaar in die gevalle waar die betrokke werkgewer tot bewediging van die Raad bewys het dat die geproduseerde artikel 'n Naturellekoffer is en van die Raad 'n sertifikaat te dien effekte ontvang het. In alle ander gevalle is die loonskale soos voorgeskryf in artikel 2 van hierdie aanhangsel van toepassing. Die bogenoemde sertifikaat kan deur die Raad te eniger tyd na een week kennisgewing aan die betrokke werknemer herroep word.

(a) Gekwalifiseerde werknemers in diens as:—

(i) Saers..... 3 15 0

(ii) Uitrusters..... 3 7 6

„Uitruster” beteken 'n werknemer wat toebehoort soos slotte, handvatsele, skarniere, hoëke, hoepels, ens., en alle dekoratiewe artikels aanheg, behalwe skilders.

(iii) Snyers..... 3 0 0

(iv) Inmekaarsitters (in die bedryf bekend as „Timmermans”)..... }
Vasplakkers..... } 2 7 6

(b) Gekwalifiseerde werknemers op alle ander werksaamhede nie gespesifiseer nie..... 2 2 6

Leerlinge (volgens ervaring):—

1ste ses maande..... 1 8 6

2de ses maande..... 1 1 6

3de ses maande..... 1 16 6

4de ses maande..... 2 2 6

Daarna die loon van toepassing op die besondere werksaamheid van die ongekwaliifiseerde werknemer; met dien verstande dat 'n leerling wat 'n werksaamheid verrig waarvoor 'n weekloon van minder as £2. 1s. 6d. voorgeskryf word, terwyl hy voortgaan om sodanige werksaamheid te verrig, nie geregtig is op 'n hoër loon as sodanige voorgeskryfde loon nie.

Getalieverhouding.—Vir elke drie werknemers wat minstens £2. 2s. 6d. ontvang, kan hoogstens een werknemer wat minder as £2s. 2s. 6d. ontvang, in diens wees.

Hierdie Ooreenkoms onderteken namens die partye hede die 26ste dag van Mei 1950:

D. SHERINGTON,
Lid van die Raad gemagtig om te teken.

A. VAN DEN BERG,
Lid van die Raad gemagtig om te teken.

ALAN DE KOCK,
Hoofsekretaris van die Raad.

* No. 1908.] [4 Augustus 1950.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

LEERNYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel twee-en-twintig van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Afdeling vir Algemene Goedere van die Leernywerheid, bekend gemaak by Goewermentskennisgewing No. 1907 van 4 Augustus 1950, nie vir die persone wie se werkure daarby gereël word, minder gunstig is as die ooreenstemmende bepalings van genoemde Wet nie.

B. J. SCHOEMAN,
Minister van Arbeid.

Per Week.
£ s. d.

8. Wages payable to Employees employed in the manufacture of Native Trunks in the Province of the Transvaal.

NOTE.—“Native trunk” means a trunk or box, other than a cabin trunk, suitcase or attaché case, manufactured for sale mainly to natives, and designed for use to transport personal effects and in which the foundation is made of wood.

The following wages shall be payable only in cases where the employer concerned has provided to the satisfaction of the Council that the article produced is a native trunk and holds a certificate from the Council to that effect. In all other cases the rates of wages specified in section 2 of this Annexure shall apply. The certificate referred to above may be withdrawn at any time by the Council after one week's notice to the employer concerned:—

(a) Qualified employees employed as:—

(i) Sawyers..... 3 15 0

(ii) Fitters..... 3 7 6

“Fitter” means an employee attaching fittings such as locks, handles, hinges, corners, hoop iron, etc., and all decorative articles, excluding painting.

(iii) Cutters..... 3 0 0

(iv) Assemblers (known to the trade as “carpenters”)..... }
Pasters..... } 2 7 6

(b) Qualified employees on any other operations not specified..... 2 2 6

Learners (according to experience):—

First six months..... 1 8 6

Second six months..... 1 11 6

Third six months..... 1 16 6

Fourth six months..... 2 2 6

and thereafter the wage applicable to the particular operation of the unqualified employee; provided that a learner who is employed on an operation for which a weekly wage of less than £2. 1s. 6d. is prescribed shall not, while he continues to be employed on such operation, be entitled to a higher wage than such prescribed wage.

Ratio.—For every three employees receiving a wage of not less than £2. 2s. 6d. there may be employed not more than one employee receiving less than £2. 2s. 6d.

This Agreement signed on behalf of the parties on this 26th day of May, 1950.

D. SHERINGTON,
Member of the Council Authorised to Sign.

A. VAN DEN BERG,
Member of the Council Authorised to Sign.

ALAN DE KOCK,
General Secretary of the Council.

* No. 1908.] [4 August 1950.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

LEATHER INDUSTRY, UNION OF SOUTH AFRICA.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, acting in terms of sub-section (1) of section twenty-two of the Factories, Machinery and Building Work Act, 1941, hereby declare the provisions of the Agreement and notice relating to the General Goods Section of the Leather Industry published under Government Notice No. 1907 of 4th August, 1950, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

INVOERDERS UITVOERDERS NYWERAARS

teken in op



"HANDEL EN NYWERHEID"

*Die maandblad
van die Departement van Handel en Nywerheid*

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