



Staatskoerant

VAN DIE UNIE VAN SUID-AFRIKA

THE UNION OF SOUTH AFRICA

Government Gazette

[As 'n Nuusblad by die Poskantoor Geregistreer.]

[Registered at the General Post Office as a Newspaper.]

VOL. CLXI.] PRYS 6d. PRETORIA, 15 SEPTEMBER 1950. PRICE 6d. [No. 4463.

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.

GOEWERMENTSKENNISGEWING.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 2293.] [15 September 1950.
NYWERHEID-VERSOENINGSWET, 1937.

KOMMERSIËLE DISTRIBUSIEBEDRYF, KIMBERLEY.

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

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en betrekking het op die Kommersiële Distribusiebedryf, Kimberley, vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing, en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag, bindend is vir die werkgewersorganisasie en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede is van daardie organisasie of daardie vereniging;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 3 tot en met 14 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag bindend is vir die ander werkgewers en werknemers betrokke by of in diens van genoemde bedryf in die munisipale gebied Kimberley; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 11, 13 en 14 van genoemde Ooreenkoms van die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag in die munisipale gebied Kimberley *mutatis mutandis* van toepassing is ten opsigte van persone in diens van genoemde bedryf wat nie by die woordoms krywing van die uitdrukking „werknemer”, vervat in artikel *een* van genoemde Wet, ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 2293.] [15 September 1950.
INDUSTRIAL CONCILIATION ACT, 1937.

COMMERCIAL DISTRIBUTIVE TRADE, KIMBERLEY.

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

- (a) in terms of subsection (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 Commercial Distributive Trade, Kimberley, shall be binding from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation or that union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 3 to 14 (inclusive) of the said Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, upon the other employers and employees engaged or employed in the said trade, in the municipal area of Kimberley; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the municipal area of Kimberley and from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, the provisions contained in clauses 3 to 11 (inclusive), 13 and 14 of the said Agreement shall *mutatis mutandis* apply in respect of such persons employed in the said trade 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.

BYLAE.

NYWERHEIDSRAAD VIR DIE KOMMERSIËLE DISTRI-
BUSIEBEDRYF, KIMBERLEY.

OOREENKOMS

ingevolge die bepalings van die Nywerheid-versoeningswet, 1937, gemaak deur en aangegaan tussen die

„Kimberley Commercial Employers' Association”

(hierna genoem „die werkgewers” of „die werkgewersorgani-
sasie”), aan die een kant, en die

„Kimberley Shop Assistants' Warehousemen's and Clerks'
Association”

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

wat die partye is by die Nywerheidsraad vir die Kommersiële
Distribusiebedryf, Kimberley.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die munisipale-
gebied Kimberley nagekom word deur alle werkgewers en werk-
nemers in die Kommersiële Distribusiebedryf wat lede van die
werkgewersorganisasie en die vakvereniging is.

2. TERMYN VAN TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op sodanige datum as wat
die Minister ingevolge artikel *agt-en-veertig* van die Wet mag
vasstel, en bly van krag vir twaalf maande of vir sodanige tyd-
perk as wat hy mag bepaal.

3. WOORDBEPALING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebruik word en
waarvan die betekenis in die Wet bepaal is, het dieselfde betekenis
as in daardie Wet; by 'n verwysing na 'n Wet of Ordonnansie is
ook enige wysiging van sodanige Wet of Ordonnansie inbegrepe
en, tensy die teenoorgestelde blykbaar bedoel word, sluit woorde
wat die manlike geslag aandui ook vrouens in; verder, tensy dit
in stryd is met die inhoud, beteken—

„volwassene”, 'n persoon wat 18 jaar oud en ouer is;

„Wet”, die Nywerheid-versoeningswet, 1937;

„veranderaar”, 'n werknemer wat in diens is in verband met
die verandering of regmaak van enige kledingstukke en/of
koopware;

„Raad”, die „Commercial Distributive Trade Industrial
Council, Kimberley”, wat ingevolge artikel *twee* van die
Nijverheid Verzoenings Wet, 1924, geregistreer is en beskou
word geregistreer te wees ingevolge die Nywerheid-
versoeningswet, 1937;

„Kommersiële Distribusiebedryf”, die bedryf waarin werk-
gewers en werknemers verbonde is vir die doel van die
besigheid van 'n winkel te dryf, met inbegrip van klerklike,
administratiewe, afleverings- en alle ander bybehorende of
gevolglike werksaamhede wat deur sodanige werkgewers en
hul werknemers uitgeoefen word;

„klerklike werknemer”, 'n werknemer wat uitsluitlik of hoof-
saaklik in diens is in verband met enige soort klerklike werk
en sluit 'n versendingsklerk en 'n kassier in;

„aptekersassistent”, 'n werknemer in diens onder 'n vakleer-
lingskapkontrak aangegaan en geregistreer kragtens die reëls
opgestel ingevolge artikel *vier-en-negentig* (2) (i) van Wet No.
13 van 1928, en wat van tyd tot tyd van krag is, of 'n werk-
nemer wat ingevolge daardie Wet as apteker geregistreer is;

„kostuummaker”, 'n werknemer wat enige artikel van dames-
of kinderklere maak;

„ervaring”—

(a) met betrekking tot 'n winkelbediende, die totale diens-
tydperk of -tydperke van 'n werknemer as winkel-
bediende;

(b) met betrekking tot 'n klerklike werknemer, die totale
dienstydperk of -tydperke van 'n werknemer as klerk-
like werknemer;

„uurloon”, die weekloon ten opsigte van die werknemers vir
wie lone ingevolge klousules 4 (a), (b), (c), (d) en (e) van die
Ooreenkoms voorgeskryf is, gedeel deur 46 en ten opsigte
van die werknemers vir wie lone ingevolge klousules 4 (f)
en (g) voorgeskryf is, gedeel deur 48 en vir die toepassing
van hierdie woordbepaling beteken weekloon, met betrekking
tot 'n werknemer werksaam in 'n beroep waarvoor 'n maand-
loon in die Ooreenkoms vasgestel is, sodanige maandloon
gedeel deur 44;

„arbeider”, 'n werknemer wat een of meer van ondergenoemde
werksaamhede verrig:—

Persone, voertuie, diere, gerei, masjinerie, implimente,
meubels, pluimvee, vis, groente of ander artikels skoon-
maak; laai en aflaai; goedere versit, stapel of uitpak; diere
of pluimvee versorg; diere in- of uitspan; bottels of ander
houers vir voorrade volmaak; gedrukte of geadresseerde
etikette aan bottels, kiste, balse of ander pakkette heg; vuur
maak of aan die gang hou of afval of as verwyder; briewe,
boodskappe of goedere te voet of deur middel van trap-
fiets, driewieler of handstootkar aflewer of vervoer;
kontant in die geval van K.B.A.-verkope invorder; of
afleveringsvoertuie help; voertuie, behalwe motorvoertuie,
olie of ghries; tee of dergelike drankte vir sy werkgewer
of vir werknemers van sy werkgewer maak; artikels vir
verkoop of vertoning stryk;

„bestuurder of bestuurderes”, 'n werknemer wat toesig of
kontrole hou oor die werk van 'n winkel;

„hoedemaakster”, 'n werknemer wat in diens is in verband met
die maak, tooi, verandering en regmaak van hoede;

SCHEDULE.

COMMERCIAL DISTRIBUTIVE TRADE INDUSTRIAL
COUNCIL, KIMBERLEY.

AGREEMENT

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

Kimberley Commercial Employers' Association

(hereinafter referred to as “the employers” or “the employers’
organization”), of the one part, and the

Kimberley Shop Assistants' Warehousemen's and Clerks'
Association

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

being the parties to the Commercial Distributive Trade Industrial
Council, Kimberley.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the municipal
area of Kimberley by all employers and employees in the
Commercial Distributive Trade who are members of the
employers' organization and the trade union.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such a date
as may be specified by the Minister in terms of section *forty-eight*
of the Act, and shall remain in force for twelve months or for
such period as may be determined by him.

3. DEFINITIONS.

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

“adult” means a person of the age of 18 years and over;

“Act” means the Industrial Conciliation Act, 1937;

“alteration hand” means an employee who is engaged in
altering or renovating any article of wearing apparel and/or
merchandise;

“Council” means the Commercial Distributive Trade Industrial
Council, Kimberley, registered in terms of section *twee* of
the Industrial Conciliation Act, 1924, and deemed to have
been registered in terms of the Industrial Conciliation Act,
1937;

“Commercial Distributive Trade” means the trade in which
employers and employees are associated for the purpose of
conducting the business of a shop, including clerical,
administrative, delivery and all other operations incidental
thereto or consequent thereon carried on by such employers
and their employees;

“clerical employee” means an employee who is wholly or
substantially engaged in any form of clerical work, and
includes a despatch clerk and a cashier;

“chemist assistant” means an employee employed under
contract of apprenticeship entered into and registered in
accordance with rules framed under section *ninety-four* (2)
(i) of Act No. 13 of 1928, and in force from time to time,
or an employee who is registered as a chemist and druggist
under that Act;

“dressmaker” means an employee who is engaged in making
any article of women's or children's wearing apparel;

“experience” means—

(a) in relation to a shop assistant, the total period or
periods of employment which an employee has had as
a shop assistant;

(b) in relation to a clerical employee, the total period
or periods of employment which an employee has had
as a clerical employee;

“hourly wage” means the weekly wage in respect of the
employees for whom wages are prescribed under clauses
4 (a), (b), (c), (d) and (e) of the Agreement divided by 46,
and in respect of the employees for whom wages are pre-
scribed under clauses 4 (f) and (g) divided by 48, and for
the purpose of this definition weekly wage in relation to
an employee employed in an occupation for which a
monthly wage is laid down in the Agreement means such
monthly wage divided by four and one third;

“labourer” means an employee engaged in one or more of the
following operations:—

Cleaning premises, vehicles, animals, utensils, machinery,
implements, furniture, poultry, fish, vegetables or other
articles; loading and unloading; moving, stacking or
unpacking goods; tending animals or poultry; harnessing
or unharnessing animals; filling bottles or other containers
for stock; affixing printed or ready addressed labels to
bottles, boxes, bales or other packages; making or main-
taining fires or removing refuse or ashes; delivering or
conveying letters, messages or goods on foot or by
means of a bicycle, tricycle or hand-propelled vehicle;
collecting cash in the case of C.O.D. sales; assisting on
delivery vehicles; oiling or greasing vehicles, other than
motor-vehicles; making tea or similar beverages for his
employer or for employees of his employer; pressing or
ironing articles for sale or display;

“manager or manageress” means an employee who super-
vises or controls the works of a shop;

“milliner” means an employee who is engaged in the making,
trimming, altering or renovating of hats;

"bestellingsklerk", 'n werknemer wat uitsluitlik of hoofsaaklik in diens is om kleinhandel-bestellings vir goedere of koopware buite die inrigting van sy werkgever in te samel of te werf;
 "verpakker", 'n werknemer wat artikels vir versending of aflewering uit 'n winkel verpak, ontvang, nasien of bymeekaarmaak;
 "manlike winkelbediende of klerklike werknemer, gekwalifiseer", 'n manlike winkelbediende of klerklike werknemer met minstens vyf jaar ervaring onderskeidelik as 'n winkelbediende of klerklike werknemer;
 "manlike winkelbediende of klerklike werknemer, ongekwalifiseer", 'n manlike winkelbediende of klerklike werknemer met minder as vyf jaar ervaring onderskeidelik as 'n winkelbediende of klerklike werknemer;
 "vroulike winkelbediende of klerklike werknemer ongekwalifiseer", 'n vroulike winkelbediende of klerklike werknemer met minstens vyf jaar ervaring onderskeidelik as 'n winkelbediende of klerklike werknemer;
 "vroulike winkelbediende of klerklike werknemer, ongekwalifiseer", 'n vroulike winkelbediende of klerklike werknemer met minder as vyf jaar ervaring onderskeidelik as 'n winkelbediende of klerklike werknemer;
 "winkel"—

- alle persele, of gedeeltes van persele, waarin die publiek uitgenooi word vir die doel om goedere wat daarin of daarop vir verkoop uitgestal is, of goedere van die soort wat aldus vir verkoop aangebied of uitgestal word, te koop;
- alle persele, of gedeeltes van persele, waarin of vanwaar die goedere waarna in paragraaf (a) verwys word gebêre, uitgepak, of gepak, afgelewer, of versend word aan persone na wie in paragraaf (a) verwys word, wat daardie goedere koop;
- alle persele, of gedeeltes van persele, waarin goedere gebêre word en wat gebruik word vir die uitvoering van groothandelbestellings vir die lewering van die goedere aan klante vir herverkoop; of
- alle persele waarin goedere gebêre word en wat gebruik word vir die uitvoering van kleinhandelbestellings vir die lewering van dié goedere;

maar sluit nie persele of gedeeltes daarvan in die groothandel- of kleinhandelverleenswyerheid, die suiwelwyerheid, die vloei-bare olie- en brandstofwyerheid in nie; of persele of gedeeltes daarvan uitsluitlik gebruik vir die verkoop van petrol, motorolie, motorbuitende, motorvoertuie of -toebehore en/of -onderdele (hetsy nuut of gebruik) wat betrekking daarop het nie, hetsy die verkoop uitgevoer word vanuit persele wat aan 'n gedeelte van 'n inrigting is waarin die inmeekaarsit van of herstelwerk aan motorvoertuie uitgevoer word; of persele of gedeeltes daarvan waar goedere vervaardig word; of dié gedeelte van persele wat uitsluitlik gebruik word vir die bereiding en/of verbruik van eetware en drank; of persele of gedeeltes daarvan waarin sterkdrank verkoop, gebêre of waarvandaan dit versend word nie.
 "winkelbediende", 'n werknemer (behalwe 'n verpakker) wat uitsluitlik of hoofsaaklik een van ondergenoemde pligte uitvoer:—

- Goedere of koopware verkoop;
- afweeg (behalwe goedere vir voorraad afweeg);
- voorraad versorg;
- goedere vir uitstalling optooi;

en sluit in 'n bestellingsklerk, magasynmeester en/of pakhuisbediende, kostuummaker, veranderaar, hoedemaakster, kaartjieskrywer en winkel- of bedieningsjef;
 "magasynmeester en/of pakhuisbediende", 'n werknemer wat beheer het oor magasyn en wat verantwoordelik is vir die ontvangs en/of opberging van goedere of koopware in 'n magasyn of pakhuis uit te stuur na afdelings vir versending;
 "kaartjieskrywer", 'n persoon wat in diens is om pryskaartjies en vertoonkaartjies te ontwerp en/of te merk;
 "tydelike werknemer", 'n persoon wat deur dieselfde werknemer vir slegs een ononderbroke tyd in diens geneem word wat nie meer as 26 werkdag gedurende 'n tyd van drie agtereenvolgende maande duur nie, gereken van die datum van indiensneming af;
 "handelsreisiger", 'n werknemer, behalwe 'n bestellingsklerk, wat as die reisende verteenwoordiger van 'n handelsinrigting ten behoeve van die inrigting bestellings van behoorlik gelisensieerde handelaars en/of ander persone vra of werf vir die verkoop en/of lewering aan hulle van goedere vir herverkoop en/of vir die gebruik of verbruik deur dié handelaars of ander persone.

4. LONE.

(1) Geen lone teen laer skale as die onderstaande mag deur 'n werkgever betaal of deur werknemer aangeneem word nie:—

(a) Mans.	Per maand. £ s. d.
Bestuurder	32 10 0
Winkelbediendes en klerklike werknemers—	
met tot een jaar ervaring	7 0 0
met meer as een jaar en tot twee jaar ervaring	10 0 0
met meer as twee jaar en tot drie jaar ervaring	13 5 0
met meer as drie jaar en tot vier jaar ervaring	16 10 0
met meer as vier jaar en tot vyf jaar ervaring	20 0 0
met meer as vyf jaar en tot ses jaar ervaring	23 10 0
daarna	30 0 0

"orderman" means an employee who is wholly or substantially engaged in collecting or soliciting retail orders for goods or merchandise outside the establishment of his employer;

"packer" means an employee who packs, receives, checks, or assembles articles for dispatch or delivery from a shop;

"qualified male shop assistant or clerical employee" means a male shop assistant or clerical employee who has had not less than five years' experience as a shop assistant or clerical employee respectively;

"unqualified male shop assistant or clerical employee" means a male shop assistant or clerical employee who has had less than five years' experience as a shop assistant or clerical employee respectively;

"qualified female shop assistant or clerical employee" means a female shop assistant or clerical employee who has had not less than five years' experience as a shop assistant or clerical employee respectively;

"unqualified female shop assistant or clerical employee" means a female shop assistant or clerical employee who has had less than five years' experience as a shop assistant or clerical employee respectively;

"shop" means—

- any premises or portion of any premises to which the public is invited for the purpose of purchasing the goods displayed therein or thereon for sale, or goods of the type so offered or displayed for sale;
- any premises, or portion thereof, in which or from which the goods referred to in paragraph (a) are stored, unpacked or packed, delivered or dispatched to persons referred to in paragraph (a) purchasing such goods;
- any premises, in which goods are stocked and from which wholesale orders are executed for the supply of such goods to customers for resale; or
- any premises in which goods are stocked and from which retail orders for the supply of such goods are executed;

but does not include premises or portion thereof in the wholesale or retail meat trade, the dairy trade, the liquid oil and fuel trade; or premises or portion thereof used solely for the sale of petrol, motor oils, motor tyres, motor vehicles or the accessories and/or spare parts (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles; or any premises or portion thereof where goods are manufactured; or that portion of any premises used solely for the preparation and/or consumption of eatables and beverages; or any premises or portion thereof in which liquor is sold, stored or dispatched;

"shop assistant" means an employee (other than a packer) who is wholly or substantially engaged in one or more of the following duties:—

- Selling goods or merchandise;
- weighing (other than weighing up goods for stock);
- attending to stock;
- dressing out for display of goods;

and includes an orderman, storeman and/or warehouseman, dressmaker, alteration hand, milliner, ticket-writer and shop or floor walker;

"storeman and/or warehouseman" means an employee who is in charge of stores and who is responsible for receiving and/or storing goods or merchandise in a store or warehouse or delivering goods or merchandise from a store or warehouse to departments for dispatch;

"ticket-writer" means an employee who is engaged in the designing and/or lettering of price-tickets and show cards;

"temporary employee" means a person who is employed by the same employer for one continuous period only which shall not exceed 26 working days during any period of three consecutive months calculated from the date of employment;

"traveller" means an employee other than an orderman, who, as the travelling representative of a trading establishment, on behalf of such establishment, invites, canvasses or solicits orders from duly licensed traders and/or other persons for the sale and/or supply to them of goods for resale and/or for the use or consumption by such traders or other persons.

4. WAGES.

(1) No employer shall pay and no employee shall accept wages lower than the following:—

(a) Males.	Per Month. £ s. d.
Manager	32 10 0
Shop assistants and clerical employees—	
with up to one year's experience	7 0 0
with more than one and up to two years' experience	10 0 0
with more than two and up to three years' experience	13 5 0
with more than three and up to four years' experience	16 10 0
with more than four and up to five years' experience	20 0 0
with more than five and up to six years' experience	23 10 0
thereafter	30 0 0

	Per maand. £ s. d.
(b) Vrouens.	
Bestuurderes	20 0 0
Winkelbediendes en klerklike werknemers—	
met tot een jaar ervaring	7 0 0
met meer as en jaar en tot twee jaar ervaring	8 0 0
met meer as twee jaar en tot drie jaar ervaring	9 10 0
met meer as drie jaar en tot vier jaar ervaring	11 0 0
met meer as vier jaar en tot vyf jaar ervaring	12 10 0
met meer as vyf jaar en tot ses jaar ervaring	13 10 0
daarna	17 10 0
(c) Handelsreisiger, manlik.	
Gedurende die eerste ses maande ervaring	25 0 0
Gedurende die tweede ses maande ervaring	28 0 0
Daarna	33 10 0
(d) Handelsreisiger, vroulik.	
Gedurende die eerste ses maande ervaring	20 0 0
Gedurende die tweede ses maande ervaring	22 10 0
Daarna	25 0 0
(e) Tydelike werknemers.	
'n Tydelike werknemer moet minstens die loon betaal word wat hierin voorgeskryf word vir 'n werknemer van dieselfde geslag en duur van ervaring.	
	Per week. £ s. d.
(f) (i) Bestuurder van motorvoertuig met 'n vrag- vermoë van—	
(i) onder 6,000 lb.	3 10 0
(ii) 6,000 lb.	3 17 6
(iii) bo 6,000 lb. tot en met 10,000 lb.	4 5 0
(iv) bo 10,000 lb. tot en met 14,000 lb.	5 5 0
(v) bo 14,000 lb.	6 0 0
Bestuurder van enige ander motorvoertuig ...	3 10 0
(ii) Verpakker en werknemer wat goedere vir voorraad afweeg	1 11 7
(iii) Bestuurder van diervoertuig	1 10 0
(iv) Nagwag	1 10 0
(g) Arbeiders.	
(i) Volwassenes	1 10 0
(ii) Minderjariges	1 0 0
(2) Betaling van lone.—(a) Lone moet maandeliks of weekliks, soos voorgeskryf, of by beëindiging van die dienskontrak, indien dit voor die gebruikelike betaaldag van die werknemer val, kontant betaal word.	
(b) Van die lone aan 'n werknemer verskuldig mag geen boetes gehê of korting gemaak word nie, behalwe onderstaande:—	
(i) Onderworpe aan die bepalinge van artikel 7 (5) as 'n werknemer sonder toedoen van die werkgewer van die werk afwesig is, 'n pro rata bedrag van sy lone vir die duur van die afwesigheid;	
(ii) heffings ingevolge artikel 14 van hierdie Ooreenkoms;	
(iii) enige bedrag wat 'n werkgewer, kragtens enige Wet, Ordonnansie of regsgeeding, ten behoeve van 'n werknemer verplig is om te betaal;	
(iv) met die skriftelike toestemming van 'n werknemer, afreklings vir siektebystands-, versekerings-, voorsienings- en/of pensioenfondse;	
(v) met die skriftelike toestemming van 'n werknemer, 'n bedrag wat aan 'n werkgewer verskuldig is vir goedere van hom deur sy werknemer gekoop.	
(3) Koop van goedere.—'n Werkgewer mag nie van sy werknemer vereis om goedere van hom te koop nie, ook nie van 'n winkel of persoon wat deur hom aangewys word nie.	
(4) Verskillende lone.—As 'n werknemer op 'n dag twee of meer soorte werk verrig waarvoor verskillende lone voorgeskryf is, moet hy vir al die ure op dié dag gewerk, betaal word teen die hoogste loon soos voorgeskryf vir die werk wat hy verrig het.	
(5) Lewenskostoelae.—(a) Elke werkgewer moet aan elkeen van sy werknemers vir wie in hierdie artikel lone voorgeskryf word, die volgende lewenskostoelae betaal—	
Op 'n loon van—	

Per week.	Per maand.	Per week. s. d.	Per maand. s. d.
Tot 20s.	Tot £4. 6s. 8d.	8 9	37 11
20s. 1d. tot 25s.	£4. 6s. 9d. tot £5. 8s. 4d.	11 3	48 9
25s. 1d. tot 30s.	£5. 8s. 5d. tot £6. 10s.	11 7	50 2
30s. 1d. tot 35s.	£6. 10s. 1d. tot £7. 11s. 8d.	14 1	61 0
35s. 1d. tot 40s.	£7. 11s. 9d. tot £8. 13s. 3d.	15 0	65 0
40s. 1d. tot 45s.	£8. 13s. 5d. tot £9. 15s.	16 3	70 5
45s. 1d. tot 50s.	£9. 15s. 1d. tot £10. 16s. 8d.	17 6	75 10
50s. 1d. tot 55s.	£10. 16s. 9d. tot £11. 18s. 4d.	18 9	81 3
55s. 1d. tot 60s.	£11. 18s. 5d. tot £13.	19 5	84 2
60s. 1d. tot 65s.	£13. 0s. 1d. tot £14. 1s. 8d.	20 0	86 8
65s. 1d. tot 70s.	£14. 1s. 9d. tot £15. 3s. 4d.	20 8	89 7
70s. 1d. tot 75s.	£15. 3s. 5d. tot £16. 5s.	21 3	92 1
75s. 1d. tot 80s.	£16. 5s. 1d. tot £17. 6s. 8d.	21 11	95 0
oor 80s. en nie oor £936 per jaar nie	£17. 6s. 8d. en nie oor £936 per jaar nie.	22 6	97 6

	Per Month. £ s. d.
(b) Females.	
Manageress	20 0 0
Shop assistants and clerical employees—	
with up to one years' experience	7 0 0
with more than one and up to two years' experience	8 0 0
with more than two and up to three years' experience	9 10 0
with more than three and up to four years' experience	11 0 0
with more than four and up to five years' experience	12 10 0
with more than five and up to six years' experience	13 10 0
thereafter	17 10 0
(c) Traveller, Male.	
During the first six months of experience	25 0 0
During the second six months of experience	28 0 0
Thereafter	33 10 0
(d) Traveller, Female.	
During the first six months of experience	20 0 0
During the second six months of experience	22 10 0
Thereafter	25 0 0
(e) Temporary Employees.	
A temporary employee shall be paid not less than the wages herein prescribed for an employee of the same sex and length of experience.	
(f) (i) Driver of Motor Vehicle of a Payload—	
	Per Week. £ s. d.
(i) under 6,000 lb.	3 10 0
(ii) 6,000 lb.	3 17 0
(iii) over 6,000 lb. and up to and including 10,000 lb.	4 5 0
(iv) over 10,000 lb. and up to and including 14,000 lb.	5 5 0
(v) over 14,000 lb.	6 0 0
Driver of any other motor vehicle	3 10 0
(ii) Packer and employee weighing up goods for stock	1 11 7
(iii) Driver of animal-drawn vehicle	1 10 0
(iv) Night watchman	1 10 0
(g) Labourers.	
(i) Adults	1 10 0
(ii) Minors	1 0 0
(2) Payment of Wages.—(a) Wages shall be paid monthly or weekly as prescribed in cash or on termination of the contract of service if this takes place before the ordinary pay-day of the employee.	
(b) No fines or deductions of any kind shall be made from an employee's wages or rates other than the following:—	
(i) Subject to the provisions of section 7 (5) when an employee is absent from work, through no fault of the employer, a pro rata amount of his wages for the period of such absence;	
(ii) levies in terms of section 14 of this Agreement;	
(iii) any amount paid by an employer compelled by any law, ordinance or legal process to make payment on behalf of an employee;	
(iv) with the written consent of an employee deductions for medical, insurance, provident and/or pension funds;	
(v) with the written consent of an employee an amount due to an employer for goods purchased from him by his employee.	
(3) Purchase of Goods.—An employer shall not require his employee to purchase any goods from him or from any shop or person nominated by him.	
(4) Differential Rates.—Where an employee is on any day employed on two or more classes of work for which different rates are prescribed he shall for the whole of such day be paid at the higher or highest rate laid down for the work on which he was employed.	
(5) Cost of Living Allowance.—(a) Every employer shall pay to each of his employees for whom wages are prescribed in this section, a cost of living allowance as follows:—	
On a wage of—	

Per Week.	Per Month.	Per Week. s. d.	Per Month. s. d.
Up to 20s.	Up to £4. 6s. 8d.	8 9	37 11
20s. 1d. to 25s.	£4s. 6d. 9d. to £5. 8s. 4d.	11 3	48 9
25s. 1d. to 30s.	£5. 8s. 5d. to £6. 10s.	11 7	50 2
30s. 1d. to 35s.	£6. 10s. 1d. to £7. 11s. 8d.	14 1	61 0
35s. 1d. to 40s.	£7. 11s. 9d. to £8. 13s. 4d.	15 0	65 0
40s. 1d. to 45s.	£8. 13s. 5d. to £9. 15s.	16 3	70 5
45s. 1d. to 50s.	£9. 15s. 1d. to £10. 16s. 8d.	17 6	75 10
50s. 1d. to 55s.	£10. 16s. 9d. to £11. 18s. 4d.	18 9	81 3
55s. 1d. to 60s.	£11. 18s. 5d. to £13.	19 5	84 2
60s. 1d. to 65s.	£13. 0s. 1d. to £14. 1s. 8d.	20 0	86 8
65s. 1d. to 70s.	£14. 1s. 9d. to £15. 3s. 4d.	20 8	89 7
70s. 1d. to 75s.	£15. 3s. 5d. to £16. 5s.	21 3	92 1
75s. 1d. to 80s.	£16. 5s. 1d. to £17. 6s. 8d.	21 11	95 0
above 80s. and not exceeding £936 p.a.	Above £17. 6s. 8d. and not exceeding £936 p.a.	22 6	97 6

met dien verstande dat as die toelae wat kragtens hierdie klousule betaalbaar is, minder is as die toelae soos voorgeskryf in Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, of gewysig mag word, die toelae kragtens die Oorlogsmaatreël betaal moet word.

(b) Enige sodanige toelae is betaalbaar terselfdertyd as wat die werknemer se loon ingevolge subartikel (2) van hierdie artikel betaal moet word.

(c) Geen korting mag van die lewenskostoelae betaalbaar ingevolge hierdie subartikel afgetrek word nie; met dien verstande dat as 'n korting van die loon ten opsigte van enige versuim van 'n werknemer om die bepalings van sy kontrak na te kom by hierdie Ooreenkoms toegelaat is, 'n ooreenstemmende *pro rata* korting van die lewenskostoelae afgetrek kan word ten opsigte van dieselfde tydperk.

Bo en behalwe die loon wat in subartikels (1) (c) en (d) van hierdie artikel voorgeskryf word, moet 'n handelsreisiger betaal word—

- (i) 'n onderhoudstoelae van minstens twintig sjielings ten opsigte van elke nag wat hy gedurende 'n reis wat vir die verrigting van sy werksaamhede onderneem word, van sy huis af weg moet deurbring;
- (ii) (a) alle redelike vervoerkoste wat deur hom gemaak word vir die verrigting van sy werksaamhede; of
- (b) wanneer sy werkgever van hom vereis, of hom toestaan om sy eie motor te gebruik vir die verrigting van sy werksaamhede, 'n toelae van minstens ses pennies per myl vir elke myl wat vir die verrigting van daardie werksaamhede in daardie motor gereis word.

5. GETALLEVERHOUDING VAN WERKNEMERS.

(1) Geen ongekwalfiseerde manlike winkelbediende of klerklike werknemer mag in diens geneem word tensy daar eers 'n gekwalfiseerde manlike winkelbediende of klerklike werknemer in diens is nie en daar mag vir elke gekwalfiseerde manlike winkelbediende of klerklike werknemer hoogstens een ongekwalfiseerde manlike winkelbediende of klerklike werknemer in diens geneem word.

(2) Geen ongekwalfiseerde vroulike winkelbediende of klerklike werknemer mag in diens geneem word tensy daar eers 'n gekwalfiseerde vroulike winkelbediende of klerklike werknemer in diens is nie en daar mag vir elke gekwalfiseerde vroulike winkelbediende of klerklike werknemer hoogstens twee ongekwalfiseerde vroulike winkelbediendes of klerklike werknemers in diens geneem word; met dien verstande dat die gesamentlike lone van sodanige twee ongekwalfiseerde bediendes minstens £18 per maand moet bedra.

(3) 'n Werkgever, wat in sy eie inrigting uitsluitlik of hoofsaaklik die werk van 'n winkelbediende of klerklike werknemer verrig, kan as 'n gekwalfiseerde bediende gereken word; met dien verstande dat as sodanige werkgever in meer as een winkel besigheid dryf, elke sodanige winkel vir verhoudingsdoeleindes as 'n afsonderlike winkel beskou moet word en hy nie ten opsigte van meer as een sodanige winkel as 'n gekwalfiseerde bediende gereken mag word nie.

(4) In die geval van 'n vennootskap, of 'n maatskappy met beperkte aanspreeklikheid, kan vir die doeleindes van hierdie artikel slegs een persoon as 'n werkgever beskou word.

6. WERKURE.

(1) Behalwe soos bepaal in subartikels (2) en (3) van hierdie artikel mag van 'n werknemer in diens in die beroepe gemeld in paragrawe (a), (b), (c) en (d) van subartikel (1) van artikel 4 nie vereis word om langer as 46 uur per week te werk nie wat as volg ingedeel word:—

- (a) Vir meer as 8 uur op Maandag, Dinsdag, Woensdag en Donderdag te werk nie, en mag 'n werkgever ook nie toelaat dat werksaamhede op sodanige dae voor 6 v.m. begin of na 6 n.m. eindig nie;
- (b) vir meer as 9 uur op Vrydag te werk nie, en mag 'n werkgever ook nie toelaat dat werksaamhede op sodanige dag voor 6 v.m. begin of na 7 n.m. eindig nie;
- (c) vir meer as 5 uur op Saterdag te werk nie, en mag 'n werkgever ook nie toelaat dat werksaamhede op sodanige dag voor 6 v.m. begin of na 1 n.m. eindig nie;
- (d) 'n werkgever kan vereis of toelaat dat 'n werknemer benewens die ure wat in hierdie artikel voorgeskryf is vir 'n totale tydperk van hoogstens een uur in enige afsonderlike week werk ten einde klante te bedien na voltooiing van die gewone werkure.

(2) 'n Werkgever mag vir doeleindes van voorraadopname of ander spesiale werk van 'n werknemer vereis of hom toelaat om langer as die ure wat in subartikels (1) (a) en (b) van hierdie artikel voorgeskryf is, te werk; met dien verstande dat—

- (a) daartoe vooraf van die voorsitter of sekretaris van die Raad toestemming verkry moet word;
- (b) sodanige ekstra werkure nie twee uur op 'n bepaalde dag of ses uur in 'n week, of 30 uur in 'n jaar te bowe gaan nie;
- (c) die verlenging van die werkure tot op Sondag of 'n openbare vakansiedag onwettig is.

(3) *Betaling vir oortydwerk.*—Elke werknemer moet vir elke uur of gedeelte van 'n uur oortyd 1½ maal die besoldiging betaal word wat vir 'n werknemer van sy klas voorgeskryf is.

(4) Die werkure van die werknemers genoem in paragrawe (f) en (g) van subartikel (1) van artikel 4 is hoogstens 48 per week.

(5) Die werkure vir 'n tydelike werknemer is dié soos voorgeskryf vir die beroep waarin hy in diens is.

provided that where the allowance payable in terms of this clause is less than the allowance prescribed in War Measure No. 43 of 1942, as amended, or as may be amended from time to time, the war measure allowance shall be payable.

(b) Any such allowance shall be payable at the same time as the employee's wages are required to be paid in terms of sub-section (2) of this section.

(c) No deduction shall be made from the cost of living allowance payable in terms of this sub-section, provided that whenever a deduction from the wages is permitted by this Agreement, in respect of any failure of an employee to fulfil the terms of his contract, a corresponding *pro rata* deduction may be made from the cost of living allowance in respect of the same period.

In addition to the wages prescribed in sub-section (1) (c) and (d) of this section, travellers shall be paid—

- (i) a subsistence allowance of not less than twenty shillings in respect of each night spent away from his headquarters during any journey undertaken in the performance of his duties;
- (ii) (a) all reasonable transport expenses incurred by him in the performance of his duties; or
- (b) when his employer requires or permits him to use his own car in performance of his duties, an allowance of not less than sixpence per mile for every mile travelled in such car in connection with such duties.

5. PROPORTION OR RATIO OF EMPLOYEES.

(1) No unqualified male shop assistant or clerical employee shall be employed unless a qualified male shop assistant or clerical employee is first employed and for each qualified male shop assistant or clerical employee there may be employed not more than one unqualified male shop assistant or clerical employee.

(2) No unqualified female shop assistant or clerical employee shall be employed unless a qualified female shop assistant or clerical employee is first employed, and for each qualified female shop assistant or clerical employee there may be employed not more than two unqualified female shop assistants or clerical employees, provided that the combined wages of such two unqualified employees shall not be less than £18 per month.

(3) An employer who is wholly or substantially engaged in doing the work of a shop assistant or clerical employee in his own shop may be deemed to be a qualified employee, provided that where an employer carries on business in one or more shops, each such shop shall for ratio purposes be regarded as a separate shop, and the employer shall not be deemed to be a qualified employee in respect of more than one such shop.

(4) In the case of a partnership or limited liability company one person only shall for the purpose of this section be regarded as an employer.

6. HOURS OF WORK.

(1) Save as provided in sub-sections (2) and (3) of this section, an employee employed in the occupations referred to in paragraphs (a), (b), (c) and (d) of sub-section (1) of section 4, shall not be required to work in excess of 46 hours per week arranged as follows:—

- (a) For more than 8 hours on Mondays, Tuesdays, Wednesdays and Thursdays, nor shall an employer permit work to commence before 6 a.m. or terminate after 6 p.m. on such days;
- (b) for more than 9 hours on Fridays, nor shall an employer permit work to commence before 6 a.m. or terminate after 7 p.m. on such days;
- (c) for more than 5 hours on Saturdays, nor shall an employer permit work to commence before 6 a.m. or terminate after 1 p.m. on such days;
- (d) an employer may require or permit an employee to work, in addition to the hours herein prescribed, for a total period of not more than one hour in any one week, for the purpose of attending to customers after the completion of the ordinary working hours.

(2) An employer may, for the purposes of stocktaking or other special work, require or allow an employee to work in excess of the hours specified in sub-section (1) (a) and (b) of this section, provided—

- (a) that the prior approval be obtained from the Chairman or Secretary of the Council;
- (b) that such excess working hours shall not exceed two hours in any one day or six hours in any one week or thirty hours in any one year;
- (c) that it shall be unlawful to extend such hours into a Sunday or Public Holiday.

(3) *Payment for Overtime.*—Each employee shall be paid not less than one and a third times the remuneration prescribed for an employee of his class for each hour, or part thereof, of overtime.

(4) The hours of work of the employees referred to in paragraphs (f) and (g) of sub-section (1) of section 4 shall not exceed 48 hours per week.

(5) The hours of work of a temporary employee shall be those prescribed for the occupation in which he is employed.

(6) 'n Werkgewer mag nie 'n werknemer op 'n dag vir meer as vyf uur aaneen laat werk sonder 'n ononderbroke tussenpoos van minstens een uur nie.

(7) Geen werkgewer mag van 'n werknemer onder agtien jaar oud vereis of hom toelaat om na halfsewe in die aand te werk nie.

(8) *Ruspouses.*—'n Werkgewer moet aan elk van sy werknemers, behalwe 'n handelsreisiger en 'n werknemer wat goedere aflewer, 'n ruspouse toestaan van minstens tien minute so na as doenlik aan die middel van elke môre- en namiddagwerktydperk en sodanige pouse moet vir berekening van lone beskou word as deel van die gewone werkure te wees.

(9) Geen werkgewer mag van 'n werknemer vereis of hom toelaat om op 'n Sondag of openbare vakansiedag te werk nie.

(10) *Voorbehoude.*—Die bepalinge van hierdie klousule is nie op handelsreisigers, monsterjongs, of wagte van toepassing nie.

7. VERLOF.

(1) Elke werknemer moet vir alle openbare vakansiedae gedurende sy dienstrydperk betaal word.

(2) Die jaarlikse verloftydperk waarop 'n werknemer geregtig is, is as volg:—

(i) In die geval van 'n werknemer van die kategorieë genoem in paragrawe (a), (b), (c) en (d) van subartikel (1) van artikel 4 wat een jaar diens maar minder as twee jaar diens by dieselfde werkgewer voltooi het, sewentien opeenvolgende dae met volle betaling;

(ii) in die geval van 'n werknemer genoem in paragrawe (a), (b), (c) en (d) van subartikel (1) van artikel 4 wat twee of meer opeenvolgende jare diens by dieselfde werkgewer voltooi het, een-en-twintig opeenvolgende dae met volle betaling;

(iii) in die geval van 'n werknemer van die kategorieë genoem in paragrawe (f) en (g) van subartikel (1) van artikel 4 wat een of meer jare diens by dieselfde werkgewer voltooi het, veertien opeenvolgende dae met volle betaling;

met dien verstande dat—

(a) die werknemer sodanige verlof, by onderlinge ooreenkoms tussen werkgewer en werknemer, kan laat ooploop en dat dit na twee jaar ononderbroke diens in 'n aaneenlopende tydperk geneem mag word;

(b) die werkgewer by die vasstelling van die tyd waarop verskillende werknemers verlof neem die vereistes van sy besigheid redelik in ag kan neem;

(c) tensy die werkgewer die tydperk van verlof op 'n vroeër datum aan 'n werknemer toegestaan het, die genoemde verlof so toegestaan moet word dat dit binne twee maande na verstryking van een jaar, of na gelang van die geval, twee jaar ononderbroke diens, afloop;

(d) die tydperk van sodanige verlof nie mag saamval met enige tydperk wanneer van die werknemers vereis word om ingevolge die Zuid Afrika Verdedigings Wet, 1912, opleiding te ondergaan nie;

(e) as enige openbare vakansiedag binne die tydperk van sodanige verlof val, sodanige vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk met volle betaling.

(3) Indien die diens van 'n werknemer gedurende die eerste of in die loop van enige daaropvolgende diensjaar beëindig word, moet die werkgewer ten opsigte van enige tydperk waarvoor die werknemer nie verlof toegestaan is nie, in die loop van die diensopseggingstermyn—

(i) aan die werknemer van die kategorieë genoem in paragrawe (a), (b), (c) en (d) van subartikel (1) van artikel 4 wat minder as twee jaar diens by dieselfde werkgewer voltooi het, een dag afwesigheidsverlof met volle betaling vir elke volle drie weke diens toestaan, of aan die werknemer 1/21ste van die weekloon, wat die werknemer ontvang het toe diensopsegging gegee is, vir elke volle week diens betaal;

(ii) aan die werknemer van die kategorieë genoem in paragrawe (a), (b), (c) en (d) van subartikel (1) van artikel 4 wat twee of meer jaar ononderbroke diens by dieselfde werkgewer voltooi het, 1½ dae afwesigheidsverlof met volle betaling vir elke volle vier weke diens toestaan, of aan die werknemer 1/17de van 'n week se loon, wat die werknemer ontvang het toe diensopsegging gegee is, vir elke volle week diens betaal;

(iii) aan die werknemer van die kategorieë genoem in paragrawe (f) en (g) van subartikel (1) van artikel 4 een dag afwesigheidsverlof met volle betaling toestaan vir elke volle vier weke diens of aan die werknemer 1/25ste van die weekloon, wat die werknemer ontvang het toe diensopsegging gegee is, vir elke volle week diens betaal;

met dien verstande dat geen betaling of verlof verskuldig is waar die dienstryd minder as een maand is nie.

(4) Elke diensjaar van 'n werknemer, ten opsigte waarvan hy tot verlof geregtig is, word vir die toepassing van hierdie artikel beskou as die tydperk van twaalf maande wat eindig op of na die datum waarop hierdie Ooreenkoms van krag word en waarin verlof met volle betaling nie aan hom toegestaan is nie.

(6) An employer shall not employ an employee for more than five hours continuously without an uninterrupted interval of at least one hour on any day.

(7) No employer shall require or permit any employee who is under the age of 18 years to work later than half past six o'clock in the afternoon.

(8) *Rest Interval.*—An employer shall grant to each of his employees, other than a traveller and an employee engaged in delivery of goods, a rest interval of not less than ten minutes at as nearly as practicable the middle of each morning and afternoon work period and such interval shall, for the purpose of calculating wages, be deemed to be part of the ordinary hours of work.

(9) No employer shall require or permit any employee to work on a Sunday or public holiday.

(10) *Savings.*—The provisions of this clause shall not apply to travellers, sample-boys or watchmen.

7. LEAVE.

(1) Each employee shall be paid for all public holidays during his period of service.

(2) The period of annual leave to which an employee is entitled shall be—

(i) in the case of an employee of the classes referred to in paragraphs (a), (b), (c) and (d) of sub-section (1) of section 4 who has had one year's employment but less than two years' employment with the same employer, seventeen consecutive days on full pay;

(ii) in the case of an employee of the classes referred to in paragraphs (a), (b), (c) and (d) of sub-section (1) of section 4 who has had two or more consecutive years' employment with the same employer, twenty-one consecutive days on full pay;

(iii) in the case of an employee of the classes referred to in paragraphs (f) and (g) of sub-section (1) of section 4 who has completed one or more years' employment with the same employer, fourteen consecutive days on full pay;

provided that—

(a) by mutual agreement between the employer and the employee such leave may be accumulated by the employee and taken in a consecutive period after two years' continuous service;

(b) the employer may fix the time of leave for the different employees with reasonable regard to the exigencies of his business;

(c) unless the employer shall have granted to any employee his period of leave at an earlier date, the said leave shall be granted so as to expire within two months of the expiration of any one year or two years' continuous service, as the case may be;

(d) the period of such leave shall not be concurrent with any period during which the employee is required to undergo training under the South Africa Defence Act, 1912; and

(e) if any public holiday falls within the period of such leave, such holiday shall be added to the said period as a further period of absence on full pay.

(3) Should the service of an employee be terminated during the first year, or during the currency of any subsequent year of service, the employer shall in respect of any period for which the employee has not been given leave, during the currency of the period of notice—

(i) grant to the employee of the classes referred to in paragraphs (a), (b), (c) and (d) of sub-section (1) of section 4 who has had less than two years' employment with the same employer one day's leave of absence on full pay for each completed three weeks service, or pay to the employee 1/21st of a week's pay at the remuneration which the employee was receiving when notice of termination of service was given, for each completed week of service;

(ii) grant to the employee of the classes referred to in paragraphs (a), (b), (c) and (d) of sub-section (1) of section 4 who has had two or more consecutive years' employment with the same employer one and one half days' leave of absence on full pay for each completed four weeks' service, or pay to the employee 1/17th of a week's pay at the remuneration which the employee was receiving when notice of termination of service was given, for each completed week of service;

(iii) grant to the employee of the classes referred to in paragraphs (f) and (g) of sub-section (1) of section 4 one day's leave of absence on full pay for each completed four weeks' service, or pay to the employee 1/25th of a week's pay at the remuneration which the employee was receiving when notice of termination of service was given, for each completed week of service;

provided that no payment or leave shall be due where such period of service is less than one month.

(4) For the purpose of this section each year of an employee's service for which he shall be entitled to leave shall be deemed to be the period of twelve months which ends on or after the date of the coming into operation of this Agreement and in which he has not received leave on full pay.

(5) 'n Werknemer wat weens siekte, wat nie deur die werknemer se eie nalatigheid of wangedrag veroorsaak is nie, van werk afwesig is, moet minstens die weekloon ingevolge subklousule (1) op hom van toepassing, gedeel deur ses, betaal word vir elke dag van sodanige afwesigheid vir hoogstens twaalf werkdag altesame in enige diensjaar, bereken vanaf die datum waarop die werknemer in sy werkgever se diens getree het; met dien verstande dat 'n werkgever van 'n werknemer mag vereis om bevredigende bewys van sodanige siekte te lewer, in watter geval die indiening van—

- (a) 'n doktersertifikaat, waar die werknemer langer as drie dae afwesig was;
- (b) 'n skriftelike verklaring, deur die werknemer se ouer, of voog, of deur 'n ander verantwoordelike persoon onderteken, waar 'n werknemer drie dae of korter afwesig was;

as bevredigende bewys beskou word.

(6) Die werkgever moet 'n werknemer aan wie verlof toegestaan is, ten opsigte van die verloftydperk uiterlik op die laaste werkdag van die aanvang van genoemde tydperk betaal.

(7) Enige tydperk wat 'n werknemer—

- (a) ingevolge subartikel (2) met verlof is;
- (b) ingevolge die Zuid Afrika Verdedigings Wet, 1912, opleiding moet ondergaan;
- (c) volgens opdrag of op versoek van die werkgever van werk afwesig is;
- (d) weens siekte van werk afwesig is;

word vir doeleindes van subartikels (2) en (3) as diens beskou; met dien verstande dat die bepaling van paragraaf (d) nie van toepassing is ten opsigte van enige afwesigheids tydperk van meer as drie opeenvolgende dae nie, as die werknemer, nadat die werkgever hom om sodanige sertifikaat versoek het, versuim het om aan die werkgever 'n doktersertifikaat te toon dat hy deur siekte verhinder is om sy werk te doen, of ten opsigte van daardie gedeelte van enige totale afwesigheids tydperk gedurende enige twaalf maande diens wat langer as dertig dae is.

8. DIENSBEEÏNDIGING.

(1) Die werkgever of die werknemer moet, na gelang die voorgeskrewe lone op maandelikse of weeklikse basis is, minstens een maand of een week skriftelik op enige dag gedurende die maand of week die diens opsig; met dien verstande dat dit op die reg van 'n werkgever of werknemer om die diens sonder voorafgaande kennisgewing te beëindig om enige goeie rede wat deur die Wet as voldoende erken word, geen inbreuk maak nie, en voorts met dien verstande dat 'n werkgever aan 'n werknemer die loon ten opsigte van die voorgeskrewe diensopseggingstermyn kan betaal, in plaas van die diens volgens hierdie bepaling op te se.

(2) Die bepaling van die voorafgaande subartikel is nie op tydelike werknemers van toepassing nie.

9. DIENSSERTIFIKAAT.

(1) 'n Werkgever moet aan elk van sy werknemers kosteloos 'n dienssertifikaat uitreik wanneer hy die werkgever se diens verlaat.

Die werkgever se naam en adres, tesaam met die werknemer se naam, beroep, loonskaal en werklik betaalde loon wat die werknemer by diensbeëindiging ontvang het, asook die datums waarop die werknemer by die werkgever in en uit diens getree het, moet op die sertifikaat aangetoon word. Die werkgever moet toesien dat alle sodanige sertifikate in volgorde genummer word, en dat aantekeninge, met besonderhede van elke sertifikaat deur hom uitgereik, gehou word.

(2) Geen werkgever mag 'n werknemer in diens neem nie tensy en totdat die werknemer 'n dienssertifikaat, uitgereik deur die Sekretaris van die Raad, waarin die duur van die vorige ervaring van sodanige werknemer vermeld word, indien.

10. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat vir die toepassing van hierdie Ooreenkomms verantwoordelik is, en kan vir die leiding van die werkgevers en werknemers menings uitspreek wat nie met die bepalinge daarvan in stryd is nie.

11. VRYSTELLINGSERTIFIKAAT.

(1) Die Raad kan op eie besluit van enigeen van die bepalinge van hierdie Ooreenkomms aan of ten opsigte van enige persoon om enige goeie en voldoende rede vrystelling verleen.

(2) Die Raad moet ten opsigte van enige persoon aan wie vrystelling verleen word, die voorwaardes waarop sodanige vrystelling verleen word en die tydperk waarvoor sodanige vrystelling geldig is, vasstel; met dien verstande dat die Raad, na goeddunke, enige vrystellingsertifikaat kan intrek, of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

Die besonderhede moet aangeteken word op 'n vrystellingsertifikaat wat deur die voorsitter of daartoe gemagtigde lid en die Sekretaris van die Raad onderteken is en aan die vrygestelde persoon uitgereik moet word.

(3) Afskrifte van elke sertifikaat wat uitgereik word, moet aan die Afdelingsinspekteur, Departement van Arbeid, Kimberley, en aan die sekretaris van die werkgeversorganisasie en die vakvereniging gestuur word.

12. WERKNEMERSVERTEENWOORDIGERS OP DIE RAAD.

Werkgevers moet aan die verteenwoordigers van die werknemers op die Raad alle moontlike fasiliteite verleen om hulle pligte in verband met die werk van die Raad na te kom.

(5) An employee who is absent from work through sickness not caused by the employee's own neglect or misconduct shall be paid not less than the weekly remuneration applicable to him in terms of sub-clause (1) of clause 4 of this Agreement divided by six for each day of such absence not exceeding twelve working days in the aggregate in any one year of employment, calculated from the date on which the employee entered his employer's service.

Provided that an employer may require an employee to produce satisfactory evidence of such sickness, in which event the production of—

- (a) a medical certificate when an employee has been absent for more than three days;
- (b) a written statement, signed by the employee's parent or guardian or by some other responsible person when an employee has been absent for three days or less;

shall be deemed to be satisfactory evidence.

(6) The employer shall pay an employee to whom leave is granted in respect of the period of leave, not later than the last working day before the commencement of the said period.

(7) Any period during which an employee—

- (a) is on leave in terms of sub-section (2);
- (b) is required to undergo training under the South Africa Defence Act, 1912;
- (c) is absent from work on the instructions or at the request of the employer;
- (d) is absent from work owing to illness;

shall be deemed to be employment or service for the purposes of sub-sections (2) and (3). Provided that the provisions of paragraph (d) shall not apply in respect of any period of absence of more than three consecutive days, if the employee failed, after a request for such a certificate by the employer, to produce to the employer a certificate by 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.

8. TERMINATION OF EMPLOYMENT.

(1) Not less than one month's or one week's notice, depending on whether wages are prescribed on a monthly or weekly basis, shall be given in writing on any day during the month or week by the employer or the employee to terminate the contract of service; provided that this shall not affect the right of an employer or employee to terminate the contract without notice for any good cause recognized by law as sufficient, and provided further that an employer may pay to an employee salary for and in lieu of the prescribed period of notice.

(2) The provisions of the preceding sub-section shall not apply to temporary employees.

9. CERTIFICATE OF SERVICE.

(1) An employer shall, without any charge, give a certificate of service to each of his employees at the time when he leaves the employer's service.

The certificate shall show the employer's name and address, together with the name, occupation, rate of pay and the actual salary received by the employee at the time of leaving, together with the dates of the employee's entering and leaving the service of the employer. The employer shall cause all such certificates to be numbered consecutively and shall cause a record to be kept containing the particulars of each certificate issued by him.

(2) No employer shall engage any employee unless and until such employee produces a Certificate of Service from the Secretary of the Council indicating the length of previous experience of such employee.

10. 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 the provisions thereof for the guidance of employers and employees.

11. LICENCE OF EXEMPTION.

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

(2) The Council 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 may, if it deems fit, withdraw any licence of exemption, whether or not the period for which exemption was granted has expired.

The particulars shall be entered on a licence of exemption which shall be signed by the chairman or authorized member and the Secretary of the Council and issued to the exempted person.

(3) Copies of each licence issued shall be forwarded to the Divisional Inspector, Department of Labour, Kimberley, and to the secretaries of the employers' organization and the trade union.

12. EMPLOYEES' REPRESENTATIVES ON THE COUNCIL.

Employees' representatives on the Council shall be given every facility by their employers to attend to their duties in connection with the work of the Council.

13. VERTONING VAN OOREENKOMS.

Elke werkgewer moet in sy winkel op 'n opvallende plek, wat maklik vir sy werknemers toeganklik is, 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale vertoon en dit so vertoon hou.

14. UITGAWES VAN DIE RAAD.

(1) Ten einde die uitgawes van die Raad te kan dek, moet elke werkgewer 6d. per maand van die loon van elkeen van sy werknemers aftrek wat 'n salaris van tot £10 per maand ontvang en 1s. per maand van die loon van elk van sy werknemers wat 'n loon van meer as £10 per maand ontvang, en by die bedrag aldus afgetrek 'n gelyke bedrag voeg; met dien verstande dat die bepalings van hierdie artikel nie in die geval van 'n werknemer van toepassing is wat in 'n bepaalde maand minder as twaalf dae by dieselfde werkgewer gewerk het nie.

(2) Alle bedrae verskuldig ingevolge die bepalings van sub-artikel (1) van hierdie artikel, tesaam met 'n opgaaf van die aantal werknemers in diens en hul bedrywe, moet deur die werkgewer aan die Sekretaris van die Raad, Posbus 356, Kimberley, gestuur word op of voor die 7de dag van elke maand.

15. AGENTE.

Die Raad moet een of meer bepaalde persone aanstel as agente om by die toepassing van die bepalings van hierdie Ooreenkoms behulpsaam te wees.

'n Agent mag enige inrigting betree en enige werkgewer of werknemer ondervra en die aantekeninge van lone wat betaal, tyd wat gewerk, en bedrae wat vir stuk- of oortydwerk betaal word, nasien ten einde te kan vasstel of die bepalings van hierdie Ooreenkoms nagekom word.

Namens die partye, hede die 7de dag van Julie 1950, in Kimberley onderteken.

F. F. BURROW,
Voorsitter van die Raad.

C. J. NUGENT,
Ondervoorsitter van die Raad.

W. S. DICKERSON,
Sekretaris van die Raad.

13. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed a legible copy of this Agreement in both official languages in his shop in a conspicuous place where it is readily accessible to his employees.

14. EXPENSES OF THE COUNCIL.

(1) For the purposes of meeting the expenses of the Council each employer shall deduct 6d. per month from the wages of each of his employees in respect of a salary up to £10 per month and 1s. per month from the wages of each of his employees in receipt of a salary in excess of £10 per month, and to the amount so deducted shall add an equal amount, provided that the provisions of this section shall not apply in respect of any employee who has worked for the same employer for less than twelve days in any one month.

(2) All amounts due in accordance with the provisions of sub-section (1) of this section shall, together with a statement showing the number of employees employed and their trades, be forwarded by the employer to the Secretary of the Council, P.O. Box 356, Kimberley, on or before the 7th day of each month.

15. AGENTS.

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement.

An agent may enter any establishment and may question any employer or employee and inspect the record of wages paid, time worked and payment made for piece-work and overtime for the purpose of ascertaining whether the terms of this Agreement are being observed.

Signed at Kimberley on behalf of the parties on this 7th day of July, 1950.

F. F. BURROW,
Chairman of the Council.

C. J. NUGENT,
Vice-Chairman of the Council.

W. S. DICKERSON,
Secretary of the Council.

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