

BUITENGEWONE



EXTRAORDINARY

Staatskoerant

VAN DIE UNIE VAN SUID-AFRIKA

THE UNION OF SOUTH AFRICA

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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.*

GOEWERMENTSKENNISGEWING.

GOVERNMENT NOTICE.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

The following Government Notice is published for general information:—

DEPARTEMENT VAN ARBEID.

DEPARTMENT OF LABOUR.

* No. 2413.]

[29 September 1950.]

* No. 2413.]

[29 September 1950.]

NYWERHEIDVERSOENINGSWET, 1937.

INDUSTRIAL CONCILIATION ACT, 1937.

YSTER-, STAAL-, INGENIEURS-, EN METAAL-
NYWERHEID, PRETORIA EN VEREENIGING.

IRON, STEEL, ENGINEERING AND METAL-
LURGICAL INDUSTRIES, PRETORIA AND
VEREENIGING.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheidversoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en wat betrekking het op die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat op die 17de dag van April 1951 verstryk, bindend is op die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het, en op die werkgewer en werknemers wat lede is van daardie Organisasie of daardie verenigings.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby 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 Iron, Steel, Engineering and Metallurgical Industries, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 17th day of April, 1951, upon the employer's organisation and trade unions which entered into the said Agreement, and upon the employer and employees who are members of that organisation or those unions.

B. J. SCHOEMAN,
Minister van Arbeid.

B. J. SCHOEMAN,
Minister of Labour.

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

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

OOREENKOMS

AGREEMENT

ingevolge die bepalings van die Nywerheid-versoeningswet, 1937, aangegaan en gesluit tussen die—

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

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
S.A. Yster- en Staalbedryfsvereniging;
Ironmoulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers' and Shipbuilding Society;
S.A. Electrical Workers' Association; en
S.A. Engine Drivers' and Firemen's Association

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Die S.A. Yster en Staalbedryfsvereniging;
Ironmoulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;

aan die een kant (hierna die „werknemers” of die „vakverenigings” genoem), en die

of the one part (hereinafter referred to as the “employees” or the “trade unions”), and the

Transvaal Iron and Steel Manufacturers' Association

Transvaal Iron and Steel Manufacturers' Association

aan die ander kant (hierna die „werkgewer” of die „werkgewersorganisasie” genoem), wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

of the other part (hereinafter referred to as the “employer” or the “employer's organisation”), being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PLEASE RETURN TO
PRIMARY DEPT.

BYLAE.

DEEL I.

1. BESTEK EN TOEPASSING VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms moet in die ondernemings van die S.A. Yster- en Staalbedryfsvereniging, Bpk., by Pretoria en Vanderbijlpark, nagekom word deur die werkgewers-organisatie en die vakverenigings wat die genoemde Ooreenkoms gesluit het en deur die werkgewer en werknemers wat lede van dié organisasie of dié vakverenigings is; met dien verstande dat dit slegs op vakleerlinge van toepassing is vir sover dit nie met die Wet op Vakleerlinge, 1944, of met voorwaardes wat daarby bepaal is, in stryd is nie.

(2) Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid ingevolge artikel *agt-en-veertig* van die Wet mag vasstel, en val saam met die Ooreenkoms wat by Goewermentskennisgewing No. 641 van 8 April 1949 bekend gemaak is, sodat dit gelyktydig daarmee verstryk.

2. WOORDBEPALINGS.

Enige 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, en by 'n verwysing na 'n Wet is ook enige wysiging van sodanige Wet inbegrepe; verder tensy dit in stryd is met die sinsverband: beteken—

- „vakleerling”, 'n werknemer wat onder 'n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, dien;
- „Raad”, die „National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry”;
- „werknemer”, 'n werknemer wie se minimum skaal van betaling in die loontabelle, gemerk A tot N, van hierdie Ooreenkoms verskyn (hierna genoem „die spesiale loonafdelings”), 'n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms, of op voorwaardes soos deur die Raad vasgestel in diens is, of 'n werknemer wat kragtens 'n deur die Raad erkende vakleerlingskapkontrak in diens is;
- „stelmasjien, of skoorstuk”, 'n toestel wat die stand van die werk met betrekking tot die gereedskap of die gereedskap tot die werk en/of die betreklike stande van onderdele terwyl hulle verbind word suiwer stel ten einde artikels te vervaardig wat binne sekere vergunnings omruilbaar is;
- „vakman”, 'n werknemer wat 'n vakleerlingskapkontrak ingevolge die Wet op Vakleerlinge, of 'n vakleerlingskapkontrak wat deur die Nywerheidsraad erken word in enige van die klasse werk soos in deel IV, afdeling 1 (1) van hierdie Ooreenkoms genoem, uitgedien het, of 'n werknemer van ouer as 21 jaar en wat die houer is van 'n sertifikaat wat deur die Raad erken is en hom in staat stel om vir vakmanswerk in diens te wees;
- „jeugdige”, 'n werknemer tussen 16 en 19 jaar oud;
- „leerling-ingenieur en/of erkende student”, 'n persoon wat in besit is van onderwyskwalifikasies wat deur die Raad erken word en behaal is aan 'n onderwysinstituut wat eweneens deur die Raad erken word, maar nie 'n persoon wat in die loop van sy studies die voorgeskrewe vakkundige opleiding ondergaan nie;
- „herhalingswerk”, die werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;
- „yster-, staal-, ingenieurs- en metallurgiese nywerheid” of „nywerheid”, sonder in enige opsig die gewone betekenis van die uitdrukking te beperk, die nywerheid waarin yster en/of staal en/of ander metale en/of allooië geproduseer word of enige werktuigkundige masjiene herstel, hernu, gemonteer of gebou en waar metaalstruktuurwerk (met inbegrip van staal versterkingswerk) verrig word en waarin metaalgoedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale en/of allooië deur middel van die ononderbroke en/of herhalingswerkprosesse vervaardig word en die vervaardiging van metaalgoedere met gereedskap wat deur meganiese en/of elektriese en/of handkrag gedryf word, die bou en/of verander en/of herstel van alle soorte bote en/of skepe met inbegrip van alle algemene houtwerk wat in verband met skeepsherstellings onderneem word, maar sluit nie die Elektrotegniese Ingenieursnywerheid in nie. Vir die toepassing van hierdie woordbepaling, beteken „masjien” 'n toestel, afgesien van die materiaal waarvan dit gemaak is;
- „leipatroon”, 'n toestel om die plekke van gate en/of aanhegtings op die werkstuk en/of die vorm en/of die buite-lyen van die werkstuk aan te dui;
- „Yskor”, die onderneming van die Suid-Afrikaanse Yster en Staalbedryfsvereniging, by Pretoria en Vanderbijlpark in die Provinsie Transvaal.

3. WERKURE.

Die gewone werkure vir alle werknemers mag nie meer as 46 in 'n week wees nie, behalwe in ondergenoemde geval:—

Ligteplaatmeulafdelings.—Die gewone werkure vir werknemers wat hul skofte wissel moet gebaseer word op 'n kringloop van drie weke, sodat twee weke uit 40 uur bestaan en die derde uit 48.

SCHEDULE.

PART I.

1. SCOPE AND PERIOD OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed in the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijl Park by the employer's organisation and the trade unions which entered the said Agreement and by the employer and employees who are members of that organisation or those trade unions; provided that they shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any conditions fixed thereunder.

(2) The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Act and shall run concurrently with the Agreement published under Government Notice No. 641, dated 8th April, 1949, so as to expire simultaneously therewith.

2. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

- „apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944;
- „Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;
- „employee” means an employee whose minimum rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council, or an employee employed under a contract of apprenticeship recognised by the Council;
- „jig or fixture” means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerances;
- „journeyman” means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work enumerated in Part IV, section 1 (1) of this Agreement, or an employee who is over 21 years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed on journeyman's work;
- „juvenile” means an employee between the age of 16 and 19 years;
- „pupil engineer and/or approved student” means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council but shall not include a person undergoing prescribed vocational training in the course of his studies;
- „repetition work” means work performed by an employee constantly engaged on one or more repetitive processes;
- „Iron, Steel, Engineering and Metallurgical Industry” or „industry” means, without in any way limiting the ordinary meaning of the expression, the Industry concerned with the production of iron and/or steel and/or other metals and/or alloys, repairs, replacements, assembling or erecting of any mechanical machines and structural metal work (including steel reinforcement work); the manufacture of metal goods principally from such iron and/or steel and/or other metals and/or alloys by continuous and/or repetitive process operations, the manufacture of metal goods with tools operated by mechanical and/or electrical and/or hand power, the construction and/or alteration and/or reparation of all types of boats and/or ships which includes general woodwork undertaken in connection with ship repairs, but does not include the Electrical Engineering Industry. For the purposes of this definition, „machine” means any appliance, irrespective of the material of which it is made;
- „templet” means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of the work;
- „Iskor” means the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijl Park in the Province of the Transvaal.

3. HOURS OF WORK.

The ordinary hours of work for all employees shall not exceed 46 hours in any one week except in the following cases:—

Sheet Mills Divisions: The ordinary hours of work for employees who rotate their shifts shall be determined on a cycle of three weeks, so that two weeks shall consist of 40 hours and the third week 48 hours.

4. OORTYD EN BETALING VIR WERK OP SONDAG EN BEPAALDE OPENBARE VAKANSIEDAE.

(1) Vir alle werk op Sondag, moet teen 1½ die tydloon betaal word.

(2) Alle tyd wat op 'n weekdag bo en behalwe die gewone skofte gewerk word, moet as oortydwerk beskou word, en daarvoor moet betaal word teen 1½ maal vir die eerste agt uur en 2 maal daarna, tot die gewone begintyd van die werknemer se volgende skof.

(3) Met dien verstande egter dat as van 'n werknemer vereis word om oortyd op 'n Saterdag te werk en hy in Sondag in werk, moet hy teen tweemaal betaal word vir alle oortyd diens van meer as 8-uur van die beëindiging van sy gewone skof op Saterdag af tot die gewone begintyd van sy volgende gewone skof.

(4) As 'n werknemer op Goëie-Vrydag, Dinsdagsdag, Kersdag en Nuwejaarsdag werk, moet hy minstens een skof se besoldiging vir daardie besondere dag van die week ontvang en moet buitendien besoldig word teen anderhalfmaal die gewone loonskaal vir tyd wat tot beëindiging van daardie skof gewerk word, daarna teen driemaal die tydloon vir tyd wat tot aan die gewone aanvangstyd op die volgende dag gewerk is.

(5) Wanneer van 'n werknemer vereis word om op sy vrye dag te werk, hoewel sulke dag volgens die rooster 'n weekdag mag wees, moet hy teen anderhalfmaal die tydloon betaal word; met dien verstande egter dat as die werknemer agt-en-veertig uur kennis gegee is dat van hom vereis word om op sy vrye dag te werk, en hom binne 'n tydperk van ses dae na sy roosterdag 'n ander dag ter vervanging daarvan aangebied word, die betaalbasis vir daardie skof teen die gewone loonskaal moet wees.

(6) As 'n werknemer van sy huis af weggeroep word om oortyd te werk en nie van hom vereis word om 'n normale skof te werk nie, moet sulke werknemer 'n minimum betaling van viermaal sy uurloon teen gewone tyd ontvang.

OPMERKING.—Vir die toepassing van hierdie afdeling begin Sondag, Goëie-Vrydag, Dinsdagsdag, Kersdag en Nuwejaarsdag op die gewone begintyd van die oggendskof van die dae en duur tot dieselfde tyd die volgende dag.

5. BETALING VAN VERDIENSTE.

(1) (a) Lone en oortyd moet weekliks nie later as Vrydag betaal word nie op tye wat aan die verskillende skofte aanpas, of by diensbeëindiging as dit voor die gewone betaaldag plaasvind.

(b) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: Sy totale verdienste, betaling vir gewone tyd en oortyd, toelaes en kortings. Daardie staat moet besonderhede bevat van die betaling van die spesiale bonus by beëindiging van diens ooreenkomstig subartikel (3) (b) van artikel II van Deel I van hierdie Ooreenkoms.

(2) Vir die opleiding van 'n werknemer mag deur 'n werkgever geen premie bereken of aangeneem word nie.

(3) Van die bedrae aan 'n werknemer betaalbaar ooreenkomstig hierdie Ooreenkoms, mag geen ander bedrae van watter aard ook, behalwe die onderstaande, gekort word nie:—

(a) Vir kos, of huisvesting, of altwee, ooreenkomstig hierdie Ooreenkoms.

(b) Ingeval 'n werknemer van die werk afwesig is, insluitende afwesigheid gedurende verdere verlof toegestaan afgesien van die waarvoor voorsiening gemaak is in artikel 7 van hierdie Ooreenkoms, 'n pro rata bedrag vir die duur van die afwesigheid.

(c) Met die skriftelike toestemming van die werknemer, kortings vir siekte-, versekerings-, pensioen-, of ontpanningsfondse, of bydraes aan 'n vakvereniging wat 'n party by hierdie Ooreenkoms is.

(d) Bydraes aan die Raadsfonds ingevolge artikel 14 van hierdie Ooreenkoms.

(e) Enige bedrag wat deur 'n werkgever ingevolge 'n verpligting hom opgelê deur enige wet, ordonnansie of regsgeding, ten behoeve van 'n werknemer, betaal is.

(f) Waar 'n werknemer van werk afwesig is as volg van die sluiting van 'n inrigting deur onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van sy werknemers, 'n pro rata bedrag vir die tydperk van die afwesigheid.

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

6. BONUSSTELSEL.

(1) By die vasstelling van die bonus vir die verskillende beroepe in die staalsmelt-, rilmleul-, met inbegrip van swaarplaatmeulafdeling, maar met uitsondering van die ligteplaatmeulafdelings, moet die bonus op sulke wyse bereken word dat dit, mits daar nie vermindering van werk plaasvind nie, die bedrae wat as bonus vir 'n redelike dag se werk verdien word oor 'n tydperk van ses maande van die aanvangsdatum van hierdie Ooreenkoms, onderstaande benader:—

Bonus A.....	9d. per uur.
Bonus B.....	6d. per uur.
Bonus C.....	3d. per uur.

Met dien verstande dat 'n leerling in 'n beroep waarvoor 'n bonus betaalbaar is, slegs na hy tweehonderd leerlingsskopskifte as 'n afloswerker op enige plek in Yskor gewerk het, geregtig is op betaling van 'n bonus.

4. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS AND CERTAIN PUBLIC HOLIDAYS.

(1) All Sunday work shall be paid for at the rate of time and one-half for the first eight hours and double time thereafter.

(2) All time worked on any weekday in excess of the usual shifts shall be regarded as overtime and paid for at the rate of time and one-half for the first eight hours and double time thereafter, until the usual starting time of the employee's next shift.

(3) Provided, however, that where an employee is required to work overtime on a Saturday and continues on into the Sunday he shall be paid at double time for all overtime worked in excess of 8 hours from the completion of his normal shift on Saturday until the usual starting time of his next normal shift.

(4) Whenever an employee works on Good Friday, Dingaan's Day, Christmas Day and New Year's Day, he shall receive not less than one shift's remuneration for that day of the week, and in addition shall be paid at the rate of time and one-half for time worked until the completion of that shift, thereafter treble time to be paid for time worked until the usual starting time next day.

(5) Whenever an employee is required to work on his day off although such day according to the roster may be a weekday, he shall be paid at the rate of time and one-half; provided, however, that if the employee is given 48 hours' notice that he is required to work on his day off and is offered within a period of six days from his roster day, another day off in substitution, the basis of payment for that shift shall be at ordinary rates.

(6) When an employee is called out from his home to work overtime and is not required to work a normal shift, such employee shall receive a minimum payment of four times his hourly rate at straight time.

NOTE.—For the purposes of this section Sunday, Good Friday, Dingaan's Day, Christmas Day and New Year's Day shall be deemed to commence at the usual starting time of the morning shift of such days and continues until the same time on the following day.

5. PAYMENT OF EARNINGS.

(1) (a) Wages and overtime shall be paid weekly not later than Friday at times to fit in with the various shifts or upon termination of employment if this takes place before the ordinary pay day.

(b) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions. Such statement shall include details of the holiday leave and bonus made upon termination of employment.

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

(3) No deductions of any description other than the following may be made from the amounts payable in terms of this Agreement to any employee:—

(a) For board or lodging or both in accordance with this Agreement.

(b) Where an employee is absent from work, including absence during any holiday granted in extension of the holiday provided for in section 7 of this Agreement, a pro rata amount for the period of such absence.

(c) With the written consent of the employee, deductions for recreation funds or to a trade union which is a party to this Agreement; or at the written request of the employee, deductions in such terms and for such purposes as the employee shall prescribe in his request.

(d) Contributions to the funds of the Council in terms of section 14 of this Agreement.

(e) Any amount paid by the employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee.

(f) Where an employee is absent from work, resultant on the closing of an establishment by mutual arrangement between the employer and not less than 75 per cent. of his employees, a pro rata amount for the period of such absence.

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

6. BONUS SYSTEM.

(1) In fixing the bonus for various occupations in steel melting, rolling mills including plate mills, divisions, but excluding the sheet mills division, the bonus shall be calculated in such a manner that, provided there is no slacking off, the amounts earned as bonus for a fair day's work shall approximate over a period of six months as from the date of the commencement of this Agreement, the following:—

Bonus A.....	9d. per hour.
Bonus B.....	6d. per hour.
Bonus C.....	3d. per hour.

Provided that a learner in an occupation for which bonus is payable shall become entitled to receive bonus only after having completed two hundred learnership shifts as a relief operative anywhere at Iscor.

Bonus M moet bereken word op die maandelikse rekenkundige gemiddelde van die groep „C”-bonusse van die staalsmeltery-installasie, swaarrolmeules en ligterolmeules met 'n gewaarborgde minimum van 4.5d. per uur vir werknemers wie se bedrywe in deel IV, afdeling 1 (1) tot en met (5) genoem word.

Hierdie bonusse, behalwe in die ligteplaatmeul, moet op die maandelikse produksie bereken en maandeliks betaal word.

(2) *Ligteplaatmeulbonus*.—Die bonus in die ligteplaatmeul moet bereken word op die weeklikse produksie en moet weekliks betaal word. In die geval van 'n individuele bonus, moet die tonnemaat waarop bonus betaalbaar is, soos volg vasgestel word:—

Gegewe tonnemaat vasgestel vir die betrokke werk × Getal skofte gewerk.

Bonus moet betaal word op alle tonnemaat wat gedurende die week bo die bedrag wat volgens bestaande formule bereik word, geproduseer is.

Alle produksie moet op standaard van 24-dikte bereken word. Waar in die afdelingsbonusse in die volgende Bylae na die gegewe tonnemaat verwys word, beteken dit 24-dikte of ander diktes bereken tot op 24-dikte.

Vir doeleindes van die voorafgaande, beteken „skof” enige tydperk van 8-uur wat agtereenvolgend gewerk is.

(3) *Tonnemaat bonus (individuele meulproduksie)*.—(a) Bonus moet op alle tonnemaat bo die gegewe tonnemaat van 7½ ton, betaal word. Die bedrag wat betaalbaar is, moet soos volg bereken word:—

Basiese loon van operateur
7½ × Tonne bo 7½ ton per skof
geproduseer.

(b) Bonus op die bogenoemde basis moet aan die volgende operateurs betaal word:—

1ste Roller, 2de roller, 1ste oondman, 1ste skêrman, omvouer.

(4) *Koudrol (individuele bonus)*.—'n Bonus van 6d. per ton moet aan die koudrollers betaal word op alle tonnemaat bo die gegewe tonnemaat van 24 ton per skof; met dien verstande dat die bonus tot 7d. vermeerder moet word as 8 meulens werk.

(5) *Versinking (individuele bonus)*.—'n Bonus moet aan versinkingspotmanne betaal word op die tonnemaat bo die gegewe tonnemaat van 14½ ton. Die bedrag wat betaalbaar is moet soos volg bereken word:—

Basiese loon van operateur
14½ × Tonne bo 14½ ton per skof.

(6) *Sinkplaatgolwing (individuele bonus)*.—'n Bonus moet betaal word op die tonnemaat wat deur individuele golwers geproduseer word, soos volg:—

1ste Sinkplaatgolwer: 1d. per ton.

2de Sinkplaatgolwer: ½d. per ton.

(7) *Verpakking (individuele bonus)*.—'n Bonus van 3d. per ton op die tonnemaat op die gegewe tonnemaat van 20 ton per skof, moet aan 'n pakkerweegman betaal word.

(8) *Staafsyn en wegpak (groepbonus)*.—'n Bonus, soos hieronder uiteengesit, is weekliks op die totale produksie van eerste-graadsinkplate en plate van die ligteplaatmeul betaalbaar aan:—

Eerste staafsynyer..... ½d. per ton;

Tweede staafsynyer..... ¼d. per ton;

met dien verstande dat hierdie bonusse na ½d. en ¾d. per ton vermeerder moet word as 8 meulens werk.

(9) *Ghrieshuis (groepbonus)*.—'n Bonus van 1s. 6d. is betaalbaar vir elke vorm ghries wat per week gemaak en gesny word. Die totale bonus wat verskuldig is, moet eweredig in verhouding met die tyd wat gewerk is tussen die operateurs wat in die ghrieshuis diens doen, verdeel word.

(10) *Suurbadwerk (groepbonus)*.—'n Bonus van ½d. per ton is op die totale weeklikse produksie van suurbadprodukte aan elke operateur wat as suurbadwerker werksaam is, betaalbaar in verhouding met die tyd wat deur elke operateur gewerk is.

Potsversinkingsbonus..... 15s. per versinkte pot.

Rollerwisselbonus..... 3s. 9d. per man per meul.

OPMERKING.

(1) Die bepalinge van hierdie artikel met betrekking tot alle bonusse waarna verwys word, skryf die metode voor waarvolgens bonusbedrae bereken word wat vir 'n ooreenstemmende produksie betaal moet word. Hier word nie 'n waarborg gegee of geïmpliseer dat daar onder alle omstandighede sulke produksie sal wees nie, en derhalwe word nie gewaarborg of geïmpliseer dat sulke bonusbedrae te alle tye verdien sal word nie.

(2) Die tarief vir die bonusse vir enige beroep kan gewysig word ingeval daar enige wesenlike verandering in die produksiemetode of verandering aan die installasie plaasvind. Indien prakties moontlik, moet van enige sodanige verandering aan die betrokke werknemer 30 dae kennis gegee word.

7. BETALING GEDURENDE VAKANSIE EN WERKLOOSHEID.

(1) Vakansiebetaling waarvoor in hierdie artikel voorsiening gemaak word, moet teen die kontrakskaal van betaling wat die werknemer ontvang op die datum van kwalifikasie, bereken word. As bonusse ingesluit word, moet dit bereken word op die gemiddelde bonus wat oor die vorige ses maande betaal is. As 'n werknemer in 'n hoër betaalde pos aflos moet sy vakansiebetaling op sy gemiddelde verdienste bereken word, met uitsluiting van oortydbetaling vir die ses maande voor die datum waarop hy tot verlof geregtig geword het.

Bonus M. shall be calculated on the monthly arithmetical average of the Group C bonuses of the Steel Melting Plant, Heavy Mills and Light Mills with a guaranteed minimum of 4.5d. per hour for employees whose occupations are scheduled in Part IV section 1 (1) to (5) inclusive.

These bonuses, except in the sheet mills, shall be calculated on the monthly production and shall be paid monthly.

(2) *Sheet Mill Bonus*.—The bonus in the Sheet Mills shall be calculated on the weekly production and shall be paid weekly. In the case of an individual bonus, the tonnage on which bonus is payable shall be ascertained as follows:—

Datum tonnage fixed for the × Number of shifts worked.
job concerned

Bonus shall be paid on all tonnage produced during the week in excess of the amount arrived at by the foregoing formula.

All production shall be calculated on the standard of 24 gauge. Where datum tonnage is referred to in the sectional bonuses in the following Schedule it shall mean 24 gauge or other sections calculated down to 24 gauge.

For the purposes of the foregoing “shift” means any period of 8 hours worked consecutively.

(3) *Tonnage Bonus (Individual Mill Production)*.—(a) Bonus shall be paid on all tonnage produced in excess of a datum tonnage of 7½ tons. The amount payable shall be calculated as follows:—

Basic Rate of Operative
7½ × Tons produced per shift in
excess of 7½ tons.

(b) Bonus on the foregoing basis shall be paid to the following operatives:—

1st Roller, 2nd Roller, 1st Heater, 1st Shearman, Doubler.

(4) *Cold Rolling (Individual Bonus)*.—A bonus of 6d. per ton shall be paid to cold rollers on tonnage rolled in excess of a datum tonnage of 24 tons per shift. Provided, however, that the bonus shall be increased to 7d. per hour when 8 mills are operating.

(5) *Galvanising (Individual Bonus)*.—A bonus shall be paid to the galvanising potmen on all tonnage produced in excess of a datum tonnage of 14½ tons. The amount payable shall be calculated as follows:—

Basic Rate of Operative
14½ × Tons produced per shift in
excess of 14½ tons.

(6) *Corrugation (Individual Bonus)*.—A bonus shall be paid on the tonnage produced by the individual corrugators as follows:—

First Corrugator..... 1d. per ton.

Second Corrugator..... ½d. per ton.

(7) *Packing (Individual Bonus)*.—A bonus shall be paid to packer-scalemen of 3d. per ton on all tonnage produced in excess of a datum tonnage of 20 tons per shift.

(8) *Bar Cutting and Storage (Group Bonus)*.—A bonus as set out hereunder shall be payable on the total production of prime sheets and plates from the Sheet Mills weekly to:—

First Bar Cutter..... ½d. per ton.

Second Bar Cutter..... ¼d. per ton.

Provided, however, that these bonuses shall be increased to ½d. and 3/16d. per ton when 8 mills are operating.

(9) *Grease House (Group Bonus)*.—A bonus shall be paid of 1s. 6d. per mould of grease made and cut per week. The total bonus due shall be divided equally, pro rata, to the time worked, between the operatives employed in the grease house.

(10) *Pickling (Group Bonus)*.—A bonus of ½d. per ton shall be paid on the total weekly production of pickled products to each operative employed as a pickler pro rata, to the time worked by each operative.

Pot Drossing Bonus..... 15s. per pot drossed.

Roll Changing Bonus..... 3s. 9d. per man per mill.

NOTE.

(1) The provisions of this section in respect of all bonuses referred to, prescribe the method of arriving at the amounts of bonuses to be paid for corresponding outputs. No undertaking is given or implied that under all circumstances there will be a call for such productions, and therefore no undertaking is given or implied that such bonus amounts will be earned at all times.

(2) The rate of bonus for any occupation may be varied in the event of any material change taking place in the method of production or alteration to the plant. Wherever practicable thirty days' notice of any such change shall be given to the employees concerned.

7. HOLIDAY AND UNEMPLOYMENT PAY.

(1) Holiday payments provided for in this section shall be computed at the contract rate of pay of which the employee is in receipt at the date of qualification. Where bonuses are included, bonuses shall be calculated on the average bonus paid over the previous six months. Where an employee relieves in a higher paid position his rate of holiday pay shall be computed on his average earnings—excluding overtime for the six months prior to the date of qualification for leave.

(2) As 'n werknemer nie op Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgever hom ten opsigte van sulke dag besoldiging betaal teen 'n skaal van minstens sy gewone skaal van besoldiging asof hy op dié dag sy gemiddelde van sy gewone werkkure vir daardie dag van die week gewerk het; met dien verstande dat wanneer Dingaansdag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op daardie dag werk, sy gewone uurloon betaal moet word vir die getal ure wat hy vir betaal sou word as die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het; en voorts met dien verstande dat hierdie subartikel nie op 'n werknemer wat met verlof met betaling kragtens subartikel (3) van hierdie artikel afwesig is, van toepassing is nie.

(3) Elke werknemer is, ooreenkomstig hierdie Ooreenkoms en behoudens onderstaande bepalings, geregtig tot drie agtereenvolgende-weke verlof met volle betaling:—

- (a) Die kwalifikasie vir verlof is 292 skofte met uitsondering van oortydure, werklik gewerk; met dien verstande dat—
 - (i) behoudens die bepalings van subparagraaf (ii) hiervan, diens by dieselfde werkgever van minder as 30 skofte nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte tydelik gekors word, met die aantal skofte werklik gewerk vir verlofdoeleindes gekrediteer moet word.
 - (ii) wanneer 'n werknemer se diens by dieselfde werkgever ingevolge (i) hiervan onderbreek is en hy by dieselfde werkgever werk hervat, hy vir verlofdoeleindes met die totale aantal skofte by die werkgever gewerk gekrediteer moet word, mits hy in die tussentyd nie vir 'n ander werkgever werk nie.
 - (iii) enige tydperk van afwesigheid weens siekte wat in die geheel nie 52 skofte, in enige afsonderlike jaar te bowe gaan nie, word vir vakansiedoeleindes meegereken; met dien verstande dat 'n werkgever geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter staving van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevolg van 'n ongeval wat ontstaan uit of in die loop van die werknemer se diensverrigting, moet vir vakansiedoeleindes meegereken word; met dien verstande dat erken moet word dat so'n ongeval binne die bepalings van die Ongevalwet val en die tydperke van afwesigheid wat vir vakansiedoeleindes meegereken word is die tydperke van onbekwaamheid wat kragtens die genoemde Wet erken word;
 - (iv) 'n werknemer wat sonder voldoende rede tot bevreemding van sy werkgever van die werk wegbly, moet ten opsigte van elke skof of werkdag wat hy gedurende die afwesigheid verloor 5 skofte, wat hy vir verlofkwalifikasie gewerk het, verbeur, met 'n maksimum straf van 30 skofte in enige kwalifiserings-tydperk vir verlof; met dien verstande dat die werkgever binne veertien dae vanaf die afwesigheid die Raad skriftelik daarvan in kennis moet stel;
- (b) die vakansie moet vier naweke insluit en moet nie onderbreek word nie;
- (c) ingeval of Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag binne die vakansietydperk val, word die tydperk verleng met een dag teen volle betaling vir elkeen van daardie dae.
- (d) 'n werknemer moet binne een maand vanaf die datum waarop hy tot verlof geregtig word, daarom aansoek doen;
- (e) die verlof moet binne vier maande vanaf die datum waarop dit verskuldig word, deur die werkgever toegestaan word;
- (f) 'n werknemer moet sy verlof neem en is daartoe geregtig binne 'n tydperk van vier maande vanaf die datum waarop dit aan hom toekom, tensy vrystelling deur die Raad toegestaan is;
- (g) geen werknemer mag solank hy op verlof is, loontrekkende werk verrig nie.

(4) As 'n werknemer op die punt staan om met verlof te gaan, moet die gelde aan hom verskuldig vir doeleindes van die verlof onmiddellik voor hy met sy werk ophou om met verlof te gaan, deur sy werkgever in kontant aan hom uitbetaal word.

(5) Indien die diens van 'n werknemer eindig voordat hy tot betaalde verlof ooreenkomstig subartikel (3) van hierdie artikel geregtig is, moet hy met die proporsionele aantal skofte of kalenderweke diens, na gelang van die geval, gekrediteer word. Die werkgever moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die aantal skofte gewerk, wat vir vakansiedoeleindes gereken moet word, uiteengesit is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof waarop dié werknemer reg het, stuur.

(6) (a) Indien die tydperk van werkloosheid tussen twee diensye meer as ses dae is, dan is 'n werknemer op vertoon van sy bewys of bewyse aan die Nywerheidsraad, gedurende elke week van sy werkloosheid geregtig om van die bedrag wat hy te goed het 'n bedrag te ontvang van minstens £2 of die bedrag wat hy te goed het, na gelang van die kleinste bedrag, of hoogstens die helfte van die loon wat hy ontvang het, toe hy werkloos geword het, watter ook al die grootste mag wees tot tyd en wyl die tegoed wat in die bewys of bewyse aangedui is, uitgeput is. Ingeval die werknemer werk kry voordat sodanige tegoed uitgeput is, moet hy in die boeke van die Raad gekrediteer word met die bedrag wat nog nie uitbetaal is nie, en dit is vir hom beskikbaar ooreenkomstig die voorafgaande bepalings, wanneer hy of weer vir verlof kwalifiseer, of vir 'n tydperk van meer as ses dae werkloos word.

(2) If an employee does not work on Good Friday, Dingaan's Day, Christmas Day or New Year's Day, the employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week; provided that whenever Dingaan's Day, Christmas Day or New Year's Day fall on a Saturday an employee who does not work on such day shall be paid at his ordinary hourly rates for the number of hours he would have been paid if the holiday fell within the period Monday to Friday inclusive, and provided further that this sub-section shall not apply to an employee who is on paid holiday in terms of sub-section (3) of this section.

(3) Each employee shall be entitled, under this Agreement, to three consecutive weeks' paid holiday, subject to the following conditions:—

(a) The qualification for such holiday shall be 292 shifts, actually worked exclusive of overtime, provided that—

- (i) subject to sub-paragraph (ii) hereof, employment for less than 30 shifts with the employer shall not count for leave purposes; provided that an employee who is laid off, after working 18 shifts shall be credited with the number of shifts actually worked for leave purposes;
- (ii) where an employee's service with the employer is broken in terms of (i) hereof, and he resumes work for the employer, he shall be credited for holiday leave purposes with the total number of shifts worked with the employer, provided that he does not work for another employer in the interim;
- (iii) any period of absence on account of sickness aggregating not more than 52 shifts in any one year of service, shall count for holiday purposes, provided that the employer shall be entitled to call upon an employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes, provided such accident has been admitted as falling within the provisions of the Workmen's Compensation Act and the periods of absence counting for holiday purposes shall be the periods of disablement admitted by the said Act;
- (iv) any employee who absents himself from work without adequate reason satisfactory to the employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts worked towards his holiday qualification, with a maximum penalty of 30 shifts in any one qualifying period for paid leave; provided that notification of such absence shall be made by the employer, in writing, to the Council within fourteen days of such absence.

(b) The holiday shall include four weekends and be for one unbroken period.

(c) Should either Good Friday, Dingaan's Day, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.

(d) Application for holiday shall be made by an employee within one month of the date he becomes entitled thereto.

(e) The holiday shall be granted by the employer so as to commence within a period of four months of due date.

(f) An employee shall be entitled to and shall take his holiday within a period of four months from due date, unless exemption be granted by the Council.

(g) No employee shall engage in any employment for gain during the period of his holiday.

(4) When an employee is about to take his leave, the moneys payable to him for the purpose of such leave shall be paid to him in cash by the employer on his ceasing work to go on holiday.

(5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (3) of this section, he shall be credited with the proportionate number of shifts. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Council the money equivalent of the holiday to which the employee is so entitled.

(6) (a) Where the period of unemployment between one engagement and another is more than six days, an employee on presenting his voucher or vouchers to the Industrial Council shall be entitled during each week of his unemployment to the payment from the amount standing to his credit of a sum not less than £2 or the amount standing to his credit, whichever is the lesser, but not exceeding half pay at the rate he was receiving when unemployment started, whichever is the greater, until such time as the credit indicated in the voucher or vouchers is exhausted. Should the employee obtain employment before such credit has been exhausted, the unpaid amount shall be credited to him in the books of the Council and shall be available to him in accordance with the foregoing provisions, either when next he qualifies for leave or becomes unemployed for a longer period than six days.

(b) 'n Werknemer wat betaling ooreenkomstig paragraaf (a) van hierdie subartikel eis en ontvang, moet, wanneer hy weer in die nywerheid werk kry, vanaf die datum waarop hy die werk aanvaar, vir verlof begin kwalifiseer; met dien verstande dat as daar enige onopgeëiste saldo is waartoe hy geregtig is om gekrediteer te word ooreenkomstig hierdie artikel, hy gekrediteer moet word met verlof gelykstaande aan die saldo.

(7) Ingeval 'n werknemer sterf, of in die loop van sy diens onbekwaam raak om sy beroep uit te oefen, is die bedrag aan hom verskuldig ten opsigte van verlof, betaalbaar aan sy boedel of aan homself, na gelang van die geval.

(8) Na verloop van, minstens 49 weke, gereken vanaf die datum waarop die tydperk van diens wat deur die bewys gedek word, het enige persoon aan wie 'n bewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die nywerheid in diens is nie, reg op aanbieding van die bewys aan die Raad in die streek van oorsprong vir betaling daarteen van enige onbetaalde saldo waarmee hy in die Raad se boeke gekrediteer staan.

(9) (a) 'n Werknemer wat by die volgende maal wat hy vir verlof met betaling kragtens subartikel (3) van hierdie artikel kwalifiseer, minstens twaalf jaar diens by dieselfde werkgever voltooi het, het ooreenkomstig die werkgever se gerief en so lank as hy by dieselfde werkgever in diens bly, elke jaar reg op 'n ekstra week verlof met betaling, of op uitbetaling van die gelyke waarde daarvan; met dien verstande dat by onderlinge ooreenkoms tussen die werkgever en die werknemer—

(i) die verlof met betaling soos in subartikel (3) van hierdie artikel voorgeskryf, met 'n ekstra week verleng kan word; of

(ii) die ekstra week verlof vir die jaar van kwalifisering ingestel kan word en die werknemer dit kan laat ooploop totdat hy vir drie van daardie ekstra weke verlof met betaling kwalifiseer.

(b) Wanneer die werkgever en werknemer die ooreenkoms aangaan soos in paragraaf (a) (ii) bepaal, en die werknemer vir drie van daardie ekstra weke van verlof met betaling (hierna genoem „die opgeloopte verlof”) gekwalifiseer het, moet die opgeloopte verlof deur die werkgever toegestaan en deur die werknemer geneem word, wanneer hy sy verlof met betaling, soos in subartikel (3) van hierdie artikel voorgeskryf, neem, tensy, na gelang van wat die werkgever en werknemer ooreenkoms, die opgeloopte verlof op 'n ander tyd geneem word; met dien verstande wat die werkgever die werknemer in elk geval in staat moet stel om die opgeloopte verlof te neem in die tydperk voordat hy vir sy volgende verlof met betaling kwalifiseer en wanneer die werknemer versuim om die opgeloopte verlof binne daardie tydperk te neem, verbeur hy sy reg daarop.

(c) By beëindiging van die diens van 'n werknemer wat geregtig geword het op die gelyke waarde van die ekstra verlof met betaling soos voorgeskryf in hierdie subartikel, maar dit nog nie ontvang het nie, moet hy by sodanige diensbeëindiging betaal word vir die ekstra verlof met betaling waarvoor hy gekwalifiseer het, maar nog nie ontvang het nie.

(10) Behoudens soos andersins hierin bepaal, word dit vir die doeleindes van hierdie artikel beskou dat diens begin op die datum waarop 'n werknemer by die werkgever in diens tree, of, na gelang van die jongste datum, die datum waarop hy laas op verlof geregtig geword het.

(11) Die Raad kan met enige ander nywerheid wederkerige reëling tref vir die uitwisseling van verlofbewyse ten bate van die werknemers wat uit die nywerheid uittree.

8. TOELAES VIR REIS- EN VERBLYFKOSTE.

(1) Waar werk weg van die werkgever se inrigting, of van die werknemer se gewone werkplek, verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om sodanige werk te verrig, voorsien word van 'n tweedeklass-spoorwegkaartjie; behalwe in die geval van voorstedelike lyne waarvoor die akkommodasie eerste klas of behoorlike vervoer na en van die werk moet wees.

(2) Wanneer van 'n werknemer ingevolge (1) hiervan vereis word om te reis, moet hy gedurende gewone werkure teen die gewone loonskaal betaal word en teen die helfte van die gewone loonskaal buite die gewone werkure; betaling moet in geen geval 12 uur se betaling gedurende 'n tydperk van 24 uur, of gedeelte daarvan, bereken vandat die reis begin, te bowe gaan nie; met dien verstande dat as 'n werknemer gewerk het op die dag waarop die reis begin, hy slegs daarop geregtig is om 'n maksimum van 12 uur se betaling te ontvang, insluitende die lone wat ten opsigte van sodanige dag deur hom verdien is.

(3) 'n Werknemer moet vir etes en slaapplek op die trein betaal word. As 'n werkgever van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, nie op sy gewone woonplek te woon nie, dan moet vir kos en inwoning betaal word of dit moet by die werk verskaf word.

(4) Vir die toepassing van hierdie artikel word Sondag as 'n gewone werkdag beskou.

9. DIENSBEÏNDIGING.

(1) 'n Werkgever of werknemer moet minstens een volle dag vooraf die diens opsig; met dien verstande dat dit op—

(a) die reg van 'n werkgever of 'n werknemer om die diens sonder opsegging te beëindig weens enige gegronde rede wat deur die Wet as voldoende erken word;

(b) enige ooreenkoms tussen 'n werkgever en werknemer waarby vir 'n langer diensopseggingstermyn as een volle werkdag voorsiening gemaak word;

(b) Any employee claiming and receiving payment in terms of paragraph (a) of this sub-section shall, on obtaining further employment in the Industry, commence to qualify for leave as from the date of such employment; provided that if there is any unclaimed balance to which he is entitled to be credited in terms of this section, the leave equivalent of such balance shall be credited to him.

(7) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of holiday pay shall be payable to his estate or himself, as the case may be.

(8) After not less than 49 weeks have elapsed reckoned from the date upon which the period of employment covered by the voucher commenced, any person who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industry shall be entitled, on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit in the books of the Council.

(9) (a) An employee who, when he next qualifies for a paid holiday in terms of sub-section (3) of this section, has completed not less than 12 years' continuous service with the same employer shall be entitled each year at the employer's convenience whilst employed by the same employer to an extra week's paid holiday or the equivalent value thereof; provided that by mutual arrangement between the employer and employee—

(i) the paid holiday referred to in sub-section (3) of this section may be extended by an extra week; or

(ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such extra weeks' paid holiday.

(b) Whenever the employer and employee come to the arrangement provided for in paragraph (a) (ii) and the employee has qualified for three such extra weeks' paid holiday (hereinafter referred to as "the accumulated leave"), the employer shall grant and the employee shall take the accumulated leave when he is given and takes the paid holiday provided for in sub-section (3) of this section, unless, as may be, the employer and employee agree to the accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated leave within such period his title thereto shall cease. Any number of shifts taken as long service leave shall count for holiday purposes.

(c) Whenever the employment of an employee terminates who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this sub-section, he shall be paid upon his employment so terminating for such extra paid leave as he has qualified for and not received.

(10) Saving as is otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or the date on which he last became entitled to holiday leave, whichever is the later.

(11) The Council may make reciprocal arrangements with any other industry for the interchange of leave vouchers to the benefit of the employee leaving the Industry.

8. TRAVELLING AND SUBSISTENCE ALLOWANCES.

(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with second class rail accommodation except over suburban lines, when the accommodation shall be first class, or suitable transport to and from the job.

(2) When an employee is required to travel in terms of (1) hereof, he shall be paid at ordinary rates during ordinary hours of work, and at half rates outside of ordinary hours of work, pay in any circumstances not to exceed twelve hours' pay per cycle of 24 hours or part thereof reckoned from the time the journey commences; provided that if an employee has been working on the day on which the journey commences, he shall be entitled to receive only up to a maximum of 12 hours' full pay which shall include the wages earned by him in respect of such day.

(3) An employee shall be paid for meals and bed on the train. Where an employee by reason of his employment away from his usual working place, is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job.

(4) For the purpose of this section, Sunday shall be considered to be an ordinary working day.

9. TERMINATION OF EMPLOYMENT.

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service; provided that this shall not affect—

(a) the right of the employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;

(b) any agreement between the employer and employee providing for a longer period of notice than one clear working day;

geen inbreuk maak nie; en verder met dien verstande dat 'n werkgewer aan 'n werknemer lone kan betaal in plaas van diens-opseggingstermyn waartoe ooreengekom is, na te kom.

(2) Vir die toepassing van hierdie artikel moet Saterdag nie as 'n volle werksdag beskou word nie. Opsegging om 'n dienskontrak te beëindig by die sluitingstyd op Saterdag moet voor 12-uur middag op Vrydag gegee word.

10. BUITEWERK.

(1) Geen werkgewer kan van enigen van sy werknemers vereis, of hom toestaan, om enige algemene, werktuigkundige, elektrotegniese of skepsingenieurswerk, met inbegrip van herstel-of inmeekaarsit, elders as in sy inrigting te verrig nie, tensy sodanige werk verrig word vir uitvoering of voltooiing van 'n bestelling wat by die werkgewer geplaas is.

(2) Geen werknemer mag, solank hy by 'n werkgewer in die nywerheid in diens is, bestellings vir algemene, werktuigkundige, elektrotegniese of skepsingenieurswerk, met inbegrip van herstel-of inmeekaarsitwerk, vir eie rekening vir verkoop, en/of vir wins, en/of ten behoeve van enige ander persone of firma, aanvaar, of aanneem, of dié werk onderneem nie.

11. UITREIKING VAN SERTIFIKATE, ENS.

Geen werkgewer mag na drie maande vanaf die datum waarop hierdie Ooreenkoms in werking tree enige persoon op „vakmanswerk”, soos voorgeskryf in hierdie Ooreenkoms, in diens neem nie, behalwe 'n werknemer wat sy vakleerlingskap onder 'n kontrak ingevolge die Wet op Vakleerlinge of 'n ander kontrak wat deur die Raad erken word, in enigen van die klasse werk as „vakmanswerk” in hierdie Ooreenkoms bestempel, voltooi het, tensy die werknemer 'n sertifikaat besit wat deur die Raad uitgereik is en wat hom toestaan om „vakmanswerk” te verrig. Met dien verstande, dat 'n werknemer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom sal toestaan om vir „vakmanswerk” in diens te wees en as daardie sertifikaat aan hom uitgereik word, kan hy daarna vir die werk wat in die sertifikaat as „vakmanswerk” bestempel word, in diens wees.

12. INDIENSNEMING VAN PERSONE ONDER 15 JAAR OUD.

Geen werkgewer mag enige persoon onder die ouderdom van 15 jaar in diens neem nie.

13. VRYSTELLINGS.

(1) Die Raad kan vrystelling aan enige werkgewer of werknemer van enigen van die bepalinge van hierdie Ooreenkoms verleen. Aansoeke om vrystelling moet aan die Sekretaris van die Transvaalse Gebiedsraad gerig word.

(2) Die Raad moet die voorwaardes vasstel waarop sodanige vrystelling verleen word; met dien verstande dat die Raad, na goedgekeurde en nadat aan die betrokke persoon een week vooraf skriftelike kennis gegee is, enige vrystellingsertifikaat kan intrek, of die termyn waarvoor die vrystelling verleen was, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling verleen word, 'n behoorlik ondertekende sertifikaat uitreik waarin vermeld word—

- (a) die volle naam van die betrokke persoon;
 - (b) die bepalinge van die ooreenkoms waarvan vrystelling verleen word;
 - (c) die voorwaardes waarop sodanige vrystelling verleen word;
 - (d) die tydperk waarvoor die vrystelling geldig is.
- (4) Die Raad moet—
- (a) alle sertifikate wat uitgereik word in volgorde laat nommer;
 - (b) 'n afskrif van elke sertifikaat wat uitgereik word laat behou, en 'n afskrif van elke sodanige uitgereikte sertifikaat aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is, laat stuur;
 - (c) ingeval aan 'n werknemer vrystelling verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer laat stuur.

14. UITGAWES VAN DIE RAAD.

Vir die fondse van die Raad wat berus by en beheer word deur die Raad moet as volg voorsiening gemaak word:—

- (1) Elke werkgewer moet van die lone van elk van sy werknemers wat deur hierdie Ooreenkoms geraak word (behalwe graad D-werksmanne, algemene arbeiders, wagte, vakleerlinge en minderjariges, gedurende die tydperk wat sodanige minderjariges sonder 'n leerlingskontrak ooreenkomstig die Wet op Vakleerlinge, 1944, in diens kan wees), 'n bedrag van 3d. per week afrek.
- (2) By die bedrag wat aldus afgetrek word, moet die werkgewer 'n gelyke bedrag voeg en die totale som uiterlik die vyftiende dag van elke maand aan die Raad opstuur, soos volg:—

Aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse gebiedsraad), Posbus 3998, Johannesburg, tesame met 'n staat in die vorm wat van tyd tot tyd voorgeskryf word.

15. INDIENSNEMING VAN VAKVERENIGINGSARBEID.

(1) Geen werknemer wat nie 'n lid van een van die vakverenigings is nie mag deur 'n werkgewer wat 'n lid van een van die werkgewersorganisasies is in diens geneem word nie en geen werknemer wat 'n lid van een van die vakverenigings is mag by

and further provided that the employer may pay to an employee wages for and in lieu of the prescribed or agreed period of notice.

(2) For the purpose of this section, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to midday on Friday.

10. OUTWORK.

(1) The employer shall not require or allow any of his employees to undertake any general, mechanical, electrical or marine engineering work, including repairing or assembling, elsewhere than in his establishment, except when such work is in execution or completion of any order placed with such employer.

(2) No employee shall solicit or take orders for or undertake general, mechanical, electrical or marine engineering work, including repairing or assembling, on his own account for sale and/or for gain and/or on behalf of any other persons or firm whilst in the service of the employer.

11. ISSUE OF CERTIFICATES.

The employer shall not after one month from the date of coming into operation of this Agreement, employ any person on „journeyman's work” scheduled in this Agreement, other than an employee who has completed his apprenticeship under a contract in terms of the Apprenticeship Act, or any other contract recognised by the Council, in any one of the classes of work scheduled as „journeyman's work” in this Agreement unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed on „journeyman's work”; provided that the employee shall be entitled to apply to the Council for a certificate enabling him to be employed on „journeyman's work”, and he may, if granted such certificate, be employed thereafter on the work scheduled as „journeyman's work” appearing in his certificate.

12. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE.

The employer shall not employ any person under the age of 15 years.

13. EXEMPTIONS.

(1) The Council may grant exemption from any of the provisions of this Agreement to the employer or employee. Applications for exemption shall be made to the Secretary of the Transvaal Regional Council.

(2) The Council shall fix the conditions subject to which such exemption shall operate, provided that the Council may if it deems fit, after one week's notice has been given in writing, withdraw any licence of exemption even if the period for which such exemption was granted has not expired.

(3) The Council shall cause to be issued a licence duly signed, setting out—

- (a) the full name of the exempted person concerned;
 - (b) the provisions of the Agreement from which exemption is granted;
 - (c) the conditions subject to which such exemption is granted;
 - (d) the period during which the exemption shall operate.
- (4) The Council shall cause—
- (a) all licences issued to be numbered consecutively;
 - (b) a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector of Labour of the area in respect of which the licence is issued;
 - (c) a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

14. EXPENSES OF THE COUNCIL.

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

- (1) The employer shall deduct from the wages of each of his employees affected by this Agreement (other than grade „D” operatives, general labourers, watchmen, apprentices or minors during the period such minors may be employed, without a contract of apprenticeship under the Apprenticeship Act, 1944), an amount of 3d. per week.
- (2) To the amount thus deducted the employer shall add an equal amount and forward the total sum to the Council not later than the fifteenth day of each month as follows:—

To the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg,

together with a statement in such form as may from time to time be prescribed.

15. EMPLOYMENT OF TRADE UNION LABOUR.

(1) No employee who is not a member of one of the trade unions shall be employed by the employer and no employee who is a member of one of the trade unions shall work for an

'n werkgewer wat nie 'n lid van een van die werkgewersorganisasies is in diens tree nie; met dien verstande dat, behoudens soos bepaal in subartikels (2) en (4) hiervan, die toepassing van hierdie klousule in sy bestek beperk is tot—

(a) werknemers wat werk verrig wat in hierdie Ooreenkoms as vakmanswerk ingelys is; en

(b) ander werknemers vir wie 'n „tydloon” van 1s. 11d. per uur en meer in die Ooreenkoms voorgeskryf is as die werknemers vir 'n tydperk van minstens ses maande in die nywerheid in diens was en vir lidmaatskap van een van die vakverenigings in aanmerking kom in ooreenstemming met hul onderskeidelike konstitusies.

(2) Die bepalings van hierdie artikel is nie gedurende die eerste jaar na die datum van sy binnekoms in die Unie van Suid-Afrika op 'n immigrant van toepassing nie: Met dien verstande dat wanneer die immigrant te eniger tyd na die eerste drie maande van sy diensneming in die nywerheid weer om op versoek van die betrokke vakvereniging aansoek om lidmaatskap te doen die bepalings van hierdie artikel onmiddellik van toepassing word.

(3) Die Raad kan vrystelling van die bepalings van subartikels (1) en (4) om enige goeie en voldoende rede verleen en verder is die genoemde subartikel nie van toepassing nie op persone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is en die applikant sodanige weiering aan die Raad gerapporteer het.

(4) Die werkgewer mag nie 'n vormgieter in diens neem wat nie lid van die „Ironmoulders Society of South Africa” is nie; met dien verstande dat hierdie bepaling gedurende die eerste drie maande nie op werknemers behalwe vakmante in die vormgietywerheid van toepassing is nie.

16. VERTONING VAN OOREENKOMS.

Elke werkgewer moet in of by die plek waar sy werknemers werk 'n leesbare afskrif van hierdie Ooreenkoms in albei amptelike tale vertoon en vertoon hou.

17. UITVOERING VAN DIE OOREENKOMS.

Die Raad is die liggaam wat vir die uitvoering van hierdie Ooreenkoms verantwoordelik is.

18. AGENTE.

Die Raad moet een of meer bepaalde persone aanstel as agente om by die uitvoering van die bepalings van hierdie Ooreenkoms behulpzaam te wees. 'n Agent is geregtig om enige inrigting te betree en enige werkgewer of werknemer te ondervra en die aantekeninge van lone wat betaal, tyd wat gewerk en bedrae wat vir oortyd en bonuswerk betaal word, na te sien ten einde te kan bepaal of aan die bepalings van hierdie Ooreenkoms voldoen word.

19. LEWENSKOSTETOELAES.

(1) (i) Elke werkgewer moet aan elk van sy werknemers (behalwe daardie werknemers vir wie spesiale bepalings in Deel II van die Ooreenkoms vasgestel is) bo en behalwe enige ander besoldiging waarop die werknemer geregtig is, 'n lewenskostoelae soos volg betaal:—

Klas.	Loongroep.	Toelae per week as indekssyfer = 1405.	Aanpassings.
I	Bo £5 per week....	£ s. d. 2 5 3	± 7d. vir elke ± volle 5 punte verskil bo of onder 1405.
II	Bo £3. 10s. per week, maar nie bo £5 per week nie	1 19 0	± 6d. vir elke ± volle 5 punte verskil bo of onder 1405.
III	Bo £2 per week, maar nie bo £3. 10s. per week nie	1 4 0	± 3d. vir elke ± volle 5 punte verskil bo of onder 1405.
IV	£2 per week en minder	0 19 2	± 3d. vir elke ± volle 5 punte verskil bo of onder 1405.

(ii) Die toelaes wat ten opsigte van enige week aan 'n werknemer betaalbaar is, moet met een-sesde van die weeklikse toelae vir elke dag waarop hy meer as 'n halwe skof afwesig is, verminder word volgens enige tydperk van afwesigheid van werk sonder die werkgewer se toestemming, tensy die afwesigheid aan siekte of onbekwaamheid binne die bepalings van die Ongevallewet te wyte is, wanneer geen korting ten opsigte van die eerste week van daardie afwesigheid afgetrek moet word nie.

(iii) 'n Werkgewer van wie vereis word om toelaes ten opsigte van 'n afwesigheidstydperk weens siekte te betaal, kan vereis dat die werknemer 'n doktersertifikaat ten opsigte van sodanige afwesigheid moet vertoon voordat betaling gedoen word.

employer who is not a member of the employer's organisation: Provided that, subject to sub-sections (2) and (4) hereof, the application of this section shall be limited in its scope to—

(a) employees performing work scheduled in this Agreement as journeyman's work; and

(b) other employees for whom a wage rate of 1s. 11d. per hour and more is prescribed for in the Agreement, if such employees have been employed in the Industry for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Union of South Africa; provided that if any immigrant has at any time after the first three months of his employment in the Industry refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(3) The Council may grant exemption from the provisions of sub-sections (1) and (4) for any good and sufficient reason and further, the said sub-sections shall not apply to persons who are in the opinion of the Council refused membership without reasonable cause, and the applicant has reported such refusal to the Council.

(4) The employer shall not employ a moulder not a member of the Iron Moulders' Society of South Africa; provided that this provision shall not apply to employees in the moulding trade other than journeyman for the first three months.

16. EXHIBITION OF AGREEMENT.

The employer shall affix and keep affixed in or at the place where his employees are working, a legible copy of this Agreement in both official languages.

17. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement.

18. 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 shall be entitled to enter the establishment of the employer and may question the employer or any employees and inspect the records of wages paid, time worked and payment made for overtime and bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

19. COST OF LIVING ALLOWANCES.

(1) (i) The employer shall pay to each of his employees (other than those employees for whom special provisions have been made in Part II of this Agreement), in addition to any other remuneration to which the employee is entitled, a cost of living allowance, as follows:—

Class.	Wage Group.	Allowance per Week when Index-Figure = 1405.	Adjustments.
I	Exceeding £5 per week	£ s. d. 2 5 3	± 7d. for each ± completed 5 points variation in Index above or below 1405.
II	Exceeding £3. 10s. per week but not exceeding £5 per week	1 19 0	± 6d. for each ± completed 5 points variation in Index above or below 1405.
III	Exceeding £2 per week but not exceeding £3. 10s. per week	1 4 0	± 3d. for each ± completed 5 points variation in Index above or below 1405.
IV	£2 per week and under	0 19 2	± 3d. for each ± completed 5 points variation in Index above or below 1405.

(ii) The allowances payable to an employee in respect of any week shall be reduced by one-sixth of the weekly allowance for each day on which he is absent for more than half a shift, according to any period of absence from work without the employer's permission unless such absence is due to illness or a disablement falling within the provisions of the Workmen's Compensation Act, in which event no reduction shall be made in respect of the first week of such absence.

(iii) When the employer is required to pay any allowances in respect of any period of absence due to illness he may require the employee to produce a medical certificate in respect of such absence before payment is made.

(iv) Lewenskostetoelae is betaalbaar tydens 'n tydperk van jaarlikse verlof met betaling; elke werkgewer moet gedurende die kwalifiseringstydperk 'n *pro rata* bedrag daarvan betaal. Wanneer 'n werknemer 'n werkgewer verlaat, moet enige betrokke vakansieverlof-saldo 'n saldo insluit van die lewenskostetoelae betaalbaar ten opsigte van daardie gedeelte van die tydperk van jaarlikse verlof wat deur die vakansieverlof-saldo gedek word.

(2) Enige aanpassing in die skaal van lewenskostetoelae wat volg uit 'n wysiging van die indeks, moet toegepas word vanaf die eerste betaaldag in die maand wat volg op die bekendmaking van die Maandelikse Bulletin van Statistiek waarin sodanige wysiging bekendgemaak word.

(3) Die toelae wat in paragraaf (a) voorgeskryf word moet op dieselfde tyd betaal word as wat die werknemer gewoonlik sy ander besoldiging ontvang.

(4) „Indeksstelsel” beteken die beswaarde gemiddelde indeks met betrekking tot kos, brandstof, lig, huur en diverse vir die nege hoofstedelike gebiede in die Unie van Suid-Afrika soos vasgestel deur die Direkteur van Sensus en Statistiek op die 1938-basis van 1,000 punte en bekendgemaak in die Maandelikse Bulletin van Statistiek.

(5) Vir die doeleindes van vasstelling binne watter loongroep dit beskou word dat 'n werknemer val, is sy ingelyste uurlikse „tydloon” vermenigvuldig met 46 sy loon.

20. KORTTYD.

Onderworpe aan die bepalinge van die „Lay-off Agreement” tussen die werkgewer en die S.A. Yster- en Staalbedryfsvereniging van 13 Junie 1941, mag 'n werkgewer sy werknemers 'n minder getal ure as wat in hierdie Ooreenkoms vasgestel is, laat werk as gevolg van—

(1) tekort aan werk en/of materiaal, in welke geval 'n werkgewer sy werknemers twee volle werkdag kennis moet gee van sy voorneme om korttyd te werk en vir soveel as dit moontlik is die beskikbare werk onder die betrokke werknemers moet verdeel. As die werkgewer van die werknemer uitdruklik verlang om op enige dag by die inrigting te verskyn om uit te vind of daar werk beskikbaar gemaak sal word, moet hy ten opsigte van so'n dag minstens betaling vir vier uur se werk of betaling in plaas daarvan ontvang. As nie van die werknemer vereis word om by die inrigting te verskyn nie, moet die werkgewer die werknemer op die werkdag onmiddellik voor die dag waarop hy nie behoefte te verskyn nie in kennis stel; of

(2) onvoorsiene noodgevalle en/of omstandighede buite die werkgewer se beheer. Ingeval die voornoemde omstandighede ontstaan, moet nie van die werkgewer vereis word om lone aan sy werknemers te betaal nie, behalwe vir die tydperke wat werklik gewerk is; met dien verstande dat, as 'n werkgewer glo dat werk hervat kan word en hy sy werknemers uitdruklik gelas om op 'n bepaalde dag vir werk by die inrigting te verskyn, hulle ten opsigte van so'n dag ten minste vir vier uur se werk of betaling in plaas daarvan moet ontvang.

21. VAKANSIEVERLOFBONUS.

As 'n werknemer vir vakansieverlof in aanmerking kom en hy met verlof gaan, moet hy 'n vakansieverlofbonus van £32. 10s. ontvang. As die diens van die werknemer eindig voordat hy vir 'n vakansieverlofbonus in aanmerking kom, moet hy 'n *pro rata* bedrag betaal word vir die getal skofte gewerk.

Vakleerlinge, graad D werkers en algemene arbeiders kom nie vir dié bonus in aanmerking nie.

22. VERSEKERING VAN GEREEDSKAP.

Elke werkgewer moet by 'n geregistreerde versekeringsmaatskappy 'n polis uitneem vir versekering teen skade of vernietiging deur brand op die werkgewer se persele van gereedskap wat die eiendom van sy vakman-, vakleerling- en masjienwerknemers is. Die maksimum dekking kragtens hierdie artikel vir versekering van gereedskap is £25 (vyf-en-twintig pond) per bogenoemde werknemers.

DEEL II.

SPEZIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalinge vervat, is die bepalinge met betrekking tot „Werkure” (artikel 3), „Oortydwerk en betaling vir werk op Sondae en bepaalde openbare vakansiedae” (artikel 4), „Betaling gedurende vakansie en werkloosheid” (artikel 7) en „Lewenskostetoelae” (artikel 19) van Deel I van die Ooreenkoms nie van toepassing nie op werknemers wat in diens is as graad D werksmanne, algemene arbeiders en wagte, op wie, behoudens soos andersins hierin bepaal, die orige bepalinge van Deel I en die volgende Spesiale Bepalinge toegepas moet word. (Die Spesiale Bepalinge het voorrang, en moet voorrang geniet, ingeval van teenstrydigheid tussen hulle en die genoemde orige bepalinge van Deel I.)

1. WERKURE.

Die gewone werkure vir alle werknemers mag nie meer as 46 in 'n week wees nie, behalwe in ondergenoemde geval:—

Ligteplaatsmeule.—Die gewone werkure vir werknemers wat hul skofte wissel moet op 'n kringloop van drie weke gebaseer word, sodat twee weke uit 40 bestaan en die derde week uit 48.

(iv) Cost of living allowance shall be payable during any period of paid annual leave, the employer during the qualifying period paying a *pro rata* proportion thereof. When an employee leaves the employer any holiday leave credit concerned shall include a credit of the cost of living allowance payable in respect of that portion of the period of annual leave covered by the holiday leave credit.

(2) Any adjustment in the rate of cost of living allowance consequent upon a variation of the index shall be effected as from the first pay-day in the month following publication of the Monthly Bulletin of Statistics reflecting such variation.

(3) The allowances referred to in sub-section (1) shall be paid at the same time as the employee ordinarily receives his other remuneration.

(4) „Index figure” means the weighted average index relating to food, fuel, light, rent and sundries for the nine principal urban areas in the Union of South Africa as assessed by the Director of Census and Statistics on the 1938 basis of 1,000 points and published in the Monthly Bulletin of Statistics.

(5) For the purpose of ascertaining into which wage group an employee shall be deemed to fall, the hourly „wage rate” scheduled for the class of work of that employee multiplied by 46 shall be his wage.

20. SHORT TIME.

Subject to the provisions of the Lay-Off Agreement between the employer and the S.A. Yster- en Staalbedryfsvereniging, dated 13th June, 1941, the employer may work his employees a lesser number of hours than are laid down in this Agreement, due to a—

(1) shortage of work and/or materials, in which case the employer shall give his employees two clear working days' notice of his intention to work short time, and shall, as far as practicable, spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend;

(2) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising, the employer shall not be required to pay wages to his employees, except for the periods actually worked; provided that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.

21. HOLIDAY LEAVE BONUS.

When an employee qualifies for and proceeds on holiday leave he shall receive a holiday leave bonus of £32. 10s. When the employment of an employee terminates before he qualifies for a holiday leave bonus he shall be paid an amount *pro rata* to the number of shifts worked.

Apprentices, Grade D operatives and general labourers shall not be entitled to qualify for or receive this bonus.

22. INSURANCE OF TOOLS.

The employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be £25 (twenty-five pounds) per employee stated above.

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Notwithstanding anything in these provisions contained, the provisions relating to „Hours of Work” (section 3), „Overtime and Payment for Work on Sundays and Certain Public Holidays” (section 4), „Holiday and Unemployment Pay” (section 7), „Cost of Living Allowances” (section 19) of Part I of the Agreement shall not apply to employees employed as grade D operatives, and general labourers, to whom except as is otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply. (The special provisions to obtain and have preference in the event of any conflict between them and the said remaining provisions of Part I.)

1. HOURS OF WORK.

The ordinary hours of work for all employees shall not exceed 46 hours in any one week except in the following cases:—

Sheet Mills Divisions: The ordinary hours of work for employees who rotate their shifts shall be determined on a cycle of three weeks, so that two weeks shall consist of 40 hours and the third week 48 hours.

2. OORTYDWERK EN BETALING VIR WERK OP SONDAE EN BEPAALDE OPENBARE VAKANSIEDAE.

(1) Tyd deur werknemers gewerk na voltooiing van die gewone skof moet as oortyd beskou word en daarvoor moet teen tydloon- en eenderde betaal word.

(2) Wanneer 'n werknemer, behalwe 'n wag, werk op Goeie-Vrydag, Dingaansdag, Kersdag en Nuwejaarsdag, moet hy minstens die gewone loon vir een skof vir daardie besondere dag van die week ontvang en boonop moet hy teen die gewone loonskaal betaal word vir tyd werklik gewerk tot die voltooiing van die skof, waarna oortydloonskale van toepassing is.

3. VERLOF MET BETALING.

(1) As 'n werknemer nie op Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgever hom ten opsigte van sulke dag besoldiging betaal teen ten minste die skaal van sy gewone skaal van besoldiging asof hy op sulke dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(2) Elke werkgever moet aan elke werknemer afwesigheidsverlof met volle betaling toestaan van minstens twee opeenvolgende weke ten opsigte van elke tydperk van twaalf maande diens en nie later as twee maande na beëindiging van genoemde tydperk nie; met dien verstande dat—

(a) die verloftydperk nie met enige tydperk wanneer die werknemer onder kennisgewing van diensbeëindiging is, of in gevolge die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), opleiding ondergaan, mag saamval nie; en

(b) as Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag binne die tydperk van sodanige verlof val, sodanige dae aan genoemde tydperk toegevoeg moet word as 'n verdere verloftydperk met betaling.

(3) Elke werknemer aan wie verlof toegestaan word onder subartikel (2) moet van die werkgever betaling, ten opsigte van sodanige verlof ontvang en wel nie later as die laaste werkdag voor die aanvang van genoemde tydperk nie.

(4) By diensbeëindiging moet die werkgever aan die werknemer sy volle betaling uitkeer—

(a) ten opsigte van enige verloftydperk wat vir hom opgehoop het, maar nie voor diensbeëindiging aan hom toegestaan is nie; en

(b) vir een dag ten opsigte van elke volle maand diens by die werkgever na die datum waarop hy laas ingevolge subartikel (2) op verlof geregtig geword het, of, in die geval van 'n werknemer wat vir minder as twaalf maande in diens was, nadat hy diens aanvaar het.

(5) Enige tydperk wanneer 'n werknemer—

(a) ingevolge subartikel (2) met verlof is; of

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

(c) op bevel of versoek van sy werkgever van werk afwesig is; of

(d) weens siekte van werk afwesig is;

moet vir die toepassing van subartikels (2) en (4) as diens beskou word: Met dien verstande dat die bepaling van paragraaf (d) nie ten opsigte van enige afwesigheids tydperk weens siekte van meer as drie opeenvolgende dae van toepassing is nie indien die werknemer, nadat die werkgever om sodanige sertifikaat versoek het, in gebreke bly om aan die werkgever 'n doktersertifikaat voor te lê dat hy weens siekte verhinder was om sy werk te doen, of ten opsigte van daardie gedeelte van enige totale afwesigheids tydperk weens siekte gedurende twaalf maande diens wat meer as dertig dae is: Met dien verstande dat as van die werkgever ingevolge enige Wet vereis word om voorsiening te maak vir die versorging en behandeling van sy werknemers tydens siekte, van sodanige werknemers nie vereis kan word om 'n doktersertifikaat voor te lê nie.

(6) Enige bedrag wat ingevolge subartikel (3), of subartikel (4), aan 'n werknemer betaal word, moet bereken word teen die loonskaal wat lewenskostetoelae betaalbaar ingevolge artikel 4 van deel II van hierdie Ooreenkoms moet insluit wat die werknemer onmiddellik voor die datum waarop verlof verskuldig geword het, of sy diens beëindig is, na gelang van die geval, ontvang het.

Vir die doel van die berekening van verlof ingevolge hierdie artikel verskuldig, moet dit beskou word dat diens begin vanaf die datum waarop 'n werknemer by sy werkgever in diens tree, of vanaf die datum waarop hy laaste op jaarlikse verlof geregtig geword het, na gelang van die jongste datum.

4. LEWENSKOSTETOELAE, PRETORIA EN VANDERBIJLPARK.

Elke werkgever moet aan elk van sy werknemers, bo en behalwe enige ander besoldiging waarop die werknemer geregtig is en op dieselfde tyd as wat die werknemer gewoonlik sy ander besoldiging ontvang 'n lewenskostetoelae betaal wat betaalbaar is kragtens Oorlogsmaatregel No. 43 van 1942, soos voortgesit by die Wet op Voortsetting van Oorlogsmaatreëls (Wet No. 48 van 1948) en soos van tyd tot tyd gewysig kan word.

5. LOSIES EN/OF INWONING.

Van geen werknemer kan as deel van sy dienskontrak vereis word om losies of inwoning of albei van die werkgever aan te neem nie; of om goedere van sy werkgever te koop of te huur nie. As 'n werknemer instem om losies of inwoning of albei van die werkgever aan te neem, mag die werkgever hoogstens

2. OVERTIME AND PAYMENT FOR WORK ON CERTAIN PUBLIC HOLIDAYS.

(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and shall be paid for at the rate of time and one-third.

(2) Whenever an employee works on Good Friday, Dingaan's Day, Christmas Day and New Year's Day, he shall receive not less than the ordinary rates for one shift for the particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter overtime rates at the rate of time and one-third shall be paid.

3. PAID LEAVE.

(1) If an employee does not work on Good Friday, Dingaan's Day, Christmas Day or New Year's Day, the employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(2) The employer shall grant to every employee leave of absence on full pay of not less than two consecutive weeks in respect of each period of twelve months' employment and not later than two months after the termination of the said period: Provided that—

(a) 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 training under the South Africa Defence Act, 1912 (Act No. 13 of 1912); and

(b) if Good Friday, Dingaan's Day, Christmas Day or New Year's Day fall within the period of such leave, such days shall be added to the said period as a further period of leave on full pay.

(3) Every employee to whom leave is granted under sub-section (2) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.

(4) Upon the termination of employment, the employer shall pay to the employee his full pay—

(a) in respect of any period of leave which has accrued to him, but was not granted before the termination of the employment; and

(b) for one day in respect of each completed month of employment with the employer after the date on which he last became entitled to leave in terms of sub-section (2), or in the case of an employee who has been employed for less than twelve months after the commencement of his employment.

(5) Any period during which an employee—

(a) is on leave in terms of sub-section (2); 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 the employer; or

(d) is absent from work owing to illness;

shall be deemed to be employment for the purpose of sub-sections (2) and (4); 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 request for such certificate by the employer to submit 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 on account of illness during twelve months of employment, which is in excess of thirty working days; provided that if the employer is by any law required to provide for the care and treatment of his employees while sick, such employees shall not be required to submit a medical certificate.

(6) Any amount paid to an employee in terms of sub-section (3) or sub-section (4) shall be calculated at the rate of remuneration which shall include cost of living allowances payable in terms of section 4 of Part II of this Agreement which the employee was receiving immediately prior to the date upon which the leave became due, or his employment terminated, as the case may be.

For the purpose of calculating leave due under this section, employment shall be deemed to commence from the date upon which an employee enters the employer's service or from the date on which he last became entitled to annual leave, whichever date is the later.

4. COST OF LIVING ALLOWANCE, PRETORIA AND VANDERBIJLPARK.

The employer shall pay to each of his employees, in addition to any other remuneration to which the employee is entitled, and at the same time the employee ordinarily receives his other remuneration, a cost of living allowance proclaimed as payable in terms of War Measure No. 43 of 1942, as continued by the War Measures Further Continuation Act (Act No. 48 of 1948) and as may be amended from time to time.

5. BOARD AND/OR LODGING.

No employee shall be required as part of his contract of service to accept board or lodging or both from the employer, or to purchase any goods or hire any property from his employer. Where an employee agrees to accept board or lodging or both from the employer, the employer may deduct not more

6s. per week aftrek as losies en inwoning verskaf word, maar hoogstens 3s. 6d. per week vir slegs losies, of 2s. 6d. per week vir slegs inwoning, mits inwoning deur die Raad en die betrokke plaaslike owerheid goedgekeur is.

6. DIENSSERTIFIKATE.

'n Werkgewer moet, wanneer 'n werknemer dit by sy diensbeëindiging versoek, aan sodanige werknemer 'n dienssertifikaat uitreik waarin die volle naam van die werkgewer en dié van die werknemer, die aard van die diens, die datums van aanvang en beëindiging van die kontrak en die loonskaal op die datum van sodanige beëindiging aangegee is: Met dien verstande dat waar in hierdie Ooreenkoms die loon van enige werknemer vasgestel word volgens lengte van diens, die werknemer verplig is om by diensverandering aan sy nuwe werkgewer 'n dienssertifikaat voor te lê sodat hy op sulke besoldiging ooreenkomstig lengte van diens aanspraak kan maak.

DEEL III.

LEERLINGSKAP- EN/OF KWALIFISERINGSTERMYNE.

Die aanvangsloon vir nuwelinge by Yskor in die betrekkings waarvoor leerlingskaptermyn voorgeskryf word soos uiteengesit in die aanhangseis van deel IV, afdeling 2, moet 'n minimum wees van—

- 1s. 9d. per uur vir die eerste 75 skofte wat gewerk word;
- 1s. 11d. per uur vir die volgende 75 skofte wat gewerk word;
- 2s. 1d. per uur vir die volgende 50 skofte wat gewerk word; en daarna 2s. 3d. per uur.

Die kwalifiseringstermyn vir vakleerlingskap vir die verskillende beroepe moet die getal skofte wees soos vermeld teenoor die betrokke beroepe in die volgende loonrooster.

Verhogings gedurende die leerlingskaptermyn, behalwe dié vir nuwelinge, moet na elke 150 skofte wat gewerk is toegestaan en as gevolg bereken word:—

150 skofte gedeel deur die getal skofte wat vereis word om te kwalifiseer in die betrokke beroepe, vermenigvuldig met die verskil tussen die aanvangsloon vir daardie beroep en die skaal vir die gekwalifiseerde werknemer.

LET WEL.

(i) Ervaring wat verkry word in diens by Yskor, of by enige ander werkgewer in dieselfde klas werk, moet vir enigeen van die volgende beroepe as kwalifiseringstermyn meegereken word: Lokomotiefmasjiniste, keteloppassers en turbine-bediensers; met dien verstande dat elke versoek om vorige ervaring in aanmerking te neem op sy eie meriete behandel moet word.

(ii) Lokomotiefmasjiniste.—'n Lokomotiefmasjinis wat 'n goewermentslokomotiefmasjinistesertifikaat hou of verkry, moet as gekwalifiseerd beskou word en van hom moet nie vereis word om enige verdere kwalifiseringskofte by Yskor te werk nie.

(iii) Keteloppassers en turbinebediensers.—Die vereiste getal skofte vir kwalifisering as 'n keteloppasser en/of turbinebediener moet met 100 skofte verminder word in die geval van 'n keteloppasser of turbinebediener wat na gelang van die geval die houer van 'n goewermentsstoommasjienmasjinis- of keteloppasser-sertifikaat is of word.

'n Werknemer wat afwisselend in twee of meer beroepe werk, moet vir die doel van verhoging met alle skofte wat aldus gewerk word, gekrediteer word op sy aangewese betrekking tot die kwalifiseringstermyn vir die genoemde beroep voltooi is. Skofte wat daarna in 'n hoërgegradeerde beroep gewerk word, moet as kwalifiseringskofte vir sulke hoërgegradeerde beroep gereken word nieënstaande die betrokke werknemer slegs aflossend in sulke hoër graad werksaam is.

'n Werknemer wat vir 'n aaneenlopende tydperk van een uur of langer in enige skof in 'n hoërgegradeerde beroep afios, moet vir sulke tydperk met 'n volle leerlingskapskof gekrediteer word en as hy vir 'n hoër loonskaal gekwalifiseerd is, vir die hele skof teen die hoër skaal betaal word.

Die leerlingskaptermyn wat in die volgende Aanhangsels uiteengesit word, toon die totale getal leerlingskapskofte aan wat gewerk moet word om vir die verskillende beroepe te kwalifiseer. As twee of meer betrekkings 'n direkte volgorde vir bevordering vorm, moet die kwalifiseringleerlingskapskofte wat vir sulke beroepe in die laer grade vir sulke beroepe gewerk word, op die hoër grade beroepe gekrediteer word in regstreekse volgorde van bevordering.

DEEL IV.

LOONSKALE VAN TOEPASSING OP KLASSE ARBEIDERS, HIERNA GENOEM, WAT BY YSKOR IN DIENS IS.

Geen werkgewer mag aan werknemers, behalwe vakleerlinge, in diens vir enigeen van die soorte werk in hierdie Ooreenkoms genoem, laer lone en/of verdienste betaal as wat teenoor die soorte werk vermeld word nie, en geen werknemer mag laer lone en/of verdienste aanneem as wat teenoor die soorte werk vermeld word nie.

than six shillings per week when board and lodging is provided or not more than three shillings and sixpence per week for board only or two shillings and sixpence per week for lodging only, provided such lodging has been approved by the Council and the local authority concerned.

6. CERTIFICATES OF SERVICE.

The employer shall, when requested by an employee upon the termination of his employment, supply such employee with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination; provided that where, in this Agreement, the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to the employer on change of employment, in order to become entitled to such remuneration prescribed for length of service.

PART III.

LEARNERSHIP AND/OR QUALIFYING PERIODS.

The commencing rate for newcomer-learners to Iscor in the jobs for which learnership periods are prescribed as scheduled in the Annexures to Part IV, Section 2, shall be a minimum of—

- 1s. 9d. per hour for the first 75 shifts worked;
- 1s. 11d. per hour for the next 75 shifts worked;
- 2s. 1d. per hour for the next 50 shifts worked; and thereafter 2s. 3d. per hour.

The qualifying period of learnership for the various occupations shall be the number of shifts set out against the occupations concerned in the following Schedule of wages.

Increases during the learnership period other than those for newcomers shall be granted after each 150 shifts worked calculated as follows:—

150 shifts divided by the number of shifts required to become qualified in the occupations concerned, multiplied by the difference between the commencing rate for that occupation and the rate for the qualified employee.

NOTE.

(i) Experience acquired while working with Iscor or for any other employer in the same class of work shall be counted in the qualifying period for any of the following occupations, namely, loco drivers, boiler attendants and turbine attendants; provided that every application for consideration of previous experience shall be treated on its merits.

(ii) Loco Drivers.—A loco driver who holds or who acquires a Government Locomotive Engine Driver's Certificate shall be deemed to be qualified and shall not be required to work any further qualifying shifts at Iscor.

(iii) Boiler Attendants and Turbine Attendants.—The number of shifts required to qualify as a boiler attendant and/or as a turbine attendant shall be reduced by 100 shifts in the case of a boiler attendant or turbine attendant, who is or who becomes the holder of a Government Engine Driver's Certificate or Boiler Attendant's Certificate, as the case may be.

An employee working alternately in two or more occupations shall have all the shifts so worked credited to his designated job for purposes of increment until the qualifying period for the said occupation is completed. Thereafter shifts worked in a higher graded occupation shall count as qualifying shifts for such higher graded occupation, notwithstanding that the employee concerned is only relieving in such higher grade.

An employee relieving in a higher graded occupation for a continuous period of one hour or more on any shift shall be credited with a full learnership shift for such period and if qualified for a higher rate of pay, shall be paid at the higher rate for the full shift.

The learnership periods set out in the Schedules of Part IV indicate the total number of learnership shifts which must be worked to qualify for the various occupations. Where two or more jobs form a direct sequence for promotion, the qualifying learnership shifts worked in the lower grades for such occupations shall be credited towards the higher grade occupations in the direct sequence of promotion.

PART IV.

WAGE SCHEDULES APPLICABLE TO CLASSES OF LABOUR, HEREINAFTER ENUMERATED, EMPLOYED BY ISCOR.

The employer shall not pay to any employee (other than an apprentice) engaged on any of the classes of work specified in this Agreement, wages and/or earnings lower than those stated against such classes, and no employee shall accept wages and/or earnings lower than those stated against such classes.

AFDELING 1.

(1) *Vakmanswerk*.—Geen persoon behalwe 'n vakman of vakleerling mag vakmanswerk verrig nie alvorens die Nywerheidsraad sy goedkeuring verleen het:—

Grofsmid- en/of vuurwerk en/of vuursweiswerk en/of ornamentele werk.....	} 3s. 3d. per uur plus „M” bonus.
Ketelmaak.....	
Baksteenmesselwerk en/of klipmesselwerk..	
Houtwerk.....	
Loodgieters- en/of loodswiswerk.....	
Elektriese werk.....	
Monteur- en/of draai- en/of masjienwerk en/of presieslypwerk.....	
Instrumente maak en/of herstel.....	
Meulbouwerk.....	
Gietwerk en/of kernsmaak.....	
Takelwerk.....	
Patrone maak.....	
Las- en/of gas- en boogswywerk (elektries)...	
Motorwerktuigkundige.....	
Installasiebediener (staalsmeltery).....	

(2) *Masjinstewerk* (As dit deur 'n ander as 'n vakman verrig word).—Fatsoneer, langgatmaak, skaaf, uitslyp (behalwe met universal-uitslypers), slypsteenwerk (behalwe met universal-slypstene) en die bedien van ratfreemasjienwerk- en rotasie-masjiengereedskap (uitgesonderd senterdraaibanke en/of boormasjiene).

	Skaal per uur.
Eerste jaar van vakleerlingskap:—	s. d.
Eerste ses maande.....	1 3
Tweede ses maande.....	1 6½
Tweede jaar van vakleerlingskap.....	1 10
Derde jaar van vakleerlingskap.....	2 7½
Daarna.....	3 1 plus „M” bonus.

LET WEL.

(a) Werknemers wat kragtens hierdie bepaling in diens is, moet toegelaat word om werk op te sit, hul eie gereedskap te stel en te slyp, en volgens en met presiesmeetinstrumente te werk, met inbegrip van maatstokke, krompassers en degelike. Leerlinge moet geleer word om werk op te sit, hul eie gereedskap te slyp en te stel en om volgens en met presiesmeetinstrumente te werk.

(b) Geen werkgever mag onder hierdie bepalings enige persoon teen 'n laer loonskaal as 3s. 1d. per uur in diens hê nie, tensy met voorafgaande toestemming van die Raad en onder 'n Vakleerlingskapkontrak. Sulke kontrakte moet in die vorm wees wat van tyd tot tyd deur die Raad voorgeskryf word en moet op die Hoofkantoor van die Raad geregistreer wees en moet die groep masjiengereedskap in die gebruik waarvan die leerling opgelei moet word, vermeld. Leerlinge moet sulke tegniese opleiding wat deur die Raad vasgestel word, dwarsdeur die termyn van vakleerlingskap ondergaan en dit is 'n vooropgestelde voorwaarde van goedkeuring van enige kontrak dat die leerling die geleentheid verskaf moet word om sulke tegniese opleiding te ondergaan.

	Skaal per uur.
(3) <i>Graad A werkers</i> —	s. d.
Plaatwerkers.....	2 11½ plus „M” bonus.
(4) <i>Graad AA werkers</i> —	
Klink- en/of kalfaterwerk.....	2 9 plus „M” bonus.
(5) <i>Graad B werkers</i> —	
Koepelbediener (toesigwerk).....	2 3 plus „M” bonus.
(6) <i>Graad D werkers</i> —	

Graad D/1.

Dryfhamerbediener.....	} * Skaal per uur.
Grofsmid se voorslaner.....	
Ketelstoker.....	
Klinknaelverhitter en/of voorslaner.....	
Magasynmeestersjong behalwe arbeider.....	

Graad D/2.

Aanbring van anti-korrosielae....	} * Skaal per uur.
Afsny en soos toegepas in produk-sieafdelings van staalfabrieke en opsyn van afval.....	
Versendingsverpakker, behalwe arbeider.....	
Skoonslyp met die hand en/of slyp- en/of draagbare krag-gereedskap.....	
Vashouers by konstruksiewerk..	
Hidrolies toets en/of lugdruktoets	
Metaalwryf en/of poleer.....	
Olie en/of ghries van masjinerie as dit in voltydse kapasiteit gedoen word.....	
Herhalingswerk met skroefswy-gereedskap.....	
Sand- en/of haelblaaswerk.....	
Enemmel en/of verf spuit.....	

SECTION 1.

(1) *Journeyman's Work*.—No person other than a journeyman or apprentice may be employed on journeyman's work without the prior permission of the Industrial Council:—

Blacksmithing and/or forging and/or fire-welding and/or ornamental metal working	} 3s. 3d. per hour + „M” Bonus.
Boilermaking.....	
Bricklaying and/or masonry.....	
Carpentering.....	
Plumbing and/or lead burning.....	
Electrical work.....	
Fitting and/or turning and/or machining and/or precision grinding.....	
Instrument making and/or repairing.....	
Millwrighting.....	
Moulding and/or coremaking.....	
Patternmaking.....	
Rigging.....	
Welding electric and/or gas and/or gas and arc cutting.....	
Motor Mechanic.....	
Plant attendant (SMP).....	

(2) *Machinists' Work*.—(When performed by an employee other than a journeyman)—Shaping, slotting, planing, milling (excluding universal millers, grinding (excluding universal grinders), and the operation of gear cutting and rotary machine tools (excluding centre lathes and/or boring mills).

	Rate per Hour.
First year of learnership:—	s. d.
First six months.....	1 3
Second six months.....	1 6½
Second year of learnership.....	1 10
Third year of learnership.....	2 7½
Thereafter.....	3 1 + „M” Bonus.

NOTES.

(a) Employees employed in terms hereof shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. Learners shall be trained to set up their own work, grind and set their own tools and work to and with precision measuring instruments.

(b) No person shall be employed under these provisions at a rate of pay of less than 3s. 1d. per hour, except with the prior consent of the Council and under a learnership contract. Such contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any contract that the learner shall be given facilities to undergo such approved technical instruction.

	Rate per Hour.
(3) <i>Grade “A” Operative's Work</i> —	s. d.
Sheeters.....	2 11½ + M Bonus.
(4) <i>Grade “AA” Operative's Work</i> —	
Riveting and/or caulking.....	2 9 + M Bonus.
(5) <i>Grade “B” Operative's Work</i> —	
Cupola attendant (supervisory work)	2 3 + M Bonus.

(6) *Grade “D” Operative's Work*—

<i>Grade “D”/1.</i>	} * Rate per hour.
Hammer driving operator.....	
Blacksmith striker boy.....	
Boiler stoking.....	
Rivet heater and/or striker.....	
Storeman's boy, other than labourer	
<i>Grade “D”/2.</i>	} * Rate per hour.
Application of anti-corrosive coatings.....	
Cutting off and as applied to steel works production departments and cutting of scrap.....	
Despatch packer other than labourer.....	
Fettling by hand and/or by grinding and/or by portable power tools	
Holdings up in construction work..	
Metal buffing and/or polishing....	
Oiling and/or greasing of machinery, where so employed in a full-time capacity.....	
Repetition screwing with die heads and/or taps.....	
Sand and/or shot blasting.....	
Spraying of enamel and/or paint..	

Graad D/3.

In enenmel en/of verf indompel. } *Skaal per uur.
Takelaarsleierjong. }
* Skaal per uur vir werk van graad D werkers.

Graad D/1.**Besoldiging.**

Eerste ses maande ervaring. 9½d. per uur.
Daarna. 10½d. per uur.

Graad D/2.

Eerste ses maande ervaring. 8½d. per uur.
Daarna. 9½d. per uur.

Graad D/3.

- Eerste ses maande ervaring. 7½d. per uur.
Daarna. 8½d. per uur.
(7) *Algemene Arbeiders*. 7½d. per uur.
(8) *Minderjariges* in diens in bedrywe
genoem in die Wet op Vakleerlinge,
1944 gedurende die diens tyd voor
vakleerlingskap. 5½d. per uur.
(9) *Leerlinge*.

Bedryf.	Eerste drie maande ervaring.	Tweede drie maande ervaring.	Daarna.	
			Loonskaal per uur.	
	s. d.	s. d.	s. d.	
(i) Plaatwerkers (werk vir graad A werksmanne).....	2 3½	2 7½	2 11 plus M bonus.	
(ii) Klinkwerk en/of kalfater (werk vir graad A werksmanne).....	2 0	2 4½	2 9 plus M bonus.	
(iii) Werk vir graad B werksmanne....	1 5½	1 11	2 3 plus M bonus.	

AFDELING 2.**(A) Vanderbijlpark: Plaatmeule.**

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Gasopwekker.....	3 2	—	750
Stoomketelbediener.....	2 6	—	500
Staalplaatman.....	2 8	C	600
Ketelsteenverwyderingsopsigter.....	2 6	—	450
Vlam-ketelsteenverwyderaar.....	2 4	—	250
Eerste oondbediener.....	2 9	A	900
Tweede oondbediener.....	2 4	B	500
Plaatstoter en voeraantekenaar.....	2 2	B	450
Roller.....	3 6	A	1,500
Tweede roller.....	2 10	B	1,000
Meulbeheeroperateur.....	2 10	A	900
Aflos-beheeroperateur.....	2 5	B	700
Endskêrbeheeroperateur.....	2 0	C	200
Warmpersoperateur.....	2 2	C	300
Tafel- en oorbringoperateur.....	2 0	C	200
Skêrwerker.....	2 9	A	950
Tweede skêrwerker.....	2 3	B	500
Eerste ondersoeker.....	3 2	—	750
Tweede ondersoeker.....	2 9	—	650
Filtreringsinstallasiebediener.....	2 5	—	300
Koudpersbediener.....	2 3	—	200
Laaier en nasiener.....	3 1	—	800
Assistent-laaier en nasiener.....	2 4	—	550
Roldraaier en -slyper.....	3 7	—	5 jr. vakt.
Skêrlemislyper.....	2 7	—	350
Afloswerker.....	2 3	—	200

LET WEL.—In die geval van die ondergenoemde werknemers wat tot hoër betrekkinge, soos hieronder uiteengesit, bevorder word, is die volgende bepalings betreffende leerlingskapskofte van toepassing:—

- Van tweede oondbediener tot eerste oondbediener.
- Van tweede roller tot roller.
- Van aflosbeheeroperateur tot meulbeheeroperateur.
- Van tweede skêrwerker tot skêrwerker.
- Van tweede ondersoeker tot eerste ondersoeker.
- Van assistent-laaier en nasiener tot laaier en nasiener.

Grade "D"/3.

Dipping in enamel and/or paint. } * Rate per hour.
Riggers leading boy. }
* Rate per hour for Grade "D" Operative's Work.

Grade "D"/1.**Remuneration.**

First six months of experience. 9½d. per hour.
Thereafter. 10½d. per hour.

Grade "D"/2.

First six months of experience. 8½d. per hour.
Thereafter. 9½d. per hour.

Grade "D"/3.

- First three months of experience... 7½d. per hour.
Thereafter. 8½d. per hour.
(7) *General Labourers*. 7½d. per hour.
(8) *Minors* employed in trades designated under the Apprenticeship Act, 1944, during the pre-apprenticeship period of employment. 5½d. per hour.
(9) *Learners*.

Occupation.	First Three Months of Experience.	Second Three Months of Experience.	Thereafter.	
			Rate per Hour.	
	s. d.	s. d.	s. d.	
(i) Sheetters (Grade "A" Operative's Work).....	2 3½	2 7½	2 11 + M Bonus.	
(ii) Riveting and/or caulking (Grade "A" Operative's Work).....	2 0	2 4½	2 9 + M Bonus.	
(iii) Grade "B" Operative's Work.....	1 5½	1 11	2 3 + M Bonus.	

SECTION 2.**(A) Vanderbijl Park Plate Mills Division.**

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Gas producerman.....	3 2	—	750
Boilerman.....	2 6	—	500
Slabman.....	2 8	C	600
Scarfer supervisor.....	2 6	—	450
Flame scarfer.....	2 4	—	250
First heater.....	2 9	A	900
Second heater.....	2 4	B	500
Pusher and input recorder.....	2 2	B	450
Roller.....	3 6	A	1,500
Second roller.....	2 10	B	1,000
Mill control operator.....	2 10	A	900
Relief control operator.....	2 5	B	700
End shears control operator.....	2 0	C	200
Hot mangle operator.....	2 2	C	300
Table and transfer operator.....	2 0	C	200
Shearer.....	2 9	A	950
Second shearer.....	2 3	B	500
First examiner.....	3 2	—	750
Second examiner.....	2 9	—	650
Filtration plant attendant.....	2 5	—	300
Cold mangle.....	2 3	—	200
Loader and checker.....	3 1	—	800
Assistant loader and checker.....	2 4	—	550
Roll turner and grinder.....	3 7	—	5 year apprenticeship.
Shear blade grinder.....	2 7	—	350
Relief operative.....	2 3	—	200

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

- From 2nd Heater to 1st Heater.
- From 2nd Roller to Roller.
- From Relief Control Operator to Mill Control Operator.
- From 2nd Shearer to Shearer.
- From 2nd Examiner to 1st Examiner.
- From Assistant Loader and Checker to Loader and Checker.

Na kwalifisering in die eersgenoemde poste, moet aan hierdie werknemers 'n krediet van 20 skofte vir kwalifisering in die hoër pos toegeken word vir elke 100 skofte wat gewerk is, tot hulle 75 persent van die verskil tussen die leerlingskopskofte vir die hoërbetaalde pos verkry het, afgerond tot die naaste 5, bo en benewens enige skofte waarmee hulle gekrediteer word terwyl hulle in die hoër poste waarnem.

(B) Kooksoonde en afdeling vir neweprodukte.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Nasientoetser.....	s. d. 3 0	—	550
Waarnemende oondbediener.....	3 0	—	550
Versender.....	3 0	—	550
Kooksuittootmasjiendrywer.....	2 10	—	550
Kooksoondwerker.....	2 10	—	550
Teerinstallasiebediener.....	2 10	—	550
Menger.....	2 10	—	550
Gassuierman.....	2 10	—	550
Benzolinstallasieoperateur.....	2 10	—	550
Ammoniakinstallasieoperateur.....	2 10	—	550
Kooksgidsdrywer.....	2 10	—	550
Kooksblysser.....	2 10	—	550
Steenkoolhanteerder.....	2 10	—	550
Installasiehandlanger.....	2 10	—	550
Kalkkardrywer.....	2 10	—	550
Oondlapper.....	2 10	—	550
Assistent-nasientoetser.....	2 9	—	450
Toetser.....	2 7	—	450
Stamperbediener.....	2 7	—	450
Teersuurinstallasiebediener.....	2 7	—	450
Teerinstallasie-assistent.....	2 7	—	450
Tweede gassuierman.....	2 7	—	450
Assistent-toetser.....	2 4	—	300
Afloswerker.....	2 3	—	200

After qualifying in the former positions these employees shall be given a credit of 20 shifts as qualifying for the higher post for every 100 shifts worked, until they have acquired 75 per cent. of the difference between the learnership shifts for the higher paid post rounded up to the nearest 5, in addition to any shifts credited to them while acting in the higher post.

(B) Coke Ovens and By-products Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
Check tester.....	s. d. 3 0	—	550
Deputy heater.....	3 0	—	550
Despatcher.....	3 0	—	550
Ram driver.....	2 10	—	550
Coke handling attendant.....	2 10	—	550
Tar plant operator.....	2 10	—	550
Blender.....	2 10	—	550
Exhausterman.....	2 10	—	550
Benzole plant operator.....	2 10	—	550
Ammonia plant operator.....	2 10	—	550
Coke guide driver.....	2 10	—	550
Coke quencher.....	2 10	—	550
Coal handling attendant.....	2 10	—	550
Plant handyman.....	2 10	—	550
Larry car driver.....	2 10	—	550
Oven patcher.....	2 10	—	550
Assistant check tester.....	2 9	—	450
Tester.....	2 7	—	450
Stamping attendant.....	2 7	—	450
Tar acid plant attendant.....	2 7	—	450
Tar plant assistant.....	2 7	—	450
Second exhausterman.....	2 7	—	450
Assistant tester.....	2 4	—	300
Relief operative.....	2 3	—	200

(C) Smeltoond-afdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Oondoppasser.....	s. d. 3 7	—	1,100
Gasinstallasiehersteller.....	3 1	—	650
Bediener van 'n ertsvervoerkraan....	3 2½	—	450
Baklaaier.....	2 10	—	550
Rotsbrekerbediener.....	2 10	—	550
Eerste gasreiniger.....	2 9	—	500
Tweede gasreiniger.....	2 6	—	350
Skaalkardrywer.....	2 7	—	400
Vervormerbediener.....	2 5	—	300
Stoof- en Theisenman.....	2 5	—	300
Afloswerker.....	2 3	—	200

(C) Blast Furnace Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
Keeper.....	s. d. 3 7	—	1,100
Gas plant reconitioner.....	3 1	—	650
Ore bridge driver.....	3 2½	—	450
Binsman.....	2 10	—	550
Crusher attendant.....	2 10	—	550
First gas cleaner.....	2 9	—	500
Second gas cleaner.....	2 6	—	350
Scale car driver.....	2 7	—	400
Transformer houseman.....	2 5	—	300
Stove and theisenman.....	2 5	—	300
Relief operative.....	2 3	—	200

LET WEL.—'n Gekwalifiseerde tweede gasreiniger is geregtig tot 'n krediet van 20 skofte as kwalifiseringstermyn in die leerling-skapstermyn vir 'n eerste gasreiniger vir elke 100 skofte wat gewerk is tot op 75 persent van die verskil in die leerlingskopskofte vir die genoemde twee betrekkings, afgerond tot die naaste 5, bo en behalwe skofte waartoe hy geregtig word terwyl hy 'n eerste gasreiniger aflos.

(C) (bis) Sinterinstallasie-afdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Masjiendrywer.....	s. d. 3 4	—	700
Masjienassistent.....	2 10	—	550
Bankerman.....	2 10	—	550
Ertsbakbediener.....	2 7	—	400
Afloswerker.....	2 3	—	200

NOTE.—A qualified Second Gas Cleaner shall be entitled to a credit of 20 shifts as qualifying in the learnership period for a First Gas Cleaner for every 100 shifts worked up to 75 per cent. of the difference in learnership shifts for these two jobs, rounded up to the nearest 5, in addition to any shifts which he becomes entitled to while relieving as a First Gas Cleaner.

(C) (bis) Sinter Plant Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
Machine driver.....	s. d. 3 4	—	700
Machine assistant.....	2 10	—	550
Bunkerman.....	2 10	—	550
Ore bin feed operator.....	2 7	—	400
Relief operative.....	2 3	—	200

(D) *Staal-smelterij-afdeling.*

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Eerste hand elektriese oond.....	s. d. 4 0	—	1,450
Eerste smelter.....	3 1	A	1,350
Eerste porman.....	3 1	A	1,000
Bessemerblaser.....	3 0	B	1,000
Ketelman.....	3 0	B	1,000
Bodemmaker.....	3 3	—	600
Kalkinstallasieoperator.....	3 3	—	600
Gasopwekker.....	2 8	B	750
Tweede hand elektriese oond.....	2 11	—	1,100
Tweede smelter.....	2 5	B	1,100
Pothersteller.....	2 10	—	500
Putman.....	2 2	B	500
Voerder.....	2 3	B	400
Blaserhulp.....	2 3	B	600
Ketelhulp.....	2 3	B	600
On-ysterwerf-voorman.....	2 6	C	400
Kalkinstallasiebediener.....	2 6	—	200
Toevoegingsman.....	1 11	B	300
Menger.....	2 1	C	200
Stoppermaker.....	2 1	C	200
Derde smelter.....	2 1	C	200
Derde hand elektriese oond.....	2 4	—	200
Afloswerker.....	2 3	—	200

LET WEL.—In die geval van die volgende werknemers wat tot betrekking soos hieronder uiteengesit bevorder word, is die volgende bepalinge betreffende leerlingsskifte van toepassing:—

Van tweede hand elektriese oond tot eerste hand elektriese oond.

Van tweede smelter tot eerste smelter.

Van blaserhulp tot blaser.

Van ketelhulp tot ketelman.

Na kwalifisering in die eersgenoemde betrekkinge moet hierdie werknemers gekrediteer word met 20 skifte as kwalifisering vir die hoër pos vir elke 100 skifte wat gewerk is, tot hulle 75 persent van die verskil tussen die leerlingsskifte vir die hoër-betaalde pos bereik het, afgerond tot die naaste 5, bo en behalwe enige skifte waarmee hulle gekrediteer word terwyl hulle in die hoër pos waarneem.

(D) (bis) *Afdeling vuurvaste produkte (Pretoria).*

Benaming.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Messeilaar (vuurvaste stene).....	s. d. 3 7	B	5 jaar vak-leerling. 400
Steeninspekteur.....	3 1	—	

LET WEL.—Geen produksiebonus is ten opsigte van die eerste twee weke diens betaalbaar nie.

(E) *Rolmasjiën-afdeling (blokwalwerk).*

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
Eerste meuldrywer.....	s. d. 2 10	A	900
Skërdrywer.....	2 5	B	700
Afsny blok-skërman.....	2 7	B	700
Skofoondbediener.....	2 10	A	1,100
Oondbediener.....	2 9	B	950
Plaas- en blokwerfopsigter.....	2 8	C	500
Gietstukmagasynmeester.....	2 9	—	500
Gaspomp- en branderbediener.....	2 7	C	500
Stoter- en vervoerglydrywer.....	2 2	B	400
Oorbring-gly- en rolroosterdrywer.....	2 0	C	200
Stamper.....	2 0	C	200
Gietstukardrywers.....	2 0	C	200
Afloswerker.....	2 3	—	200

(D) *Steel Melting Plant Division.*

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
First hand electric furnace.....	s. d. 4 0	—	1,450
First smelter.....	3 1	A	1,350
First ladleman.....	3 1	A	1,000
Bessemer blower.....	3 0	B	1,000
Vesselman.....	3 0	B	1,000
Bottom maker.....	3 3	—	600
Gas producerman.....	3 3	—	600
Calcining plant operator.....	2 8	B	750
Second hand electric furnace.....	2 11	—	1,100
Second smelter.....	2 5	B	1,100
Ladle repairer.....	2 10	—	500
Pitman.....	2 2	B	500
Inputman.....	2 3	B	400
Blower helper.....	2 3	B	600
Vesselman helper.....	2 3	B	600
Scrap yard foreman.....	2 6	C	400
Calcining plant assistant.....	2 6	—	200
Additions man.....	1 11	B	300
Mixerman.....	2 1	C	200
Stoppermaker.....	2 1	C	200
Third smelter.....	2 1	C	200
Third hand electric furnace.....	2 4	—	200
Relief operative.....	2 3	—	200

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

From second hand electric furnace to first hand electric furnace.

From second smelter to smelter.

From blower helper to blower.

From vesselman helper to vesselman.

After qualifying in the former positions these employees shall be given a credit of 20 shifts as qualifying for the higher post for every 100 shifts worked, until they have acquired 75 per cent. of the difference between the learnership shifts for the higher paid post rounded up to the nearest 5, in addition to any shifts credited to them while acting in the higher post.

(D) (bis) *Refractories Section (Pretoria Works) Division.*

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
Bricklayer (refractory).....	s. d. 3 7	B	5 years apprenticeship. 400
Brick inspector.....	3 1	—	

NOTE.—No production bonus is payable for the first two weeks of employment.

(E) *Rolling Mills Division (Blooming Mills).*

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
First mill driver.....	s. d. 2 10	A	900
Shear driver.....	2 5	B	700
Crop and bloom shearman.....	2 7	B	700
Shift heater.....	2 10	A	1,100
Heater.....	2 9	B	950
Slab and bloom yardman.....	2 8	C	500
Ingot stockman.....	2 9	—	500
Booster and burner attendant.....	2 7	C	500
Pusher and transfer skid driver.....	2 2	B	400
Transfer skid and roll rack driver.....	2 0	C	200
Stamper.....	2 0	C	200
Ingot car driver.....	2 0	C	200
Relief operative.....	2 3	—	200

LET WEL.—Die gaspomp- en branderbediener en die oondbediener moet onderskeidelik met 20 skofte gekrediteer word vir elke 100 skofte wat gewerk word na kwalifisering in hierdie betrekking, vir kwalifisering as oondbediener en skof-oondbediener tot op 75 persent van die verskil in leerlingskopskofte tussen elk van die genoemde betrekkinge, afgerond tot die naaste 5, bo en behalwe enige skofte wat 'n gekwalifiseerde gaspomp- en branderbediener mag verkry gedurende kwalifisering as 'n oondbediener, of die kwalifiseringskofte wat 'n gekwalifiseerde oondbediener mag verkry gedurende kwalifisering as 'n skof-oondbediener.

(F) Rolmeul-afdeling. (Swaar- en middelmeule-rolmeulafdeling.)

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Skofroller.....	3 6	A	1,500
Eerste meuldrywer.....	2 10	A	900
Tweede roller.....	3 0	B	1,000
Oondbediener.....	2 9	B	950
Tweede meuldrywer.....	2 5	B	700
Derde roller.....	2 5	B	500
Afsny- en blokskêrman.....	2 5	B	700
Eenspoordrywer.....	2 5	B	700
Vierde roller.....	2 1	B	400
Halfprodukteskofwerker.....	2 8	B	600
Oondstootdrywer.....	2 0	C	200
Warmbankglydrywer.....	2 0	C	200
Oorbring, gly- en rolroosterdrywer.....	2 0	C	200
Ou-ysterlaaiers.....	2 0	C	200
Warm-reguitermaker-opsigter.....	2 0	C	200
Warmstamper-opsigter.....	2 0	C	200
Afloswerker.....	2 3	—	200

LET WEL.—'n Gekwalifiseerde tweede meuldrywer en 'n gekwalifiseerde derde roller is geregtig op 'n krediet van 20 skofte vir elke 100 skofte wat in hul aangewese betrekkinge gewerk word tot op 75 persent van die verskil in skofte wat nodig is om as onderskeidelik 'n eerste meuldrywer en tweede roller te kwalifiseer, afgerond tot die naaste 5, bo en behalwe enige skofte wat hulle mag verkry terwyl hulle in sulke poste aflos.

'n Gekwalifiseerde tweede roller moet gekrediteer word met 20 skofte vir elke 100 skofte wat gewerk word as kwalifisering vir 'n skofroller tot op 50 persent van die verskil in skofte tussen die twee betrekkinge, bo en behalwe enige skofte wat verkry word terwyl hy as 'n skofroller waarneem.

(G) Rolmasjien-afdeling. (Swaarroller-voltooiingsafdeling.)

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Rigpersoperateur.....	3 4	—	600
Rollerrigmasjienoperateur.....	3 4	—	600
Laaier.....	3 3	—	800
Inspekteur.....	3 4	—	850
Buisstaafinspekteur.....	3 0	—	650
Assistent-inspekteur.....	2 9	—	600
Meul- en boormasjienoperateur.....	2 8	—	450
Koudsaagopsigter.....	2 6	—	350
Beheerdrywer.....	2 4	—	300
Verfmerker.....	2 3	—	200
Kraanswaai-opsigter.....	2 3	—	200
Koudsaagman.....	2 3	—	200
Afloswerker.....	2 3	—	200

LET WEL.—'n Gekwalifiseerde assistent-inspekteur is geregtig op 'n krediet van 20 skofte as kwalifisering in die leerlingskapt-termyne vir 'n inspekteur vir elke 100 skofte wat gewerk word tot op 75 persent van die verskil tussen die leerlingskopskofte vir die genoemde twee betrekkinge, afgerond tot die naaste 5, bo en behalwe enige skofte waarop hy geregtig word terwyl hy 'n inspekteur aflos.

NOTE.—The booster and burner attendant and the heater shall be credited respectively with 20 shifts for every 100 shifts worked after qualifying in these positions, towards qualifying for heater and shift heater, up to 75 per cent. of the difference in learnership shifts between each of these positions, rounded up to the nearest 5, in addition to any shifts which a qualified booster and burner attendant may acquire when qualifying as a heater, or the qualifying shifts which a qualified heater may acquire when relieving a shift heater.

(F) Rolling Mills Division (Heavy and Medium Mills Rolling Section.)

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Shift roller.....	3 6	A	1,500
First mill driver.....	2 10	A	900
Second roller.....	3 0	B	1,000
Heater.....	2 9	B	950
Second mill driver.....	2 5	B	700
Third roller.....	2 5	B	500
Crop and bloom shearman.....	2 5	B	700
Monorail driver.....	2 5	B	700
Fourth roller.....	2 1	B	400
Semi-products shift hand.....	2 8	B	600
Furnace pusher driver.....	2 0	C	200
Hot bank skid driver.....	2 0	C	200
Transfer skid and roll rack driver.....	2 0	C	200
Scrap loader.....	2 0	C	200
Hot straightener supervisor.....	2 0	C	200
Hot stamper supervisor.....	2 0	C	200
Relief operative.....	2 3	—	200

NOTE.—A qualified second mill driver and a qualified third roller shall be entitled to a credit of 20 shifts for every 100 shifts worked in their designated jobs up to 75 per cent. of the difference in shifts required to qualify as a first mill driver and second roller respectively, rounded up to the nearest 5, in addition to any shifts which they may acquire while relieving in such posts.

A qualified second roller shall be credited with 20 shifts for every 100 shifts worked as qualifying for a shift roller up to 50 per cent. of the difference in shifts between these two jobs, in addition to any shifts acquired while relieving as a shift roller.

(G) Rolling Mills Division (Heavy Mills Finishing Section.)

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Gag press operator.....	3 4	—	600
Roller straightening machine operator.....	3 4	—	600
Loader.....	3 3	—	800
Inspector.....	3 4	—	850
Tube billet inspector.....	3 0	—	650
Assistant inspector.....	2 9	—	600
Milling and drilling machine operator.....	2 8	—	450
Cold saw supervisor.....	2 6	—	350
Control driver.....	2 4	—	300
Paint marker.....	2 3	—	200
Crane slinging supervisor.....	2 3	—	200
Cold sawman.....	2 3	—	200
Relief operative.....	2 3	—	200

NOTE.—A qualified assistant inspector shall be entitled to a credit of 20 shifts as qualifying in the learnership period for an inspector for every 100 shifts worked up to 75 per cent. of the difference in learnership shifts for these two jobs, rounded up to the nearest 5, in addition to any shifts which he becomes entitled to while relieving as an inspector.

(H) Rolmasjiën-afdeling. (Eigtemeulrol- en voltooiingsafdeling).

Bedryf.	Loonskaal.		Leerling-skoft.
	Basiese skaal per uur.	Bonus-groep.	
Eerste roller.....	s. d. 3 8	A	1,500
Tweede roller.....	2 11	A	1,100
Derde roller.....	2 11	B	800
Eerste oondbediener.....	2 9	B	950
Eerste beheeroperateur.....	2 6	A	700
Inspekteur.....	3 2	—	650
Laaier.....	3 1	—	650
Rollerreguitmaker.....	3 1	—	600
Voltooiingsinstallasieoperateur.....	2 6	—	400
Vierde roller.....	2 1	B	400
Tweede oondbediener.....	2 1	B	500
Skërman.....	2 3	C	400
Tweede beheeroperateur.....	2 1	C	300
Staafvoerder.....	2 1	C	300
Afval-rolwalsbediener.....	2 0	C	200
Bogstaalvanger.....	2 0	C	200
Laaierhulp.....	2 3	—	200
Inspekteurhulp.....	2 3	—	200
Gctalaantekenaar by skêre.....	2 3	—	200
Draadinspekteur.....	2 3	—	200
Warmreguitmaker.....	2 3	—	200
Afloswerker.....	2 3	—	200

(H) Rolling Mills Division (Light Mill Rolling and Finishing Sections).

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per hour.	Bonus Group.	
First roller.....	s. d. 3 8	A	1,500
Second roller.....	2 11	A	1,100
Third roller.....	2 11	B	800
First heater.....	2 9	B	950
First control operator.....	2 6	A	700
Inspector.....	3 2	—	650
Loader.....	3 1	—	650
Roller straightener operator.....	3 1	—	600
Finishing plant supervisor.....	2 6	—	400
Fourth roller.....	2 1	B	400
Second heater.....	2 1	B	500
Shearman.....	2 3	C	400
Second control operator.....	2 1	C	300
Billet charger.....	2 1	C	300
Scrap reel operative.....	2 0	C	200
Loop flicker.....	2 0	C	200
Loader helper.....	2 3	—	200
Inspector helper.....	2 3	—	200
Tallyman at shears.....	2 3	—	200
Wire inspector.....	2 3	—	200
Hot straightener.....	2 3	—	200
Relief operative.....	2 3	—	200

LET WEL.—In die geval van die volgende werknemers wat tot die ondergenoemde betrekings bevorder word, is die onderstaande bepalings betreffende leerlingskap van toepassing:—

Van derde roller tot tweede roller.

Van tweede oondbediener tot eerste oondbediener.

Van tweede beheeroperateur tot eerste beheeroperateur.

NOTE.—In the case of the following employees promoted to the jobs set out hereunder, the following provisions regarding learnership shifts shall apply:—

From third roller to second roller.

From second heater to first heater.

From second control operator to 1st control operator.

After qualifying in the former positions these employees shall be given a credit of 20 shifts as qualifying for the higher post for every 100 shifts worked, until they have acquired 75 per cent. of the difference between the learnership shifts for the higher paid post, rounded up to the nearest 5, in addition to any shifts credited to them while acting in the higher posts.

A qualified second roller shall be credited with 20 shifts for every 100 shifts worked as qualifying for a first roller up to 50 per cent. of the difference in shifts between these two jobs, in addition to any shifts acquired while relieving as a first roller.

(I) Kleimeul-afdeling.

Bedryf.	Loonskaal.		Leerling-skoft.
	Basiese skaal per uur.	Bonus-groep.	
Skofroller.....	s. d. 3 6	A	1,500
Assistent-skofroller.....	2 9	A	900
Oondbediener.....	2 9	B	950
Rollerreguitmakerbediener.....	3 1	—	600
Laaier.....	3 1	—	650
Skërmanweër.....	2 4	B	550
Eerste ru-afwerker.....	2 3	B	250
Tweede ru-afwerker.....	2 1	B	250
Afloswerker.....	2 3	—	200

LET WEL.—'n Gekwalifiseerde assistent-skofroller is geregtig op 'n krediet van 20 skofte vir elke 100 skofte wat gewerk word as kwalifisering vir 'n skofroller tot op 50 persent van die verskil in skofte tussen die genoemde twee betrekings, bo en behalwe enige skofte wat hy verkry terwyl hy 'n skofroller aflos.

(I) Small Section Mill Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
Shift roller.....	s. d. 3 6	A	1,500
Assistant shift roller.....	2 9	A	900
Heater.....	2 9	B	950
Roller straightener machine operator.....	3 1	—	600
Loader.....	3 1	—	650
Shearman weighman.....	2 4	B	550
First rougher.....	2 3	B	250
Second rougher.....	2 1	B	250
Relief operator.....	2 3	—	200

NOTE.—A qualified assistant shift roller shall be credited with 20 shifts for every 100 shifts worked as qualifying for a shift roller up to 50 per cent. of the difference in shifts between these two jobs in addition to any shifts acquired while relieving as a shift roller.

(I) Rolmeul-afdeling. (Rolontwerp-afdeling.)

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Roldraaier.....	3 7	—	5 jr. vakt. 1,000
Roller en takelaar.....	2 11	B	5 jr. vakt. 800
Gereedskap- en leipatroonmaker....	3 7	—	5 jr. vakt. 250
Kors- en gereedskaphardmaker.....	3 3	—	200
Grofsmid (takelaar).....	3 7	—	
Saagslyper.....	2 3	—	
Afloswerker.....	2 3	—	

LET WEL.—Rollers en takelaars moet die B-bonus betaal word wat van toepassing is op die meule waarin hulle in diens is.

(K) Toetshuis.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Monsternemer.....	2 7	—	400
Toetstukbereider.....	2 7	—	300
Afloswerker.....	2 3	—	200

(L) Smidspers.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Persdwyer.....	3 5	—	700
Gasopwekker en stoomketelbediener.....	3 2	—	750
Oondwerker.....	3 2	—	750
Assistent-bediener.....	2 10	—	600
Oondhelpers.....	2 3	—	200
Afloswerker.....	2 3	—	200

(M) Blankstaaldryfjas-installasie.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Eerste toloperateur.....	3 1	—	600
Tweede toloperateur.....	2 6	—	350
Hidroliese reguitmakerbediener.....	2 10	—	450
Elektriese reguitmakerbediener.....	2 10	—	450
Verpakker en afsender.....	2 10	—	450
Graad B operateur.....	2 7	—	350
Senterlooslyperoperateur.....	3 1	—	600
Senterloosdraai bankoperateur.....	3 1	—	600
Aigemene operateur.....	3 4	—	650
Afloswerker.....	2 3	—	200

(J) Rolling Mill Division (Roll and Tackle Services).

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Roll turner.....	3 7	—	5 Years Apprenticeship. 1,000
Roll and tackleman.....	2 11	B	5 Year Apprenticeship. 800
Tool and templet maker.....	3 7	—	5 Year Apprenticeship. 250
Case and tool hardener.....	3 3	—	200
Blacksmith (tacklemaker).....	3 7	—	
Saw sharpening.....	2 3	—	
Relief operative.....	2 3	—	

NOTE.—Roll and tacklemen shall be paid the B bonus applicable to the mill in which they are employed.

(K) Test House Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Sampler.....	2 7	—	400
Test piece preparer.....	2 7	—	300
Relief operative.....	2 3	—	200

(L) Forge Press Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Press driver.....	3 5	—	700
Gas producerman and boilerman.....	3 2	—	750
Furnaceman.....	3 2	—	750
Assistant operative.....	2 10	—	600
Furnace helper.....	2 3	—	200
Relief operative.....	2 3	—	200

(M) Bright Steel Shafting Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
First reeler operator.....	3 1	—	600
Second reeler operator.....	2 6	—	350
Hydraulic straightener operator.....	2 10	—	450
Electric straightener operator.....	2 10	—	450
Packer and despatcher.....	2 10	—	450
Grade "B" operator.....	2 7	—	350
Centreless grinding operator.....	3 1	—	600
Centreless turning operator.....	3 1	—	600
General operator.....	3 4	—	650
Relief operative.....	2 3	—	200

(N) Kragstasie.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Eerste stoomketelbediener.....	3 6	—	700
Tweede stoomketelbediener.....	2 10	—	400
Illgnerhuisbediener No. 2.....	3 7	—	600
Meulmotorbediener.....	3 4	—	600
Eerste turbinebediener.....	3 4	—	600
Tweede turbinebediener.....	3 2	—	550
Derde turbinebediener.....	3 0	—	500
Hulpinstallasiebediener.....	2 7	—	350
M.A.N. stoomketelbediener.....	2 6	—	400
Pomphuiswerker.....	2 5	—	300
Afloswerker.....	2 3	—	200

(O) Algemene soorte werk.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Schilder.....	3 7	—	5 jr. vakt.
Gewapende betonwerkers.....	3 7	—	5 jr. vakt.
Eerste gashouderbediener.....	3 4	—	600
Tweede gashouderbediener.....	3 1	—	500
Smeerder.....	3 1	—	550
Lampskoonmaker.....	2 10	—	450
Laaiersafsender (presco).....	2 10	—	450
Kaartwysiger (kragburo).....	2 6	—	400
Operateur (staalgietery).....	2 6	—	400
Silinderbekteler.....	2 7	—	350
Spoorleër.....	2 10	—	350
Afkoelondopsigter (ystergietery)...	2 4	—	350
Gereedskapuitreiker.....	2 4	—	300
Trokhertsteller.....	2 10	—	350
Bouwerksaagman.....	2 7	—	350
Afkoelbankbediener.....	3 4	—	650
Uitwasser.....	2 7	—	350
Profielsnyer.....	2 7	—	350
Ru-slyper.....	2 7	—	350
Skroefmasjienwerker.....	2 7	—	350
Boorder.....	2 7	—	350
Boorder met setmasjiene.....	2 3	—	200
Vragmotorbestuurder (tot 5 ton)...	2 4	—	200
Vragmotorbestuurder (oor 5 ton en tot 7 ton).....	2 9	—	200
Vragmotorbestuurder (oor 7 ton)...	2 11	—	200
Ketelskoonmaker.....	2 5	—	300

LET WEL.—'n Profielsnyer van wie vereis word dat hy sy eie afmerkwark met behulp van leipatrone of op 'n ander wyse doen, moet betaal word teen 2s. 10d. per uur.

'n Gekwalifiseerde tweede gashouderbediener is geregtig op 'n krediet van 20 skofte as kwalifiseringstermyn in die leerlingskaptermyn vir 'n eerste gashouderbediener vir elke 100 skofte wat gewerk word tot op 75 persent van die verskil tussen die genoemde twee betrekings, afgerond tot die naaste 5, bo en behalwe enige skofte waarop hy geregtig word terwyl hy 'n gashouderbediener aflos.

(P) Verkeersafdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Verkeersvoorman.....	3 1	—	500
Assistent-verkeersvoorman.....	2 7	—	400
Trokkersonderoeker.....	2 10	—	500
Verkeerswerker.....	2 7	—	400
Lokomotiefmasjinis.....	3 4	—	500
Lokomotiefloodswerker.....	3 5	—	500
Masjinis van vuurlose lokomotief...	2 7	—	225
Gekwalifiseerde stoker.....	2 6	—	200
Stoker.....	2 4	—	200
Sinjaalman.....	2 3	—	200
Telefonis.....	2 3	—	200
Afloswerker.....	2 3	—	200

(N) Power Station Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
First boiler attendant.....	3 6	—	700
Second boiler attendant.....	2 10	—	400
No. 2 illgner house attendant.....	3 7	—	600
Mill motor attendant.....	3 4	—	600
First turbine attendant.....	3 4	—	600
Second turbine attendant.....	3 2	—	550
Third turbine attendant.....	3 0	—	500
Auxiliary plant attendant.....	2 7	—	350
M.A.N. boiler attendant.....	2 6	—	400
Pumpman.....	2 5	—	300
Relief operative.....	2 3	—	200

(O) General Jobs Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Painter.....	3 7	—	5 Year Apprenticeship.
Reinforcing concreters.....	3 7	—	5 Year Apprenticeship.
First gasholder attendant.....	3 4	—	600
Second gasholder attendant.....	3 1	—	500
Lubricator.....	3 1	—	550
Lamp cleaner.....	2 10	—	450
Loader despatches (presco).....	2 10	—	450
Chart changer (energy bureau).....	2 6	—	400
Operator (steel foundry).....	2 6	—	400
Lagger.....	2 7	—	350
Platelayer.....	2 10	—	350
Foreman fettler (iron foundry).....	2 4	—	350
Tool issuer.....	2 4	—	300
Truck repairer.....	2 10	—	350
Structural sawman.....	2 7	—	350
Cooling bank attendant.....	3 4	—	650
Washout man.....	2 7	—	350
Profile cutter.....	2 7	—	350
Rough grinder.....	2 7	—	350
Screwing machine work.....	2 7	—	350
Driller.....	2 7	—	350
Drilling with jigs and fixtures.....	2 3	—	200
Lorry driver (up to 5 tons).....	2 4	—	200
Lorry driver (over 5 tons and up to 7 tons).....	2 9	—	200
Lorry driver (over 7 tons).....	2 11	—	200
Boiler cleaner.....	2 5	—	300

NOTE.—A profile cutter who is required to do his own marking off from templates or otherwise shall be paid at the rate of 2s. 10d. per hour.

A qualified second gasholder attendant shall be entitled to a credit of 20 shifts as qualifying in the learnership period for a first gasholder attendant for every 100 shifts worked up to 75 per cent. of the difference in learnership shifts for these two jobs, rounded up to the nearest 5, in addition to any shifts which he becomes entitled to while relieving as a first gasholder attendant.

(P) Traffic Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Traffic chargeman.....	3 1	—	500
Assistant Traffic chargeman.....	2 7	—	400
Truck inspector.....	2 10	—	500
Traffic operative.....	2 7	—	400
Loco driver.....	3 4	—	500
Loco shedman.....	3 5	—	500
Fireless loco driver.....	2 7	—	225
Passed fireman.....	2 6	—	200
Fireman.....	2 4	—	200
Flagman.....	2 3	—	200
Telephone attendant.....	2 3	—	200
Relief operative.....	2 3	—	200

LET WEL.—'n Gekwalifiseerde assistent-verkeersvoorman is geregtig op 'n krediet van 20 skofte as kwalifiseringstermyn in die leerlingskaptermyn vir 'n verkeersvoorman vir elke 100 skofte wat gewerk word tot op 75 persent van die verskil tussen die leerlingskofte vir die genoemde twee betrekings, afgerond tot die naaste 5, bo en behalwe enige skofte waarop hy geregtig word terwyl hy 'n verkeersvoorman aflos.

(Q) Krane-afdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Afloswerker op alle krane.....	3 10	—	775
Afloswerker op alle krane, behalwe stollingskuilkrane.....	3 9	—	775
Stollingskuilkrane.....	3 0	A	700
Wellmankrane.....	3 0	A	775
Afloswerker op alle krane-behalwe stollingskuilkrane, wellman- en putoondkrane.....	3 7	—	700
Smidsperskraan.....	3 7	—	700
Gietkrane.....	3 1	B	650
Bessemmerkrane.....	2 11	B	650
Vinnige kloukrane (22, 23, 24 en 32)			
Arrolkrane.....			
Laaikrane.....			
Bloklaaikrane.....			
Afvalwerfkrane.....	2 10	B	500
Rolwervangingskrane Nos. 6, 36, 37 en 39.....			
Ligteplaatmeulkraan (30 ton).....	3 4	—	500
Plaatwerfkrane.....	3 1	C	500
Gieterykraan.....	3 4	—	500
Alle ander krane.....	3 2½	—	450
Krane van vloer af bedien, Nos. 60 en 61.....	2 7	—	350

(R) Draadwerke-afdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonus-groep.	
	s. d.		
Stempelpoleerder.....	2 7	—	500
Draadversinker.....	2 7	—	500
Draadsuurbadwerker.....	2 7	—	500
Opmeter en aantekenaar.....	2 7	—	500
Bakproseswerker.....	2 7	—	500
Afloswerker.....	2 3	—	200

(S) Ligteplaatmeule-afdeling.

Bedryf.	Loonskaal.		Leerling-skofte.
	Basiese skaal per uur.	Bonusgroep.	
	s. d.		
Eerste roller.....	4 1	Produksiebonus.....	1,400
Tweede roller.....	2 6	Produksiebonus.....	500
Klaarstaan-tweede-roller.....	2 5	Gem. produksiebonus	350
Eerste oondbediener.....	3 1	Produksiebonus.....	950
Oondbediener.....	2 10	Gem. produksiebonus	650
Eerste skërman.....	3 1	Produksiebonus.....	950
Skërman.....	2 10	Gem. produksiebonus	650
Werkende onderbaas.....	3 8	Geen produksiebonus	—
Omvouer.....	2 2	Produksiebonus.....	350
Assistent-omvouer.....	2 10	Geen produksiebonus	350
Meultreinbediener.....	2 4	Geen produksiebonus	500
Meultreinassistent.....	2 3	Geen produksiebonus	350
Eerste staafsnijer.....	2 8	Produksiebonus.....	800
Tweede staafsnijer.....	2 3	Produksiebonus.....	350
Ghrieshuisbediener.....	2 4	Produksiebonus.....	500
Eerste plaatonder-soeker.....	2 10	Geen produksiebonus	650
Eerste afkoelondwerker.....	3 2	Geen produksiebonus	950

NOTE.—A qualified assistant traffic chargeman shall be entitled to a credit of 20 shifts as qualifying in the learnership period for a traffic chargeman for every 100 shifts worked up to 75 per cent. of the difference in learnership shifts for these two jobs, rounded up to the nearest 5, in addition to any shifts which he becomes entitled to while relieving as a traffic chargeman.

(Q) Cranes Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Relieving all cranes.....	3 10	—	775
Relieving all cranes except soaking pit cranes.....	3 9	—	775
Soaking pit cranes.....	3 0	A	700
Wellman chargers.....	3 0	A	775
Relieving all cranes except soaking pit, wellman chargers and bloom chargers.....	3 7	—	700
Forge press crane.....	3 7	—	700
Casting cranes.....	3 1	B	650
Bessemmer cranes.....	2 11	B	650
Quick acting (22, 23, 24 and 32)...			
Arrol cranes.....			
Charging cranes.....			
Bloom charging crane.....			
Scrap bay cranes.....	2 10	B	500
Roll changing crane Nos. 6, 36, 37 and 39.....			
Thirty-ton sheet mill crane.....	3 4	—	500
Slab yard crane 42.....	3 1	C	500
Foundry crane.....	3 4	—	500
All other cranes.....	3 2½	—	450
Floor operated cranes Nos. 60 and 61	2 7	—	350

(R) Wire Works Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Die polisher.....	2 7	—	500
Wire galvaniser.....	2 7	—	500
Wire pickler.....	2 7	—	500
Gauger and recorder.....	2 7	—	500
Baker attendant.....	2 7	—	500
Relief operative.....	2 3	—	200

(S) Sheet Mills Division.

Designation.	Rate of Pay.		Learner-ship Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
First roller.....	4 1	Production bonus...	1,400
Second roller.....	2 6	Production bonus...	500
Standby second roller..	2 5	Av. production bonus	350
First heater.....	3 1	Production bonus...	950
Standby heater.....	2 10	Av. production bonus	650
First shearman.....	3 1	Production bonus...	950
Standby shearman.....	2 10	Av. production bonus	650
Working chargehand....	3 8	No production bonus	—
Doubler.....	2 2	Production bonus...	350
Assistant doubler.....	2 10	No production bonus	350
Mill train attendant....	2 4	No production bonus	500
Mill train assistant....	2 3	No production bonus	350
First bar cutter.....	2 8	Production bonus...	800
Second bar cutter.....	2 3	Production bonus...	350
Greasehouseman.....	2 4	Production bonus...	500
First sheet examiner....	2 10	No production bonus	650
First close annealer....	3 2	No production bonus	950

Bedryf.	Loonskaal.		Leerling-skoft.
	Basiese skaal per uur.	Bonusgroep.	
	s. d.		
Tweede afkoelondwerker.....	2 6	Geen produksiebonus	500
Koudroller.....	2 4	Produksiebonus.....	500
Bediener, versinkingsinstallasie.....	3 7	Geen produksiebonus	800
Onderbaas-versinker..	2 11	Produksiebonus.....	800
Versinkingspotbediener.....	2 11	Produksiebonus.....	800
Suurbadwerker.....	2 8	Produksiebonus.....	650
Persiffelaar.....	2 8	Produksiebonus.....	650
Rolriffelaar.....	2 5	Produksiebonus.....	500
Zahninstallasiebediener.....	2 9	Geen produksiebonus	650
Versinkingsinspekteur	2 4	Geen produksiebonus	350
Versinkingsweegman..	2 4	Geen produksiebonus	350
Versinkingsafvalman..	2 4	Geen produksiebonus	350
Pakkerweegman.....	2 5	Produksiebonus.....	500
Gasopwekker.....	3 2	Geen produksiebonus	800
Laaier.....	3 1	Geen produksiebonus	800
Ketelstoker.....	2 6	Geen produksiebonus	500
Rolslyper.....	2 10	Geen produksiebonus	650
Skêrlemslyper.....	2 7	Geen produksiebonus	500
Herslyper.....	2 7	Geen produksiebonus	500
Roller-gelyksteller...	2 3	Geen produksiebonus	200
Afvalpersbediener...	2 3	Geen produksiebonus	200
Afloswerker.....	2 3	Geen produksiebonus	200

In die geval van die ondergenoemde werknemer wat tot ondergenoemde betrekking bevorder word, is die volgende bepalinge betreffende leerlingskapskifte van toepassing:—

- Van tweede roller tot eerste roller.
- Van tweede oondbediener tot eerste oondbediener.
- Van tweede skêrman tot eerste skêrman.
- Van assistent-meultreinbediener tot meultreinbediener.
- Van tweede staafsnyer tot eerste staafsnyer;

na kwalifisering in die eersgenoemde betrekking moet hierdie werknemers 'n krediet van 20 skifte toegestaan word as kwalifisering vir die hoër pos vir elke 100 skifte wat gewerk word tot hulle 75 persent van die verskil tussen die leerlingskapskifte vir die hoërbetaalde pos bereik het, afgerond tot die naaste 5, bo en behalwe enige skifte waarmee hulle gekrediteer word terwyl hulle in die hoër pos aflos.

(T) Afdeling Naturelle-arbeiders.

Bedryf.	Loonskaal.		Leerling-skoft.
	Basiese skaal per uur.	Bonusgroep.	
	s. d.		
Traxcavator-bediener.....	3 4	—	800
Werfjong.....	3 1	—	400
Windsiftoestel.....	2 10	—	400
Opsigter van Naturelle-arbeiders (Graad 1).....	2 10	—	400
Opsigter van Naturelle-arbeiders (Graad 2).....	2 6	—	400

Geteken in Johannesburg, soos vir en namens die partye gemagtig, hede die tweede dag van Mei 1950.

A. GARDNER WILLIAMS.
C. H. CROMPTON.
W. R. GLASTONBURY.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Second close annealer..	2 6	No production bonus	500
Cold roller.....	2 4	Production bonus....	500
Galvanising Plant Attendant.....	3 7	No production bonus	800
Chargehand galvaniser..	2 11	Production bonus....	800
Galvanising potman....	2 11	Production bonus....	800
Pickler.....	2 8	Production bonus....	650
Press corrugator.....	2 8	Production bonus....	650
Roller corrugator.....	2 5	Production bonus....	500
Zahn plant attendant...	2 9	No production bonus	650
Galvanising sheet inspector.....	2 4	No production bonus	350
Galvanising weighman..	2 4	No production bonus	350
Galvanising drossman..	2 4	No production bonus	350
Packer scalesman.....	2 5	Production bonus....	500
Gas producerman.....	3 2	No production bonus	800
Loader.....	3 1	No production bonus	800
Boiler fireman.....	2 6	No production bonus	500
Roll grinder.....	2 10	No production bonus	650
Shear blade grinder....	2 7	No production bonus	500
Reshearer.....	2 7	No production bonus	500
Roller leveller.....	2 3	No production bonus	200
Scrap pressman.....	2 3	No production bonus	200
Relief operative.....	2 3	No production bonus	200

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

- From second roller to first roller.
- From standby heater to first heater.
- From standby shearer to first shearman.
- From mill train assistant to mill train attendant.
- From second bar cutter to first bar cutter.

After qualifying in the former positions these employees shall be given a credit of 20 shifts as qualifying for the higher post for every 100 shifts worked, until they have acquired 75 per cent. of the difference between the learnership shifts for the higher paid post, rounded up to the nearest 5, in addition to any shifts credited to them while acting in the higher post.

(T) Native Labour Division.

Designation.	Rate of Pay.		Learnership Shifts.
	Basic Rate per Hour.	Bonus Group.	
	s. d.		
Traxcavator driver.....	3 4	—	800
Yardsman.....	3 1	—	400
Breeze screening plant operator....	2 10	—	400
Native labour supervisor (Grade "1").....	2 10	—	400
Native labour supervisor (Grade "2").....	2 6	—	400

Signed at Johannesburg, as authorised for and on behalf of the parties, on this Second day of May, 1950.

A. GARDNER WILLIAMS.
C. H. CROMPTON.
W. R. GLASTONBURY.

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