



UNIE VAN SUID-AFRIKA
UNION OF SOUTH AFRICA

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BEANT

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*Alle Proklamasies, Goewermements- 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.*

GOEWERMENSKENNISGEWINGS.

Onderstaande Goewermementskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 421.] [29 Februarie 1952.

NYWERHEID-VERSOENINGSWET, 1937.

YSTER-, STAAL-, INGENIEURS- EN METAAL-
NYWERHEID, UNIE VAN SUID-AFRIKA.

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

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en op die Yster-, Staal-, Ingenieurs- en Metaalnywerheid betrekking het vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat eindig 2 (twee) jaar vanaf die genoemde tweede Maandag bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasies of daardie vakverenigings;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in die genoemde Ooreenkoms, uitgesonderd artikels 2, 20 en 25 van Deel I, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat eindig 2 (twee) jaar vanaf die genoemde tweede Maandag, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerheid in die Unie van Suid-Afrika; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in genoemde Ooreenkoms, uitgesonderd artikels 2, 20, 22, 24 en 25 van Deel I, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat eindig 2 (twee) jaar vanaf genoemde tweede Maandag, in die Unie van Suid-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde Nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer” vervat in artikel *een* van genoemde Wet ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 421.] [29 February 1952.

INDUSTRIAL CONCILIATION ACT, 1937.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, UNION OF SOUTH AFRICA.

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

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending 2 (two) years from the said second Monday, upon the employers' organisations and the trade unions which entered into the said agreement and upon the employers and employees who are members of those organisations or those unions;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in the said Agreement, excluding sections 2, 20 and 25 of Part I, shall be binding from the second Monday after date of publication of this notice and for the period ending 2 (two) years from the said second Monday, upon the other employers and employees engaged or employed in the said Industry in the Union of South Africa; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Union of South Africa and from the second Monday after date of publication of this notice and for the period ending 2 (two) years from the said second Monday, the provisions contained in the said Agreement, excluding sections 2, 20, 22, 24 en 25 of Part I, shall *mutatis mutandis* apply in respect of such persons employed in the said industry as are not included in the definition of the expression “employee” contained in section *one* of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

BYLAE.

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

OOREENKOMS

kragtens die bepalings van die Nywerheid-versoeningswet, 1937, gesluit en aangegaan deur die—

Boatbuilders' and Shipwrights' Association of South Africa;
Construction and Road Equipment Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Erection Engineers' Association;
Gate and Fence Manufacturers' Association of the Transvaal;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;
Non-Ferrous Metal Smelters' Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Cable and Wire Rope Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
Cape Engineers' and Founders' Association;
East London Engineers' and Founders' Employers' Association;
Natal Engineers' and Founders' Federation;
Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;
Transvaal Iron and Steel Manufacturers' Association;
Transvaal Structural Engineering Association;

aan die een kant (hierna genoem „die werkgewers” of „die werkgewersorganisasies”), en die

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Iron Moulders' 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;
S.A. Yster en Staalbedryfsvereniging;

aan die ander kant (hierna genoem „die werknemers” of „die vakverenigings”).

wat partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede.

DEEL I.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die Unie van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede is van die werkgewersorganisasies en die vakverenigings; met dien verstande dat dit op vakleerlinge van toepassing is alleen vir sover dit nie met die Wet op Vakleerlinge, 1944, in stryd is nie, en voorts met dien verstande dat die bepalings van hierdie onderneming nie van toepassing op die ondergenoemde is nie:—

- (i) Ondernemings van die S.A. Yster en Staal Industriële Korporasie, Bpk., en die ondernemings van die African Metals Corporation, Limited, wat te Vereeniging geleë is;
- (ii) radio's en huishoudelike elektriese toestelle installeer, herstel en bedien, en radio's vervaardig;
- (iii) vervaardiging van gloeilampe;
- (iv) vervaardiging van elektrodes deur middel van sweising;
- (v) die vervaardiging van aluminiumplaat en/of foelie en bedrywighede wat in verband met mekaar staan;
- (vi) vervaardiging van skoeiselpersmesse en -beitels of skoeiselspykers en -platkopspykers;
- (vii) vervaardiging van wolframkarbied (hardemetaal);
- (viii) vervaardiging van elektriese kabel;
- (ix) vervaardiging van slotte en knippe;
- (x) elektriese hysers en roltrappe installeer en/of herstel en/of onderhou;

en dat dit beperk is tot die Provinsie Transvaal in die toepassing daarvan op die nywerheid wat in verband staan met die vervaardiging van yster en staal en op die elektrotegniese ingenieurs-nywerheid ten opsigte van die installeer, onderhoud en herstel van elektriese toerusting soos in hierdie Ooreenkoms bepaal.

2. TYDPERK VAN TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op 'n datum wat kragtens artikel agt-en-veertig van die Wet deur die Minister bepaal word, en bly van krag vir 'n tydperk van twee jaar of vir 'n tydperk wat die Minister vasstel.

SCHEDULE.

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

AGREEMENT

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

Boatbuilders' and Shipwrights' Association of South Africa;
Construction and Road Equipment Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Erection Engineers' Association;
Gate and Fence Manufacturers' Association of the Transvaal;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Cable and Wire Rope Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;
The Natal Engineers' and Founders' Federation;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;
Transvaal Iron and Steel Manufacturers' Association;
Transvaal Structural Engineering Association;

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

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
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;
S.A. Yster en Staalbedryfsvereniging;

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

being parties to the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries.

PART I.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed throughout the Union of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organizations and trade unions respectively; provided that they shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, and provided further that the terms of this Agreement shall not apply to the—

- (i) undertakings of the S.A. Iron and Steel Industrial Corporation, Limited, and to the undertaking, situated at Vereeniging, of the African Metals Corporation, Limited; or the
- (ii) installation, repair and servicing of radios and domestic electric appliances and the manufacture of radios;
- (iii) incandescent lamp manufacture;
- (iv) welding electrode manufacture;
- (v) the manufacture of aluminium sheet and/or foil and inter-related operations;
- (vi) footwear press knife and cutter manufacture or footwear nail and tack manufacture;
- (vii) tungsten carbide (hard metal) manufacture;
- (viii) electric cable manufacture;
- (ix) lock and latch manufacture; or
- (x) the installation and/or repair and/or maintenance of electrical lifts and escalators;

and shall be limited to the Province of the Transvaal in its application to the Industry concerned with the production of iron and steel and to the Electrical Engineering Industry in respect of the installation, maintenance, and repair of electrical equipment as defined in this Agreement.

2. PERIOD OF APPLICATION OF AGREEMENT.

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 remain in force for a period of two years or for such period as the Minister may determine.

3. WOORDBEPALINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en waarvan die betekenis in die Nywerheid-versoeningswet, 1937, bepaal is, het dieselfde betekenis as in daardie Wet, en by 'n ver wysing na 'n wet is ook enige wysiging van sodanige wet inbegrepe; verder tensy dit in stryd is met die sinsverband, beteken—

- „buitengewone vuil werk”, werk wat in verband met diesel-masjiene van die suierjuk na ondertoe, gebruikte skeepsketels, vlamkaste, inwendige verbrandingskamers, rookkaste, skeepsholtes en in brandstoftenkens verrig word;
- „Wet”, die Nywerheid-versoeningswet, 1937;
- „vakleerling”, 'n werknemer wat kragtens 'n skriftelike vakleerlingskapkontrak dien wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;
- „Raad”, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;
- „dagskof”—onderworpe aan die woordbepalings hierin wat „tweeskofstelsel” en „driekofstelsel” dek—enige tydperk van hoogstens 8½ uur gewoonlik deur 'n werknemer gewerk tussen die ure 6 vm. en 6 nm. van Maandag tot en met Vrydag of enige tydperk van hoogstens vyf uur gewerk tussen die ure 6 vm. en 12-uur middag op Saterdag; met dien verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende enige week te werk nie, dit enige sodanige tydperk van hoogstens 9½ uur tussen 6 vm. en 6 nm. van Maandag tot en met Vrydag beteken;
- „werknemer”, 'n werknemer wie se minimum skaal van betaling in die loontabelle van hierdie Ooreenkoms verskyn, 'n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms, of op voorwaardes deur die Raad vasgestel in diens is, of 'n werknemer wat kragtens 'n deur die Raad erkende vakleerlingskapkontrak in diens is;
- „inrigting”, enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan, soos hierin omskryf, voortgesit word;
- „prestasielonuswerk”, werk waarvoor betaling ooreenkomstig die bepaling van artikel 9 van Deel I van hierdie Ooreenkoms gedoen word;
- „Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede”, of „nywerhede” die nywerhede in verband met die vervaardiging van yster en/of staal en/of allooie en/of die verwerking en/of herwinning en/of raffineer van metale (uitgesonderd edele metale) en/of allooie van metaalskuiem en/of afval en/of oorblyfsels; die herstel, vervanging, vervaardiging, inmeekaarsit of oprig van masjiene en metaalbouwerk (met inbegrip van staalversterkings); die vervaardiging van metaal-goedere, hoofsaaklik van hierdie yster en/of staal en/of ander metale en/of allooie deur middel van ononderbroke en/of herhalingsprosesse; die vervaardiging van metaal-goedere met meganiese en/of elektriese en/of handgereedskap en/of die afwerking van metaal-goedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap of afskaal en/of verf van die rompe van bote en/of skepe, en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en sluit die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid in, maar nie die motornywerheid nie;
- „elektrotegniese ingenieursnywerheid”,—

(a) die vervaardiging en/of inmeekaarsit van elektriese uitrusting, nl. dinamo's, motore, konvertors, skakelaars en kontrole-uitrusting uit onderdele (met inbegrip van relais, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese beligtings, verhittings-, kook-, bevroings- en verkoelingsuitrusting, transformators, onduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels wat gebruik word in die bediening van radio- en elektroniese uitrusting, in gebruik neem, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en sluit die vervaardiging van onderdele van bogenoemde uitrusting in;

(b) die installeer, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo genoem, maar sluit nie die elektrotegniese kontraknywerheid in nie.

„elektrotegniese kontraknywerheid”, die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue beslaan, en die herstel en/of onderhoud van hierdie installasies, met inbegrip van kableswerk en elektriese bedrading wat daarmee in verband staan;

„hyser- en roltrapnywerheid”, die vervaardiging en/of inmeekaarsit en/of installeer en/of herstel van elektriese hysers en roltrappe;

„plastieknywerheid”, die vervaardiging van artikels of gedeeltes van artikels heeltemal of hoofsaaklik van plastiek, maar sluit nie die volgende artikels wat van plastiese materiaal gemaak is in nie, nl. klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeermateriaal en plastiese skuifblindings;

„plastiek”, enigeen van die groep stowwe wat as 'n essensiële bestanddeel 'n organiese stof van 'n groot molekulêre gewig bevat of daaruit bestaan, en wat op die een of ander stadium in die vervaardiging daarvan geforseer is of kan word deur te vloei, d.i. gegiet, gekalandeer, uitgestoot of gevorm kan word in verskillende vorms, gewoonlik deur die aanwending van slegs hitte en slegs drukking of albei tesame, terwyl dit in die afgewerkte staat solied is;

3. 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—

“abnormally dirty work” means work in connection with diesel engines from the cross-head down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship;

“Act” means the Industrial Conciliation Act, 1937;

“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 Industries;

“day shift” means, subject to the definition herein covering “two shift system” and “three shift system”, any period of not more than 8½ hours ordinarily worked by an employee between the hours of 6 a.m. and 6 p.m. on Mondays to Fridays inclusive, or any period not exceeding 5 hours worked between the hours of 6 a.m. and 12 noon on Saturdays; provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than 9½ hours between 6 a.m. and 6 p.m. on Mondays to Fridays inclusive;

“employee” means an employee whose minimum rate of pay is scheduled in this Agreement, 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;

“establishment” means any premises wherein or whereon the industries, or any part thereof, as herein defined, is carried on;

“incentive bonus work” means work paid for in accordance with the provisions of Section 9 of Part I of this Agreement;

“Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means the industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the repair, replacement, fabrication, assembling or erecting of any 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 and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry, but does not include the Motor Industry;

“Electrical Engineering Industry” means—

(a) the manufacture and/or assembly from component parts of electrical equipment, namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the afore-mentioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

“Electrical Contracting Industry” means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

“Plastics Industry” means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.—

Wearing apparel, bags and handbags, boots, shoes, over-shoes, upholstery coverings and plastic venetian blinds;

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure;

„motornywerheid” —

- (a) inmeekaarsit, oprig, toets, hervervaardiging, herstel, verstel, nasien, bedraad, stoffeer, spuit, verf en/of vernuwing uitgevoer in verband met—
 - (i) onderstel en/of die bakke van motorvoertuie;
 - (ii) binnebrandmasjiene en transmissie-onderdele van motorvoertuie;
 - (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;
- (b) motoringenieurswerk;
- (c) herstel, vulkaniseer en/of versool van buitebande;
- (d) herstel, bediening en vernuwing van batterye vir motorvoertuie;
- (e) die besigheid van motorvoertuie parkeer en/of opberg;
- (f) die besigheid gevoer deur vul- en/of diensstasies;
- (g) die besigheid hoofsaaklik of uitsluitlik gevoer vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby behoort, hetsy dié verkoop bestuur van persele af wat verbonde is aan 'n gedeelte van 'n inrigting waarin die inmeekaarsit van of herstelwerk aan motorvoertuie uitgevoer word of nie;
- (h) die besigheid van motorsloopplekke;
- (i) die besigheid van monteerinrigtings;
- (j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of onderdele daarvan vervaardig word;
- (k) bou van motorvoertuie.

Vir die toepassing van hierdie woordbepaling, beteken—

„motoringenieurswerk” die vernuwing van binnebrandmasjiene of onderdele daarvan vir gebruik in motorvoertuie in inrigtings hoofsaaklik of uitsluitlik aldus werksaam hetsy dié inrigting hom besig hou met die uitmeekaarhaal van en herstelwerk aan motorvoertuie of nie;

„motorvoertuig”, enige voertuig op wyle met meganiese krag (behalwe stoom) of elektrisiteit gedryf en bedoel vir trekdoeleindes of die vervoer van persone en/of goedere en/of vrage en dit sluit sleepwaens en karavane in maar sluit nie uitrusting in wat bedoel is om op vaste spore te loop nie, ook nie sleepwaens bedoel om vrage van oor 20 ton te sleep nie; ook nie vliegtuie nie;

„voertuigbakbou”, enigeen of almal van ondergenoemde werksaamhede wat in 'n inrigting vir die bou van voertuigbakke uitgevoer word:—

- (a) Die bou, herstel of vernuwing van kappe en/of bakke en/of enige tipe bobou vir enige soort voertuig;
- (b) die vervaardiging of herstel van onderdele vir kappe en/of bakke en/of enige bobou en die inmeekaarsit, verstel en installering van onderdele in kappe, bakke of op die bobou van voertuie;
- (c) kappe en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig monter;
- (d) kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel dek of versier;
- (e) die binnewerk van kappe en/of bakke en/of bobou uitrus, toerus en afwerk;
- (f) sleepwaens bou, maar met uitsluiting van die vervaardiging van wyle of aste daarvan;
- (g) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordbepaling sluit „voertuig” nie 'n vliegtuig in nie, en „motornywerheid”, soos omskryf, mag nie die onderstaande insluit nie:—

- (i) Die vervaardiging van motorvoertuigonderdele en/of toebehore en/of reserwedele en/of onderdele in inrigtings wat beplan is vir en wat gewoonlik metaal en/of plastiese goedere van 'n ander aard op aansienlike skaal produseer;
- (ii) die inmeekaarsit, oprig, toets, herstel, verstel, nasien, bedrading, spuit, verf en/of vernuwing van landbou-trekkers behalwe as dit gedoen word in inrigtings wat dergelyke dienste lewer ten opsigte van motorkarre, motorvragwaens of motortrokke;
- (iii) die vervaardiging en/of onderhoud en/of herstel van—
 - (a) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan hetsy dit op wyle gemonter is of nie;
 - (b) landbou-uitrusting of onderdele daarvan; of
 - (c) uitrusting bedoel vir gebruik in fabriek en/of werksinkels;

Met dien verstande dat vir die toepassing van (a), (b) en (c) hierbo, dit nie beskou mag word dat „uitrusting” motorkarre, motorvragwaens en/of motortrokke beteken nie;

- (d) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of dele daarvan gemaak van plaatstaal van een-agste van 'n duim dik of dikker wanneer uitgevoer in inrigtings wat beplan is vir en wat hulle gewoonlik besighou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op 'n aansienlike skaal;

„Motor Industry” means—

- (a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring upholstering, spraying, painting and/or reconditioning carried on in connection with—
 - (i) chassis and/or the bodies of motor vehicles;
 - (ii) internal combustion engines and transmission components of motor vehicles;
 - (iii) the electrical equipment connected with motor vehicles, including radios;
- (b) automotive engineering;
- (c) repairing, vulkanising and/or retreading tyres;
- (d) repairing, servicing and reconditioning batteries for motor vehicles;
- (e) the business of parking and/or storing motor vehicles;
- (f) the business conducted by filling and/or service stations;
- (g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;
- (h) the business of motor graveyards;
- (i) the business of assembly establishments;
- (j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;
- (k) vehicle body building.

For the purpose of this definition—

„automotive engineering” means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

„motor vehicle” means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over or aircraft;

„vehicle body building” means any or all of the following activities carried on in a vehicle body building establishment:—

- (a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;
- (b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;
- (c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;
- (d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;
- (e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;
- (f) building of trailers, but not including the manufacture of wheels or axles therefor;
- (g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition „vehicle” does not include an aircraft, and „Motor Industry” as defined above shall not include the following:—

- (i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for any normally producing metal and/or plastic goods of a different character on a substantial scale;
 - (ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor cars, motor lorries or motor trucks;
 - (iii) the manufacture and/or maintenance and/or repair of—
 - (a) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;
 - (b) agricultural equipment or parts thereof; or
 - (c) equipment designed for use in factories and/or workshops;
- Provided that for the purposes of (a), (b) and (c) above, „equipment” shall not be taken to mean motor cars, motor lorries and/or motor trucks;
- (d) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of one-eighth of an inch thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale.

„algemene ingenieurswerk”, die instandhou, vervaardig opsig van inmeekaarsit, bou, wysiging, of herstel van enige masjien, skip, bouwerk, voertuig, apparaat of artikels wat hoofsaaklik uit metaal bestaan, met inbegrip van enige gedeelte daarvan, maar sluit nie werk in waarvoor in die woordbepaling „vervaardigingsingenieursnywerheid” hierin voorsiening gemaak word nie;

„vervaardigingsingenieurswese”, —onderworpe aan registrasie ingevolge die bepalinge van klousule (1) (c) van artikel 22 van Deel I van die Ooreenkoms—die maak en/of vervaardig en/of inmeekaarsit van masjiene, bouwerke, voertuie en toestelle en/of artikels wat hoofsaaklik uit metaal of bestanddele daarvan bestaan wat op ’n hoeveelhedsproduksiebasis in afsonderlike vervaardigingsinrigtings of in afsonderlike afdelings of bygeboue van algemene ingenieursinrigtings vervaardig word deur spesiale aanpassingsmetodes van die werk;

„masjien”, enige toestel afgesien van die materiaal waarvan dit gemaak is;

„metaalgoedere” sluit nie landbontrekkers in nie;

„stelmasjiene 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 toleransies 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 Tarief 1 in Lys A van Deel III van hierdie Ooreenkoms genoem, uitgedien het, of ’n werknemer oor 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 wat engeen van die soorte werk in klousule (d) van Lys B van Deel III van hierdie Ooreenkoms genoem, verrig;

„n.e.v.”, nie elders vermeld nie;

„nagskof”, onderworpe aan die woordbepalings hierin wat „tweeskofte-stelsels” en „drieskofte-stelsels” dek, enige tydperk van hoogstens 9½ uur wat gewoonlik tussen die ure 6 nm. en 6 vm. van die begintyd Maandag tot die begintyd Saterdag deur ’n werknemer gewerk word;

„proefwerker”, ’n persoon wat geen vorige ervaring in engeen van die soorte werk genoem in klousule (c) van Lys B van Deel III van hierdie Ooreenkoms het nie, of ’n persoon wat voorheen as proefwerker in diens was, maar wat nie die dienstryd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel is nie;

„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 onderwysinrigting wat eweneens deur die Raad erken word, maar nie ’n persoon wat in die loop van sy studies die voorgeskrewe vakkundige opleiding ondergaan nie;

„gebied A”, die magistraatsdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Wellington, Williston, Worcester, en Wynberg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 4012, Kaapstad;

„gebied B”, die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Cofimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskamahoe, Kingwilliamstown, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala) en vir die doeleindes van hierdie besondere gebiede, is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Oos-Londen;

„gebied C”, die Provinsie Natal met inbegrip van die magistraatsdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 2778, Durban;

„gebied D”, die magistraatsdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Kaap), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3051, Port Elizabeth;

„general engineering” means the maintenance, fabrication, erection or assembly, construction, alteration or repair of any machine, ship, structure, vehicle, apparatus or articles consisting mainly of metal, including any part thereof, but does not include such work as is provided for in the definition of “manufacturing engineering” herein;

„manufacturing engineering” means, subject to registration in terms of the provisions of clause (1) (c) of section 22 of Part I of this Agreement, the manufacture and/or fabrication and/or assembly of machines, structures, vehicles and apparatus and/or articles consisting mainly of metal, or components thereof, carried out on a quantity production basis in separate manufacturing establishments, by methods of special application to the job, or in separate departments of or annexes to general engineering establishments;

„machine” means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

„metal goods” does not include agricultural tractors;

„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 specified under Rate 1 in Schedule A of Part III 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 as a journeyman;

„juvenile” means an employee between the age of 16 and 19 years, employed on any of the classes of work specified in clause (d) of Schedule B of Part III of this Agreement;

„N.E.S.” means not elsewhere specified;

„night shift” means, subject to the definition herein covering “two shift system” and “three shift system”, any period of not more than 9½ hours ordinarily worked by an employee between the hours of 6 p.m. and 6 a.m. from starting time on Monday until starting time on Saturday;

„probationer” means a person who has had no previous experience in any of the classes of work specified in clause (c) of Schedule B of Part III of this Agreement, or a person who has been previously employed as a probationer but who has not completed the period of service stipulated for probationers in terms of this Agreement;

„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;

„Region A” means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piquetberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Van Rhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)”, P.O. Box 4012, Cape Town;

„Region B” means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskamahoe, Kingwilliamstown, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)”, P.O. Box 27, East London;

„Region C” means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)”, P.O. Box 2778, Durban;

„Region D” means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Cape), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)”, P.O. Box 3051, Port Elizabeth;

„gebied E”, die Provinsie Transvaal, die Provinsie die Oranje-Vrystaat en die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs en Vryburg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

„herhalingswerk”, werk wat verrig word deur ’n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

„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;

„tweeskofte- en/of drieskofstelsel”, die werkmetode in inrigtings wat vir minstens drie maande in ’n enkele tydperk twee of drie skofte in enige tydperk van 24 uur werk; „wag se werk”, die bewaking en/of patroulering van eiendom en/of persele.

4. WERKURE.

(1) (a) Die gewone werkure is hoogstens 46 in ’n week vir—

(i) werknemers op dagskof en/of op nagskof;

(ii) werknemers wat volgens die twee- en drieskofte-stelsels werk.

(b) Die gewone ure per skof moet hoogstens dié wees soos bepaal in die betrekke woordskrywing van „dagskof” en/of „nagskof” in artikel 2 van hierdie Ooreenkoms.

(2) ’n Werkgever kan vir vergemakliking van die hou van aantekening van die begin- en stakingstye van die werkure van sy werknemers, van hulle vereis om in en uit te klok en kan voor betaling aan ’n werknemer van loon en/of besoldiging vir enige tydperk wat nie deur die klok geregistreer is nie, van so ’n werknemer vereis om bevredigende bewys te lewer dat hy gewerk het; met dien verstande dat ’n werknemer ooreenkomstig hierdie Ooreenkoms betaal moet word vir elke tyd wat deur die klok geregistreer is en binne die begintyd en stakingstyd van die skof vir daardie dag van die week val waarvan die werkgever sy werknemers ooreenkomstig subartikel (8) van hierdie artikel in kennis gestel het en vir alle tyd wat deur sy werkgever van hom vereis word om te werk en wat nie binne daardie begintyd en stakingstyd val nie.

(3) Aan ’n werknemer wat op prestasiebonuswerk in diens is, moet tien minute rus toegestaan word so na as moontlik aan die middel van elke voor- en namiddag-werktydperk, en sodanige rustye moet as werktyd beskou en daarvoor betaal word teen die uurlikse tydloonskale voorgeskryf vir ’n werknemer wat dieselde soort of soorte werk as wat sodanige werknemer verrig.

(4) Die maksimum oortyd wat gewerk mag word, mag hoogstens tien uur per week wees.

(5) In enige inrigting waar die twee- en/of drieskofstelsel gewerk word, mag geen werknemer meer as 12 agtereenvolgende werkdae snags werk nie, en geen werknemer werksaam in sulke inrigtings mag meer as een skof in enige tydperk van 24 uur werk nie, behalwe waar ’n verandering in die kringloop van skofte dit nodig maak.

(6) Van ’n werknemer kan dit nie vereis en kan hy nie toegelaat word om ’n ononderbroke tydperk van meer as vyf uur sonder ’n ononderbroke pouse van minstens een uur, te werk nie; met dien verstande dat vir die toepassing van hierdie klousule werktydperke onderbreek deur ’n pouse van minder as een uur as ononderbroke beskou moet word.

(7) (i) Van geen vroulike werknemer kan vereis of haar toegelaat word om te werk nie—

(a) tussen sesuur namiddag en sesuur voormiddag; of

(b) na eenuur namiddag op meer as vyf dae in enige week;

(ii) van geen vroulike werknemer kan vereis of haar toegelaat word om oortyd te werk nie—

(a) vir meer as twee uur op ’n dag;

(b) op meer as drie opeenvolgende dae;

(c) op meer as sestig dae in ’n jaar;

(d) na voltooiing van haar gewone werkure vir meer as een uur op ’n dag, tensy sy—

(i) voor 12-uur middag daarvan in kennis gestel is; of

(ii) van ’n toereikende ete voorsien is voordat sy met oortyd moet begin; of

(iii) betyds ’n toelae betaal is om haar in staat te stel om ’n ete te verkry voordat die oortyd ’n aanvang moet neem.

(8) Elke werkgever moet in sy inrigting in ’n plek wat vir sy werknemers maklik toeganklik is ’n kennisgewing vertoon waarop die begin- en sluitingstyd van werk vir elke skof of skofte van die werk en die entensure aangegee is.

5. OORTYD EN BETALING VIR WERK OP SONDAE EN BEPAALDE OPENBARE VAKANSIEDAE.

(1) Behoudens die bepalinge van subartikels (2), (3) en (4) van hierdie artikel, moet tyd wat werknemers na die beëindiging van die gewone skof in die betrokke inrigting werk, as oortyd beskou word, en daarvoor moet soos volg betaal word:—

(a) Die eerste ses uur teen anderhalfmaal die gewone loon;

(b) daarna teen dubbel die gewone loon tot die gewone begintyd van die werknemer se volgende normale skof; met dien verstande dat in die geval van inrigtings wat ’n vyfdaagse week werk, vir tyd wat op Saterdag gewerk word, teen die skaal van anderhalfmaal die gewone skaal betaal moet word vir die eerste ses uur gereken van die begintyd op ’n gewone werkdag af en daarna teen dubbel die gewone loon.

„Region E” means the Province of the Transvaal, the Province of the Orange Free State, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs and Vryburg, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)”, P.O. Box 3998, Johannesburg;

„repetition work” means work performed by an employee constantly engaged on one or more repetitive processes;

„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;

„two shift and/or three shift system” means the method of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

„watchman’s work” means guarding and/or patrolling property and/or premises.

4. HOURS OF WORK.

(1) (a) The ordinary hours of work shall not exceed 46 in any one week for—

(i) employees on day shift and/or on night shift;

(ii) employees working on the two and/or three shift systems.

(b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of “day shift” and/or “night shift” in section 2 of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees, require them to clock in and out of work, and may, before paying to an employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work; provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping time of the shift for that day of the week as notified by the employer to his employees in terms of sub-section (8) of this section, and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) An employee engaged on incentive bonus work shall be allowed a rest period of ten minutes at as near as possible the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the hourly time rate of wages prescribed for an employee performing the same class or classes of work as such employee.

(4) The maximum overtime that may be worked shall not exceed ten hours per week.

(5) In any establishment engaged in the two and/or three shift systems, no employees shall work at night time for more than 12 consecutive working days, and no employee engaged in such establishment shall work more than one shift in any period of 24 hours, except when a change in the rotation of shifts makes this necessary.

(6) An employee shall not be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour; provided that periods of work interrupted by an interval of less than one hour shall, for purposes of this section, be deemed to be continuous.

(7) (i) No employee who is a female shall be required or permitted to work—

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

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

(ii) No employee who is a female shall be required or permitted to work overtime—

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

(b) on more than three consecutive days;

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

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

(i) been given notice thereof before midday; or

(ii) been provided with an adequate meal before she has to commence overtime; or

(iii) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(8) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hours.

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

(1) Save as is provided in sub-sections (2), (3) and (4) of this section, time worked by employees after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and be paid for as follows:—

(a) The first six hours, at the rate of time and one half;

(b) thereafter, at the rate of double time until the usual starting time of the employee’s next normal shift; provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at the rate of time and one-half for the first six hours reckoned from the starting time on an ordinary working day and at the rate of double time thereafter.

(2) Wanneer dit van 'n werknemer vereis word om hom vir diens aan te meld voor die gewone begintyd van die inrigting van sy gewone skof vir daardie dag van die week, moet die besoldiging teen die skaal van dubbel die gewone loon aan hom betaal word vir die tyd wat gewerk is tot die gewone begintyd van die skof.

(3) Wanneer 'n werknemer enige tyd na 6-uur van die beëindiging van sy normale skof vir dringende werk uitgeroep word, moet hy teen dubbel die gewone loonskaal betaal word vir tyd gewerk vandat hy begin werk tot die gewone begintyd van sy volgende skof; met dien verstande dat 'n werknemer wat vir dringende werk uitgeroep word, in elk geval teen dubbel die gewone loon betaal moet word vir die tyd wat vanaf middernag tot die gewone begintyd van sy volgende skof gewerk word.

(4) As 'n werknemer—

(i) op 'n Sondag werk, moet hy vir alle ure wat gewerk word teen die skaal van minstens dubbeltyd ten opsigte van die ure wat hy gewoonlik op 'n weekdag werk, betaal word; met dien verstande dat die voorgaande nie van toepassing is nie op werknemers wat onderhoudswerk en/of dringende herstelwerk verrig nie, in welke geval sulke werknemers teen minstens dubbeltyd vir die ure wat gewerk is, betaal moet word en verder met dien verstande dat hy in geen geval minder as drie uur se betaling teen dubbeltyd moet ontvang nie;

(ii) op Goede-Vrydag, Dinsdag, Kersdag en Nuwejaarsdag werk, moet hy betaal word vir die ure waarvoor hy betaling sou ontvang het kragtens subartikel (2) van artikel 10 van hierdie Ooreenkoms as hy nie aldus gewerk het nie en moet boonop teen die skaal van anderhalfmaal die gewone loon betaal word vir die tyd wat tot op die genoemde getal ure gewerk word en daarna moet hy teen driemaal die gewone loon betaal word tot op die gewone begintyd op die volgende dag.

(iii) waar die werkgever voorsiening maak om die werknemer besig te hou vir die ure van 'n normale skof en die werknemer in gebreke bly of weier om die volle tydperk te werk wat van hom vereis word, moet hierdie werknemer, ondanks die bepalings van (i) hiervan, slegs dubbel die gewone loon ontvang vir die tydperk wat werklik gewerk is.

6. NAGSKOFWERK.

(1) Nagskofwerk moet teen die gewone loonskaal plus 10 persent besoldig word.

(2) Vir die toepassing van subartikel (1) van hierdie artikel, moet 'n werknemer, tensy hy minstens drie opeenvolgende nagte tussen Maandag en begintyd op Saterdag werk, nie beskou word dat hy op nagskofwerk is nie.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof; met dien verstande dat 'n werknemer tydens sodanige tussentydperk van ses uur mag werk indien hy oortyd teen anderhalfmaal die gewone loon betaal word.

(4) In inrigtings wat volgens die tweeskofte- of drieskofte-stelsel werk, moet betaling soos volg wees:—

(a) Tweeskofte-stelsel: Werk wat gewoonlik op die tweede skof verrig word—

(i) teen die gewone loonskaal plus 10 persent as die ure vir die volle skof geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val;

(ii) teen die gewone loonskaal as die ure vir die volle skof nie geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val nie, plus 5 persent tot middernag en teen die skaal van die gewone loon plus 10 persent, na middernag.

(b) Drieskofte-stelsel: Werk wat gewoonlik verrig word op—

(i) tweede skof—teen die gewone loonskaal plus 5 persent;

(ii) derde skof—teen die gewone loonskaal plus 10 persent.

(5) Tyd wat deur werknemers na beëindiging van die gewone skof in die betrokke inrigting gewerk word moet as oortyd beskou word en daarvoor moet betaal word teen anderhalfmaal die uurloon vir die skof vir die eerste ses uur en daarna teen dubbel die gewone loon tot die aanvang van die werknemer se volgende gewone skof.

7. KORTTYD.

'n Werkgever kan 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 werkgever sy werknemers twee volle werkdag kennis moet gee van sy voorneme om korttyd te werk en vir soveel moontlik die beskikbare werk onder die betrokke werknemers moet verdeel. As die werkgever van die werknemer uitdruklik verlang om op enige dag by die inrigting te verskyn om vas te stel 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 dit nie van die werknemer vereis word om by die inrigting te verskyn nie, moet die werkgever 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 werkgever se beheer. Ingeval die voornoemde omstandighede ontstaan, moet nie van die werkgever vereis word om lone aan sy werknemers te betaal nie, behalwe vir die tydperke wat werklik gewerk is; met dien verstande dat as 'n werkgever 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 dié dag ten minste vir vier uur se werk of betaling in plaas daarvan moet ontvang.

(2) Whenever an employee is required to report for duty prior to the ordinary starting time in the establishment of his ordinary shift for that day of the week, he shall be remunerated at the rate of double time for time worked until the usual starting time of the shift.

(3) Whenever an employee is called out on urgent work any time after 6 hours of having completed his normal shift, he shall be remunerated at the rate of double time for time worked from the time he commences work until the usual starting time of his next shift; provided that an employee who is called out on urgent work shall in any case be paid at the rate of double time for time worked from midnight until the usual starting time of his next shift.

(4) Whenever an employee works on a—

(i) Sunday, he shall be paid at the rate of double time for all hours worked, with a minimum payment of double the amount payable to him in respect of the hours ordinarily worked by him on a week day; provided that the foregoing shall not apply to employees engaged on maintenance and/or urgent repairs when such employees shall be paid at not less than double time for the hours worked; provided further, in no case shall he receive less than three hours' pay at double time.

(ii) Good Friday, Dinsdag's Day, Christmas Day and New Year's Day, he shall be paid for the hours for which, had he not worked, he would be paid in terms of sub-section (2) of section 10 of this Agreement, and shall be paid in addition at the rate of time and one half for time worked up to the said number of hours; thereafter, treble time shall be paid until the usual starting time next day.

(iii) Notwithstanding the provisions of (i) hereof, where the employer provides work to occupy the employee for the hours of a normal shift and such employee fails or refuses to work the full period required of him, such employee shall only receive double time for the period actually worked.

6. NIGHT SHIFT WORK.

(1) Night shift work shall be paid at the rate of ordinary time plus 10 per cent.

(2) For the purposes of sub-section (1) of this section, unless an employee works not less than three consecutive nights between Monday and starting time on Saturday, he shall not be regarded as being on night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift; provided that an employee may work during such interim period of six hours if overtime is paid at the rate of time and one half.

(4) In establishments working the two shift system or the three shift system, payment shall be as follows:—

(a) Two shift system: Work ordinarily performed on the second shift—

(i) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m.—at the rate of ordinary time plus 10 per cent.;

(ii) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m.—at the rate of ordinary time plus 5 per cent. until midnight, and after midnight, at the rate of ordinary time plus 10 per cent.

(b) Three shift system: Work ordinarily performed on the—

(i) second shift—at the rate of ordinary time plus 5 per cent.;

(ii) third shift—at the rate of ordinary time plus 10 per cent.

(5) Time worked by employees after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for at the rate of time and one half of the hourly rate for the shift for the first six hours, thereafter at the rate of double time until the commencement of the employee's next normal shift.

7. SHORT TIME.

An employer may work his employees a lesser number of hours than are laid down in this Agreement, due to—

(1) a shortage of work and/or materials, in which case an 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; or

(2) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising, an 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.

8. BETALING VAN VERDIENSTE.

(1) (a) Lone, prestasiebonuslone en oortyd moet weekliks op Vrydag, binne 15 minute na die gewone stakingtyd in kontant betaal word; en die voornoemde besoldiging moet alle besoldiging insluit wat aan die werknemer verskuldig is, bereken tot en met die skof wat op die voorgaande Dinsdag van dieselfde week voltooi is; met dien verstande dat by beëindiging van diens voor die gewone betaaldag alle betalings wat kragtens hierdie Ooreenkoms aan die werknemer verskuldig is, by daardie diensbeëindiging aan hom uitbetaal moet word.

(b) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: sy totale verdienste, betalings vir gewone tyd en oortyd, toelaes en aftrekkings.

(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, afgetrek word nie:—

(a) Vir kos of huisvesting, of altwee, ooreenkomstig klousule (2) van Deel III van hierdie Ooreenkoms.

(b) Ingeval 'n werknemer van die werk afwesig is, insluitende afwesigheid gedurende enige verdere verlof toegestaan afgesien van dié waarvoor voorsiening gemaak is in artikel 10 van hierdie Ooreenkoms, 'n *pro rata* bedrag vir die duur van die afwesigheid.

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

(d) Bydraes aan die raadsfonds ingevolge artikel 19 van hierdie Ooreenkoms.

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

(f) Wanneer 'n werknemer van werk afwesig is as gevolg 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 sodanige afwesigheid.

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

9. PRESTASIEBONUSWERK.

Onderworpe aan die algemene voorwaardes hieronder uiteengesit, kan 'n werknemer met sy werkgever ooreenkoms om kragtens 'n stelsel van betaling volgens resultate te werk:—

(i) Die voorwaardes in hierdie Ooreenkoms genoem ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en op openbare vakansiedae verrig soos in hierdie Ooreenkoms genoem, moet volgens „tydloonskaal” bereken word.

(ii) Die prestasiebonusskaal moet deur onderlinge ooreenkoms vasgestel word tussen die werkgever en die werknemer wat die werk moet verrig, en die werkwinkelvertegenwoordiger moet geraadpleeg word indien enigeen van die partye dit verlang; met dien verstande dat prestasiebonusskaal in gieterye deur onderlinge ooreenkoms vasgestel moet word deur 'n bonusvaststellingskomitee wat uit die werkgever en/of sy verteenwoordiger en drie werknemers moet bestaan, een waarvan die werkwinkelvertegenwoordiger moet wees, en een 'n werknemer wat op prestasiebonuswerk in diens is of daarvolgens in diens geneem moet word.

(iii) In die geval van 'n geskil ten opsigte van die prestasiebonusskaal, en by gebrek aan die bereiking van 'n ooreenkoms vir die skikking daarvan tussen die partye, moet die saak onmiddellik deur een of albei die veronregte partye by die Nywerheidsraad aangegee word.

(iv) Tot tyd en wyl 'n ooreenkoms bereik word ten opsigte van die prestasiebonuswerk, of ingeval die prestasiebonusskaal ingevolge die bepaling van (iii) hiervan by die Nywerheidsraad aangegee is, moet die werknemer voortgaan met die werk ooreenkomstig die prestasiebonusskaal wat deur die bestuur toegelaat word. Die aanpassing wat deur die Raad vasgestel word ten gunste van die werknemer is van toepassing op hom met ingang van die datum waarop die saak by die Raad aangemeld is.

(v) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy teen „tydloonskaal” betaal word met die voorwaardes van die Ooreenkoms ten opsigte van oortydwerk en nagskofwerk wanneer dit van toepassing is, as dit van die werknemer vereis word om klaar te staan. Tyd wanneer 'n werknemer klaarstaan, moet nie by die berekening van bonusverdiensle in aanmerking geneem word nie.

(vi) Geen betaling word gedoen ten opsigte van verdragings wat normaal in die betrokke inrigting voorkom en wat by die vasstelling van die tydtoelaes in aanmerking geneem is nie.

(vii) Geen skaal waartoe 'n werkgever en 'n werknemer ooreengekom het, word as bevredigend beskou as so 'n skaal 'n gemiddelde werknemer op 'n prestasiebonusstelsel in diens nie in staat stel om minstens 15 persent meer te verdien nie as die basiese loon wat hierin vir die betrokke werksaamheid vasgestel is.

(viii) Die werknemer moet in elke geval „tydloonskaal” gewaarborg word, afgesien van verdienste vir die ure gewerk.

(ix) 'n Werknemer op 'n prestasiebonusstelsel in diens moet op die gewone betaaldag van elke week betaal word.

8. PAYMENT OF EARNINGS.

(1) (a) Wages, incentive bonus work earnings and overtime shall be paid weekly, in cash, on Friday, within fifteen minutes of the ordinary stopping time, and the aforesaid remuneration shall include all payments due to the employee calculated up to and including the shift, completed on the preceding Tuesday of the same week; provided that where employment terminates before the ordinary pay day, all payments due to the employee in terms of this Agreement shall be paid to him upon his employment so terminating.

(b) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions.

(2) No premium for the training of an employee shall be charged or accepted by an 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 clause (2) of Part III of 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 10 of this Agreement, a *pro rata* amount for the period of such absence;

(c) with the written consent of the employee, deductions for sick benefit, insurance, pension funds or contributions to recreation funds or to a trade union which is a party to this Agreement;

(d) contributions to the funds of the Council in terms of section 19 of this Agreement;

(e) any amount paid by an 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.

9. INCENTIVE BONUS WORK.

Subject to the general conditions hereafter set out an employee may agree with his employer to work under a system of payment by result:—

(i) The conditions specified in this Agreement in respect of overtime, night shift work and work performed on Sundays and on public holidays specified in the Agreement shall be calculated on “time” rate wages.

(ii) Incentive bonus rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties; provided that incentive bonus rates in foundries shall be fixed by mutual arrangement by a pricing committee which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to engage on the incentive bonus work.

(iii) In the event of a dispute in the incentive bonus rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council.

(iv) Pending an arrangement being come to regarding the incentive bonus rate, or in the event of the incentive bonus rate being referred to the Industrial Council in terms of (iii) the employee shall proceed with the job in accordance with the incentive bonus rate allowed by the management. Any adjustment determined upon by the Council in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.

(v) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at “time” rates with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing shall not be taken into account in calculating bonus earnings.

(vi) No payment shall be made for delays which are normal in the establishment concerned, and which have been considered when fixing the time allowance.

(vii) No rate agreed upon between an employer and an employee shall be considered to be satisfactory if such rate does not enable an average employee employed on an incentive bonus system to earn not less than 15 per cent. above the basic rate herein laid down for the occupation concerned.

(viii) In all cases the employee shall be guaranteed “time rate” wages irrespective of earnings for the hours worked.

(ix) An employee engaged on an incentive bonus system shall be paid on the normal pay day of each week.

- (x) Geen prestasiebonusskaal of basiese tye wat eenmaal vasgestel is, mag gewysig word nie behalwe om ondervermelde redes:—
- (1) 'n Fout in die berekening aan enige kant; of
 - (2) verandering van die materiaal, wyse of metode van produksie, of die hoeveelhede; of
 - (3) 'n onderlinge ooreenkoms tussen die werkgewer en werknemer op dieselfde wyse as wat 'n nuwe loonskaal vasgestel word;
- (xi) Die Nywerheidsraad kan om enige rede na goeddunke enige inrigting verbied om volgens die prestasiebonussstelsel te werk.

10. BETALING GEDURENDE VAKANSIE EN WERKLOOSHEID.

(1) Onderworpe aan die bepalings van subartikel (2) van hierdie artikel, moet vakansiebetaling waarvoor in hierdie artikel voorsiening gemaak word, teen die kontrakskaal van betaling bereken word wat die werknemer ontvang op die datum van kwalifikasie, behalwe vir werknemers wat op 'n prestasiebonuswerk in diens is wie se vakansiebetalings bereken moet word op die gemiddelde weeklikse verdienste sonder oortyd oor die laaste drie maande voor die vakansie verskuldig geword het, of na gelang van die kortste tydperk, oor die tydperk van diens.

(2) As 'n werknemer nie op Goede Vrydag, Dinsdagsdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer hom ten opsigte van so 'n dag besoldiging betaal teen 'n skaal van minstens sy gewone skaal van besoldiging asof hy op die dag sy gemiddelde van gewone werke vir daardie dag van die week gewerk het; met dien verstande dat wanneer Dinsdagsdag, 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 waarvoor hy 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. Vir die doeleindes van hierdie subartikel, is die uurskaal van werknemers wat ooreenkomstig die prestasiebonuswerk in diens is die „tydskaal” vir die klas werk wat verrig word.

(3) Elke werknemer is, ooreenkomstig hierdie Ooreenkoms en onderworpe aan onderstaande bepalings, geregtig op drie agterenvolgende weke verlof met volle betaling:—

- (a) Die kwalifikasie vir die verlof is 292 skofte (hetsy vir een of meer werkgewers gewerk) met uitsondering van oortyd, werklik gewerk op die basis van 'n sesdaagse werkweek of 49 kalenderweke diens in die geval van 'n werknemer wat op die basis van 'n vyfdaagse werkweek werk: Met dien verstande dat—

(i) onderworpe aan subparagraaf (ii) hiervan, diens by dieselfde werkgewer van minder as 30 skofte of vyf kalenderweke, na gelang van die geval, nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte of drie kalenderweke, na gelang van die geval, tydelik geskors word, met die aantal skofte of kalenderweke werklik gewerk vir verlofdoeleindes gekrediteer moet word;

(ii) wanneer 'n werknemer se diens by dieselfde werkgewer ingevolge (i) hiervan onderbreek is en hy by dieselfde werkgewer werk hervat, hy vir verlofdoeleindes met die totale skofte of kalenderweke, na gelang van die geval, by die werkgewer gewerk, gekrediteer moet word, mits hy in die tussentyd nie vir 'n ander werkgewer werk nie;

(iii) enige tydperke van afwesigheid weens siekte wat in die geheel nie 52 skofte of 8½ kalenderweke, na gelang van die geval, in enige afsonderlike jaar te bowe gaan nie, word vir vakansiedoeleindes meegereken; met dien verstande dat 'n werkgewer 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 diens, moet vir vakansiedoeleindes meegereken word; met dien verstande dat erken word dat die 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 genoemde Wet erken word;

(iv) 'n werknemer wat sonder voldoende rede ter bevrediging van sy werkgewer van die werk wegbly, moet ten opsigte van elke skof of werkdag wat hy gedurende dié afwesigheid verloor, vyf skofte of vyf-sesde van 'n week, na gelang van die geval, wat hy vir verlof-kwalifikasie gewerk het, verbeur, met 'n maksimum straf van 30 skofte of vyf kalenderweke in enige kwalifiseertydperk vir verlof; met dien verstande dat die werkgewer binne sewe dae vanaf sodanige afwesigheid die Raad skriftelik daarvan in kennis moet stel;

(v) tye van afwesigheid ten opsigte van die bykomende week verlof of ophopings daarvan, waarvoor voorsiening in subartikel (9) van hierdie artikel gemaak is, tel vir doeleindes van vakansiekwalifikasie ten getalle van die skofte wat gewoonlik gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het;

- (x) No incentive bonus rates or basis times once established may be altered except for the following reasons:—

- (1) A mistake in the calculation of either side; or
- (2) the material, means or method of production or the quantities are changed; or
- (3) a mutual arrangement has been come to between the employer and the employee in the same way as a new price is arranged.

- (xi) The Industrial Council may, for any reason which it deems fit, prohibit an establishment from working under an incentive bonus system.

10. HOLIDAY AND UNEMPLOYMENT PAY.

(1) Subject to sub-section (2) of this section, 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, except in the case of employees employed on incentive bonus work, whose holiday payments shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked prior to the holiday becoming due, or, whichever is the lesser, for the weeks actually worked during the period of employment.

(2) If an employee does not work on Good Friday, Dinsdag's Day, Christmas Day or New Year's Day, his 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 Dinsdag'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 falls 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. For purposes of this sub-section, the ordinary hourly rates of employees employed on incentive bonus work shall be the rate specified in this Agreement for the class of work being performed.

(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 (whether worked for one or more employers), exclusive of overtime, actually worked on a six-day working week basis, or 49 calendar weeks of employment in the case of an employee working on a five-day week basis; provided that—

(i) subject to sub-paragraph (ii) hereof, employment for less than 30 shifts or five calendar weeks, as the case may be, with the same employer shall not count for leave purposes; provided that an employee who is laid off after working 18 shifts or three calendar weeks, as the case may be, shall be credited with the number of shifts or calendar weeks actually worked for leave purposes;

(ii) where an employee's service with the same employer is broken in terms of (i) hereof and he resumes work for the same employer, he shall be credited for holiday leave purposes with the total number of shifts or calendar weeks, as the case may be, worked with such 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 or eight and two-thirds calendar weeks, as the case may be, in any one year of service, shall count for holiday purposes; provided that an 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 his employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts or five-sixths of a week, as the case may be, worked towards his holiday qualification, with a maximum penalty of 30 shifts or five calendar weeks 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 seven days of such absence;

(v) periods of absence on the additional week's leave or accumulations thereof provided for in sub-section (9) of this section shall count for holiday qualification purposes to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.

- (b) die vakansie moet vier naweke insluit en moet nie onderbreek word nie;
- (c) ingeval òf Goeie-Vrydag, Dinsdagsdag, Kersdag òf Nuwejaarsdag binne die vakansietyd val, word die tyd verleng met een dag teen volle betaling vir elk 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 verleen is;
- (g) geen werknemer mag solank hy op verlof is enige loontrekkende werk verrig nie;
- (4) (a) 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.
- (b) Wanneer die betalings in (a) en in artikel 11 (1) van hierdie artikel voorgeskryf, gedoen word, moet die werkgever aan die Raad 'n bewys van vakansiebetaling, opgestel in 'n vorm aanneemlik vir die Raad en deur die werknemer onderteken as 'n bewys vir bogenoemde betaling, stuur.
- (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 of die kalenderweke diens, na gelang van die geval, wat vir vakansiedoeleindes gereken word, uiteengesit is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof waarop die werknemer reg het, stuur.
- (6) (a) Indien die tydperk van werkloosheid tussen twee diens-tye meer as ses dae is, is 'n werknemer by vertoning 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, of hoogstens die helfte van die loon wat hy ontvang het, toe hy werkloos geword het, watter ook al die grootste is, tot tyd en wyl die tegoed wat in die bewys of bewyse aangedui is, uitgeput is. Ingeval die werknemer werk kry voordat die 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 bepalinge, wanneer hy òf weer vir verlof kwalifiseer, òf vir 'n tydperk van meer as ses dae werkloos word.
- (b) 'n Werknemer wat betaling ooreenkomstig paragraaf (a) van hierdie subartikel eis en ontvang, moet, wanneer hy weer in die nywerheid werk kry, van 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) (a) Na verloop van minstens 49 weke, gereken van die datum waarop die tydperk van diens wat deur die bewys gedek word begin, 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.
- (b) 'n Bewys wat kragtens subartikel (5) van hierdie artikel aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar van die datum van die laaste skof wat deur die werknemer gewerk is, en bedrae op krediet van 'n werknemer in die boeke van die Raad moet na verstryking van dié tydperk aan die fondse van die Raad toekom. Met dien verstande egter dat die Raad enige eis wat deur so 'n werknemer na die verstryking van genoemde tyd gemaak word in oorweging moet neem, en kan hy na goeddunke 'n *ex gratia* betaling aan dié werknemers wat hierin genoem word, van die fondse van die Raad maak.
- (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 solank as hy by dieselfde werkgever in diens bly, elke jaar reg op 'n ekstra week verlof met betaling, of op 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 uitgestel kan word en die werknemer dit kan laat ooploop totdat hy vir drie van daardie ekstra weke verlof met betaling kwalifiseer.

- (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) (a) 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 his employer on his ceasing work to go on holiday.
- (b) The employer shall at the time of making the payment referred to in (a) and in section 11 (1), forward to the Council a holiday receipt voucher drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.
- (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 or calendar weeks of employment, as the case may be. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts or calendar weeks of employment, as the case may be, 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) Any employee claiming and receiving payment in terms of paragraph (a) or this sub-section shall, on obtaining further employment in the Industries, 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) (a) After not less than 49 weeks have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industries shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the Region of origin to payment thereon of any unpaid balance standing to his credit on the books of the Council.
- (b) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall on the expiration of such period accrue to the funds of the Council; provided, however, that the Council shall consider any claim that may be made by any such employee after the expiration of the said period, and may in its discretion make *ex gratia* payment from the funds of the Council to such employees as are referred to herein.
- (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' 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 arrangements 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) Wanneer die werkgewer 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 werkgewer 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 werkgewer en werknemer ooreenkoms, die opgeloopte verlof op 'n ander tyd geneem word; met dien verstande dat die werkgewer 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 daartoe.

(c) By beëindiging van die diens van 'n werknemer wat geregtig geword het tot 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) Behalwe soos andersins hierin bepaal, word dit vir die doeleindes van hierdie artikel beskou dat diens begin op die datum waarop 'n werknemer by die werkgewer in diens tree, of, na gelang van die jongste datum, die datum waarop hy laas tot 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.

11. VAKANSIE- EN SPESIALE BONUS.

Vir die doeleindes van hierdie artikel is „vakansiekwalifikasie” die kwalifikasie vir die betaalde vakansie voorgeskryf in artikel 10 (3) (a) en beteken „gekwalifiseerde werknemers” werknemers wat nie as leerlinge in diens is nie, of wat vir die loonskaal vir sy klas werk wat as betaalbaar „daarna” gespesifiseer is, gekwalifiseer het, indien hy volgens ervaring besoldig word.

(1) Wanneer sy vakansieverlofbesoldiging ingevolge die bepalings van artikel 10 aan 'n werknemer betaal word op wie hierdie artikel van toepassing is, moet 'n bonus soos volg terselfdertyd aan hom betaal word:—

Klas.	Bonus Betaalbaar.
Klas A.	(a) en (b) hiervan tesaam, nl.—
(i) Gekwalifiseerde werknemers wie se minimum loonskaal in hierdie Ooreenkoms gespesifiseer gelyk staan met 2s. 1d. per uur of meer op die datum van kwalifikasie vir hulle betaalde vakansie;	(a) 'n Bedrag bereken teen 8 persent van die werknemer se basiese minimum tydskaal vir sy bedryf soos op die lys in hierdie Ooreenkoms vir die ure wat hy werklik gewerk het, uitgesonderd vir oortydwerk, na die datum waarop hy laas vir vakansieverlof gekwalifiseer het, of die datum van sy indiensneming, watter ook al die jongste is, tot en met die 17de dag van April 1951; en
(ii) werknemers as leerlinge, in diens op die datum waarop hierdie Ooreenkoms van krag word, of in diens in bedrywe waarvoor besoldiging volgens ervaring geskied, waarvoor die minimum loonskaal in hierdie Ooreenkoms gespesifiseer gelyk staan met 2s. 1d. per uur of meer op die datum waarop hulle vir hulle betaalde vakansie kwalifiseer;	(b) 'n vakansiebonus van £32. 10s. per jaar <i>pro rata</i> bereken volgens die vakansiekwalifikasie wat voltooi is na die 17de dag van April 1951, of na gelang van die jongste datum, die datum van sy indiensneming.
(iii) werknemers (uitgesonderd nuwelinge) in diens as proefwerkers in die vervaardiging van metaalvensters en/of deure en/of gaasskerms, op werk geklassifiseer teen Tariewe 2, 3 of 4 in Afdeling D/11.	
Klas B.	'n Bedrag bereken teen die tarief van 8 persent van die werknemer se minimum tarief vir sy bedryf soos op die lys in hierdie Ooreenkoms, vir die ure, uitgesonderd oortydwerk wat hy werklik gewerk het vir sy vakansiekwalifikasie na die datum waarop hy laas vir vakansieverlof gekwalifiseer het, of die datum van sy indiensneming, watter ook al die jongste is.

(2) Wanneer die diens van 'n werknemer beëindig word voordat hy geregtig word tot 'n betaalde vakansie ingevolge die bepalings van artikel 10, moet die werknemer met 'n aandeel van die bonus vir sy klas gespesifiseer gekrediteer word proporsioneel met die aantal skofte of kalenderweke diens wat vir vakansiedoeleindes aan hom gekrediteer word, of, na gelang van die geval, 'n bedrag bereken teen 8 persent van die werknemer se minimum tarief

(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 week's 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.

(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 employees leaving the Industries.

11. HOLIDAY AND SPECIAL BONUS.

For purposes of this section—

“holiday qualification” shall be the qualification for the paid holiday prescribed in section 10 (3) (a).

“qualified employees” means any employee who is not employed as a learner or who, if remunerated according to experience, has qualified for the rate for his class of work specified as payable “thereafter”.

(1) Whenever an employee to whom this section applies is paid his holiday leave pay in terms of section 10, he shall at the same time be paid bonus as follows:—

Class.	Bonus Payable.
Class A.	(a) and (b) hereof together, viz.—
(i) qualified employees whose minimum rate specified in this Agreement is the equivalent of 2s. 1d. per hour or more at date of qualification for their paid holiday;	(a) an amount calculated at 8 per cent. of the employee's basic minimum time rate for his occupation scheduled in this Agreement for the hours he has actually worked, exclusive of overtime, after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later, up to and including the 17th day of April, 1951; and
(ii) employees employed at the date of coming into operation of this Agreement as learners or employed in occupations remunerated according to experience whose minimum rate specified in this Agreement is the equivalent of 2s. 1d. per hour or more at date of qualification for their paid holiday;	(b) a holiday bonus of £32. 10s. per annum calculated <i>pro rata</i> to the holiday qualification completed after the 17th day of April, 1951, or, whichever is the later, from the date of his engagement.
(iii) employees (other than newcomers) employed as probationers in metal window and/or door and/or flyscreen manufacture on work classified at Rates 2, 3 or 4 in Division D/11	
Class B.	An amount calculated at the rate of 8 per cent. of the employee's minimum rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.
All other employees not included in Class A hereof (other than apprentices, employees employed on work classified at Rates 8 to 12 inclusive or watchmen)	

(2) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday in terms of section 10, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts or calendar weeks of employment credited to him for holiday purposes or, as the case may be, an amount calculated at the rate of 8 per

vir sy bedryf soos in die lys opgegee in hierdie Ooreenkoms vir die ure, uitgesonderd oortydure, wat hy werklik gewerk het vir sy vakansiekwaliifikasie. Die werkgewer moet die bedrag daarvan op die bewys inskryf wat aan die werknemer gegee moet word, waarop die aantal skofte of kalenderweke diens wat vir vakansiedoeleindes tel, uiteengesit word, en onmiddellik die geld ekwivalent van die bonus aan die Sekretaris van die Raad stuur tesame met die geldekwivalent van die betaalde verlofkrediet.

(3) Wanneer die bonus ingevolge die bepalings van subartikel (2) aan die Raad gestuur word, is die bepalings van subartikels (6), (7) en (8) met betrekking tot die geldekwivalent van die betaalde verlofkrediet *mutatis mutandis* van toepassing.

(4) Hierdie artikel is nie op vakleerlinge, werknemers in diens op werk geklassifiseer teen Tariewe 8 tot en met 12 of wagte van toepassing nie.

12. TOELAES.

(A) Toelae vir reis- en verblyf-koste.

(1) Waar werk weg van die werkgewer se inrigting of van die werknemer se gewone werkplek verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om die werk te verrig, voorsien word van 'n tweedeklas-treinkaartjie, behalwe in die geval van voorstelike 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 daartoe geregtig is om 'n maksimum van 12 uur se betaling te ontvang, insluitende die lone wat ten opsigte van daardie dag deur hom verdien is.

(3) 'n Werknemer moet vir etes en slaapplek op die trein betaal word. As 'n werkgewer 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.

(5) Onderstaande spesiale bepalings is, ondanks bostaande, van toepassing in gevalle waar 'n werknemer in diens geneem word op die besondere perseel of werkplek van die werk wat onderneem word—

(a) indien die werkgewer nie meer die werknemer se dienste by die betrokke werk vereis nie, maar bereid is om dieselfde werknemer op 'n ander werk op 'n ander plek in diens te neem, moet die werkgewer—

(i) die werknemer skriftelik in kennis stel dat verdere werk op 'n ander plek verkrygbaar is;

(ii) by beëindiging van een maand diens of voltooiing van die werk, na gelang van die eerste, aan 'n werknemer wat hom ingevolge (i) vir diens aanbied die koste van een enkel tweedeklas-treinkaartjie uitbetaal vir die reis aldus onderneem.

(b) indien 'n werkgewer in gebreke bly om ingevolge (i) kennis te gee, maar die werknemer nietemin binne die tydperk van een maand op 'n ander plek in diens neem, is die werknemer geregtig tot die uitbetaling soos in (ii) uiteengesit.

(B) Toelae vir buitengewone vuil werk.

(Vir buitengewone vuil werk soos in die Ooreenkoms omskryf.)

(1) As 'n werknemer, behalwe 'n werknemer wat uitdruklik as 'n skoonmaker in diens is, buitengewone vuil werk moet verrig, moet hy benewens enige ander besoldiging waartoe hy kragtens hierdie Ooreenkoms reg het, 'n toelae van 1s. 6d. per skof of gedeelte daarvan betaal word.

(2) As 'n werknemer die ure van 'n gewone skof aan buitengewone vuil werk gewerk het, moet hy as hy minstens vier uur oortyd aan buitengewone vuil werk gewerk, nog 1s. 6d. betaal word.

(C) Toelae vir hoogte.

Wanneer 'n werknemer wat gewoonlik nie bo die begane grond werk nie ook al op skepe moet werk op 'n hoogte van 20 voet bo die boorde en onder omstandighede wat die gebruik van 'n veiligheidsgordel nodig maak, moet hy benewens die besoldiging waartoe hy kragtens hierdie Ooreenkoms reg het en vir die tydperk wat hy aldus werksaam is, of, na gelang van die langste, een uur, 'n toelae van 10 persent bo sy uurloon betaal word.

13. DIENSBEÏNDIGING.

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

(a) die reg van 'n werkgewer 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 werkgewer en werknemer waarby vir 'n langer diensopseggingstermyn as een volle werkdag voorsiening gemaak word;

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

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

cent. of the employee's minimum rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out of the number of shifts or calendar weeks of employment which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council along with the money equivalent of the paid holiday entitlement.

(3) Whenever the bonus is remitted to the Council in terms of sub-section (2), the provisions of sub-sections (6), (7) and (8) of section 10 relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

(4) This section shall not apply to apprentices, employees employed on work classified at Rates 8 to 12 inclusive or watchmen.

12. ALLOWANCES.

(A) *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 purposes of this section, Sunday shall be considered to be an ordinary working day.

(5) Notwithstanding the afore-mentioned, the following special provisions shall apply in cases where an employee is engaged on the particular site or working place of the job being undertaken:—

(a) In the event of the employer no longer requiring the services of the employee on the job in question, but being prepared to employ the same employee on another job at a different place, the employer shall—

(i) advise the employee in writing that further employment is available at a different place;

(ii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of (i), the cost of one single second-class rail accommodation for the journey so undertaken.

(b) In the event of an employer failing to give notification in terms of (i), but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in (ii).

(B) *Abnormally Dirty Work Allowance* (for Abnormally Dirty Work as in this Agreement defined).—(1) Where an employee, other than an employee expressly engaged as a cleaner, is required to work on abnormally dirty work, he shall be paid an allowance in addition to any other remuneration to which he is entitled under this Agreement of 1s. 6d. per shift or part thereof.

(2) Where an employee has completed the hours of an ordinary shift on abnormally dirty work, he shall, when he works overtime on abnormally dirty work for not less than four hours, be paid a further 1s. 6d.

(C) *Height Allowance.*—Whenever an employee who does not customarily work aloft is required to work on ships at a height of over 20 feet above top deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement, and for the period for which he is so occupied or one hour, whichever is the greater, be paid an allowance of 10 per cent. of his hourly rate.

13. 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 an employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;

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

and further provided that an 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.

14. BUITEWERK.

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

(2) Geen werknemer mag, solank as hy by 'n werkgewer in die nywerhede in diens is, bestellings vir algemene, werktuigkundige, elektrotegniese of skeepsingenieurswerk, 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 aanvra of aanneem of sulke werk onderneem nie.

15. INDIENSNEMING VAN JEUGDIGES EN UITREIKING VAN SERTIFIKATE, ENS.

(1) Geen werkgewer mag 'n jeugdige ingevolge klousule (d) van Lys B van Deel III van hierdie Ooreenkoms in diens neem alvorens hy die toestemming van die Raad en 'n sertifikaat van die Raad in die vorm wat hy voorskryf, verkry het nie.

(2) Enige toestemming ingevolge (1) hiervan kan deur die Raad om enige goeie en genoegsame rede na goeddunke ingetrek word en die werkgewer moet by ontvangs van kennisgewing van die Raad onmiddellik die jeugdige na wie die kennisgewing verwys uit diens ontslaan, of die jeugdige in diens hou teen die volle loon wat vir die betrokke klas werk voorgeskryf is.

(3) Wanneer toestemming ingevolge (2) hiervan ingetrek word, moet die werkgewer onmiddellik die sertifikaat vir intrekking aan die Raad stuur.

(4) Geen werknemer mag na een maand van die datum waarop hierdie Ooreenkoms in werking tree enige persoon op werk teen Tarief 1 geklassifiseer in diens neem nie, behalwe 'n werknemer wat sy vakleerlingskap in enigen van die soorte werk in Tarief 1 genoem, voltooi het onder 'n kontrak ingevolge die Wet op Vakleerlinge, of enige ander kontrak deur die Raad erken, tensy die werknemer 'n sertifikaat besit wat deur die Raad uitgereik is en wat hom toelaat om as 'n vakman in diens te wees. Met dien verstande dat 'n werknemer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom sal toelaat om as 'n vakman in diens te wees, en as daardie sertifikaat aan hom uitgereik word, kan hy daarna vir die werk wat in die sertifikaat onder Tarief 1 geklassifiseer is, in diens wees.

16. INDIENSNEMING VAN PERSONE ONDER 15 JAAR.

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

17. VERSEKERING VAN GEREEDSKAP.

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

18. VRYSTELLING.

(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 Gebiedsraad vir die betrokke gebied gerig word.

(2) Die Raad moet die voorwaardes vasstel waarop vrystelling verleen word; met dien verstande dat die Raad, na goeddunke en nadat kennis een week vooraf aan die betrokke persoon skriftelik gegee is, 'n vrystellingssertifikaat kan intrek, of die tydperk waarvoor vrystelling verleen was, verstryk het of nie.

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

- (a) die naam van die betrokke persoon voluit;
- (b) die bepalinge van die ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes waarop vrystelling verleen word;
- (d) die tydperk waarvoor vrystelling geldig is.

(4) Die Raad moet—

- (a) alle sertifikate wat uitgereik word in volgorde laat nummer;
- (b) 'n afskrif van elke sertifikaat wat uitgereik word laat hou, en 'n afskrif van elke uitgereikte sertifikaat aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is, laat stuur;
- (c) ingeval vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer laat stuur.

19. UITGAWES VAN DIE RAAD.

Voorsiening vir die fondse van die Raad moet deur sy en beheer word deur die Raad moet soos volg gemaak word:—

- (1) Elke werkgewer moet van die lone van elk van sy werknemers wat deur hierdie Ooreenkoms geraak word (behalwe werknemers wat in diens is op werk geklassifiseer onder Tariewe 8 tot en met 12, wagte, vakleerlinge en minderjariges, gedurende die tydperk wat die minderjariges sonder 'n leerlingkontrak ooreenkomstig die Wet op Vakleerlinge, 1944, in diens kan wees), 'n bedrag van 3d. per week aftrek.

14. OUTWORK.

(1) No employer shall 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 or 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 an employer engaged in the Industries.

15. EMPLOYMENT OF JUVENILES AND ISSUE OF CERTIFICATES, ETC.

(1) No employer shall employ a juvenile under Clause (d) of Schedule B of Part III of this Agreement without obtaining the prior approval of the Council, and a certificate from the Council in such form as it may prescribe.

(2) Any permission given in terms of (1) hereof may be withdrawn by the Council for any good and sufficient reason which it deems fit, and the employer shall on receipt of notification from the Council, forthwith discontinue the services of the juvenile to whom the notification refers, or retain the juvenile's services at the full rate prescribed for the class of work in question.

(3) When permission is withdrawn in terms of (2) hereof, the employer shall forthwith return the certificate to the Council for cancellation.

(4) No employer shall after one month from the date of coming into operation of this Agreement employ any person on work classified at Rate 1 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 specified under Rate 1, unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman; provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on the work classified at Rate 1 appearing in his certificate.

16. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE.

No employer shall employ any person under the age of 15 years.

17. INSURANCE OF TOOLS.

Every 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.

18. EXEMPTIONS.

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

(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 to the person concerned, 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 to every person to whom exemption has been granted, a licence, duly signed, setting out—

- (a) the full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions subject to which such exemption is granted;
- (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.

19. 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) Every employer shall deduct from the wages of each of his employees affected by this Agreement (other than employees employed on work classified at Rate 8 to 12 inclusive, 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) By die bedrag wat aldus afgetrek word, moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag uiters die vyftiende dag van elke maand aan die Raad stuur, soos volg:—

Elke werkgewer in streek A, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 4012, Kaapstad;

Elke werkgewer in streek B, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Oos-Londen;

Elke werkgewer in streek C, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Streekraad), Posbus 2778, Durban;

Elke werkgewer in streek D, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3051, Port Elizabeth;

Elke werkgewer in streek E, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

tesaam met 'n staat in 'n vorm wat van tyd tot tyd voorgeskryf kan word.

- (3) In elke inrigting waar geen werknemers wat vir die betaling van die bedrag soos gespesifiseer in (1) aanspreeklik is, in diens is nie, of waar die bedrag wat kragtens (1) en (2) aan die Raad betaal moet word tesaam minder as 10s. is, moet die werkgewer vir elke maand waarin hy vyf of meer persone in diens het vir wie lone in hierdie Ooreenkoms, of in die Spesiale Loonafdelings, voorgeskryf word op die manier soos voorgeskryf in (2), aan die Raad die bedrag van 10s. betaal, of, na gelang van die geval, boonop die bedrag wat tesame kragtens (1) en (2) betaal moet word, die verskil tussen daardie bedrag en die bedrag van 10s.

20. INDIENSNEMING VAN VAKVERENIGINGARBEIDERS.

- (1) Behalwe soos bepaal in subartikels (2) en (3) hiervan, mag geen werknemer wat nie 'n lid van een van die vakverenigings is nie deur 'n werkgewer wat 'n lid van een van die vakverenigings is in diens geneem word nie en mag geen werknemer wat 'n lid van een van die vakverenigings is by 'n werkgewer wat nie 'n lid van een van die vakverenigings is in diens tree nie; met dien verstande dat die toepassing van hierdie subartikel in sy bestek beperk is tot—

(a) werknemers wat werk verrig wat in hierdie Ooreenkoms onder Tarief 1 ingelys is; en

(b) ander werknemers vir wie 'n tarief van 2s. 3d. per uur of meer in die Ooreenkoms voorgeskryf is as sodanige werknemers vir 'n tydperk van minstens ses maande in die nywerheid in diens was en vir lidmaatskap van een van die vakverenigings verkiesbaar is in ooreenstemming met hul onderskeidelike konstitusies.

- (2) Geen werkgewer in die gietbedryf mag enige persoon in enige van die klasse werk wat met 'n sterretjie in Loonafdeling D/8 (Afdeling vir Ystermelt- en Giet, Algemeen en Vervaardiging) gemerk is, wat nie 'n lid van die Ironmoulders' Society of South Africa is nie, in diens neem nie, en niemand wat 'n lid is van die Ironmoulders' Society of South Africa mag vir 'n werkgewer in die gietbedryf werk wat nie 'n lid is van een van die vakverenigings nie; met dien verstande dat hierdie bepalings nie van toepassing is op werknemers behalwe vakmanne vir die eerste drie maande diens in die nywerheid nie.

- (3) Die bepalings van hierdie artikel is nie gedurende die eerste jaar na die datum van 'n immigrant se binnekoms in die Unie van Suid-Afrika op hom 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 daarvan te doen, die bepalings van hierdie artikel onmiddellik van toepassing word.

- (4) Die Raad kan vrystelling van die bepalings van subartikels (1) en (2) hiervan om enige goeie en voldoende rede verleen en verder is genoemde subartikels nie van toepassing op persone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is nie en die applikant sodanige weiering aan die Raad gerapporteer het.

21. VERTONING VAN OOREENKOMS.

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

22. REGISTRASIE VAN WERKGEWERS.

- (1) (a) Elke werkgewer wat dit nie reeds in ooreenstemming met enige vorige ooreenkoms gedoen het nie, moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree; en

(b) elke werkgewer wat na daardie datum in die nywerheid kom, moet binne een maand nadat hy met werksaamhede begin, bo en behalwe nakoming van die regulasies van subartikel (c) (i) hiervan aan die Sekretaris van die Streekraad vir die betrokke gebied onderstaande besonderhede verstrek:—

(i) Naam voluit;

(ii) adres;

(iii) bedrywe of werksaamhede deur hom uitgeoefen.

- (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:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 3051, Port Elizabeth;

every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

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

- (3) In any establishment in which there are no employees liable to the payment of the amount specified in (1) or the amount payable to the Council in terms of (1) and (2) together is less than 10s., the employer shall, for each month in which he employs five or more persons whose wages are scheduled in this Agreement, pay to the Council in the manner prescribed in (2) the sum of 10s. or, in addition to the amount payable in terms of (1) and (2) together, the difference between that amount and the sum of 10s., as the case may be.

20. EMPLOYMENT OF TRADE UNION LABOUR.

- (1) Save as is provided for in sub-section (2) and (3) hereof, no employee who is not a member of one of the trade unions shall be employed by an employer who is a member of one of the employers' organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations; provided that this sub-section shall be limited in its application to—

(a) employees performing work scheduled in this Agreement at Rate 1; and

(b) employees for whom a rate of 2s. 3d. per hour or more is specified in this Agreement, if such employees have been employed in the Industries 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) No employer in the foundry trade shall employ any person on any of the classes of work marked with an asterisk in Wage Division D/8 (Foundry and Castings General and Manufacturing Division) who is not a member of the Ironmoulders' Society of South Africa, and no person who is a member of the Ironmoulders' Society of South Africa shall work for an employer in the foundry trade who is not a member of one of the employers' organisations; provided that these provisions shall not apply to employees other than journeymen for the first three months of employment in the Industries.

- (3) 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 Industries refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

- (4) The Council may grant exemption from the provisions of sub-section (1) and (2) hereof for any good and sufficient reason, and further, the said sub-sections shall not apply to persons who in the opinion of the Council are refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

21. EXHIBITION OF AGREEMENT.

Every 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.

22. REGISTRATION OF EMPLOYERS.

- (1) (a) Every employer who has not already done so in pursuance of any previous Agreement shall within one month from the date on which this Agreement comes into operation; and

(b) every employer entering the Industry after that date shall within one month of operation by him, in addition to complying with the provisions of sub-section (c) (i) hereof, forward to the Secretary of the Regional Council of the area concerned the following particulars:—

(i) Full name;

(ii) address;

(iii) trades or operations carried out by him.

(c) (i) Elke werkgewer wat op die datum van inwerking-treding van hierdie Ooreenkoms die nywerheid uitoefen en dit nie reeds kragtens enige vorige ooreenkoms gedoen het nie, en elke werkgewer wat na die datum van inwerking-treding van hierdie Ooreenkoms in die nywerheid begin werk, moet, voor hy die spesiale voorwaardes met betrekking tot die vervaardigingsbedrywighede vervat in Lyste C en D van Deel III van hierdie Ooreenkoms toepas, by die Raad aansoek doen om en van hom 'n sertifikaat van registrasie van sy besigheid, of, na gelang van die geval, van 'n gedeelte daarvan as 'n „vervaardigingsingenieursinrigting” verkry. Aansoek om hierdie registrasie moet by die Sekretaris van die Streekraad vir die betrokke gebied gedoen word.

(ii) Dit word beskou dat elke werkgewer wat versuim om kragtens paragraaf (i) by die Raad te registreer, 'n „algemene ingenieursinrigting” bestuur.

(2) Waar die werkgewer 'n vennootskap is, moet inligting in ooreenstemming met subartikel (1) van hierdie artikel sowel as die naam waaronder die vennootskap werk, verstrek word.

23. UITVOERING VAN DIE OOREENKOMS.

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

24. WERKENDE VENNOTE.

Alle werkende vennote en/of werkgewers in die nywerhede moet die erkende werkure in hierdie Ooreenkoms vir werknemers voorgeskryf, nakom.

25. AGENTE.

Die Raad moet een of meer bepaalde persone aanstel as agente om by die uitvoering van die bepalinge van hierdie Ooreenkoms behulpsaam 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 prestasiebonuswerk betaal word, na te sien ten einde te kan bepaal of aan die bepalinge van hierdie Ooreenkoms voldoen word.

26. LEWENSKOSTETOELAES.

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

Klas.	Toelae per week as indekssyfer = 1405.	Aanpassings.
	£ s. d.	
I.—Bo £5 per week—		
(i) In gebiede A, C en E	2 5 3	± 7d. vir elke ± volle 5 punte verskil bo of onder 1405.
(ii) In gebiede B en D..	2 1 6	
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 *pro rata* verminder word volgens enige tydperk van afwesigheid aan werk sonder die werkgewer se toestemming, tensy afwesigheid aan siekte of onbekwaamheid binne die bepalinge van die Ongevallewet te wyte is, wanneer geen korting ten opsigte van die eerste week van daardie afwesigheid afgetrek mag word nie.

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

(iv) Lewenskostoelae is betaalbaar tydens enige tydperk van jaarlikse verlof met betaling; elke werkgewer moet gedurende die kwalifiseertydperk 'n *pro rata* bedrag daarvan betaal. Wanneer 'n werknemer 'n werkgewer verlaat, moet enige betrokke vakansieverlofkrediet 'n krediet insluit van die lewenskostoelae betaalbaar ten opsigte van daardie gedeelte van die tydperk van jaarlikse verlof wat deur die vakansieverlofkrediet gedek word.

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

(3) Die toelaes wat in subartikel (1) voorgeskryf word moet op dieselfde tyd betaal word as wat die werknemer gewoonlik sy ander besoldiging ontvang.

(c) (i) Every employer engaged in the Industry at the date of coming into operation of this Agreement who has not already done so in pursuance of any previous Agreement and every employer entering the Industry after the date of coming into operation of this Agreement shall, prior to applying the special conditions relating to manufacturing activities contained in Schedules C and D of Part III of this Agreement, make application and obtain a certificate of registration for his establishment, or part thereof, as the case may be, as a "manufacturing engineering establishment", from the Council. Applications for such registration shall be made to the Secretary of the Regional Council of the area concerned.

(ii) Any employer who fails to register with the Council in terms of paragraph (i) shall be deemed to be conducting a "general engineering establishment".

(2) Where the employer is a partnership, information in accordance with sub-section (1) of this section, as well as the title under which the partnership operates, shall be furnished.

23. ADMINISTRATION OF AGREEMENT.

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

24. WORKING PARTNERS.

All working partners and/or employers in the Industries shall observe the recognised hours prescribed for employees in this Agreement.

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

26. COST OF LIVING ALLOWANCES.

(1) (i) Every 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.	Allowance per Week when Index Figure = 1405.	Adjustments.
	£ s. d.	
I.—Exceeding £5 per week—		
(i) In Regions "A", "C" and "E"	2 5 3	± 7d. for each ± completed 5 points variation in Index above or below 1405.
(ii) In Regions "B" and "D"	2 1 6	
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 *pro rata* 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) Any employer who is required to pay any allowances in respect of any period of absence due to illness may require the employee to produce a medical certificate in respect of such absence before payment is made.

(iv) Cost of living allowance shall be payable during any period of paid annual leave, each employer during the qualifying period paying a *pro rata* proportion thereof. When an employee leaves one 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 on 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) „Indeks-syfer” beteken die beswaarde gemiddelde indeks met betrekking tot kos, brandstof, lig, huur en diverse vir die nege vernaamste stedelike 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 met inagneming van die feit dat die 1938-basis van 1,000 na 100 verander is.

(5) Ten einde vas te stel in watter loongroep dit beskou word dat 'n werknemer val, is sy ingelyste uurtydloon met 46 vermenigvuldig, sy loon.

27. ONGEMAGTIGDE INDIENSNEMING.

Nieteenstaande andersluidende bepalings in hierdie Ooreenkoms, word geen bepalings wat die indiensneming van 'n werknemer in enige klas werk of op enige voorwaardes verbied, beskou dat dit die werkgever onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as die indiensneming nie verbied was nie, en die werkgever moet voortgaan om die besoldiging te betaal en die voorwaardes na te kom asof die indiensneming nie verbied was nie.

DEEL II.

SPEZIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalings, is die bepalings met betrekking tot „Werkure” (artikel 4), „Oortyd en betaling vir werk op Sondae en bepaalde openbare vakansiedae” (artikel 5), „Nagskofwerk” (artikel 6), „Betaling gedurende vakansie en werkloosheid” (artikel 10) en „Lewenskostetoelae” (artikel 26) van Deel I van die Ooreenkoms nie van toepassing nie op werknemers wat in diens is op werk geklassifiseer teen Tariewe 8 tot en met 12 en/of die werk van 'n wag op wie, behoudens soos andersins hierin bepaal, die orige bepalings van Deel I en die volgende spesiale bepalings toegepas moet word. (Die spesiale bepalings het voorrang, en moet voorrang geniet, ingeval van teenstrydigheid tussen hulle en genoemde orige bepalings van Deel I.)

1. WERKURE.

(1) Geen werkgever mag, behalwe soos andersins bepaal in hierdie deel van die Ooreenkoms, van 'n werknemer (behalwe 'n wag), vereis of hom toelaat nie om—

(a) vir meer as 46 uur, behalwe etenstye, in 'n week te werk; of

(b) vir meer as agt uur, behalwe etenstye, op 'n dag te werk; met dien verstande dat in 'n inrigting waarin—

(i) die gewone werkure op een dag per week hoogstens vyf is, van 'n werknemer vereis of hy toegelaat kan word om vir 'n verdere tyd van hoogstens 'n halfuur op elkeen van die ander dae van die week te werk; of

(ii) die werknemers gewoonlik op hoogstens vyf dae per week werk, van 'n werknemer op enige werkdag vereis of hy toegelaat kan word om vir 'n verdere tydperk van hoogstens een en 'n kwart uur te werk.

(2) Die maksimum oortyd wat gewerk kan word, mag nie tien uur per week te bowe gaan nie.

(3) Van 'n werknemer kan nie vereis of kan hy nie toegelaat word om vir 'n ononderbroke tyd van meer as vyf uur sonder 'n onafgebroke pouse van minstens een uur te werk nie; met dien verstande dat werktye wat deur 'n pouse van minder as een uur onderbreek word vir die toepassing van hierdie artikel as onafgebroke beskou word.

(4) Ondanks die bepalings van hierdie artikel—

(i) kan dit nie van 'n vroulike werknemer vereis of kan sy nie toegelaat word om—

(a) tussen sesuur nm. en sesuur vm.; of

(b) na eenuur nm. op meer as vyf dae per week te werk nie;

(ii) kan dit nie van 'n vroulike werknemer vereis of kan sy nie toegelaat word om oortyd te werk nie—

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

(b) op meer as drie opeenvolgende dae;

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

(d) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag tensy sy—

(i) vir 12-uur middag daarvan in kennis gestel is, of

(ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin;

(iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortydwerk 'n aanvang neem.

(5) Elke werkgever moet in sy inrigting op 'n plek wat vir sy werknemers maklik toeganklik is 'n kennisgewing vertoon waarop die begin- en stakingstyd van werk vir elke skof of skofte van die week en etenstye aangegee is.

2. OORTYD EN BETALING VIR WERK OP SONDAE EN SEKERE OPENBARE VAKANSIEDAE.

(1) Tyd gewerk deur werknemers na voltooiing van die gewone skof moet as oortyd beskou en daarvoor moet betaal word teen 1½ maal die gewone loon.

(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, due regard being had to the fact that the 1938 basis of calculation has been altered from 1,000 to 100.

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

27. UNAUTHORISED EMPLOYMENT.

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

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 4), „Overtime and Payment for Work on Sundays and Certain Public Holidays” (section 5), „Night Shift Work” (section 6), „Holiday and Unemployment Pay” (section 10), „Cost of Living Allowances” (section 26) of Part I of the Agreement shall not apply to employees employed on work classified at Rates 8 to 12 inclusive and/or employed on watchman's work, 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.

(1) Save as is otherwise provided in this part of the Agreement, no employer shall require or permit an employee (other than a watchman)—

(a) to work for more than 46 hours, excluding meal times, in any one week; or

(b) to work more than eight hours, excluding meal times, on any one day; provided that in any establishment in which—

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

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

(2) The maximum overtime that may be worked shall not exceed ten hours per week.

(3) An employee shall not be required or permitted to work for a continuous period of more than five hours, without an uninterrupted interval of at least one hour; provided that for the purpose of this section periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(4) Notwithstanding the provisions of this section—

(i) no employee who is a female, shall be required or permitted to work—

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

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

(ii) no employee who is a female, shall be required or permitted to work overtime—

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

(b) on more than three consecutive days;

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

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

(i) been given notice thereof before midday; or

(ii) been provided with an adequate meal before she has to commence overtime; or

(iii) been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(5) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hour.

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS AND 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) As 'n werknemer, behalwe 'n wag, op—

- (a) (i) Sondag werk, moet hy minstens dubbel die loon ontvang wat betaalbaar is t.o.v. 'n skof wat gewoonlik op 'n weekdag gewerk word; of
- (ii) minstens 1½ maal sy gewone loon ontvang t.o.v. die totale tyd op dié Sondag gewerk, plus een dag vakansie binne sewe dae met volle betaling, bereken teen die skaal van een gewone skof vir daardie besondere dag van die week;
- (b) Goeie-Vrydag, Dingaansdag, Kersdag en Nuwejaarsdag werk, moet hy minstens die gewone skaal vir een van daardie besondere dae van die week ontvang en daarbenewens moet hy die gewone skaal ontvang vir tyd werklik gewerk tot die voltooiing van die skof, en daarna is oortdyskale soos voorgeskryf in (i) hiervan, van toepassing.

3. VERLOF MET BETALING.

(1) As 'n werknemer nie op Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgever hom t.o.v. so 'n dag besoldiging betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op die dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(2) Elke werkgever moet afwesigheidsverlof aan elke werknemer met volle betaling van minstens twee agtereenvolgende weke toestaan t.o.v. elke tydperk van twaalf maande diens en nie later as twee maande na die beëindiging van genoemde tydperk nie; met dien verstande dat—

- (a) die tydperk van die afwesigheid nie mag saamval met enige tydperk waarin die werknemer onder diensopsegging staan of opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), ondergaan nie; en
- (b) as Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag binne die tydperk van dié verlof val, die dae by genoemde tydperk as 'n verdere tydperk van verlof met volle betaling gevoeg moet word.

(3) Elke werknemer aan wie verlof kragtens subartikel (2) toegestaan is, moet betaling van die werkgever t.o.v. dié verlof nie later as die laaste werkdag voor die aanvang van genoemde tydperk ontvang nie.

(4) By beëindiging van diens moet die werkgever sy werknemer sy volle betaling betaal—

- (a) t.o.v. enige tydperk van verlof wat vir hom opgeloopt het maar nie voor diensbeëindiging toegestaan is nie; en
- (b) vir een dag t.o.v. elke voltooide maand diens by die werkgever na die datum waarop hy laas tot verlof ingevolge subartikel (2) geregtig geword het, of in die geval van 'n werknemer wat minder as 12 maande na die aanvang van sy diens gewerk het.

(5) Enige tydperk waarin 'n werknemer—

- (a) met verlof ingevolge subartikel (2) is; of
- (b) vredestrydse opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912, ondergaan; of
- (c) op las of op versoek van die werkgever van werk afwesig; of

(d) as gevolg van siekte van werk afwesig is; moet vir die toepassing van subartikel (2) en (4) as diens beskou word; met dien verstande dat die bepaling van paragraaf (d) nie van toepassing is t.o.v. 'n tydperk van afwesigheid as gevolg van siekte van meer as drie agtereenvolgende dae nie, as die werknemer versuim om, op versoek om so 'n sertifikaat deur die werkgever, aan die werkgever 'n sertifikaat van 'n mediese praktisyn voor te lê dat hy deur siekte verhinder is om sy werk te doen, of t.o.v. daardie gedeelte van enige totale tydperk van afwesigheid as gevolg van siekte gedurende twaalf maande diens, wat meer as dertig dae is; met dien verstande dat as die werkgever by 'n wet verplig is om te sorg vir die versorging en behandeling van sy werknemers terwyl hulle siek is, dit nie van dié werknemers vereis word om 'n doktersertifikaat in te dien nie.

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

Vir die doeleindes van die berekening van verlof wat ingevolge hierdie artikel verskuldig is, moet diens beskou word dat dit begin van die datum af waarop die werknemer by sy werkgever in diens tree of van die datum of waarop hy laas tot jaarlikse verlof geregtig geword het, na gelang van die jongste.

4. LEWENSKOSTETOELAE.

Elke werkgever moet aan elkeen van sy werknemers, benewens enige ander besoldiging waartoe die werknemer geregtig is, en terselfdertyd as wat die werknemer gewoonlik sy ander besoldiging ontvang, 'n lewenskostoelae betaal wat bekend gemaak is as betaalbaar kragtens Oorlogsmaatregel No. 43 van 1942, soos voortgesit deur die Wet op die Voortsetting van Oorlogsmaatregels (Wet No. 48 van 1948) en soos van tyd tot tyd gewysig kan word.

(2) Whenever an employee other than a watchman works on—

- (a) (i) Sunday, he shall receive not less than double the rate payable in respect of a shift ordinarily worked on a weekday; or
- (ii) receive not less than time and one-third of his ordinary rate in respect of the total period worked on such Sunday, plus one day's holiday within seven days on full pay calculated at the rate of one ordinary shift for that particular day of the week;
- (b) 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 that 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 as prescribed in (i) hereof shall apply.

3. PAID LEAVE.

(1) If an employee does not work on Good Friday, Dingaan's Day, Christmas Day or New Year's Day, his 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) Every 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 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 purposes 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 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 an 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.

Every 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. DIENSSERTIFIKAAT.

Wanneer 'n werknemer by beëindiging van sy diens daarom versoek word, moet 'n werkgever dié werknemer van 'n dienssertifikaat voorsien wat die name van die werkgever en werknemer voluit aangee, die aard van die diens, die datums van aanvang en beëindiging van die kontrak en die besoldigingskaal op die datum van dié beëindiging; met dien verstande dat as die loon van enige werknemer in hierdie Ooreenkoms deur duur van diens bepaal word, dit die plig van die werknemer is om 'n sertifikaat van diens aan sy nuwe werkgever by diensverandering voor te lê ten einde geregtig te word tot dié besoldiging wat vir duur van diens voorgeskryf word.

DEEL III.

LONE EN/OF VERDIENSTE.

(1) Nieteenstaande enige loon in die volgende lys te genoem, is 'n vakman, soos in hierdie Ooreenkoms omskryf en as suks op 18 Oktober 1951 in diens, geregtig tot die loon genoem vir werk ingedeel onder Tarief 1.

(2) Van geen werknemer kan dit as deel van sy dienskontrak vereis word om losies en inwoning of albei van sy werkgever aan te neem nie of om goedere van sy werkgever te koop of eiendom van hom te huur nie, maar ingeval 'n werknemer instem om losies of inwoning of albei van sy werkgever aan te neem, mag sy werkgever—

(i) in die geval van werknemers behalwe werknemers in diens op werk ingedeel onder Tarief 12, hoogstens agt sjielings per week aftrek wanneer losies en inwoning verskaf word of hoogstens vyf sjielings per week vir slegs losies of drie sjielings per week vir slegs inwoning mits die inwoning deur die Raad of die betrokke plaaslike owerheid goedgekeur is;

(ii) in die geval van werknemers in diens op werk ingedeel onder Tarief 12, hoogstens ses sjielings per week aftrek wanneer losies en inwoning verskaf word of hoogstens drie sjielings en ses pennies per week vir slegs losies of twee sjielings en ses pennies per week vir slegs inwoning, mits die inwoning deur die Raad en die betrokke plaaslike owerheid goedgekeur is.

(3) Geen werknemer mag in 'n week in diens wees op meer as een bedryf wat in hierdie Ooreenkoms ingelys is teen verskillende loonskale nie, tensy betaling gedoen word asof so 'n werknemer vir daardie hele week in diens was op die hoogs betaalde bedryf. Met dien verstande dat ingeval 'n laer betaalde werknemer tydelik die plaasvervanger is van 'n hoër betaalde werknemer wat van sy werk afwesig is en nie elders in die inrigting in diens is nie, moet die plaasvervangende werknemer teen die hoër tarief betaal word vir slegs die tyd wat hy werklik op die hoër betaalde bedryf gewerk het. Enige plaasvervangende tyd van minder as een-helfte van 'n skof altesaam in 'n week word nie gereken vir betaling teen die hoër tarief nie.

(4) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word vir die klas werk waarop hy in diens is, moet steeds die hoër tarief ontvang terwyl hy by dieselfde werkgever in diens is op dieselfde werk of enige ander werk waarvoor 'n laer tarief voorgeskryf word.

(5) Geen werkgever mag aan werknemers (behalwe vakleerlinge) wat in diens is op enigeen van die klasse werk wat hierna in die volgende loonskale genoem word, lone en/of verdienste betaal wat laer is as dié genoem teenoor hierdie klasse, en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié wat teenoor hierdie klasse genoem word.

LYS A.

LOONBEPALINGS VAN TOEPASSING IN ALGEMENE INGENIEURSWERK.

Niemand, behalwe 'n vakman of 'n vakleerling, mag sonder voorafgaande toestemming van die Raad werk doen wat onder Tarief 1 ingedeel is nie.

(a) Algemeen.

Tarief 1 (n.e.v.).

Hoek- en plaatsmidwerk.....	
Argitektoniese en/of ornamentele metaalwerk.....	
Inmeekaarsit wat die gebruik van instrumente vereis om verstellings te doen....	
Grofmidsmerk.....	
Ketelmakery.....	
Baksteenmessel en/of messel met vuurvaste stene en/of klipmesselwerk.....	3s. 9d. per uur.
Timmerwerk.....	
Kalfater (druktoestelle).....	
Konstruksiestaalwerk.....	
Kopersmidwerk.....	
Afsny en/of ponswerk en/of afskeer en/of afskeer met valbyl.....	
Stempel en/of stelmasjiene en/of gereedschap maak en/of meters maak.....	

5. CERTIFICATES OF SERVICE.

An 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 his new employer on change of employment, in order to become entitled to such remuneration prescribed for length of service.

PART III.

WAGES AND/OR EARNINGS.

(1) Notwithstanding any wage specified in the following schedules, a journeyman as defined in this Agreement and employed as such on the 18th October, 1951, shall be entitled to receive the wage specified for work classified at Rate 1.

(2) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer, or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from his employer, the employer may—

(i) in the case of employees other than employees employed on work classified at Rate 12, deduct not more than eight shillings per week when board and lodging is provided or not more than five shillings per week for board only or three shillings per week for lodging only; provided such lodging has been approved by the Council and the local authority concerned;

(ii) in the case of employees employed on work classified at Rate 12, deduct not more 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.

(3) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week unless payment is made as if such employee had been employed for the whole of that week on the highest paid occupation; provided that where a lower paid employee is temporarily substituted for a higher paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employees shall be paid at the higher rate only for the period he actually worked at the higher paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(4) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(5) No employer shall pay to employees (other than apprentices) engaged on any of the classes of work hereinafter specified in the following wage schedules, 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.

SCHEDULE A.

WAGE PROVISIONS APPLICABLE IN GENERAL ENGINEERING.

No person other than a journeyman or an apprentice may be employed on work classified at Rate 1 without the prior permission of the Council.

(a) General.

Rate 1 (n.e.s.).

Angle and plate smithing.....	
Architectural and/or ornamental metal working.....	
Assembling requiring the use of instruments in making fitting adjustments..	
Blacksmithing.....	
Boilermaking.....	
Bricklaying and/or refractory bricklaying and/or masonry work.....	3s. 9d. per hour.
Carpentry.....	
Caulking (pressure vessels).....	
Constructional steel working.....	
Coppersmithing.....	
Cropping and/or punching and/or shearing and/or guillotine shearing....	
Die and/or jig and/or tool and/or gauge making.....	

Afwaartse met die hand onder toesig op materiaal $\frac{1}{8}$ " dik of dikker in 'n enkele voltooide reeks wat geen verandering van handelwyse t.o.v. stroomsterkte meebring (wat 300 nie moet oorskry nie), nog tempo van afsetting of grootte en soort staaf, met dien verstande dat stawe van eiendomsmerk moet wees en No. 6 S.W.G. nie oorskry nie.....

Elektrotegniese onderhoud en/of instal-
lering.....

Oprig en/of inmeekaarsit (opsigterswerk in
die veld).....

Pas en/of draai en/of masjienbewerking

Inspeksiewerk wanneer dit gedoen word
deur inspekteurs met vakmansbevoegd-
heid.....

Instrumente maak en/of heelmaak.....

Slotte maak.....

Masjiengereedskap opstel en/of gereed-
skap stel.....

Afmerk.....

Metaalspin.....

Motorwerktuigkundige se werk.....

Meule maak.....

Modelle maak.....

Loodgieter.....

Touwerk doen.....

Rolle draai.....

Skale maak en/of herstel.....

Plaatmetaalwerk.....

*Loodgieter op skepe.....

Leipatrone maak.....

Sweis en/of hardsoldeer.....

3s. 9d. per uur.

*OPMERKING.—Loodgieter op skepe beteken werk op skepe vir
alle sanitasiedoeleindes en/of waterverskaffing en vir huis-
houdelike verwarming, was of drink.

Tarief 2.

Boormasjienwerk n.e.v..... 3s. 6d. per uur.

*Masjiniwerk (n.e.v.), nl., fatsoeneer,
gleuwe boor, skaaf, uitslyp (met uit-
sondering van universele slypers), slyp
(behalwe universele slypers) en die
bediening van ratsny- en rolmasjien-
gereedskap (behalwe senterdraaibanke
en boormeule):—

Eerste leerjaar—

Eerste ses maande.....

Tweede ses maande.....

Tweede leerjaar.....

Derde leerjaar.....

Daarna.....

Tarief per uur.

s. d.

1 6

1 9

2 3

3 0

3 6

Uitsmelt en/of smelt (behalwe in staal-
werkeproduksie)—werk van onderbaas

Opsigterswerk in dop- en/of gereedskap-
verharding.....

Pype aansit en/of uitsit (behalwe herstel-
werk).....

3s. 6d. per uur.

Tarief per uur.

s. d.

3 3

3 6

Eerste ses maande ervaring.....

Daarna.....

*OPMERKINGS.

(1) Werknemers op masjiniwerk moet toegelaat word om hul
eie werk op te stel, hul eie gereedskap te slyp en te stel en werk
volgens en met presisie-instrumente, met inbegrip van liniale,
passers en dergelike. Leerlinge moet opgelei word om hul eie
werk op te stel, hul eie gereedskap te slyp en te stel en om volgens
en met presisiemeetinstrumente te werk.

(2) Geen werkgever mag enigiemand daarop in diens neem teen
'n loonskaal van minder as 3s. 6d. per uur nie, behalwe met
voorafgaande toestemming van die Raad en kragtens 'n leerling-
skapkontrak. Hierdie kontrakte, wat in die vorm moet wees
wat van tyd tot tyd deur die Raad voorgeskryf en met en aan die
Hoofkantoor van die Raad geregistreer is, moet die groep
masjiengereedskap beskryf waarvan die aanwending deur die
leerling aangeleer moet word. Leerlinge moet dié goedgekeurde
tegniese onderrig geniet wat dwarsdeur die leertyd deur die
Raad bepaal word, en dit moet 'n voorafgaande voorwaarde in die
goedkeuring van enige kontrak wees dat die leerling in die
geleentheid gestel moet word om hierdie goedgekeurde tegniese
onderrig te ondergaan.

Tarief 3.

Baanaanlêwerk volgens S.A.S.-mate (op-
sigterswerk).....

Klinkwerk (druktoestelle).....

Plaatwerk.....

3s. 3d. per uur.

Tarief 4.

Boog- en/of gassny (n.e.v.).....

Afkap vir sweis en/of kalfater.....

Slegs plat en/of reguit maak.....

Warm en/of koud buig en/of fatsoeneer
volgens stelmasjiene en/of stoppe in
persrem- en/of voumasjiene.....

Klinkwerk (n.e.v.).....

Klink en/of kalfater (vloei- en/of
stelseltoestelle).....

3s. 0d. per uur.

Down hand mild steel welding under
supervision on material $\frac{1}{8}$ " thick or
over in a single finished run involving
no change in procedure in respect of
amperage (which shall not exceed 300),
or rate of deposition or size and type
of rod; provided that rods shall be of a
proprietary brand and not exceed No.
6 S.W.G.....

Electrical maintenance work and/or
installation.....

Erecting and/or assembling (supervisory
work in the field).....

Fitting and/or turning and/or machining

Inspection when performed by Inspectors
having journeyman qualifications....

Instrument making and/or repairing.....

Locksmithing.....

Machine tool setting up and/or toolsetting

Marking out.....

Metal spinning.....

Motor mechanic's work.....

Millwrighting.....

Patternmaking.....

Plumbing.....

Rigging.....

Roll turning.....

Scale making and/or repairing.....

Sheet metal working.....

*Ship's plumbing.....

Templet making.....

Welding and/or brazing.....

3s. 9d. per hour.

NOTE.—Ship's plumbing means work on ships for all sanitary
purposes and/or water services and for domestic heating, washing
or drinking purposes.

Rate 2.

Drilling machine work n.e.s..... 3s. 6d. per hour.

*Machinist's work (n.e.s.), viz., 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 boring
mills):—

Rate per Hour.

s. d.

1 6

1 9

2 3

3 0

3 6

First year of learnership—

First six months.....

Second six months.....

Second year of learnership.....

Third year of learnership.....

Thereafter.....

Smelting and/or melting (other than in
steel works production)—chargehand's
work.....

Supervisory work in case and/or tool
hardening.....

Tube fitting and/or expanding (excluding
repair work).....

3s. 6d. per hour.

Rate per Hour.

s. d.

3 3

3 6

First six months of experience.....

Thereafter.....

*NOTES.

(1) Employees employed on machinist's work 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.

(2) No employer shall employ any person thereon at a rate of
pay of less than 3s. 6d. per hour, except with the prior consent
of the Council and under a Learnership Contract. Such Con-
tracts, 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 deter-
mined 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 3.

Platelaying to S.A.R. gauge (supervisory
work).....

Revetting (pressure vessels).....

Sheeting.....

3s. 3d. per hour.

Rate 4.

Arc and/or gas cutting n.e.s.....

Chipping for welding and/or caulking....

Flattening and/or straightening only....

Hot and/or cold bending and/or forming
to jigs and/or stops in press brake
and/or folding machine.....

Riveting (n.e.s.).....

Riveting and/or caulking (liquid vessels)

3s. 0d. per hour.

Tarief 5.

Koudsaag (behalwe herhalingsafsaag)...
 Met leipatrone boor of sonder leipatrone
 as die afmerk deur 'n Tarief 1-werk-
 nemer gedoen is.....
 Boor (n.e.v.) en/of versinkboor (vervaar-
 diging) met inbegrip van bore skerpmaak
 tot en met 1½" deursnee.....
 Onder kraghamer smee met gebruik van
 vormstempels.....
 Volgens leipatrone afmerk (masjiënwinkel)
 Masjiënbewerking op herhalingswerk deur
 middel van stelmasjiëne en/of stoppe
 en/of skoorstukke as die masjiëne en/of
 gereedskap deur 'n Tarief 1-werknemer
 opgestel word.....
 'n Ruimmasjiën bedien.....
 Oksiasietileen-profiëlsnymasjiën en/of reg-
 uitlynsnymasjiën bedien.....
 Ruwe slypwerk, met inbegrip van gereed-
 skap in stelmasjiëne slyp.....
 Sweis soos hieronder uiteengesit:—
 Handsweis deur middel van meganies-
 gevoerde elektrodes.....
 Voorlopige „ryg“-sweising vir plek-
 bepaling (reeks van hoogstens een
 duim in lengte).....
 Sweis in stelmasjiëne wat geen ver-
 andering van werkwyse ten opsigte
 van stroomsterkte, grootte of soort
 stafie of snelheid van afsetting mee-
 bring nie.....

2s. 9d. per uur.

Tarief 6.

Asetileensnywerk (seewerk).....
 Volgens stelmasjiëne in fatsoeneerwerk
 inmeekaarsit.....
 Boog-, gas- of koudeweismasjiën bedien..

2s. 6d. per uur.

Tarief 7.

Met stelmasjiëne en/of skoorstukke boor
 Bore met masjiën skerpmaak.....
 Hidrouliese masjiënklinkwerk (koud)....
 Gate ruim met brugruimers.....
 Sae op geheel outomatiese masjiën skerp-
 maak, behalwe opstel.....

2s. 3d. per uur.

Tarief 8.

Toesig hou oor werknemers op klasse werk
 laer as Tarief 8 ingelys wanneer as baas-
 jong aangestel.....
 Gemeganiseerde binnevervoertoesstelle
 en/of stapelaars en/of hanteeruitrusting,
 waarvoor geen lisensie nodig is nie,
 bedien.....
 Gebruikte landbou-implemente punte aan-
 sit, en/of skerpmaak en/of reguit maak

Skaal per uur soos
vir Tarief 8 in
klousule (b) van
lys B.

Tarief 9.

Outomatiese masjiëne bedien.....
 Kraghamer bedien.....
 Hefboom- en/of pedaal- en/of handpers-
 en/of keepwerk as werk met gestelde
 stempels gedoen word, maar nie die stel
 van stempels nie.....
 Stamphamersmee met behulp van stempels
 Kraghistoestel bedien, of 'n vaste of een
 met die hand of met krag beweeg (nie
 onder toesig).....
 Puntswaismasjiën bedien.....
 Kragperswerk as werk met gestelde stem-
 pels gedoen word, maar nie stel van
 stempels nie.....
 Met handhamer slaan (behalwe in pro-
 duksieafdeling van staalwerke) vir grof-
 smids- en/of hoeksmidswerk.....

Skaal per uur soos
vir Tarief 9 in
klousule (b) van
lys B.

Tarief 10.

Slingers aansit (werknemers uitsluitlik so in
 diens).....
 Aansit van roeswerende of beskermende
 lae aan alle werk met inbegrip van bote
 en/of skepe.....
 Stoomketels stook.....
 Afsny en soos van toepassing in produksie-
 afdelings van staalwerke en opsyn van
 afval.....
 Skaal van bote en/of skepe en/of die
 stoomketels daarvan af te haal deur dit
 af te kap en/of te skraap.....
 Hidroulies en/of met lug toets.....
 Metaal polys en/of poleer.....
 Metaal onder toesig bedek en/of indompel
 Olie en/of smeer (voltydse diens).....
 Herwin en/of vernuwe van draad met
 stempelkoppe en/of tappe.....
 Herhalingsafsyn volgens stoppe.....
 Verhitting van klinknaels.....
 Skroefmasjiëne bedien, behalwe dit opstel
 Knieplate en/of klampe reguit of plat
 maak.....
 Smeestukke deur middel van stempels
 afstroop.....

Skaal per uur soos
vir Tarief 10 in
klousule (b) van
lys B.

Rate 5.

Cold sawing (other than repetition cutting
 off).....
 Drilling with templets or without templets
 where the marking off is done by a Rate
 1 employee.....
 Drilling (n.e.s.) and/or countersinking
 (fabricating work) including sharpening
 of drills up to 1½" diameter.....
 Forging under power hammer using
 forming dies.....
 Marking off to templets (machine shop
 work).....
 Machine on repetition work by means of
 jigs and/or stops and/or fixtures where
 the setting up of machines and/or tools
 is done by a Rate 1 employee.....
 Operating broaching machine.....
 Operating oxy-acetylene profiling machine
 and/or straight line cutting machines
 Rough grinding including tool grinding in
 jigs.....
 Welding as specified below, viz.—
 Hand welding by mechanically fed
 electrodes.....
 Preliminary tack welding for positioning
 (runs of not more than one inch in
 length).....
 Welding in jigs involving no change in
 procedure in respect of amperage, size
 or type of rod or rate of deposition

2s. 9d. per hour.

Rate 6.

Acetylene burning (marine work).....
 Assembling to jigs in fabricating work....
 Operating arc, gas or cold welding machine

2s. 6d. per hour.

Rate 7.

Drilling with jigs and/or fixtures.....
 Drill sharpening by machine.....
 Hydraulic machine riveting (cold).....
 Reaming holes using bridge reamers.....
 Saw sharpening on fully automatic
 machine, excluding setting up.....

2s. 3d. per hour.

Rate 8.

Bossing employees employed on classes
 of work scheduled below Rate 8 when
 appointed as boss boy.....
 Operating mechanised internal trans-
 porters and/or stackers and/or handling
 equipment not requiring a licence....
 Pointing and/or sharpening and/or
 straightening used agricultural imple-
 ment parts.....

Rate per hour as for
Rate 8 in clause
(b) of Schedule B.

Rate 9.

Attending automatic machines.....
 Driving power hammer.....
 Fly and/or treadle and/or manual pressing
 and/or notching where work is operated
 upon with pre-set dies, other than setting
 of dies.....
 Drop forging using dies.....
 Operating power-driven hoist either fixed
 or moved by hand or power (not under
 supervision).....
 Operating spot welding machine.....
 Power pressing where the work is operated
 upon with pre-set dies, other than setting
 of dies.....
 Striking by hand hammer (other than in
 steel works production departments) for
 blacksmiths' and/or anglesmiths' work

Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

Rate 10.

Affixing slings (employees exclusively
 so employed).....
 Application of anti-corrosive or protective
 coatings to all work, including boats
 and/or ships.....
 Boiler stoking.....
 Cutting off and as applied to steel works'
 production departments and cutting of
 scrap.....
 De-scaling by chipping and/or scraping
 of boats and/or ships and/or the boilers
 thereof.....
 Hydraulic testing and/or testing by air..
 Metal buffing and/or polishing.....
 Metal coating and/or dipping under
 supervision.....
 Oiling and/or greasing (full time employ-
 ment).....
 Reclaiming and/or re-threading with die
 heads and/or taps.....
 Repetition cutting off to stops.....
 Rivet heating.....
 Screwing machine operating, excluding
 setting up.....
 Straightening and/or flattening of gussets
 and/or cleats.....
 Stripping forgings using dies.....

Rate per hour as for
Rate 10 in clause
(b) of Schedule B.

Tarief 11.

In enenmel en/of verf indompel..... } Skaal per uur soos
Gelyk slyp, met die hand en/of met slyp- } vir Tarief 11 in
en/of draagbare kraggereedskap..... } klousule (b) van
lys B.

Tarief 12.

Algemene arbeid..... Skaal per uur soos
vir Tarief 12 in
lys B.

(b) Elektrotegniese installering, onderhoud, herstelwerk en/of bediening.

Tarief 1 (n.e.v.)

Ankerwikkeling..... }
*Elektrotegniese verbindingsstegnikus se }
werk..... }
Elektrotegniese paswerk..... }
Kragluglyne oprig (opsigterswerk te velde) }
Uitrustings oprig, met inbegrip van kabels } 3s. 9d. per uur.
las, vir die opwekking van elektrisiteit,
distribusie en dryfkrag..... }
Telefoonlektrisiën se werk..... }
X-straal- en elektro-mediese werktuigkun- }
dige se werk..... }

* OPMERKING.—In verband met die werk van elektrotegniese verbindingsstegnici is die bepaling van hierdie Ooreenkoms ten opsigte van oortyd, skofwerk en werk op openbare vakansiedae nie van toepassing op totalisators nie.

Tarief 2.

Installeer van intertelefone (behalwe elek-
troniese uitrusting)—

	Per uur.
	s. d.
Eerste ses maande ervaring.....	2 9
Tweede ses maande ervaring.....	3 0
Derde ses maande.....	3 3
Daarna.....	3 6

OPMERKING.—Installeer van intertelefone beteken die installeer van binnetelefone en sluit nie die opspoor van defekte en onderhoud in nie.

Tarief 3.

Balanseermasjiën bedien..... 3s. 3d. per uur.

*Tarief 7.

Alle bedrywighede i.v.m. ankerwikkeling deur gebruik te maak van voorafge-
vormde spoele (behalwe verbind en/of
toets) wat nodig is vir die herwikkeling
van generators en motors van oor 250 lb.
maar van hoogstens 750 lb. (bruto gewig
van afgewerkte produk) of anders
masjiene waarvan die perdekrag bepaal is
deur die uitdrukking:

$$P.K. = \frac{R.P.M.}{100} \text{ en}$$

$$P.K. = \frac{R.P.M.}{30} \dots\dots\dots 2s. 3d. \text{ per uur.}$$

*Tarief 7 (b).

Alle ankerwikkeling in die herwikkeling
van generators en motors van 250 lb. en
minder (bruto gewig van afgewerkte
produk) of anders masjiene waarvan die
perdekrag nie groter moet wees as dié
bepaal deur die uitdrukking:

$$P.K. = \frac{R.P.M.}{100}$$

Spoele en/of buise met band toebind en/of
toedraai..... } 1s. 5d. per uur.

Tarief 9.

Oprol en/of trek van stator- en/of rotor- } Skaal per uur soos
met die hand en/of kragmasjiene wan- } vir Tarief 9 in
neer masjiën deur 'n Tarief 1-werknemer } klousule (b) van
gereedgemaak en opgestel word } lys B.

Tarief 10.

Uitgloi en vernis van bedekte draad.... }
Mika- en/of isoleerpype en/of -stange }
en/of rolle bak en/of pers..... }
Katoen en/of glas vleg..... } Skaal per uur soos
Lamellerings met masjiën opdraai..... } vir Tarief 10 in
Geleiers met katoen en/of glas en/of pa- } klousule (b) van
pier bedek..... } lys B.
Koperdraad deur stempels trek..... }
Gate met masjiën in lamelleerogies stamp }
Motore en/of spoele spuit..... }

Tarief 11.

Spoelente en/of geleiers skoonmaak en } Skaal per uur soos
vertin..... } vir Tarief 11 in
Koperknippe aan vormers maak..... } klousule (b) van
Spoele deur middel van borsel en/of in- } lys B.
dompel vernis..... }
Lamellerings vernis..... }

Rate 11.

Dipping in enamel and/or paint..... } Rate per hour as for
Fettling by hand and/or by grinding and/ } Rate 11 in clause
or by portable power tools..... } (b) of Schedule B.

Rate 12.

General labouring..... } Rate per hour as for
Rate 12 in
Schedule B.

(b) Electrical Installation, Maintenance, Repair and/or Servicing Work.

Rate 1 (n.e.s.).

Armature winding..... }
*Electrical communications technician's }
work..... }
Electrical fitting..... }
Erecting overhead power lines (super- } 3s. 9d. per hour.
visory work in the field)..... }
Installing electrical generation, distribu- }
tion and motive power equipment, }
including cable jointing..... }
Telephone electrician's work..... }
X-ray and electro medical mechanic's }
work..... }

*NOTE.—In respect of electrical communications technician's work, the provisions of this Agreement relating to overtime, shift work and work on public holidays shall not apply to work on totalisators.

Rate 2.

Intercommunication telephone installing
(excluding electronic equipment)—

	Per Hour.
	s. d.
First six months of experience.....	2 9
Second six months of experience.....	3 0
Third six months of experience.....	3 3
Thereafter.....	3 6

NOTE.—Intercommunication telephone installing means the installation of internal telephones and does not include tracing faults and maintenance.

Rate 3.

Operating balancing machine..... 3s. 3d. per hour.

*Rate 7.

All armature winding operations using pre-
formed coils (excluding connecting up
and/or testing) required in the rewinding
of generators and motors exceeding 250
lb but not exceeding 750 lb. (gross weight
of finished product) or alternatively
machines whose horsepower has been
determined by the expression:

$$H.P. = \frac{R.P.M.}{100} \text{ and}$$

$$H.P. = \frac{R.P.M.}{30} \dots\dots\dots 2s. 3d. \text{ per hour.}$$

*Rate 7 (b).

All armature winding operations in the
rewinding of generators and motors of
250 lb. and less (gross weight of finished
product) or alternatively machines
whose horsepower shall not be greater
than determined by the expression:

$$H.P. = \frac{R.P.M.}{100}$$

Taping and/or wrapping of coils and/or
tubes..... } 1s. 5d. per hour.

Rate 9.

Winding and/or pulling of stator and/or
rotor loops by hand and/or by power
machines where the machine is prepared
and set up by a Rate 1 employee } Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

Rate 10.

Annealing and varnishing of covered wire }
Baking and/or pressing mica and/or }
insulation tubes and/or bars and/or }
coils..... }
Braiding cotton and/or glass..... }
Circling of laminations by machine..... } Rate per hour as for
Cotton and/or glass and/or paper covering } Rate 10 in clause
of conductors..... } (b) of Schedule B.
Drawing copper wire through dies..... }
Punching holes by machine in lamination }
circles..... }
Spraying of motors and/or coils..... }

Rate 11.

Cleaning and tinning of coil ends and/or }
leads..... }
Making of copper clips on formers..... } Rate per hour as for
Varnishing of coils by brushing and/or } Rate 11 in clause
dipping..... } (b) of Schedule B.
Varnishing laminations..... }

(f) Bestuur van voertuie.	Per week.		
	£	s.	d.
Bestuur van 'n stoomwa.....	6	9	3
Bestuur van enige ander voertuig wat gemagtig is om vrage tot die volgende grense te vervoer—			
1 ton.....	3	0	0
Oor 1 ton en met 3 ton.....	3	10	0
Oor 3 ton tot en met 5 ton.....	4	17	0
Oor 5 ton tot en met 7 ton.....	5	18	6
Oor 7 ton.....	6	9	3

OPMERKING.—Vir die doel van hierdie subartikel—

- (a) moet die uurloon bereken word deur die hieringenoemde weekloon deur 46 te deel;
- (b) „vragvermoë” beteken die netto draagvermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig die bepalinge van enige motorvervoersertifikaat of vrystelling-sertifikaat wat ten opsigte van so 'n voertuig deur 'n Plaaslike Motortransportraad uitgereik is ingevolge die Motor-transportwet, 1930, met inbegrip van enige sleepwa daaraan vas, of by gebrek aan so 'n bepaling in enige sodanige sertifikaat, die vrag soos in 'n deur die Raad uitgereikte sertifikaat bepaal;
- (c) „voertuig” beteken enige vervoermiddel wat deur ander as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker.

(g) Lokomotief-masjins.

Waar arbeiders as stokers en rangeerders in diens is (masjins moet verantwoordelik wees vir pligte insake verkeersbeheer)—

	Per uur.		
	s.	d.	
(i) Met 'n Regeringsertifikaat.....	3	9	
(ii) Sonder 'n Regeringsertifikaat—			
Eerste drie maande ervaring..	2	6	
Tweede drie maande ervaring..	3	6	

Waar persone, behalwe arbeiders, as stokers en rangeerders in diens is—

(i) met 'n Regeringsertifikaat.....	3	6
(ii) sonder 'n Regeringsertifikaat.....	3	3

(h) Vaste masjiene (bediener in 'n voltydse hoedanigheid in diens in beheer van 'n hidrouliese en/of kompressorinstallasie of -installasies bo 10 perdekras)—

	Per uur.		
	s.	d.	
(i) met 'n Regeringsertifikaat.....	3	6	
(ii) sonder 'n Regeringsertifikaat—			
Eerste drie maande ervaring..	2	3	
Tweede drie maande ervaring..	2	6	
Derde drie maande ervaring..	2	9	
Vierde drie maande ervaring..	3	0	
Daarna.....	3	3	

(i) Leerling-ingenieur en/of erkende student.

	Per week.		
	£	s.	d.
Eerste jaar van leerlingskap.....	3	0	0
Tweede jaar van leerlingskap.....	4	0	0
Derde jaar van leerlingskap en daarna....	5	0	0

(j) Werk van 'n wag.....

2 10 0

- (a) Die gewone werkure is hoogstens 12 uur per skof per dag vir 'n week van ses dae.
- (b) Indien minder ure gewerk word as wat in (a) voorgeskryf word, moet die loonskaal per week *pro rata* verlaag word.
- (c) Die Ooreenkomsvoorwaardes met betrekking tot werkure, oortydure en betaling vir werk op Sondae en bepaalde openbare vakansiedae en nagskofwerk is nie op hierdie klas werknemer van toepassing nie.

LYS C.

Loonbepalings van toepassing ten opsigte van vervaardiging wat nie anders in 'n spesiale loonafdeling ingelys of nie bepaald van die bestek van hierdie Ooreenkoms uitgesluit is nie, nl.—

Tarief 3.

Opsigterswerk (minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees)..... 3s. 3d. per uur.

Tarief 4.

Boog- en/of gassny (n.e.v.).....
Warm en/of koud buig en/of volgens stelmassien en/of stoppe in persrem- en/of voumassien fatsoeneer.....
Klink (n.e.v.).....

3s. 0d. per uur.

Tarief 5.

Boog- en/of gassny volgens merke en/of leipatrone.....
Boor (n.e.v.) met inbegrip van bore met die hand skerpmak.....
Handweis deur middel van meganiese gevoerde elektrodes.....
Voorlopige „ryg”-sweis vir plekbeplating op afstande van hoogstens een duim.....

2s. 9d. per uur.

(f) Vehicle Driving.	Per Week.		
	£	s.	d.
Driving of steam wagon.....	6	9	3
Driving of any other vehicle authorised to carry a pay load up to and including—			
One ton.....	3	0	0
Over one ton and up to three tons....	3	10	0
Over three tons and up to five tons....	4	17	0
Over five tons and up to seven tons....	5	18	6
Over seven tons.....	6	9	3

NOTE.—For purposes of this sub-section—

- (a) the hourly rate shall be calculated by dividing the weekly wage herein specified by 46;
- (b) “pay load” means the net carrying capacity or the net load which a vehicle may carry on haul in terms of any Motor Carrier's Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such Certificate, the load specified in a Certificate issued by the Council;
- (c) “vehicle” means a conveyance propelled by other than human or animal power and includes a tractor.

(g) Locomotive Engine-driver.

Where labourers are employed as fireman and shunters (driver to be responsible for duties of traffic control)—

	Rate per Hour.		
	s.	d.	
(i) Government Certificated.....	3	9	
(ii) Not Government Certificated—			
First three months of experience	2	6	
Second three months of experience.....	3	6	

Where other than labourers are employed as firemen and shunters—

(i) Government Certificated.....	3	6
(ii) Not Government Certificated.....	3	3

(h) Stationary Engines (attendant employed in a full-time capacity in charge of hydraulic and/or compressor plant or plants over 10 horsepower)—

	Rate per Hour.		
	s.	d.	
(i) Government Certificated.....	3	6	
(ii) Not Government Certificated—			
First three months of experience	2	3	
Second three months of experience.....	2	6	
Third three months of experience	2	9	
Fourth three months of experience.....	3	0	
Thereafter.....	3	3	

(i) Pupil Engineers and/or Approved Students.

	Per Week.		
	£	s.	d.
First year of pupilage.....	3	0	0
Second year of pupilage.....	4	0	0
Third year of pupilage and thereafter.....	5	0	0

(j) Watchman' Work.....

2 10 0

- (a) The ordinary hours of work shall not exceed 12 hours per shift per day for a six-day week.
- (b) In the event of a lesser number of hours being worked than prescribed in (a) above, the rate per week shall be reduced *pro rata*.
- (c) The Agreement conditions relating to hours of work, overtime and payment for work on Sundays and certain public holidays and night shiftwork, shall not apply to this class of employee.

SCHEDULE C.

Wage provisions applicable in respect of manufacturing activities not otherwise scheduled in a special Wage Division or not specifically excluded from the scope of this Agreement, viz.—

Rate 3.

Supervisory work (not less than one employee with supervisory knowledge to be employed in each department)..... 3s. 3d. per hour.

Rate 4.

Arc and/or gas cutting (n.e.s.).....
Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....
Riveting (n.e.s.).....

3s. 0d. per hour.

Rate 5.

Arc and/or gas cutting to marks and/or templates.....
Drilling (n.e.s.) including drill sharpening by hand.....
Hand welding by mechanically fed electrodes.....
Preliminary tack welding for positioning (runs of not more than one inch in length).....

2s. 9d. per hour.

Tarief 6.

Inmekaarsit (wamakery).....	} 2s. 6d. per uur.
Pype en/of stukke volgens skets in hand- masjiën buig.....	
Outomatiese boog-, gas- of koudsweis- masjiën bedien (n.e.v.).....	
Oksiasetileenprofiel- en/of reguitlynsny- masjiën bedien.....	
Volgens stelmasjiëne en/of stoppe deur- slaan en/of afskeer en/of afknip.....	
Rolvorming van plaat met herhalingswerk	
Herhalingsweis volgens stelmasjiëne en/of gassweis as die las geraak word deur saamsmelt van die dele wat gelas moet word en/of bronsweis en/of hard- soldeer.....	

Tarief 7.

Met stelmasjiëne en/of skoorstukke boor	} 2s. 3d. per uur.
Bore met masjiën skerpmaak.....	
Hidrouliese masjiënklinkwerk.....	
Ruim deur middel van brugruimers.....	

Tarief 8.

Masjiën bedien en/of oppas wat spesiaal bedoel is vir of verander is vir spesiale werk as die operateur slegs moet laai, die masjiën laat werk, en aflaai	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
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Tarief 9.

Outomaties reguit en/of rond en/of kleiner en/of groter maak en/of uithaal	} Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Volgens stelmasjiëne en/of stempels en/of stoppe buig en/of fatsoeneer.....	
Hefboom- en/of trap- en/of handpers- en/of keepwerk as die werk met gestelde stempels gedoen word, behalwe die stempels stel.....	
Hand- en/of masjiënklinkwerk (klinknaels $\frac{3}{8}$ " in deursnee en kleiner).....	
Stomp- en/of fiits- en/of puntsweismasjiën bedien.....	
Herhalingswerk in stelmasjiëne en/of volgens leipatrone.....	
Met handhamer slaan vir grofsmids- en/of hoeksmidswerk slaan.....	
„Ryg"-sweis.....	

Tarief 10.

Roeswerende lae aansit.....	} Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiëne en/of lengte- meters afsny.....	
Met die hand en/of slyp- en/of draagbare kraggeredskap gelyk skuur.....	
Vir klinkwerk vashou.....	
Metaal polys en/of poleer.....	
Metaal met sure skoonmaak en/of vetterig- heid verwyder.....	
Klinknaels verhit.....	
Enemmel en/of verf spuit.....	

Tarief 11.

In enemmel en/of verf indompel.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
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LYS D.

Loonbepalings van toepassing in inrigtings waarin die werksaamhede plaasvind wat in een of meer van onderstaande loonafdelings genoem word.

AFDELING D/1.

Afdeling vir die vervaardiging van landbouwerktuie en/of besproeiingsmasjinerie (met inbegrip van windpompe), oprigting en inmekaarsit.

Onderstaande werksaamhede in die vervaardiging, oprig en inmekaarsit van landbouwerktuie en/of besproeiingsmasjinerie, met inbegrip van windmeule, nl.—

Tarief 3.

Opsigterswerk (afdelingsopsigters) (n.e.v.)	3s. 3d. per uur.
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Tarief 5.

Stempels op vervaardigingsmasjiëne stel..	} 2s. 9d. per uur.
Volgens stelmasjiëne en/of merke op radiaalmasjiëne boor.....	
Bore met masjiën skerpmaak.....	
In die veld oprig en inmekaarsit as geen paswerk nodig is nie.....	
Hittebehandeling (opsigterswerk).....	
Oksiasetileen en/of elektriese swiep op ver- vaardiging, behalwe fiits-, stomp- en/of puntsweis.....	
Herhalingsmeesweis met hamer met gebruik van stempels.....	

Rate 6.

Assembling (wagon manufacture).....	} 2s. 6d. per hour.
Bending of tubes and/or sections in manually operated machine to sketch	
Operating automatic arc, gas or cold welding machine (n.e.s.).....	
Operating oxy-acetylene profiling machine and/or straight line cutting machine..	
Punching and/or shearing and/or cropping to jigs and/or stops.....	
Repetition roller forming of plate.....	
Repetition welding to jigs and/or gas welding where the weld is effected by fusion of the parts to be joined and/or bronze welding and/or brazing.....	

Rate 7.

Drilling with jigs and/or fixtures.....	} 2s. 3d. per hour.
Drill sharpening by machine.....	
Hydraulic machine riveting.....	
Reaming using bridge reamers.....	

Rate 8.

Operating and/or minding special purpose machine designed for or adapted for special operations where the operator only has to load, operate and unload	Rate per hour as for Rate 8 in clause (b) of Schedule B.
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Rate 9.

Automatic straightening and/or rounding and/or reducing and/or expanding and/ or extracting.....	} Rate per hour as for Rate 9 in clause (b) of Schedule B.
Bending and/or forming to jigs and/or dies and/or stops.....	
Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies	
Hand and/or machine riveting (rivets $\frac{3}{8}$ " diameter and less).....	
Operating a butt and/or flash and/or spot welding machine.....	
Repetition marking off to jigs and/or tem- plets.....	
Striking by hand hammer for blacksmith's and/or anglesmith's work.....	
Tack welding.....	

Rate 10.

Application of anti-corrosive coatings....	} Rate per hour as for Rate 10 in clause (b) of Schedule B.
Cutting off to templates and/or marks and/ or stops and/or jugs and/or length gauges.....	
Fettling by hand and/or by grinding and/ or by portable power tools.....	
Holding up for riveting.....	
Metal buffing and/or polishing.....	
Metal cleaning by pickling and/or degreas- ing.....	
Rivet heating.....	
Spraying of enamel and/or paint.....	

Rate 11.

Dipping in enamel and/or paint.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
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SCHEDULE D.

Wage provisions applicable in establishments engaging in activities specified in one or more of the following Wage Divisions:—

DIVISION D/1.

Agricultural Implement and/or Irrigation Machinery (including Windmills), Manufacturing, Erecting and Assembling Division.

The following operations in the manufacture, erection and assembly of agricultural implements and/or irrigation machinery including windmills, viz:—

Rate 3.

Supervisory work (sectional supervisors) (n.e.s.).....	3s. 3d. per hour.
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Rate 5.

Die-setting on production machines.....	} 2s. 9d. per hour.
Drilling to jigs and/or marks on radial machines.....	
Drill sharpening by machine.....	
Erection and assembly in the field where no fitting is required.....	
Heat treatment (supervisory work).....	
Oxy-acetylene and/or electric welding on production other than flash, butt and/or spot welding.....	
Repetition forge welding by hammer using dies.....	

Herhalingponswerk met masjien (n.e.v.)...
 Herhalingsprofielsny met oksiasetileen
 en/of volgens leipatrone sny.....
 Egtande en dergelike onderdele onder
 hamer deur middel van stempels met
 herhalingswerk punte aansit en saalsmee
 Spieë by herhaling volgens grootte op
 spieslpmasjiene uitslyp by inmeekaarsit
 van onderdele uit voorraad.....
 Hoekskare volgens merke na smeerwerk
 met herhalingsproses afsny en/of reg sny
 Herhalingsaalsmee onder hamer sonder
 stempels.....
 Ploegbalke met herhalingswerk spits maak

2s. 9d. per uur.

Tarief 9.

Vervaardigde onderdele van voorraad
 inmeekaarsit as geen paswerk of ver-
 stellings nodig is nie.....
 Outomatics reguit en/of rond en/of kleiner
 en/of groter maak en/of uithaal (n.e.v.)
 Kraghamer bedien.....
 Vormsmee met stempels.....
 Hefboom- en/of trap- en/of handpers as
 werk gedoen word met gestelde stempels,
 behalwe stempels stel.....
 Kragperswerk as werk gedoen word met
 gestelde stempels, behalwe stempels stel
 Herhalingsbuig van ploegbalke onder vol-
 tydse toesig van Tarief 5-werknemer..
 Herhalingsboor en/of ruim vir versinkboor
 met behulp van stelmasjiene en/of merke
 en/of mate en/of stoppe.....
 Herhalingsflits- en/of stomp- en/of punt-
 sweis.....
 Herhalingsfrees- en/of puntmasjiene werk..
 Herhalingswarm- en/of koudbuig en/of
 fatsoeneer volgens stelmasjiene en/of
 stempels en/of stoppe.....
 Blinde stukke op perse warm en/of koud
 uitslaan (herhalingswerk).....
 Warm en/of koudklinkwerk met masjien
 (herhalingswerk).....
 Herhalingsmasjieneponswerk in stel-
 masjiene en/of volgens stempels en/of
 stoppe en/of mate en/of merke.....
 Herhalingsmerk in stelmasjiene en/of
 leipatrone.....
 Herhalingsafskoor en/of regsny van ploeg-
 skare volgens gestelde stempels nadat
 dit gesmee is.....
 Met handhamer onder toesig van grofsmid
 slaan.....

Skaal per uur vir
Tarief 9 in klou-
sule (b) van Lys B.

Tarief 10.

Roeswerende lae met kwas aansit.....
 Volgens stelmasjiene en/of stoppe en/of
 lengtemate en/of merke en/of leipatrone
 afsny en/of afval opsny.....
 Gelyk skuur met die hand en/of skuur-
 en/of draagbare kraggereedskap.....
 Metaal polys en/of poleer.....
 Masjinerie olie en smeer (voltydse diens)..
 Herhalingsklinkwerk met die hand..
 Herhalingskroefwerk met stempelkoppe
 en/of tappe met masjien en/of hand..
 Sand- en/of skrootblaas.....
 Enemmel en/of verf aanspuit.....
 Reguit maak.....
 Vormsmee en dergelike onderdele met
 behulp van stempels afstroop.....

Skaal per uur vir
Tarief 10 in klou-
sule (b) van lys B.

Tarief 11.

In enemmel en/of verf indompel.....
 Met verf afwerk en/of indoop en/of eerste
 laag aansit.....

Skaal per uur soos
vir Tarief 11 in
klousule (b) van
lys B.

AFDELING D/2.

*Afdeling vir die vervaardiging van boute en/of moere en/of skroewe
 en/of klinknaels en verwante produkte en/of los boorysters.*

Ondergemelde werksaamhede by die vervaardiging van boute en/of
 moere en/of skroewe en/of klinknaels en verwante produkte en/of
 los boorysters:—

Tarief 3.

Masjien om skroefstaal skerp te maak,
 opstel en bedien; Opsigterswerk met
 inbegrip van opstel vir enigeen van
 ondergenoemde werksaamhede:—

(i) Boute en/of moere en/of skroewe
 en/of klinknaels—

Warm- of koude smee van boute of
 klinknaels.

Warm- of koudafwerk van boute
 of klinknaels of skroewe.

Boute skroefsnij van punte aansit.

Moere tap of frees.

Penne afsny.

Repetition machine punching (n.e.s.)....
 Repetition oxy-acetylene profiling and/or
 cutting to templets.....
 Repetition pointing and swaging of harrow
 teeth and similar parts under hammer
 using dies.....
 Repetition sizing of keys on key-grinding
 machines in assembling of components
 from stock.....
 Repetition shearing and/or trimming of
 angle shares to marks after forging....
 Repetition swaging under hammer without
 dies.....
 Repetition tapering of plough beams.....

2s. 9d. per hour.

Rate 9.

Assembling of pre-manufactured compo-
 nents from stock requiring no fitting or
 adjustment.....
 Automatic straightening and/or rounding
 and/or reducing and/or expanding and/
 or extracting (n.e.s.).....
 Driving power hammer.....
 Drop forging using dies.....
 Fly and/or treadle and/or manual pressing
 where the work is operated upon with
 pre-set dies other than setting of dies..
 Power pressing where the work is operated
 upon with pre-set dies other than setting
 of dies.....
 Repetition bending of plough beams under
 full-time supervision of a Rate 5
 employee.....
 Repetition drilling and/or countersinking
 reaming, using jigs and/or to marks and/
 or gauges and/or stops.....
 Repetition flash and/or butt and/or spot
 welding.....
 Repetition frazing and/or pointing
 machine work.....
 Repetition hot and/or cold bending and/or
 forming to jigs and/or dies and/or stops
 Repetition hot and/or cold blanking on
 presses.....
 Repetition hot and/or cold riveting by
 machine.....
 Repetition machine punching to jigs and/
 or dies and/or stops and/or gauges and/
 or marks.....
 Repetition marking to jigs and/or templets
 Repetition shearing and/or trimming to
 pre-set dies of plough shares after forging
 Striking by hand hammer under direction
 of blacksmith.....

Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

Rate 10.

Application of anti-corrosive coatings by
 means of brush.....
 Cutting off to jigs and/or stops and/or
 length gauges and/or marks and/or
 templets and/or cutting of scrap.....
 Fetting by hand and/or by grinding and/
 or by portable power tools.....
 Metal buffing and/or polishing.....
 Oiling and/or greasing machinery (full-
 time employment).....
 Repetition hand riveting.....
 Repetition screwing with die-heads and/or
 taps by machine and/or by hand.....
 Sand and/or shot blasting.....
 Spraying of enamel and/or paint.....
 Straightening.....
 Stripping drop forgings and similar parts
 using dies.....

Rate per hour as for
Rate 10 in clause
(b) of Schedule B.

Rate 11.

Dipping in enamel and/or paint.....
 Touching up with paint and/or dipping
 and/or prime coating.....

Rate per hour as for
Rate 11 in clause
(b) of Schedule B.

DIVISION D/2.

*Bolt and/or Nut and/or Screw and/or Rivet and Allied Products
 and/or Detachable Bit Manufacturing Division.*

The following operations in the manufacture of bolts and/or nuts
 and/or screws and/or rivets and allied products and/or detachable
 bits:—

Rate 3.

Setting up and operating chaser sharpening machine; super-
 visory work including setting up on any of the following
 operations:—

(i) Bolts and/or nuts and/or screws and/or rivets:—
 Hot or cold forging of bolts or rivets.
 Hot or cold trimming of bolts or rivets or screws.
 Screwing or pointing bolts.
 Tapping or frazing nuts.
 Cropping pins.

- (ii) Los boorysters—
 Ponsstukke afsny.
 Smee.
 Frees.
 Boor.
 Ruwe slypwerk.

Lys.

Skaal per uur.

	s.	d.
Eerste drie maande ervaring.....	2	3
Tweede drie maande ervaring.....	2	6
Derde drie maande ervaring.....	2	9
Vierde drie maande ervaring.....	3	0
Daarna Tarief 3.....	3	3

Tarief 10.

Operateur by warmdampelsilwering..
 Operateur by elektro- en spuitversilwering
 Masjiene vir ondergenoemde doeleindes
 bedien—

Boute en/of moere en/of skroewe en/
 of klinknaels smee.....
 Boute en/of klinknaelkoppe maak
 en/of koudafwerk.....
 Los boorysters smee en/of frees en/of slyp
 Boute en/of klinknaels warm afstroop....
 Moere tapsny.....
 Boute en/of stange skroefsnij.....
 Los boorysters deurslaan en/of boor en/of
 blus.....
 Handgevoerde draadjierolmasjiene (warm
 of koud).....

Eerste drie maande
 ervaring 9d. per
 uur. Daarna 10½d.
 per uur.

Tarief 11.

Verhitting van los boorysters.....
 Laai van oond vir hittebehandeling.....
 Verhitting van boute en/of klinknaels en/
 of moerstawe.....
 Inspeksie van los boorysters.....
 Operateurshulp by warmdampel- en elek-
 tro- en spuitversilwering.....
 Tuimelaarvat bedien.....
 Masjiene vir ondergenoemde doeleindes
 bedien—
 Boute en/of klinknaels en/of los boor-
 ysters afknip.....
 Boute punte aansit.....
 Moere frees.....
 Boute vlakke aansit.....
 Outomaties gevoerde draadjierol- en
 afsnymasjiene.....
 Outomaties moere maak.....
 Outomaties gleuwe, kepe en profiele
 uitsny.....

Eerste drie maan-
 de ervaring 8½d.
 per uur. Daarna
 9d. per uur.

AFDELING D/3.

Afdeling vir die vervaardiging van kettings.

Ondergenoemde werksaamhede by die vervaardiging van kettings
 en/of aanhegels:—

(a) Afdeling vir outomatiese fatsoeneer en/of sweis.

Tarief 2.

Outomatiese fatsoeneer- en/of sweisma-
 sjiene bedien, met inbegrip van die opstel
 van masjiene en/of werksaamhede wat
 daaruit voortvloei:—

Skaal per uur.

	s.	d.
Eerste jaar ervaring.....	1	9
Tweede jaar ervaring.....	2	3
Derde jaar ervaring.....	3	0
Daarna.....	3	6

OPMERKING.—Alle herstelwerk en/of opknapping, behalwe
 bedryfsverstellings, moet deur 'n Tarief 1-werknemer gedoen word.

(b) Afdeling vir vuursweis.

Tarief 2.

- (i) Stawe draai en/of afsny en/of sweis
 (kooks- en olievure) en/of toets en/of
 meet en/of inspeksie van voltooide
 kettings en/of aanhegels; en
 (ii) Trekhake en/of kettingaanhegels on-
 der val- en/of lug- en/of stoom- en/of
 lugdruk- en/of meganiese hamers ver-
 vaardig:—

Skaal per uur.

	s.	d.
Eerste jaar ervaring.....	1	9
Tweede jaar ervaring.....	2	3
Derde jaar ervaring.....	3	0
Daarna.....	3	6

- (ii) Détachab le bits—

Cropping slugs.
 Forging.
 Frazing.
 Drilling.
 Rough grinding.

Schedule.

Rate per Hour.

	s.	d.
First three months of experience.....	2	3
Second three months of experience.....	2	6
Third three months of experience.....	2	9
Fourth three months of experience.....	3	0
Thereafter: Rate 3.....	3	3

Rate 10.

Hot dip galvanising operator.....
 Electro and spray galvanising operator....
 Operating the following machines, viz.—
 Bolt and/or nut and/or screw and/or
 rivet forging machine.....
 Bolt and/or rivet heading and/or cold
 trimming machine.....
 Detachable bit forging and/or frazing
 and/or grinding machine.....
 Bolt and/or rivet hot stripping machine..
 Nut tapping machine.....
 Bolt and/or rod screwing machine.....
 Detachable bit punching and/or drilling
 and/or quenching machine.....
 Hand-fed thread rolling machine (hot or
 cold).....

First three months of
 experience 9d. per
 hour. Thereafter
 10½d. per hour.

Rate 11.

Detachable bit slug heating.....
 Heating treatment furnace loading.....
 Bolt and/or rivet and/or nut bar heating
 Detachable bit inspection.....
 Hot dip and electro and spray galvanising
 operator's helper.....
 Operating tumbling barrel.....
 Operating the following machines, viz.—
 Bolt and/or rivet and/or detachable bit
 cropping machine.....
 Bolt pointing machine.....
 Nut frazing machine.....
 Bolt facing machine.....
 Automatic feed thread rolling and
 cutting machine.....
 Automatic nutting machine.....
 Automatic slotting, nicking and profiling
 machine.....

First three months of
 experience 8½d.
 per hour. There-
 after 9d. per hour.

DIVISION D/3.

Chain Manufacturing Division.

The following operations in the manufacture and/or fabrication of
 chains and or attachments, viz.—

(a) Automatic Forming and/or Welding Department.

Rate 2.

Operating of automatic forming and/or welding machines
 including setting-up of machines and/or operations incidental
 thereto, viz.—

Rate per Hour.

	s.	d.
First year of experience.....	1	9
Second year of experience.....	2	3
Third year of experience.....	3	0
Thereafter.....	3	6

NOTE.—All repairs and/or overhauls other than operating
 adjustments shall be done by a Rate 1 employee.

(b) Fire Welding Department.

Rate 2.

- (i) Bar winding and/or cutting and/or
 welding (coke and oil fires) and/or
 testing and/or gauging and/or inspec-
 tion of completed chains and/or
 attachments; and
 (ii) Manufacturing and/or fabricating
 trek hooks and/or chain attachments
 under drop and/or air and/or steam
 and/or pneumatic and/or mechanical
 hammers, viz.—

Rate per Hour.

	s.	d.
First year of experience.....	1	9
Second year of experience.....	2	3
Third year of experience.....	3	0
Thereafter.....	3	6

(c) Afdeling vir prosesbewerking van kettings.

Tarief 4.

Handsweis en/of toets en/of inspekteer en/of draai en/of rek en/of meet en/of dopverhard van alle kettings en/of aanhegels:—

	Skaal per uur.
	s. d.
Eerste ses maande ervaring.....	1 6
Tweede ses maande ervaring.....	2 0
Derde ses maande ervaring.....	2 6
Daarna.....	3 0

Tarief 8.

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 ingelyf wanneer as baasjong aangestel

Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9.

Slegs oppas van vierplaat-en/of „Tenso”-type rolvormmasjiene.....
Kraghamer bedien.....
Met sure skoonmaak.....
Herhalingsboor van kettingaanhegels in stelmasjiene.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Werkmanne in outomatiese fatsoeneeren/of sweisafdelings help.....
Halfoutomatiese en/of geheel outomatiese opdraaimasjiene met die hand met kettings voer waar deursnee van kettings $\frac{3}{8}$ of minder is.....
Kragperswerk as werk met gestelde stempels gedoen word (behalwe stempels stel) met inbegrip van kettings volgens stoppe afsny.....
Herhalingsaag van ringe of aanhegels met kragisaag.....
Hake en/of aanhegels onder kragpers met gestelde stempels afstroop.....
Ringe en/of aanhegels opdraai.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Kooksvergruismasjiene bedien.....
Oonde bedien, behalwe algemene arbeid..
Tuimelaars en/of verkoperingsinstallasie oppas.....
Trekhaak en/of kettingaanhegels in stelmasjiene buig.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

Tarief 12.

Algemene arbeid met inbegrip van inmeekaarsit van kettings en/of aanhegels onder toesig van gekwalifiseerde operateurs in diens kragtens (a), (b) of (c) van hierdie Lys.

Skaal per uur soos vir Tarief 12 in lys B.

OPMERKING.—, Herhalingsaag van ringe en/of aanhegels met kragisaag” (werk onder Tarief 10) moet beskou word as werk wat „die ringe met handystersaag saag” insluit.

AFDELING D/4.

Afdeling vir die vervaardiging van ysterware vir die handel (n.e.v.)

Ondergemelde werksaamhede (n.e.v.) in die vervaardiging van ysterware vir die handel as die voltooië vervaardigde artikel hoogstens 10 lb. weeg.

Tarief 3.

Opsigterswerk (minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees).....

3s. 3d. per uur.

Tarief 8.

Spesiale masjiene, bedoel om of verander om spesiale werk te doen, bedien of oppas as die bediener slegs moet laai, die masjiene laat loop, en aflaa

Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9.

Outomatiese masjiene oppas (outomatiese masjiene bedien).....
Hefboom-en/of trap-en/of handpers-en/of keep-en/of kragperswerk as die werk met gestelde stempels gedoen word, behalwe stempels stel.....
Valhamersmee met stempels.....
Herhalingsbediening van boormasjiene.....
Herhalingspin as werknemer uitsluitlik aldus in diens is op hoeveelheidsvervaardiging van standaardfabrieksgoed.....
Skroewe en/of penne van gleuwe voorsien Soldeer.....
Punt-en/of flits-en/of weerstandswysing Afwerk en/of omkraling en/of rol.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(c) Chain Processing Department.

Rate 4.

Hand welding and/or testing and/or inspecting and/or twisting and/or stretching and/or gauging and/or case hardening of all chains and/or attachments, viz.—

First six months of experience.....
Second six months of experience.....
Third six months of experience.....
Thereafter.....

Rate per Hour
s. d.
1 6
2 0
2 6
3 0

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy

Rate per hour as for Rate 8 in clause (b) in Schedule B.

Rate 9.

Attending only on four-slide and/or “Tenso” type coil machine.....
Driving power hammer.....
Pickling.....
Repetition drilling of chain attachments to jigs.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Assisting operatives in automatic forming and/or welding department.....
Hand feeding of chains to semi-automatic and/or fully automatic twisting machines where the diameter of the chain is $\frac{3}{8}$ or less.....
Power pressing where the work is operated upon with pre-set dies (other than setting of the dies) including cutting of chain to stops.....
Repetition sawing of rings or attachments on power saw.....
Stripping of hooks and/or attachments under power press with pre-set dies...
Winding of rings and/or attachments....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Operating coke crushing machine.....
Attending furnaces other than general labouring.....
Attending on tumblers and/or coppering plant.....
Bending of trek hooks and/or chain attachments to jigs.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

Rate 12.

General labouring including assembling of chains and/or attachments under supervision of qualified operators employed under (a), (b) or (c) of this Schedule

Rate per hour as for Rate 12 in Schedule B.

NOTE.—“Repetition sawing of rings and/or attachments on power saw” (Rate 10 work) shall be deemed to include “sawing of the rings by hand hacksaw”.

DIVISION D/4.

Commercial Hardware and/or Ironmongery Manufacturing Division (n.e.s.)

The following operations (n.e.s.) in the manufacture of commercial hardware and/or ironmongery where the complete article manufactured does not exceed 10 lb. in weight:—

Rate 3.

Supervisory work (not less than one employee with supervisory knowledge to be employed in each department).....

3s. 3d. per hour.

Rate 8.

Operating and/or minding special purpose machine designed for or adapted for special operations where the operator only has to load, operate and unload

Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9.

Attending automatic machine (automatic machine minding).....
Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of dies..
Drop stamping using dies.....
Repetition operating of drilling machine..
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufacturing lines
Screw and/or pin slotting.....
Soldering.....
Spot and/or flash and/or resistance welding
Trimming and/or beading and/or rolling

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Tarief 10.

Roeswerende lae aansit.....
 Onderdele inmeekaarsit en/of met klink-
 naels of skroewe aansit.....
 In stelmasjiene en/of stoppe en/of skoor-
 stukke buig en/of vorm.....
 Met metaal bedek deur warmdompeling..
 Bedek en/of versilwer.....
 Metaal polys en/of poleer.....
 Metaal met sure skoonmaak en/of vet-
 terigheid verwyder.....
 Skroefmasjien bedien, behalwe masjien
 opstel.....
 Herhalingsafsny in stelmasjiene en/of stop-
 pe en/of lengtemate en/of merke en/of
 leipatrone.....
 Skroefdrade met stempelkoppe en/of tappe
 vernuwe.....
 Enemmel en/of verf aanspuit.....

Skaal per uur soos
 vir Tarief 10 in
 klousule (b) van
 lys B.

Tarief 11.

In enemmel en/of verf indompel.....

Skaal per uur soos
 vir Tarief 11 in
 klousule (b) van
 lys B.

OPMERKING.—Proeftye soos in lopende Ooreenkoms moet van
 toepassing wees op werksaamhede ingedeel van Tarief 8 tot en
 met 11.

AfDELING D/5.**Afdeling vir die vervaardiging van fietse.**

Ondervermelde werksaamhede in die vervaardiging van fietse:—

Tarief 1.

Opsigterwerk met inbegrip van gereed-
 skap stel..... 3s. 9d. per uur.

Tarief 8.

Hardsoldeer en/of „ryg“-sweis van brúe
 en/of lis-ore en/of stutte in stelmasjiene
 Hardsoldeer van gevulde vurke en/of
 stuurstange op herd.....
 Hardsoldeer deur middel van indompeling
 Finale afwerking van voltooië fietse.....
 'n Masjien bedien en/of laat werk wat ont-
 werp is om of verander is om 'n enkele
 werk te doen en die operateur slegs moet
 voer, die masjien laat werk, en aflaai.....
 Profile van agterplate met oksiseileien by
 herhaling volgens leipatrone sny
 Voeringwerk by herhaling met voeringkas
 „Ryg“-sweis van raampype en/of onderste
 klampdop en/of agterplaat in stelma-
 sjiene.....
 Wiele in stelmasjiene suiwer rond maak...

Eerste drie maande
 ervaring, 1s. 1d.
 per uur. Daarna
 1s. 3d. per uur.

Tarief 9.

Naamplate aansit.....
 Inmeekaarsit (n.e.v.).....
 Rame en/of vurke en/of stuurstange in
 stelmasjiene inmeekaarsit en met penne
 vassit.....
 Outomatiese slypmasjien bedien.....
 Koudkopmasjien bedien.....
 Met masjien en/of hand polys en/of dwiel
 en/of poleer deur te skuur.....
 Stomp- en/of flits- en/of puntsweis.....
 Gelykskuur en/of afvyl en/of oortollige
 geelkoper met masjien en/of hand ver-
 wyder.....
 Klinknaels met masjien aansit.....
 Smeemasjien bedien.....
 Krag- en/of handperswerk en/of kepe met
 gestelde stempels sny, behalwe stempels
 stel.....
 Herhalingsbediening en/of -oppas van
 outomatiese of halfoutomatiese masjiene
 of masjiene wat vir outomatiese en half-
 outomatiese werk verander is as die ge-
 reedskap volgens stoppe werk of
 meganics of elektries beheer word of vas
 staan, en as geen meetwerk gedoen word
 nie en as die operateur se pligte beperk is
 tot laai en ontlaai en aansit/tot stilstand
 bring.....
 Herhalingskeëlwerk aan pypbuigings in
 boormasjiene in stelmasjiene.....
 Herhalingsboor en/of tap en/of versink-
 boor met behulp van stelmasjiene en/of
 merke en/of mate en/of kort boorgate
 in die massavervaardiging van fietson-
 derdele en/of toebehoere.....
 Herhalingsweis van „gerygde“ raam en/
 of onderste klampdop en/of agterplaat
 in stelmasjiene.....
 Herhalingsweis van saalpilare in stel-
 masjiene.....
 Nippels opdraai en speke in stelmasjiene
 styftrek.....
 Enemmel en/of verf aanspuit.....
 Pype in vormers en stoppe buig.....

Eerste drie maande
 ervaring, 10½d.
 per uur. Daarna
 1s. per uur.

Rate 10.

Application of anti-corrosive coatings....
 Assembling components and/or affixing
 with rivets or screws.....
 Bending and/or forming to jigs and/or
 stops and/or fixtures.....
 Coating with metal by hot dipping.....
 Coating and/or galvanising.....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or
 degreasing.....
 Operating screwing machine excluding set-
 ting up.....
 Repetition cutting off to jigs and/or stops
 and/or length gauges and/or marks and/
 or templets.....
 Re-threading with die-heads and/or taps
 Spraying of enamel and/or paint.....

Rate per hour as for
 Rate 10 in clause
 (b) of Schedule B.

Rate 11.

Dipping in enamel and/or paint.....

Rate per hour as for
 Rate 11 in clause
 (b) of Schedule B.

NOTE.—Probationary periods as in current Agreement to apply
 to operations classified at Rate 8 to 11 inclusive.

DIVISION D/5.**Cycle Manufacturing Division.**

The following operations in cycle manufacture, viz.—

Rate 1.

Supervisory work inclusive of toolsetting 3s. 9d. per hour.

Rate 8.

Brazing and/or tack welding bridges and/
 or loop lugs and/or struts in jigs.....
 Brazing pre-loaded forks and/or handle-
 bars on hearth.....
 Dip brazing.....
 Final adjustment to finished cycles.....
 Operating and/or minding a machine
 designed for or adapted for a single
 operation where the operator only has to
 load, operate and unload.....
 Repetition oxy-acetylene profile cutting
 of rear plate working to templets.....
 Repetition lining with lining box.....
 Tack welding of frame tubing and/or
 bottom bracket shell and/or back
 plate using jigs.....
 Truing wheels to jigs.....

First three months of
 experience 1s. 1d.
 per hour. There-
 after 1s. 3d. per
 hour.

Rate 9.

Affixing name plates.....
 Assembling (n.e.s.).....
 Assembling and pegging frames and/or
 forks and/or handle bars in jigs.....
 Attending automatic grinding machine...
 Attending cold heading machine.....
 Buffing and/or mopping and/or abrasive
 polishing by machine and/or hand....
 Butt and/or flash and/or spot welding....
 Fettling and/or filing and/or removing
 surplus brass by machine and/or hand..
 Machine riveting.....
 Operating forging machine.....
 Power and/or manual pressing and/or
 notching with pre-set dies, other than
 setting of dies.....
 Repetition operation and/or attending
 on automatic or semi-automatic
 machines or machines adapted for
 automatic or semi-automatic operations
 where the tools operate according to
 stops or are mechanically or electrically
 controlled or are stationary, and where
 no measuring or gauging is performed
 and where the operative's duties are
 confined to loading and unloading and
 stop/start.....
 Repetition coning of tube bends in drilling
 machine to jigs.....
 Repetition drilling and/or tapping and/or
 countersinking using jigs and/or marks
 and/or gauges and/or pops in the mass
 production of cycle components and/or
 accessories.....
 Repetition welding of tacked frame and/or
 bottom bracket shell and/or back plate
 using jigs.....
 Repetition welding of seat pillars in jigs
 Running up nipples and tensioning of
 spokes in jigs.....
 Spraying of enamel and/or paint.....
 Tube bending to formers and stops.....

First three months
 of experience 10½d.
 per hour. There-
 after 1s. per hour.

Tarief 10.

Sjablone aanwend.....
Modderskermonderdele inmeekaarsit.....
Inmeekaarsit en in kratte toespyker (in stelmasjiene).....
Bediener by skoonmaak en/of vetverwydering en/of etsbad.....
Bediener van ontkoperingsvat.....
Bediener van enemmelproses met indompeling en van stoof.....
Buitebande aansit en/of oppomp.....
Dowwe laag aan raam verf (eerste en tweede lae enemmel).....
Speekente in stelmasjiene afslyp.....
Uitgloei-oond laai en leegmaak.....
Temperooand laai en leegmaak.....
Bediener van vertinningsvat.....
Herhalingsinstamp van fabrikante se nommers in volgorde.....
Bediener van vat vir roesvrymaakproses..
Skrootblaas.....

Eerste drie maande
ervaring, 9d. per
uur. Daarna, 10½
d. per uur.

Tarief 11.

Rame vir enemmelwerk skoonmaak.....
Vir versending in kratte toespyker en/of toedraai.....
Voerings in pype insit.....
Bediener van tuimelaarvat.....
Bedraad en/of draad afhaal (vertinningsproses).....

Skaal per uur soos
vir Tarief 11 in
klousule (b) van
lys B.

AFDELING D/6.

Afdeling vir die vervaardiging van handsny- en/of klein gereedskap (behalwe presisie- en/of masjiengereedskap) en/of sae.

DEEL A.—Ondergemelde werksaamhede in die vervaardiging van handsny- en/of klein gereedskap, behalwe presisie- en/of masjiengereedskap:—

Tarief 3.

Opsigterswerk (algemeen).....	3s. 3d. per uur.
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Tarief 5.

Werk van assistent-opsigters (algemeen)...
Stel van stempels en/of messe en/of beitels produksiemasjiene.....
Handsny- en/of klein gereedskap trek..
Hittebehandeling van handsny- en/of klein gereedskap—opsigterswerk.....
Herhalingsvuursweis van handsny- en/of klein gereedskap.....

2s. 9d. per uur.

Tarief 7.

Toesig-hou oor enigeen of alle soorte werksaamhede wat laer as Tarief 7 ingelys is.....
Handsny- en/of kleingereedskap in stelmasjiene smee.....

2s. 3d. per uur.

Tarief 9.

Herhalingswarm- en/of -koudbuig en/of fatsoeneer in stelmasjiene en/of volgens stempels en/of stoppe.....
Herhalingswerk met masjien vir frees en/of punte aansit.....
Blinde stukke by herhaling warm- en/of koud uitslaan met behulp van leistukke en/of stelmasjiene en/of stoppe en/of stempels.....
Herhalings warm- en/of koudpons met behulp van leistukke en/of stelmasjiene en/of stoppe en/of stempels.....
Herhalingsboor en/of -versinkboor volgens stelmasjiene en/of merke en/of mate en/of kort boorgate.....
Herhalingsafmerk in stelmasjiene en/of leipatrone.....
Herhalingsbediening van elektriese stomp- en/of puntsweismasjiene.....

Skaal per uur soos
vir Tarief 9 in
klousule (b) van
lys B.

Tarief 10.

Handsny- en/of klein gereedskap, behalwe presisie- en/of masjiengereedskap, slyp en/of poleer.....
Afval opsny.....

Skaal per uur soos
vir Tarief 10 in
klousule (b) van
lys B.

Tarief 11.

Alle werk in verband met handvatsels maak
Alle werk in verband met gereedskap inmeekaarsit.....
Verf en/of lak deur middel van indompeling en/of aanspuit en/of met 'n kwas aansit.....

Skaal per uur soos
vir Tarief 11 in
klousule (b) van
lys B.

DEEL B.—Ondergemelde werksaamhede in vervaardiging van sae:—

Tarief 2.

Styfmaak, smids- en blokwerk van sae van oor 24" —
Eerste jaar ervaring —
Eerste ses maande.....
Tweede ses maande.....
Tweede jaar ervaring.....
Derde jaar ervaring.....
Vierde jaar ervaring.....
Daarna.....

Skaal per uur.

s. d.
1 6
1 9
2 3
2 9
3 3
3 6

Rate 10.

Application of transfers.....
Assembly of mudguard components.....
Assembling and nailing in crates (in jigs)...
Cleaning and/or de-greasing and/or etching bath attendant.....
De-brassing vat attendant.....
Dip enamelling and stove attendant.....
Fitting tyres and/or inflating.....
Frame flattening (1st and 2nd coats enamel)
Grinding ends of spokes in jig.....
Loading and unloading annealing furnace
Loading and unloading hardening furnace
Plating bath attendant.....
Repetition stamping of manufacturers, numbers in sequence.....
Rust proofing vat attendant.....
Shot blasting.....

First three months of
experience 9d. per
hour. Thereafter
10½d. per hour.

Rate 11.

Cleaning frames for enamelling.....
Crating and/or wrapping for despatch....
Inserting liners in tubes.....
Tumbling barrel attendant.....
Wiring and/or unwiring (plating operations).....

Rate per hour as for
Rate 11 in clause
(b) of Schedule B.

DIVISION D/6.

Edge Hand and/or Small Tools (other than Precision and/or Machine Tools) and/or Saw Manufacturing Division.

PART A.—The following operations in the manufacture of edge hand and/or small tools, other than precision and/or machine tools:—

Rate 3.

Supervisory work (general).....	3s. 3d. per hour.
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Rate 5.

Assistant supervisory work (general)....
Die and/or knife and/or cutter setting on production machines.....
Drawing of edge-hand and/or small tools
Heat treatment of edge-hand and/or small tools—supervisory work.....
Repetition fire welding of edge-hand and/or small tools.....

2s. 9d. per hour.

Rate 7.

Supervising any or all classes of work scheduled below Rate 7.....
Welding of edge-hand and/or small tools in jigs.....

2s. 3d. per hour.

Rate 9.

Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....
Repetition frazing and/or pointing machine work.....
Repetition hot and/or cold blanking using guides and/or jigs and/or stops and/or dies.....
Repetition hot and/or cold punching using guides and/or jigs and/or stops and/or dies.....
Repetition drilling and/or countersinking using jigs and/or marks and/or gauges and/or pops.....
Repetition marking to jig and/or templet
Repetition operating electric butt and/or spot welding machines.....

Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

Rate 10.

Grinding and/or polishing of edge-hand and/or small tools, other than precision and/or machine tools.....
Scrap cutting.....

Rate per hour as for
Rate 10 in clause
(b) of Schedule B.

Rate 11.

All handle-making operations.....
All tool assembling operations.....
Applications of paints and/or lacquers by means of dipping and/or spraying and/or brushing.....

Rate per hour as for
Rate 11 in clause
(b) of Schedule B.

PART B.—The following operations in saw manufacture, viz.—

Rate 2.

Tensioning, smithing and blocking of saws larger than 24" —

First year of experience —
First six months.....
Second six months.....
Second year of experience.....
Third year of experience.....
Fourth year of experience.....
Thereafter.....

Rate per Hour.

s. d.
1 6
1 9
2 3
2 9
3 3
3 6

Tarief 3.

Bandsac afwerk na sweis.....	} 3s. 3d. per uur.
Volgens vaste mate slyp.....	
Opsigterswerk (toesig hou oor alle werksaamhede laer as Tarief 3).....	
Slyfmaak, smids- en blokwerk van sac tot en met 24".....	Skaal per uur.
Eerste jaar ervaring—	s. d.
Eerste ses maande.....	1 6
Tweede ses maande.....	1 9
Tweede jaar ervaring.....	2 3
Derde jaar ervaring.....	2 9
Daarna.....	3 3

Tarief 5.

Toesig hou oor verhardings- en temperwerk 2s. 9d. per uur.

Tarief 9.

Stompsweismasjien bedien.....	} Skaal per uur soos
Verdiepers bedien, behalwe opstel.....	
Puntswemmasjien bedien.....	
Herhalingsuitslaan van blinde stukke op perse, behalwe stempels en/of gereedschap stel.....	} vir Tarief 9 in
Herhalingshefboom- en/of trap- en/of handkragerswerk as werk met gestelde stempels gedoen word, behalwe die stel van stempels en/of gereedschap.....	
Herhalingsmasjienponswerk volgens stoppe en/of stelmasjiene en/of stempels en/of mate.....	
Alle soorte houtbewerksaamhede by herhaling met die hand en/of outomaties stel en of skerpmaak.....	lys B.

Tarief 10.

Polys en/of poleer.....	} Skaal per uur soos
Slyp (n.e.v.) behalwe presiesieslyp.....	
Herhalingsafsnij volgens stoppe en stelmasjiene.....	
	vir Tarief 10 in
	klousule (b) van
	lys B.

Tarief 11.

Alle werksaamhede by handvatsels maak (n.e.v.).....	} Skaal per uur soos
Roeswerende en/of beskermende lae aansit Saagonderdele in mekaar sit.....	
Saaglemme ets.....	
Laat en uithaal in olie verhardingsproses.....	} vir Tarief 11 in
Penne in saaglemme vassit.....	
	klousule (b) van
	lys B.

AFDELING D/7.

Afdeling vir elektroversilwering.

Tarief 1.

Elektroversilwering (opsigters- en tegniese werk).....	3s. 9d. per uur.
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Tarief 10.

Elektroversilweringsbad bedien indien as bediener van elektroversilweringsbad aangestel.....	} Skaal per uur soos
Afstroop- en/of suurbadtenk bedien behalwe algemene arbeid.....	
Ketelbediening behalwe algemene arbeid..	
Metaal polys en/of poleer.....	vir Tarief 10 in
	klousule (b) van
	lys B.

Tarief 11.

Polysers voorberei.....	} Skaal per uur soos
Skuur en/of met borsel afkrap.....	
Vetterigheid in vate verwyder.....	
	vir Tarief 11 in
	klousule (b) van
	lys B.

AFDELING D/8.

Afdeling vir smelt en giet (algemeen en vervaardiging).

A.—Algemene inrigtings.

Tarief 1.

*Vorms en kerns maak (n.e.v.).....	} 3s. 9d. per uur.
Modelle maak (n.e.v.).....	

Tarief 2.

*Gietkanale maak (behalwe plasing daarvan).....	} 3s. 6d. per uur.
Uitsmelt en/of smelt (behalwe in produksie-afdeling van staalwerke)—onderbaas se werk.....	

Tarief 3.

Stempelgietsmasjiene—opsigterswerk.....	3s. 3d. per uur.
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Tarief 5.

Koepelbediener—opsigterswerk.....	2s. 9d. per uur.
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Tarief 9.

Stempelgietsmasjien bedien.....	} Skaal per uur soos
	vir Tarief 9 in
	klousule (b) van
	lys B.

Tarief 10.

Stygkanale sny.....	} Skaal per uur soos
Sand- en/of skroot- en of waterblaas....	
	vir Tarief 10 in
	klousule (b) van
	lys B.

Rate 3.

Finishing band saws after welding.....	} 3s. 3d. per hour.
Grinding to fixed gauges.....	
Supervisory work (supervising all operations below Rate 3).....	
Tensioning, smithing and blocking of saws up to and including 24".....	Rate per Hour
First year of experience—	s. d.
First six months.....	1 6
Second six months.....	1 9
Second year of experience.....	2 3
Third year of experience.....	2 9
Thereafter.....	3 3

Rate 5.

Supervising hardening and tempering operations.....	2s. 9d. per hour.
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Rate 9.

Operating butt welding machine.....	} Rate per hour as for
Operating routers excluding setting up..	
Operating spot welding machine.....	
Repetition blanking on presses excluding setting of dies and/or tools.....	} Rate 9 in clause
Repetition fly and/or treadle and/or manual power pressing where the work is operated upon with pre-set dies, other than the setting of dies and/or tools	
Repetition machine punching to stops and/or jigs and/or dies and/or gauges	
Repetition manual and/or automatic setting and/or sharpening of all type of wood working saws.....	(b) of Schedule B.

Rate 10.

Buffing and/or polishing.....	} Rate per hour as for
Grinding (n.e.s.) excluding precision grinding.....	
Repetition cutting off to stops and/or jigs.....	
	Rate 10 in clause
	(b) or Schedule B.

Rate 11.

All handle-making operations (n.e.s.).....	} Rate per hour as for
Application of anti-corrosive and/or protective coatings.....	
Assembling saw components.....	
Etching saw blades.....	} Rate 11 in clause
Loading and unloading in oil stiffening operations.....	
Pin fixing in saw blades.....	
	(b) of Schedule B.

DIVISION D/7.

Electroplating Division.

Rate 1.

Electroplating (supervisory and technical work).....	3s. 9d. per hour.
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Rate 10.

Attending electroplating bath where appointed as electroplating bath attendant.....	} Rate per hour as for
Attending stripping and/or pickling tank other than general labouring.....	
Boiler attending other than general labouring.....	
Metal buffing and/or polishing.....	Rate 10 in clause
	(b) of Schedule B.

Rate 11.

Preparation of buffs.....	} Rate per hour as for
Scouring and/or scratch brushing.....	
Vat de-greasing.....	
	Rate 11 in clause
	(b) of Schedule B.

DIVISION D/8.

Foundry and Castings (General and Manufacturing) Divisions.

(A). General Establishments.

Rate 1.

*Moulding and/or coremaking (n.e.s.).....	} 3s. 9d. per hour.
Patternmaking (n.e.s.).....	

Rate 2.

*Making runner cups (excluding placing)...	} 3s. 6d. per hour.
Smelting and/or melting (other than in steel works production)—chargehand's work.....	

Rate 3.

Die-casting machines—supervisory work..	3s. 3d. per hour.
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Rate 5.

Cupola attendant—supervisory work....	2s. 9d. per hour.
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Rate 9.

Operating die-casting machine.....	Rate per hour as for
	Rate 9 in clause
	(b) of Schedule B.

Rate 10.

Cutting off risers.....	} Rate per hour as for
Sand and/or shot and/or hydro blasting	
	Rate 10 in clause
	(b) of Schedule B.

Tarief 11.

Gelyk skuur met die hand en/of deur te slyp en/of met draagbare kraggereedskap

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

B.—Vervaardigingsinrigtings.

Vir die toepassing van hierdie afdeling B beteken—

„massagietwerk”, die vervaardiging, spesiaal bestem vir die werk, van groensandgietskutte op 'n hoeveelheidsgrondslag in 'n produksie-installasie wat 'n afsonderlike inrigting of afdeling is of so 'n wyse op 'n afsonderlike gedeelte van die gietyervloer as dié waarop gietwerk en/of maak van kerns n.e.v. uitgevoer word, dat die werkgewer of sy verteenwoordiger in staat is om te eniger tyd daardie gedeelte van die vloer aan te wys waarop dié gietwerk en/of maak van kerns (n.e.v.) uitgevoer word, asook die afsonderlike gedeelte waarop produksiegietwerk uitgevoer word;

„produksie-installasie”, 'n installasie waarin slegs plaatmodelle gebruik word en waarin produksiegieters en/of leerling-produksiegieters in diens is om die hele werk deur middel van meganiese hulpmiddels en/of met die hand uit te voer, en dit sluit in die gebruik van gereedskap en die aanwending van vuur-vaste lae en die maak en aanlê van kerns deur genoemde werknemers;

„produksiegiet”, 'n werknemer oor 19 jaar oud in diens in 'n produksie-installasie, plate giet en/of kerns maak en/of kerns lê;

„leerling-produksiegiet”, 'n werknemer oor 17½ jaar oud in diens in 'n produksie-installasie om oor 'n tydperk van 18 maande produksiegiet en/of maak van kerns en/of kerns lê te leer, met dien verstande dat so 'n leerling die eerste 12 maande van die leertyd uitsluitlik oor handproduksiewerk onderrig word.

OPMERKING.—Kerns moet gelê word deur produksiegieters of leerling-produksiegieters;

„spesiaal bestem vir die werk”, die gebruikmaking van spesiaal bestemde modelplate en spesiaal bestemde gietkaste, met masjien-vervaardigde penne en geboorde oorgate en verander om by die gietmasjiene gebruik te word, waarin enige versterking van die gietvorm teweeggebring word deur die bouvorm van die kaste.

„plaatmodelle” modelle so gevorm dat die model, openings en kanale, behalwe uitlaatkanale, aan die plate gemonteer of vasgesit is of 'n integrerende deel van die plate uitmaak, en gebruik word i.v.m. splyt- of gietkaste wat so gemaak is dat hulle gesluit kan word deur arbeiders wat penne of skarniere, wat reg pas, gebruik; met dien verstande dat arbeiders se werk aan die sluit van gietkaste beperk moet wees tot die neerlaat van die boonste gietkis op sy plek op die onderste gietkis.

(1) Ondergenoemde werksaamhede en/of klasse werk in vervaardigingsinrigtings:—

Tarief 1.

*Giet en/of kerns maak (n.e.v.)..... } 3s. 9d. per uur.
Modelle maak..... }

Tarief 2.

*Produksiegietwerk..... }
*Herhalingsinsit van kerns in vaste giet- }
vorme—(nie-ysterhoudende stowwe)... }
Uitsmelt en/of smelt (behalwe in produksieafdelings van staalwerke)—onder- }
baas se werk..... } 3s. 6d. per uur.
*Spingietmasjiene as sand inbegrepe is—opsigterswerk..... }

Tarief 3.

*Stempelsgietmasjiene—opsigterswerk..... }
*Spingietmasjiene as sand nie inbegrepe is }
nie—opsigterswerk..... } 3s. 3d. per uur.

Tarief 5.

Koepelbediener—opsigterswerk..... 2s. 9d. per uur.

Tarief 9.

Stempelgietmasjiene bedien..... }
Herhalingsinsit van kerns in vaste giet- }
vorme deur vaste plekbepalingstoestelle }
te gebruik behalwe in sandafdrucke }
(slegs ysterhoudende stowwe)—met uit- }
sluiting van presisiestempels..... } Skaal per uur vir
Tarief 9 in klousule (b) van lys B.

Tarief 10.

Ysterhoudende metale in vaste vorms giet, met inbegrip van lae aansit..... }
Stygkanale afsny..... }
Gietkanale met masjiene vir vaste gietvorm mssk..... }
Spingietmasjiene bedien..... }
Uitgiet en/of afskep in deurlopende giet- }
werksaamhede..... } Skaal per uur soos
vir Tarief 10 in klousule (b) van
lys B.
Herhalingsinsit van kerns in gietvorms deur vaste plekbepalingstoestelle te gebruik (metaal tot metaal) behalwe in sandafdrucke..... }
Sand- en/of skroot- en/of waterblaas.... }

Rate 11.

Fettling by hand and/or grinding and/or by portable power tools..... Rate per hour as for Rate 11 in clause (b) of Schedule B.

(B). Manufacturing Establishments.

For purposes of this Section (B)—

“Producing Moulding” means the production by special application to the job of green sand castings on a quantity production basis in a production plant which is a separate establishment or department or in such a manner on a separate part of the foundry floor to that upon which moulding and/or coremaking (n.e.s.) is carried on that the employer or his representative is able to show at any time the part of the floor on which such moulding and/or coremaking (n.e.s.) is carried on and the separate part devoted to production moulding.

“Production Plant” means a plant wherein plate patterns only are employed and wherein production moulders and/or learner production moulders are employed to make the complete job by the use of mechanical aids and/or manual means, and includes the use of tools and the application of refractory coatings and the making and laying of cores by the said employees.

“Production Moulder” is an employee over 19 years of age employed in a production plant on plate moulding and/or coremaking and/or corelaying.

“Learner Production Moulder” is an employee over 17½ years of age employed in a production plant learning production moulding and/or coremaking and/or corelaying for a period of 18 months; provided that such learner shall be employed for the first twelve months of the learnership exclusively on hand production work.

NOTE.—Corelaying shall be performed by production moulders or learner production moulders.

“Special Application to the Job” means the utilisation of purpose-made pattern plates and purpose-made moulding boxes, having machined pins and drilled lug holes, and adapted to the moulding machines, in which any re-inforcement of the mould is effected by the construction of the boxes.

“Plate Patterns” are patterns so constructed that the pattern, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates, and used in conjunction with snap or pop off flasks or moulding boxes which are so constructed as to be closed by labourers using correctly registering pins or hinges; provided that labourer's work on closing moulding boxes shall be limited to the operation of lowering the top moulding box into position on the drag moulding box.

(1) The following operations and/or classes of work in manufacturing establishments, viz.—

Rate 1.

*Moulding and/or coremaking (n.e.s.)..... } 3s. 9d. per hour.
Patternmaking (n.e.s.)..... }

Rate 2.

*Production moulding..... }
*Repetition insertion of cores into permanent moulds (non-ferrous work).... }
Smelting and/or melting (other than in steel works production) chargehand's work..... } 3s. 6d. per hour.
*Spin-casting machines where sand is included—supervisory work..... }

Rate 3.

Die-casting machines—supervisory work }
*Spin-casting machines where sand is excluded—supervisory work..... } 3s. 3d. per hour.

Rate 5.

Cupola attendant—supervisory work..... 2s. 9d. per hour.

Rate 9.

Operating die-casting machine..... }
Repetition inserting of cores into permanent moulds using fixed locating devices other than in sand prints (ferrous work only) excluding precision dies } Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Casting of ferrous metals into permanent moulds including coating..... }
Cutting off risers..... }
Making runner cups by machine for permanent mould..... }
Operating spin-casting machine..... }
Pouring and/or skimming in continuous casting operations..... }
Repetition inserting of cores into moulds using fixed locating devices (metal to metal) other than into sand prints.... }
Sand and/or shot and/or hydro blasting } Rate per hour as for Rate 10 in clause (b) of Schedule B.

Tarief 11.

Gelyk skuur met die hand en/of deur te slyp en/of met draagbare kraggereedskap.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(2) Leervooraardes vir produksiegieters.

	Per uur.
	s. d.
Eerste ses maande ervaring.....	2 3
Tweede ses maande ervaring.....	2 6
Derde ses maande ervaring.....	3 0
Daarna.....	3 6

OPMERKINGS.

(1) Geen werkgewer mag iemand by handproduksiegieter in diens hê teen 'n loon van minder as 3s. 6d. per uur nie, tensy die Raad vooraf sy toestemming daartoe verleen het en kragtens 'n leerkontrak in 'n vorm wat die Raad van tyd tot tyd kan vasstel. Aansoeke om leerling-produksiegieters in diens te neem, moet aan die streekraad van die betrokke gebied gerig word.

(2) Die minimum ouderdom vir leerling-produksiegieters is 17½ jaar, en geen werkgewer mag iemand onder 19 jaar as 'n produksiegieter in diens neem nie.

AFDELING D/9.

Afdeling vir die vervaardiging van omheinings en/of hekke en kontrakwerk.

Ondergenoemde werksaamhede in die vervaardiging van gesmede yster- en/of pyphekke en/of heiningpale en/of diefskerms en/of tuinmeubels.

(A)—Vervaardiging (n.e.v.).

Tarief 1 (n.e.v.).

Grofsmidswerk en/of sweis met inbegrip van merk..... 3s. 9d. per uur.

Tarief 3.

Uitgloe (opsigterswerk)..... 3s. 3d. per uur.

Tarief 5.

Boor (n.e.v.) met inbegrip van bore skerpmak..... } 2s. 9d. per uur.
Pyphekke en/of toebehore met die hand sweis..... }

Tarief 6.

Boog- en/of gassweis in stelmasjiene en/of boog- en/of gassweis van onderdele aldus gevorm en/of geplaas om die nodigheid van 'n stelmasjien uit te sny } 2s. 6d. per uur.
Outomatiese boog-, gas- of koudsweismasjiene bedien..... }

Tarief 7.

Koudsaag behalwe herhalingsafsnij..... } 2s. 3d. per uur.
Oë, krae en hangers (n.e.v.) maak..... }
Platseksies deurslaan..... }

Tarief 8.

Heiningpale met die hand sweis..... Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9.

Outomatiese masjiene bedien (n.e.v.)..... }
Koudklinkwerk..... }
Volgens vlak boorgate en/of merke boor }
In stelmasjiene en/of skoorstukke boor.. }
Met leipatrone boor..... } Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Hefboom- en/of trap- en/of handperswerk en/of inkeep as werk met gestelde stempels gedoen word, behalwe stempels stel..... }
Punt- en/of „ryg“-sweismasjiene bedien.. }
Kragperswerk as werk gedoen word met gestelde stempels, behalwe stempels stel }
Met handhamer vir grofsmidswerk slaan..... }

Tarief 10.

Roeswerende lae aansit..... }
Pype en/of buise volgens stoppe met kragbuigmasjiene buig..... }
Pype en/of buise volgens stoppe en/of merke met handbuigmasjiene na grootte buig..... }
Koudbuig en/of -vorm in stelmasjiene en/of volgens stempels en/of stoppe en/of merke..... }
Volgens leipatrone en/of merke en/of stoppe en/of in stelmasjiene en/of na lengtemate en/of stoppe afknip en/of afsny en/of sny..... } Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Skroefsnymasjiene bedien, behalwe masjiene opstel..... }
Herhalingsdeurslaan met masjiene volgens stoppe en/of in stelmasjiene en/of na mate en/of stempels en/of merke..... }
Herhalingsafmerk in stelmasjiene en/of volgens leipatrone..... }
Skroefdraad vernuwe met stempelkoppe en/of tappe..... }
Draad aan hekke sit..... }

Rate 11.

Fettling by hand and/or by grinding and/or by portable power tools.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

(2) Learnership conditions for production moulding.

	Rate per Hour
	s. d.
First six months of experience.....	2 3
Second six months of experience.....	2 6
Third six months of experience.....	3 0
Thereafter.....	3 6

NOTES.

(1) No employer shall employ any person on production moulding at a rate of pay of less than 3s. 6d. per hour, except with the prior consent of the Council and under a learnership contract in such form as may be determined by the Council from time to time. Applications to employ learner production moulders shall be made to the Regional Council for the Area concerned.

(2) The minimum age for learner production moulders shall be 17½ years of age, and no employer shall employ any person under 19 years of age as a production moulder.

DIVISION D/9.

Gate and/or Fence Manufacturing and Contracting Division

The following operations in the manufacture and/or fabrication of wrought iron and/or tubular gates and/or fencing posts and/or burglar proofing and/or garden furniture, viz.—

(A)—Manufacturing and/or Fabricating Operations (n.e.s.)

Rate 1 (n.e.s.).

Blacksmithing and/or welding including marking off..... 3s. 9d. per hour.

Rate 3.

Annealing (supervisory work)..... 3s. 3d. per hour.

Rate 5.

Drilling (n.e.s.) including sharpening of drills..... } 2s. 9d. per hour.
Welding by hand of tubular gates and/or fittings..... }

Rate 6.

Arc and/or gas welding to jigs and/or arc and/or gas welding of parts so formed and/or located to obviate the need for a jig..... } 2s. 6d. per hour.
Operating automatic arc, gas or cold welding machine..... }

Rate 7.

Cold sawing other than repetition cutting off..... } 2s. 3d. per hour.
Making of eyes, collars and hangers (n.e.s.) }
Punching flat sections..... }

Rate 8.

Hand welding of fencing poles..... Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9.

Automatic machine minding (n.e.s.)..... }
Cold riveting..... }
Drilling to pops and/or marks..... }
Drilling with jigs and/or fixtures..... }
Drilling with templates..... }
Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies, other than the setting of dies.... } Rate per hour as for Rate 9 in clause (b) of Schedule B.
Operating spot and/or tack welding machine..... }
Power pressing where the work is operated upon with pre-set dies other than the setting of dies..... }
Striking by hand hammer for blacksmith's work..... }

Rate 10.

Application of anti-corrosive coatings.... }
Bending to stops of piping and/or tubing by power-operated bending machine }
Bending to stops and/or marks by by manual bending machine of tubes and/or piping marked to size..... }
Cold bending and/or forming to jigs and/or dies and/or stops and/or marks }
Cropping and/or shearing and/or cutting to templates and/or marks and/or stops and/or jigs and/or length gauges.... } Rate per hour as for Rate 10 in clause (b) of Schedule B.
Operating screwing machine excluding setting up..... }
Repetition machine punching to stops and/or jigs and/or gauges and/or dies and/or marks..... }
Repetition marking off to jigs and/or templates..... }
Rethreading with die-heads and/or taps.. }
Wiring of gates..... }

Tarief 11.

In verf indompel..... } Skaal per uur soos
 Met die hand gelyk skuur en/of deur te } vir Tarief 11 in
 slyp en/of met draagbare kraggereed- } klousule (b) van
 skap..... } lys B.
 Masjien vir draadstompsweis bedien..... }

(B)—Draad met die hand bewerk, en/of weef en/of vervaardig.**Tarief 3.**

Opsigtterswerk met inbegrip van afmerk }
 en/of bankwerk van tekenings en/of } 3s. 3d. per uur.
 dimensiesketse gereedmaak..... }

Tarief 5.

Werk van assistent-opsigter met inbegrip }
 van afmerk en/of bankwerk volgens lei- } 2s. 9d. per uur.
 patrone voorberei..... }

Tarief 10.

Skermers volgens grootte maak wat reeds }
 deur of Tarief 3- of Tarief 5-werknemers } Skaal per uur soos
 afgemerk is..... } vir Tarief 10 in
 Outomatiese reguitmaakmasjien bedien... } klousule (b) van
 Herhalingsdraadwerk en/of -vervaardiging } lys B.
 (n.e.v.) met inbegrip van bankwerk in }
 stelmasjiene opstel..... }

Tarief 11.

Outomatiese krimpmasjien bedien..... } Skaal per uur soos
 Met die hand weef..... } vir Tarief 11 in
 klousule (b) van }
 lys B. }

(C)—Draad met 'n masjien bewerk en/of weef en/of vervaardig.**Tarief 3.**

Opsigtterswerk..... 3s. 3d. per uur.

Tarief 8.

Kettingskakel- en/of diamantmaasmasjien } Skaal per uur soos
 bedien (met inbegrip van lopende ver- } vir Tarief 8 in
 stellings aan masjien doen wanneer ver- } klousule (b) van
 vaardigingsproses dit vereis) } lys B.

Tarief 9.

Outomatiese kettingskakel- en/of diamant- } Skaal per uur soos
 maasmasjien bedien (met inbegrip van } vir Tarief 9 in
 lopende verstellers aan masjien doen } klousule (b) van
 wanneer vervaardigingsproses dit vereis) } lys B.

Tarief 10.

Skermers van vierkantige en/of ander maas- } Skaal per uur soos
 vorms in rolle en/of velle op hand- } vir Tarief 10 in
 masjien weef, d.w.s. masjien voor } klousule (b) van
 lys B. }

(D)—Sweis wanneer dit vir draadwerk en/of weef en/of vervaardiging verrig word.**Tarief 8.**

„Ryg”-sweis met die hand..... } Skaal per uur soos
 vir Tarief 8 in }
 klousule (b) van }
 lys B. }

Tarief 9.

Punt- en/of stompsweismasjien bedien... } Skaal per uur soos
 vir Tarief 9 in }
 klousule (b) van }
 lys B. }

(E)—Oprigwerk in hek- en/of heining- en/of diefskermkontrakwerk.**Tarief 5.**

Opsigtterswerk..... 2s. 9d. per uur.

(F)—Algemene arbeid.**Tarief 12.**

Algemene arbeid met inbegrip van— }
 (i) Met handbuighefboom help..... }
 (ii) Help met draadspan aan hekke... } Skaal per uur soos
 (iii) Slinger van handsnymasjien en/of } vir Tarief 12 in
 slinger van pypsnier draai..... } klousule (b) van
 (iv) Oorskietdraad afsny en/of beveilig } lys B.
 en/of klink (skerm- en/of diamant- }
 maas)..... }
 (v) Masjienwerksmanne help..... }

AFDELING D/10.**Afdeling vir die vervaardiging van loodprodukte.****Ondergemelde werksaamhede in die vervaardiging van lood- produkte:—****Tarief 3.**

Opsigtterswerk met inbegrip van opstel }
 (minstens een werknemer met kennis van } 3s. 3d. per uur.
 opsigterswerk in ondergenoemde werk- }
 saamhede wat in elke inrigting plaas- }
 vind)..... }
 Kragwals bedien wat loodvelle van plat- }
 stukke rol uitrol..... }

Tarief 7.

Val-uitstootpers bedien..... 2s. 3d. per uur.

Rate 11.

Dipping in paint..... }
 Fettling by hand and/or by grinding and/ } Rate per hour as for
 or by portable power tools..... } Rate 11 in clause
 Operating wire butt welding machine..... } (b) of Schedule B.

(B)—Wire Working and/or Weaving and/or Fabricating by Hand.**Rate 3.**

Supervisory work including marking out }
 and/or setting up of bench work from } 3s. 3d. per hour.
 drawings and/or dimensional sketches }

Rate 5.

Assistant supervisory work including }
 marking out and/or setting of bench } 2s. 9d. per hour.
 work to templates..... }

Rate 10.

Making screens to size already drawn }
 down by either Rate 3 or 5 employees }
 Operating automatic straightening } Rate per hour as for
 machine..... } Rate 10 in clause
 Repetition wire working and/or fabri- } (b) of Schedule B.
 cating (n.e.s.) including setting up of }
 bench work to jigs..... }

Rate 11.

Attending automatic crimping machine... }
 Weaving by hand..... } Rate per hour as for
 Rate 11 in clause }
 (b) of Schedule B. }

(C)—Wire Working and/or Weaving and/or Fabricating by Machine.**Rate 3.**

Supervisory work..... 3s. 3d. per hour.

Rate 8.

Chain link and/or diamond mesh machine }
 operating (including machine running } Rate per hour as for
 adjustments when necessitated by the } Rate 8 in clause
 manufacturing process) } (b) of Schedule B.

Rate 9.

Automatic chain link and/or diamond }
 mesh machine operating (including } Rate per hour as for
 machine running adjustments when } Rate 9 in clause
 necessitated by the manufacturing } (b) of Schedule B.
 process) }

Rate 10.

Square and/or other mesh screen weaving }
 into rolls and/or sheets on hand opera- } Rate per hour as for
 ted machine, i.e. feeding machine } Rate 10 in clause
 (b) of Schedule B. }

(D)—Welding when performed in Wire Working and/or Weaving and/or Fabricating Operations.**Rate 8.**

Hand tack welding..... }
 Rate per hour as for }
 Rate 8 in clause }
 (b) of Schedule B. }

Rate 9.

Operating spot and/or butt welding }
 machine..... } Rate per hour as for
 Rate 9 in clause }
 (b) of Schedule B. }

(E)—Erection Work in Gate and/or Fence and/or Burglar Proofing Contracting.**Rate 5.**

Supervisory work..... 2s. 9d. per hour.

(F)—General Labouring.**Rate 12.**

General labouring including— }
 (i) Assisting with manual bending lever }
 (ii) Assisting in wiring of gates..... } Rate per hour as for
 (iii) Operating handle of hand-shearing } Rate 12 in
 machine and/or handle of pipe- } Schedule B.
 cutter..... }
 (iv) Cutting off waste wire and/or }
 locking and/or clinching (screening }
 and/or diamond mesh) }
 (v) Assisting machine operatives..... }

DIVISION D/10.**Lead Products Manufacturing Division**

The following operations in lead products manufacture, viz.—

Rate 3.

Supervisory work including setting up }
 (at least one employee with supervisory } 3s. 3d. per hour.
 knowledge of the following operations }
 to be employed in each establishment) }
 Operating power-driven mill rolling sheet }
 lead from slabs..... }

Rate 7.

Operating trap extrusion press..... 2s. 3d. per hour.

Tarief 8.

Aanmekarsmelt by herhaling, behalwe met soldeerbout, van onderdele in stelmasjiene in die vervaardiging van loodpype en/of valle en/of traplooppvlakke	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
Lood aan loodlasse met masjiens aansit in vervaardiging van standaardartikels...	

Tarief 9.

Vaste vorms giet, as sand geheel en al uitgesluit is.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Hand- en/of kragperswerk.....	
Valle in stelmasjiene vervaardig.....	
Volgens stoppe en/of merke afwerk en/of afsny.....	
Herhalingsloodsoldeer met soldeerbout en/of onderdele inmekarsit in vervaardiging van loodpype en/of valle en/of traplooppvlakke.....	
Uitdrukpers met gestelde stempels bedien.....	

AFDELING D/11.

Vervaardiging van metaalvensters en/of -deure en/of -gaas.

(1) Ondergemelde werksaamhede—

Tarief 2.

Universele vensters en deure inmekarsit	3s. 6d. per uur.
Inspeksie- en opsigterswerk.....	
Vensters op bouperseel of ingebou herstel en/of verander en/of stel.....	
Rangskik en/of merk.....	
Buitewerksmense (opsigterswerk).....	

Tarief 3.

Boogswais.....	3s. 3d. per uur.
Finale reguitmaak en/of pas met gebruik van hamer en/of sethamer en/of wig-yster.....	
Mate en/of stoppe stel.....	
Gereedskap en/of stempels stel, behalwe lopende verstellers.....	

Tarief 4.

Volledige vlieëskerm uit voltooide onderdele met die hand inmekarsit met inbegrip van die insit van gaas met die hand.....	3s. 0d. per uur.
Erkers en/of nie-standaardvensters koppel	
Finale aanbring van openings aan vensters van huisvensters.....	
Rollerbuig behalwe herhalingsbuig.....	
Rame en/of skuiframe haaks maak voordat dit ingesit word.....	

Tarief 5.

Vensters inmekarsit N.E.V.....	2s. 9d. per uur.
Perswerk N.E.V.....	

Tarief 6.

Automatiese en/of halfoutomatiese sweis	2s. 6d. per uur.
Koudsaag N.E.V.....	
Versinkboor N.E.V.....	
Gaasdraad met die hand sny.....	
Boor N.E.V.....	
Uithol vir koppiespille.....	

Tarief 7.

Dieftralis en/of waterkeerders met die hand aansit as die werk insit en boor insluit.....	2s. 3d. per uur.
Finale inmekarsit van lugkokers voordat dit ingeskroef en/of met klinknaels vasgesit word.....	
Handklinkwerk.....	

Tarief 8.

Met brons, koper, aluminium of sink spuit (onder toesig).....	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
Gaasdraad met 'n pers insit.....	

Tarief 9.

Verstek- en/of stompvoë in stelmasjiene op sweistafels vasklamp.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Voltooide standaardvensters koppel.....	
Volgens stelmasjiene en/of skoorstukke boor.....	
Tappe met die hand en/of masjiens sny.....	
Klinknaels met masjiens klink ($\frac{1}{4}$ " of minder).....	
Perswerk as die hele stempel sy werk met een slag voltooi.....	
Voltooide rame met stopverf en/of hout en/of ander vulsel bewerk, met inbegrip van ru-insit en vasklamp van lugkokers	
Versinkboor by herhaling in stelmasjiene en/of merke en/of mate.....	
Herhalingsrolbuig.....	
Lugkokers aan voltooide fabrieksvensters vasskroef en/of -klink nadat kokers finaal ingesit is.....	
Puntswais.....	
Tapmasjienswerk.....	

Rate 8.

Repetition fusing other than by soldering bolt of components in jigs in the manufacture of lead pipes and/or traps and/or stair treads.....	Rate per hour as for Rate 8 in clause (b) of Schedule B.
Machine wiping of lead joints in the manufacture of standard lines.....	

Rate 9.

Permanent mould casting, wherein sand is entirely excluded.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Hand and or power pressing.....	
Manufacturing jig drilling of traps.....	
Trimming and/or cutting off to stops and/or marks.....	
Repetition lead soldering by soldering bolt and/or assembling components in the manufacture of lead pipes and/or traps and/or stair treads.....	
Operating extrusion press to pre-set dies	

DIVISION D/11.

Metal Window and/or Door and/or Flyscreen Manufacture.

(1) The following operations, viz.—

Rate 2.

Assembling universal windows and assembling doors.....	3s. 6d. per hour.
Inspecting and supervisory work.....	
Repairing and/or altering and/or adjusting windows on site or built in..	
Setting out and/or marking off.....	
Outside service men (supervisory work)...	

Rate 3.

Arc welding.....	3s. 3d. per hour.
Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar.....	
Setting gauges and/or stops.....	
Setting tools and/or dies, other than running adjustments.....	

Rate 4.

Assembling finished component parts into complete flyscreens, including inserting gauze by hand.....	3s. 0d. per hour.
Coupling of bays and/or non-standard windows.....	
Final positioning of vents to frames of cottage windows.....	
Roller bending other than repetition bending.....	
Squaring frames and/or sashes before positioning.....	

Rate 5.

Assembling windows (n.e.s.).....	2s. 9d. per hour.
Press operating (n.e.s.).....	

Rate 6.

Automatic and/or semi-automatic welding	2s. 6d. per hour.
Gold sawing (n.e.s.).....	
Countersinking (n.e.s.).....	
Cutting of gauze by hand.....	
Drilling (n.e.s.).....	
Recessing for cup pivots.....	

Rate 7.

Affixing by hand burglar bars and/or weather bars where such affixing includes positioning and drilling.....	2s. 3d. per hour.
Final positioning of ventilators before screwing in and/or riveting.....	
Hand riveting.....	

Rate 8.

Bronze, copper, aluminium or zinc spraying (under supervision).....	Rate per hour as for Rate 8 in clause (b) of Schedule B.
Inserting gauze by press.....	

Rate 9.

Clamping mitre and/or butt joints into jigs on welding tables.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Coupling of standard windows previously prepared.....	
Drilling to jigs and/or fixtures.....	
Hand and/or machine tapping.....	
Machine riveting ($\frac{1}{4}$ " or under).....	
Press operating where the whole die completes its function in one stroke....	
Putting and/or wood and/or other filling of frames previously prepared, including rough positioning and clamping of ventilators.....	
Repetition countersinking to jigs and/or marks and/or gauges.....	
Repetition roller bending.....	
Screwing and/or riveting of ventilators to industrial windows already prepared after final positioning of ventilators	
Spot welding.....	
Tenon riveting machine work.....	

Tarief 10.

Noodsaaklike toebehore aan voltooide vensters aansit en/of toebehore verwyder en/of terugplaas op die perseel of ingebou.....

Draad in stelmasjiene en/of volgens stoppe en/of skoorstukke in vervaardiging van vlieëskerm buig en/of vorm.....

Gate reeds geboor en van skroefdraad voorsien, skoonmaak en skroefdraad vernuwe.....

Stof en/of skaal met draadwiele en/of skuurmiddels en/of sand- en/of skrootblaas verwyder.....

Sweisbaard en/of -skilfers en/of -sproei met die hand en/of deur te skuur, en/of met draagbare kraggereedskap verwyder

Herhalingskoudsaag volgens stoppe.....

Herhalingsdeursny van defekte verstekvoë na sweis.....

Diefralies en/of waterkeerders aanskroef

Vensterstange slegs vir huisvensters laat inspring.....

Stange met die hand en/of masjien rek en/of ru reguitmaak.....

Fenestravoeë van standaardvensters slegs van draad voorsien en dit sluit.....

Materiaal en/of vervaardigde goedere weeg.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Gaasdraad met die hand volgens stelmasjiene en/of stoppe afsny.....

Afvalmetaal gradeer.....

Etiket aansit.....

Roeswerende lae aanverf en/of aanspuit en/of indompel en/of aansmeer.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(2) Proeftyd en loonskaal daarvoor:—

Klas werk.	Ervaring.			Daarna.
	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	
Tarief 2.	Per uur.	Per uur.	Per uur.	Per uur.
Nuwelinge.....	s. d. 2 3	s. d. 2 6	s. d. 3 0	s. d. 3 6
Werknemers bevorder van—				
Tarief 3.....	3 3	—	—	3 6
Tarief 4, 5 of 6.....	3 0	3 3	—	3 6
Tarief 7.....	2 3	2 6	3 0	3 6
Tarief 3.				
Nuwelinge.....	2 3	2 6	3 0	3 3
Werknemers bevorder van—				
Tarief 4.....	3 0	—	—	3 3
Tarief 5 of 6.....	2 9	3 0	—	3 3
Tarief 7.....	2 3	2 6	3 0	3 3
Tarief 4.				
Nuwelinge.....	2 3	2 6	—	3 0
Werknemers bevorder van—				
Tarief 5 of 6.....	—	—	—	3 0
Tarief 7.....	2 6	—	—	3 0
Tarief 5.				
Nuwelinge.....	2 3	—	—	2 9
Tarief 6.				
Nuwelinge.....	2 3	—	—	2 6
Tarief 7.				
Nuwelinge.....	2 0	—	—	2 3

OPMERKINGS.

- (1) Waar geen loon in 'n kolom in bostaande tabel genoem is nie, is die loon in die laaste („Daarna”) kolom genoem van toepassing.
- (2) Geen werknemer in diens teen en gekwalifiseer vir 'n vasgestelde tarief mag 'n vermindering ly van die tarief wat hy ontvang by bevordering as 'n proefwerker indien die tarief wat in bostaande tabel vir die nuwe bedryf genoem is, laer is as die tarief wat hy op daardie tydstop ontvang.

AFDELING D/12.

Vervaardiging van koolborsels.

Ondergemelde werksaamhede in die vervaardiging van koolborsels:—

Tarief 6.

Kool slyp met behulp van „gaan”- en „stop”-mate..... 2s. 6d. per uur.

Tarief 8.

Blok- en borsel uitslyp met masjien volgens stoppe behalwe opstel Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Rate 10.

Attaching essential fittings to windows already prepared and/or removing and/or replacing fittings on site or built in

Bending of wire and/or forming same to jigs and/or stops and/or fixtures in flyscreen manufacture.....

Clearing and/or re-tapping holes already drilled and tapped.....

Removing dust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting.....

Removing welding burrs and/or scarf and/or sprue by hand and/or grinding and/or by portable power tools and/or by press.....

Repetition cold sawing to stops.....

Repetition cutting through of faulty mitre joints after welding.....

Screwing on burglar bars and/or weather bars.....

Springing in of glazing bars for cottage windows only.....

Stretching and/or rough straightening by hand and/or machine of bars.....

Threading only of fenestra joints for standard windows and closing same.....

Weighing materials and/or finished goods

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Cutting off gauze by hand to jigs and/or stops.....

Grading of scrap metal.....

Labelling.....

Painting and/or spraying and/or dipping and/or brushing of anti-rust coatings

Rate per hour as for Rate 11 in clause (b) of Schedule B.

(2) Probationary Period and Rate of Pay therefor:—

Class of Work.	EXPERIENCE.			Thereafter.
	First Six Months.	Second Six Months.	Third Six Months.	
	Per Hour.	Per Hour.	Per Hour.	Per Hour.
	s. d.	s. d.	s. d.	s. d.
Rate 2.				
Newcomers.....	2 3	2 6	3 0	3 6
Employees promoted from—				
Rate 3.....	3 3	—	—	3 6
Rate 4, 5 or 6.....	3 0	3 3	—	3 6
Rate 7.....	2 3	2 6	3 0	3 6
Rate 3.				
Newcomers.....	2 3	2 6	3 0	3 3
Employees promoted from—				
Rate 4.....	3 0	—	—	3 3
Rate 5 or 6.....	2 9	3 0	—	3 3
Rate 7.....	2 3	2 6	3 0	3 3
Rate 4.				
Newcomers.....	2 3	2 6	—	3 0
Employees promoted from—				
Rate 5 or 6.....	—	—	—	3 0
Rate 7.....	2 6	—	—	3 0
Rate 5.				
Newcomers.....	2 3	—	—	2 9
Rate 6.				
Newcomers.....	2 3	—	—	2 6
Rate 7.				
Newcomers.....	2 0	—	—	2 3

NOTES.

- (1) Where no wage is stated in any column in the foregoing table, the wage specified in the last column (headed “Thereafter”) shall apply.
- (2) Any employee employed at and qualified for a stated rate shall suffer no reduction in the rate he is receiving on promotion as a probationer when the rate indicated in the foregoing table for the new occupation is lower than the rate he is receiving at the time.

DIVISION D/12.

Manufacture of Carbon Brushes.

The following operations in carbon brush manufacture, viz.—

Rate 6.

Carbon grinding using “go” and “no go” gauges..... 2s. 6d. per hour.

Rate 8.

Block and brush grinding by machine to stops excluding setting up Rate per hour as for Rate 8 in clause (b) of Schedule B.

Tarief 9.

Boormasjiens volgens stelmasjiene, skoorstukke en stoppe bedien.....	} Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Borsels op spesiale gereedskap vorm.....	
Klinknaels uitspin.....	
Met masjiens vasstamp.....	

Tarief 10.

Met masjiens bloksny.....	} Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Met die hand vasstamp.....	

Tarief 11.

Bedryfsimbool en graadmerkwark.....	} Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Borsels met metaal aanstryk.....	
Eindpunte deur indompeling aansweet.....	
Elastiese isolering, vere en eindpunte vassit.....	
Elastiese verbindings met handvalmes sny en/of afknip.....	

AFDELING D/13.

Elektriese uitrusting vervaardig en hervervaardig.

Die volgende werk in die vervaardiging en/of hervervaardiging van elektriese uitrusting, nl. elektriese motore, transformators, skakelaars en/of kontrole- en/of sekeringstoestelle en/of -toebere—

Tarief 1.

Ankerwikkeling.....	} 3s. 9d. per uur.
Elektriese paswerk.....	

Tarief 2.

Toesig hou oor dop- en/of gereedskap-verharding.....	3s. 6d. per uur.
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Tarief 3.

Hoogspanningstoets (n.e.v.).....	3s. 3d. per uur.
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Tarief 5.

Bepaalde plekke hardsoldeer.....	} 2s. 9d. per uur.
Valmestoele en/of kragstaag en/of pyp-buigmasjiens opstel.....	
Stempels stel.....	
Boorwerk (n.e.v.).....	

Tarief 6.

Sweiswerk met outomatiese masjiens en/of herhalingsweis aan stelmasjiene en/of sweisdele aldus gevorm en/of die plek daarvan bepaal om die gebruik van 'n stelmasjiens uit te skakel.....	} 2s. 6d. per uur.
Herhalingsvervaardiging van balanseer-toestelle.....	
Oksiasetileen-profielsnemasjiens en/of reguutlynsmasjiens bedien.....	
Herhalingsbedrading waar die baan van die draad deur klampe en/of lyne en/of saakklampe en/of ander toebehoere gemerk is, en waar geen bedradingsdiagram gebruik word nie.....	
Standaardmasjiene op lopende toetsbanke verbind.....	
Pypbuigmasjiene opstel.....	
Kommutators ondersny (uitgesonderd draaiwerk).....	

Tarief 7.

Innekaarsit (n.e.v.).....	} 2s. 3d. per uur.
Materiaal vir isolering en verpakking opsny Volgens stelmasjiene en/of skoorstukke en/of leipatrone (n.e.v.) sny.....	
Afgemete stukke by herhaling saampers.....	

Tarief 7 (b).

Alle werk in verband met die vervaardiging en innekaarsit van windsels en/of isolerings en die verbinding en/of las van geleiding en/of eindpunte met inbegrip van roetiene-toets (n.e.v.).....	} 1s. 5d. per uur.
Bediening van kaapstander en/of draadvoermasjiens wanneer dit opgestel word deur werknemer onder Tarief 1—alle werk waarby die gebruik van nysterhoudende staaf en/of sagte staalstang tot $\frac{3}{4}$ deursnit ingesluit word, of die ekwivalent-deursneegebied vir die maak van skroewe en/of penne en/of boutte en/of dryfrat en/of blokke.....	
Mate met „gaan”- en/of „stop”- en/of vasgestelde mate.....	
Graveermasjiens bedien.....	
Herhalingsbedrading met vooraf gevormde draad.....	
Roetiene-toets (n.e.v.).....	

Tarief 9.

Dele innekaarsit (uitgesonderd monterwerk).....	} Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Volgens stelmasjiene en/of skoorstukke innekaarsit en/of selfbepalende plekke innekaarsit.....	
Stempelgietsmasjiens oppas.....	
Met die hand of masjiens tap.....	

Rate 9.

Operating drilling machine to jigs, fixtures and stops.....	} Rate per hour as for Rate 9 in clause (b) of Schedule B.
Shaping of brushes on special purpose tool.....	
Spinning rivets.....	
Tamping by machine.....	

Rate 10.

Block cutting by machine.....	} Rate per hour as for Rate 10 in clause (b) of Schedule B.
Tamping by hand.....	

Rate 11.

Trade symbol and grade marking.....	} Rate per hour as for Rate 11 in clause (b) of Schedule B.
Metal coating of brushes.....	
Sweating of terminals by dipping.....	
Fixing flexible insulation, springs and terminal ends.....	
Cutting and/or cropping flexible connections by manual quillotine.....	

DIVISION D/13.

Manufacture and/or Re-manufacture of Electrical Equipment.

The following operations in the manufacture and/or re-manufacture of electrical equipment, viz., electric motors, transformers, switch and/or control and/or fuse gear and/or accessories:—

Rate 1.

Armature winding.....	} 3s. 9d. per hour.
Electrical fitting.....	

Rate 2.

Supervisory work in case and/or tool hardening.....	3s. 6d. per hour.
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Rate 3.

High potential testing (n.e.s.).....	3s. 3d. per hour.
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Rate 5.

Brazing of located parts.....	} 2s. 9d. per hour.
Setting up of guillotine and/or power saw and/or tube bending machine.....	
Die-setting.....	
Drilling (n.e.s.).....	

Rate 6.

Automatic machine welding and/or repetition welding to jigs and/or welding parts so formed and/or located as to obviate the need for a jig.....	} 2s. 6d. per hour.
Repetitive production balancing.....	
Operating oxy-acetylene profiling machine and/or straight line cutting machine.....	
Repetition wiring where the course of the wires is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used.....	
Coupling up standard machines on running test beds.....	
Setting up of pipe bending machines.....	
Undercutting commutators (excluding turning).....	

Rate 7.

Assembling (n.e.s.).....	} 2s. 3d. per hour.
Cutting up material for insulating and packing.....	
Cutting to jigs and/or fixtures and/or templates (n.e.s.).....	
Repetition pressing together of gauged pieces.....	

Rate 7 (b).

All operations in the manufacture and assembly of windings and/or insulations and connecting and/or sweating of leads and/or ends including routine testing (n.e.s.).....	} 1s. 5d. per hour.
Capstan and/or wire feed machine operating where the setting up is done by a Rate 1 employee—all operations involving the use of non-ferrous bar and/or mild steel rod up to $\frac{3}{4}$ " diameter or the equivalent cross sectional area for the making of screws and/or pins and/or nuts and/or pinions and/or blocks.....	
Gauging with "go" and/or "no go" and/or fixed gauges.....	
Operating engraving machine.....	
Repetition wiring with pre-formed wires.....	
Routine testing (n.e.s.).....	

Rate 9.

Assembling parts (excluding fitting).....	} Rate per hour as for Rate 9 in clause (b) of Schedule B.
Assembling to jigs and/or fixtures and/or assembling self-locating parts.....	
Attending die-casting machine.....	
Hand and/or machine tapping.....	

Met die hand of masjien klink (klinknaels ½" deursnit en minder).....
 Met masjien ruim.....
 Eendoelmasjiene behalwe masjiengereedskap bedien.....
 Puntswaismasjien bedien.....
 Herhalingsboor volgens vlak boorgate en/of merke en/of in stelmasjiene en/of skoorstukke met inbegrip van versinkboor
 Herhalingsmerk volgens leipatrone.....
 Herhalingswerk op outomatiese of half-outomatiese masjiene of masjiene wat verander is vir outomatiese of halfoutomatiese werk, waar die gereedskap volgens stoppe werk of wat meganies of elektries beheer word of wat vas is en waar geen meetwerk gedoen of mate geneem word nie, en die werksman se pligte beperk word tot die laai en aflaai en stop/aansit (n.e.v.).....
 Met die hand en/of masjien soldeer.....
 Spin, met die gebruik van vormers.....
 Naamplaatjies instamp.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Volgens merke en/of stoppe en/of lengtemeters sny.....
 Skroefdrade weereens met stempelpoppe en/of tappe sny.....
 Verpakking vir wegstuur.....
 Warm- en/of koudbuig en/of fatsoeneer in stelmasjiene en/of stempels en/of stoppe.....
 Deurslaan met masjien met gestelde stempels volgens merke en/of stoppe en/of stelmasjiene en/of meters.....
 Vere volgens vormers maak.....
 Met die hand reguit maak.....
 Metaal vryf en/of poleer.....
 Metaal aanstryk en/of versilwer.....
 Krag- en/of handpers volgens gestelde stempels bedien, uitgesonderd die stel van stempels.....
 Skroefmasjien bedien, behalwe opstel.....
 Draadbekledingsmasjien bedien.....
 Oondoppasser.....
 Isolering in vorms pers.....
 Herhalingsny en voorafvorm van stelle drade in stelmasjiene en/of skoorstukke
 Herhalingsaansweet van vingerhoede aan aanhegels.....
 Roetienetoetse vir lekke.....
 Sand- en/of skrootblaas.....
 Enemmel en/of verf en/of isoleringsmedium en/of roeswerende lae aanspuit.....
 Vernismasjienbediener.....
 Spoel wikkels en/of buig en/of rek.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Slabione gebruik.....
 Reguitmaakmasjien oppas.....
 Ryvlakke aan borsels in stelmasjiene sit.....
 Stoomketels stook.....
 Geleiers skoonmaak en/of vertin.....
 Vul met komposisie.....
 Lamellerings met die hand of masjien afhaal of afwerk.....
 In isoleermiddel en/of enemmel en/of verf in doop en/of deurweek.....
 Met die hand en/of met slyp- en/of draagbare kraggereedskap gelykskuur.....
 Isolering met die masjien vorm.....
 Stawe in kooirotors insit.....
 Verbindingsklemme met die hand in stelmasjiene maak.....
 Lamellerings opmeekaarpak.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

AFDELING D/14.

Vervaardiging en inmeekaarsit van kook- en verhitingsstoestelle behalwe drukverwarmers).

Vir die toepassing van hierdie afdeling beteken—

„Inmeekaarsit (n.e.v.)” die inmeekaarsit van onderdele gedeeltelik inmeekaarsit, om ’n volledige toestel te vorm.
 „Onderdele gedeeltelik inmeekaarsit”, die verrigting van enigeen of al die soorte werksaamhede in die volgende lys.

Die volgende werksaamhede in die vervaardiging en inmeekaarsit van kook- en verhitingsuitrusting (behalwe drukverwarmers), nl.—

Tarief 6.

Inmeekaarsit (n.e.v.).....
 Uitrusting en/of onderdele aan elektriese standaardtoetse onderwerp terwyl of nadat dit inmeekaarsit is.....

2s. 6d. per uur.

Hand and/or machine riveting (rivets ½" diameter and less).....
 Machine broaching.....
 Operating single-purpose machines other than machine tools.....
 Operating spot welding machine.....
 Repetition drilling to pops and/or marks and/or with jigs and/or fixtures, including countersinking.....
 Repetition marking to templates.....
 Repetition operation on automatic or semi-automatic machines or machines adapted for automatic or semi-automatic operations, where the tools operate according to stops or are mechanically or electrically controlled or are stationary and where no measuring or gauging is performed and the operative's duties are confined to loading and unloading and stop/start (n.e.s.).....
 Soldering by machine and/or hand.....
 Spinning, using formers.....
 Stamping name plates.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Cutting to marks and/or stops and/or length gauges.....
 Clearing threads with die-heads and/or taps.....
 Despatch packing.....
 Hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....
 Machine punching with pre-set dies to marks and/or stops and/or jigs and/or gauges.....
 Making springs to formers.....
 Manual straightening.....
 Metal buffing and/or polishing.....
 Metal coating and/or plating.....
 Operating power and/or hand press to pre-set dies excluding setting of the dies
 Operating screwing machine, excluding setting up.....
 Operating wire-covering machine.....
 Oven attendant.....
 Pressing winding insulation in moulds
 Repetition cutting and pre-forming sets of wires to jigs and/or fixtures.....
 Repetition sweating on of thimbles to attachments.....
 Routine leak testing.....
 Sand and/or shot blasting.....
 Spraying of enamel and/or paint and/or insulating medium and/or anti-corrosive coatings.....
 Varnishing machine attendant.....
 Winding and/or bending and/or stretching coils.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Applying transfers.....
 Attending straightening machine.....
 Bedding brushes to jigs.....
 Boiler stoking.....
 Cleaning and/or tinning conductors.....
 Compound filling.....
 De-burring and/or dressing laminations by hand and/or machine.....
 Dipping and/or impregnating in insulating medium and/or enamel and/or paint
 Fettling by hand and/or grinding and/or by portable power tools.....
 Forming insulations by machine.....
 Inserting bars in squirrel-cage rotors.....
 Making connector clips by hand in jigs.....
 Stacking laminations.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

DIVISION D/14.

Manufacture and Assembly of Cooking and Heating Appliances (excluding Pressure Heaters.)

For purposes of this Division—

“Assembling (n.e.s.)” means the uniting of sub-assemblies to form a complete appliance.
 “Sub-assembly” means the performance of any or all operations listed thereunder.

The following operations in the manufacture and assembly of cooking and heating (excluding pressure heaters), viz.—

Rate 6.

Assembling (n.e.s.).....
 Standard electrical testing of equipment and/or components during and after assembly.....

2s. 6d. per hour.

Tarief 8.

Onderdele gedeeltelik inmeekaarsit, nl.—
Mika-tipe elemente—mikavorms volgens buitengewone tipes en vorms wikkelen en/of inmeekaarsit en/of sny.....
Aardingstoetse by herhaling van hoë voltspanning sonder belasting (neontipe toetstoestel) tot huidige punt....

Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Rate 8.

Sub-assembly, namely Mica type elements—winding and/or assembling and/or cutting mica shapes to odd types and forms.....
Repetition high voltage "no load" (neon type tester) earth testing to present point.....

Rate per hour as for Rate 8 in clause (b) of Schedule B.

Tarief 9.

Onderdele gedeeltelik inmeekaarsit, nl.—
Mike-tipe elemente inmeekaarsit en/of bedraad, (n.e.v.).....
Onderdele inmeekaarsit en/of met klinknaels en/of skroewe vassit.....
Weerstandstoestelle op of in geïsoleerde voetstukke inmeekaarsit en/of bedraad
Weerstandspirale inmeekaarsit en/of wikkelen.....
Draad in stelmasjiene buig en/of vorm..
Volgens stelmasjiene, stoppe of vooraf bepaalde merke of mate boor en versink, skroefdraad sny en tap.....
Ogies insit.....
'n Puntswiesmasjiene bedien.....
Onderdele voorberei en inmeekaarsit voor finale inmeekaarsit daarvan.....
Hoites of afdelings met dubbele mure met warmte-isoleringmateriaal toepak of opvul.....
Ohm-toets van elemente by herhaling volgens gestelde stel van Ohmmeter.....
Met die hand of masjiene soldeer.....
Vooraf gevormde draad of elementgeleiers bedraad en/of verbind met eindpunt-blokke en/of sekerings en/of skakelaars
Enkele weerstandstoestelle regstreeks op voorafontwerpte gespaseerde keramiek en/of porselein wikkelen.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Rate 9.

Sub-assembly, namely—
Assembling and/or wiring mica type elements (n.e.s.).....
Assembling components and/or affixing with rivets and/or screws.....
Assembling and/or wiring resistances onto or into insulated bases.....
Assembling and/or winding resistance spirals.....
Bending and/or forming wire to jigs.....
Drilling and countersinking, threading and tapping to jigs, stops or predetermined marks or gauges.....
Eyeletting.....
Operating a spot welding machine.....
Preparation and assembly of components before final assembly.....
Packing or filling cavities or double-walled sections with heat insulating material.....
Repetition Ohm. testing of elements to pre-set setting of Ohmmeter.....
Soldering by hand or machine.....
Wiring and/or connecting of pre-formed wire or element leads to terminal blocks and/or fuses and/or switches..
Winding single resistances direct onto pre-designed spaced ceramic and/or porcelain.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Tarief 10.

Roeswerende lae aansit.....
Keramiekisoleerpasta in en/of op gevormde hulsels volgens mate volmaak en/of aanvul.....
Gleuwe in keramiekpasta vorm en/of toemaak deur stempels in stelmasjiene of stoppe deur middel van 'n pers.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Rate 10.

Application of anti-corrosive coatings..
Filling and/or topping of ceramic insulating paste into and/or onto pre-formed housing by guage.....
Forming grooves into ceramic past and/or covering by dies to jigs or stops by means of a press.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Tarief 11.

Draad sny of strook.....
Gate reeds geboor en getap, weereens sny en/of tap.....
Gevormde weerstandhulsels skoonmaak, skraap en/of spuit.....
Met die hand gelykskuur en/of met 'n masjiene en/of die hand skuur en/of poleer.....
Keramiekbestanddele volgens mate voorberei en/of meng.....
Identifikasieplaatjies en -etikette stempel en/of vassit.....
Onderdele gedeeltelik inmeekaarsit, nl.—
(1) Skroewe en moere in keramiek insit en moerhouers in ander metaaldele (behalwe die verbinding van loodsoorte).....
(2) Grondplate en eindblokke in en/of op verhitte eenhede in posisie plaas (behalwe die verbinding van geleiers)
(3) Geleiers van elemente versterk.....
(4) Isolators volgens geleiers sny.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

Rate 11.

Cutting and/or stripping wire.....
Cleaning and/or tapping holes already drilled and tapped.....
Cleaning, scraping and/or spraying of pre-formed resistance housings.....
Fettling by hand and/or by grinding and/or polishing by machine and/or hand.....
Preparation and/or mixing of ceramic constituents to gauge.....
Stamping and/or affixing identification plates and labels.....
Sub-assembly, namely—
(1) Inserting screws and nuts to ceramics and nut retainers to other metal parts (excluding connecting of leads)
(2) Placing into position of base plates and terminal blocks into and/or onto heating units (excluding connecting of leads).....
(3) Reinforcing element lead wires.....
(4) Threading insulators to lead wires

Rate per hour as for Rate 11 in clause (b) of Schedule B.

AFDELING D/15.

Afdeling vir die vervaardiging, inmeekaarsit, installeer, herstel en bediening van neonreklameborde en warm en koue fluoresserende katodebeligting.

Die volgende werksaamhede in die vervaardiging, inmeekaarsit, installeer, herstel en bedien van neonreklameborde en warm en koue fluoresserende katodebeligting.

Tarief 1.

Glasbuis buig (n.e.v.).....
Reklameborde op persele oprig.....
Reklameborde finaal bedraad en/of inmeekaarsit.....
Rangskikking.....
Reklameborde bedien en/of onderhou.....
Plaatmetaalwerk (n.e.v.).....
Letterskilder.....
Leerlingskap t.o.v. bogenoemde (behalwe aangewese bedrywe), nl.—

3s. 9d. per uur.

Per week.

£ s. d.

Eerste jaar ervaring.....

1 0 0

Tweede jaar ervaring.....

1 10 0

Derde jaar ervaring.....

2 5 0

Vierde jaar ervaring.....

3 5 0

Daarna.....

3s. 9d. per uur.

DIVISION D/15.

Neon Signs and Hot and Cold Cathode Fluorescent Lighting Manufacturing, Assembling, Installation, Repair and Servicing Division.

The following operations in the manufacture, assembling, installation, repair and servicing of neon signs and hot and cold cathode fluorescent lighting:—

Rate 1.

Bending glass tubes (n.e.s.).....
Erection of signs on site.....
Final wiring and/or assembling of signs...
Lay-out work.....
Servicing and/or maintaining of signs....
Sheet metal working (n.e.s.).....
Signwriting.....

3s. 9d. per hour.

Learnership in respect of the above (other than designated trades), viz.—

Per Week.

£ s. d.

First year of experience.....

1 0 0

Second year of experience.....

1 10 0

Third year of experience.....

2 5 0

Fourth year of experience.....

3 5 0

Thereafter.....

3s. 9d. per hour.

Tarief 6.

Bedekte glasbuis bak.....	} 2s. 6d. per uur.
Glasbuis leeg en/of volmaak.....	
Warm en koue fluoresserende katodelig-eenhede finaal bedraad en/of inmekaar-sit en/of toets.....	
In stelmasjiene en/of sweisdele sweis wat aldus gevorm is en/of waarvan die plek bepaal is om die noodsaaklikheid van 'n stelmasjien uit te skakel.....	

Tarief 7.

Fluoresserende lae aan glasbuis aansit.....	} 2s. 3d. per uur.
Elektrodes inmeekaarsit.....	
Glasbuis in stelmasjiene en/of gietvorms buig.....	
Voorbereide glasbuis met outomatiese of halfoutomatiese masjien leeg- en/of volmaak.....	
Verseëlmasjien bedien.....	
Vooraansig van reklametekens maskeer.....	
Natrek in die tekenafdeling.....	
Elektrodes aan glasbuis sweis.....	

Tarief 9.

Dubbele kante en bo- en onderkante omkraal en/of omsoom en/of groef en/of sluit.....	} Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Rondsny en/of flense sny en/of oopsny met masjien.....	
Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kortsny en/of skuinsny.....	
Glasbuis in lengtes sny.....	
Warm- en/of koudbuig en/of vormwerk in stelmasjiene en/of stempels en/of stoppe.....	
Blinde stukke warm en/of koud met perse uitslaan.....	
Perse bedien.....	
Punt- en/of stompseweismasjiene bedien.....	
Neonkiste voorberei en/of spuit om die reklametekens daarop te monteer.....	
Met die hand en/of masjien volgens merke en/of stoppe en/of stelmasjiene en/of meters pons.....	
Herhalingsbediening van boormasjiene.....	
Klinkwerk met die hand en/of masjien doen.....	
Rolbuig.....	
Nate sweis.....	
Soldeer.....	
Verglasing spuit (reklametekens).....	

Tarief 10.

Verbindingsblokke inmeekaarsit.....	} Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Bedradingsverbindings volgens vasgestelde lengtes sny en ogies monteer.....	
Ballas aan bedradingskanale vasmaak.....	
Ou reklameborde (in werkwinkel) uitmekaarhaal.....	
Metaal met suur skoonmaak en/of verwydering van vetterigheid in vat en/of tenk.....	

Tarief 11.

In enommel en/of verf indoop.....	} Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Glasbuis was en/of uitspoel en/of droogmaak.....	

AFDELING D/16.

Afdeling vir die vervaardiging van plastiekgoed.

Die volgende werksaamhede, nl.—

Tarief 3.

Korrelmasjiene opstel en verstel (met inbegrip van persers en/of stempels en/of die verstellers verander vir korrels van verskillende groottes).....	} 3s. 3d. per uur.
Gestelde gietvorms vir plastiekgoed in vormmasjiene vassit en/of verwyder.....	

Tarief 8.

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 aangegee, wanneer as baasjong aangestel.....	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
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Rate 6.

Baking coated glass tubes.....	} 2s. 6d. per hour.
Evacuating and/or filling glass tubes (n.e.s.).....	
Final wiring and/or assembling and/or testing of hot and cold cathode fluorescent lighting units.....	
Welding to jigs and/or welding parts so formed and/or located as to obviate the need for jig.....	

Rate 7.

Applying fluorescent coating to glass tubes	} 2s. 3d. per hour.
Assembling electrodes.....	
Bending of glass tubes to jigs and/or moulds.....	
Evacuating and/or filling of prepared glass tubes by automatic or semi-automatic machine.....	
Sealing machine operating.....	
Sign face masking.....	
Tracing in the lay-out department.....	
Welding of electrodes to glass tubes.....	

Rate 9.

Beading and/or seaming and/or grooving and/or locking double side top or bottom.....	} Rate per hour as for Rate 9 in clause (b) of Schedule B.
Circular cutting and/or flanging and/or slitting by machine.....	
Cutting and/or cropping and/or shearing to templates and/or marks and/or stops and/or jigs and/or length gauges.....	
Cutting glass tubes to length.....	
Hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....	
Hot and/or cold blanking by press.....	
Operating press.....	
Operating spot and/or butt welding machine.....	
Preparing and/or spraying of sign boxes for reception of sign faces.....	
Punching to marks and/or stops and/or jigs and/or gauges by hand and/or machine.....	
Repetition operation of a drilling machine	
Riveting by hand and/or machine.....	
Roller bending.....	
Seam welding.....	
Soldering.....	
Spraying of vitreous enamel (sign faces).....	

Rate 10.

Assembling connector blocks.....	} Rate per hour as for Rate 10 in clause (b) of Schedule B.
Cutting wiring connections to set lengths and fitting eyelets.....	
Fixing ballasts to wiring channels.....	
Dismantling of old signs (in shop).....	
Metal cleaning by pickling and/or degreasing by vat and/or tank.....	

Rate 11.

Dipping in enamel and/or paint.....	} Rate per hour as for Rate 11 in clause (b) of Schedule B.
Washing and/or rinsing and/or drying of glass tubes.....	

DIVISION D/16.

Plastics Manufacturing Division.

The following operations, viz.—

Rate 3.

Setting up and adjusting pelleting machines (including changing of punches and/or dies and/or adjustments for different sized pellets).....	} 3s. 3d. per hour.
Attaching and/or removing pre-set plastics moulds in moulding machines.....	

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy.....	Rate per hour as for Rate 8 in clause (b) of Schedule B.
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Tarief 9.

Help met chemiese samestelling van plastiese stowwe en die aanwending van hierdie samestellings.....
 Outomatiese masjien bedien.....
 Kalandermasjien bedien.....
 Masjien om sluiters uit te voer, bedien..
 Uitslootmasjien bedien.....
 Met hitte by nate las en/of hittelaswerk met die hand en/of masjien doen....
 Injeksiemassjien bedien.....
 Vormpers bedien—kompressie en/of sjablone.....
 Meng- en/of rolmasjien bedien.....
 Herhalingsafsny en/of masjienbewerking van plastiese stowwe.....
 Afvalmeule bedien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Onderdele inmeekaarsit en/of vassit met klinknaels en/of skroewe.....
 Vryf en/of poleer met die hand en/of krag Aanmeekaarlyn.....
 Geëmbosseerde of reliëfgietvorms met kleure opvul.....
 Afwerking met die hand en/of krag-gereedschap.....
 Valmes bedien.....
 Hand- en/of kragpers bedien.....
 R.F.-verwarmer bedien.....
 Herhalingsboor en/of tap en/of skroefdraad weereens sny.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Tabletmasjien bedien met inbegrip van lopende verstelwerk.....
 Voerings in sluiters insit.....
 Tuimelaarvat bedien.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

AFDELING D/17.

Afdeling vir die vervaardiging van plaatmetaal.

Alle werksaamhede wat die gebruik van metaal van 10-dikte en dunner en/of ligte metaalseksies van hoogstens $\frac{1}{4}$ " dik en buisvormige seksies meebring, maar uitgesonderd van ware hoofsaaklik uit tinplaat vervaardig en—

(i) die massavervaardiging van plaatmetaal van 'n gewig van hoogstens 14-Birminghamdraaddikte van—

- (a) handels-, blanko- of gelitografeerde houers vir die verpakking van algemene handelsware, en die vervaardiging van hierdie houers deur enigiemand vir die verpakking van sy eie ware;
- (b) bottel-, kruik- en ander houers se sluitmiddels;
- (c) blanko- of gelitografeerde metaalspeelgoed;
- (d) blanko- of gelitografeerde vertoontablette;

(ii) die massavervaardiging van ander kommoditeite, blanko of gelitografeer, van tin nie swaarder as 27-standaarddikte nie, en met inbegrip van die vervaardiging van reiskoffers en ander houers wat ontwerp is om persoonlike besittings, sportgerei, gereedschap en dokumente te bevat;

(iii) die vervaardiging van blanko- of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

Tarief 3.

Stempels en/of leistukke en/of stoppe aan die produksiemasjinerie stel.....
 Opsigterswerk (minstens een werknemer met kennis van toesig moet in elke afdeling aangestel word).....

3s. 3d. per uur.

Tarief 6.

Inmeekaarsit (n.e.v.).....
 In stelmasjiene sweis en/of hardsoldeer en/of volgens dele aldus gevorm en/of waarvan die plek bepaal is om noodsaaklikheid van 'n stelmasjien uit te skakel, sweis en/of hardsoldeer.....

2s. 6d. per uur.

Tarief 8.

Stempels en/of stempelstelle vassit waar die bepaalde plek aangewys word.....

Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9.

Onderdele inmeekaarsit.....
 Outomatiese soldeermasjien oppas, uitgesonderd dit voer of daarvan afhaal
 Outomatiese masjien bedien.....
 Outomaties reguit- en/of rond- en/of kleiner en/of groter maak en/of laat inkrimp en/of uitdruk.....
 Dubbele kante, bo- en onderkante omkraal en/of omsom en/of groewe maak en/of opsluit.....
 Stomp- en/of flitsweis.....
 Rondsny en/of flense sny en/of oopsny met masjien.....
 Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kortsnij en/of skuins-sny.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Rate 9.

Assisting chemical compounding of plastic materials and the application of such compounds.....
 Automatic machine operating.....
 Calendering machine operating.....
 Closure lining machine operating.....
 Extrusion machine operating.....
 Heat seaming and/or heat jointing by hand and/or machine.....
 Injection moulding machine operating.....
 Moulding press operating—compression and/or transfer.....
 Mixing and/or rolling machine operating
 Repetitive cutting and/or machining of plastic materials.....
 Scrap grinding machine operating.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Assembling components and/or affixing with rivets and/or screws.....
 Buffing and/or polishing by hand and/or power.....
 Cementing.....
 Colour filling embossed or de-bossed mouldings.....
 Trimming by hand and/or power tools..
 Guillotine operating.....
 Hand and/or power press operating.....
 R.F. heater operating.....
 Repetition drilling and/or tapping and/or thread clearing.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Tablet machine operating, including running adjustments.....
 Inserting linings in closures.....
 Operating shaking barrel.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

DIVISION D/17.

Sheet-metal Fabricating and Manufacturing Division.

All operations involving the use of metal of 10 gauge and thinner and/or light metal sections not exceeding $\frac{1}{4}$ " in thickness and tubular sections, but excluding lines manufactured principally from tinplate and—

(i) the manufacture by mass production methods from sheet-metal of a gauge not heavier than 14 Birmingham wire gauge of—

- (a) commercial, plain or lithographed containers for the packaging of general merchandise and the manufacture of such containers by any person for the packaging of his own products;
- (b) bottle, jar and other container closures;
- (c) plain or lithographed metal toys;
- (d) plain or lithographed display tablets;

(ii) the manufacture by mass production methods of other commodities, plain or lithographed, and including the manufacture of trunks and other containers designed to hold personal effects, sproting kit, tools and documents, from tinplate not heavier than 27 standard gauge;

(iii) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

Rate 3.

Setting of dies and/or guides and/or stops on production machinery.....
 Supervisory work (not less than one employee with supervisory knowledge to be employed in each department).....

3s. 3d. per hour.

Rate 6.

Assembling (n.e.s.).....
 Welding and/or brazing to jigs and/or welding and/or brazing to parts so formed and/or located as to obviate the need for a jig.....

2s. 6d. per hour.

Rate 8.

Affixing of dies and/or die sets where positive location is provided.....

Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9.

Assembling parts.....
 Attending automatic soldering machine, excluding feeding and/or taking off
 Automatic machine minding.....
 Automatic straightening and/or rounding and/or reducing and/or expanding and/or contracting and/or extruding..
 Beading and/or seaming and/or grooving and/or locking double side top or bottom.....
 Butt and/or flash welding.....
 Circular cutting and/or flanging and/or slitting by machine.....
 Cutting and/or cropping and/or shearing to templates and/or marks and/or stops and/or jigs and/or length gauges....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Frees en/of punte aansit en/of saalsmee..
 Warm- en/of koudbuig en/of vorm in
 stelmasjiene en/of volgens stempels en/of
 stoppe.....
 Blinde stukke warm- en/of koud met pers
 uitslaan.....
 Lae aansit deur middel van warmte-
 indompeling en versilwer.....
 „Jenny“-werk.....
 Volgens stelmasjiene en/of leipatrone
 afmerk.....
 Pers volgens gestelde stempels bedien,
 uitgesonderd die stel van die stempels
 Puntswelmasjiene bedien.....
 Draadvoermasjiene bedien.....
 Met die hand en/of masjiene volgens merke
 en/of stoppe en/of stelmasjiene en/of
 meters pons.....
 Herhalingsbediening van boormasjiene.....
 Herhalingsdraaiwerk met gebruik van
 vormers.....
 Met die hand of masjiene klink.....
 Rolbuig.....
 Skroefwerk op spesiale masjiene.....
 Naatsweis.....
 Met die hand soldeer en/of aansweet....
 „Ryg“-sweis.....
 Afwerk en/of rol en/of golf en/of bakke
 maak.....

Skaal per uur soos
 vir Tarief 9 in
 klousule (b) van
 lys B.

Tarief 10.

Roeswerende en/of beskermende lae aansit
 In enommel en/of verf inoep.....
 Met die hand en/of met slyp- en/of met
 draagbare kraggereedskap gelykskuur..
 Oonde laai en/of leegmaak.....
 Hidrouliese en/of lugtoetse.....
 Metaal vryf en/of poleer.....
 Metaal met suur skoonmaak en/of vetterig-
 heid verwyder in vat of tenk.....
 Masjinerie en/of installasie olie en smeer
 (voltydse werk).....
 Werk vir verf en/of soldeer en/of hard-
 soldeer voorberei.....
 Skroefdraad met stempelkoppe en/of tappe
 vernuue.....
 Afval sny en/of baal.....
 Reguitmaak.....
 Klaar produkte toets behalwe met
 drukking.....
 Met die hand of masjiene bedraad.....

Skaal per uur soos
 vir Tarief 10 in
 klousule (b) van
 lys B.

AFDELING D/18.

Afdeling vir die vervaardiging van springvere.

Die volgende werksaamhede by die vervaardiging van springvere:—

(1) Koudvervaardiging van vere.

Tarief 1.

Opsigtterswerk..... 3s. 9d. per uur.

Tarief 4.

Veermakers—

Skaal per uur.

Eerste drie maande ervaring.....
 Tweede drie maande ervaring.....
 Derde drie maande ervaring.....
 Daarna.....

s. d.
 1 10
 2 3
 2 9
 3 3

Tarief 8.

Vervaardiging van bom- en/of granaat-
 buise.....

Skaal per uur soos
 vir Tarief 8 in
 klousule (b) van
 lys B.

Tarief 9.

Volgens stelmasjiene en/of skoorstukke
 en/of leipatrone en/of kort boorgate
 en/of merke.....
 Met die hand opdraai en/of 'n masjiene
 bedien en/of buig en/of reguitmaak
 en/of krimp en/of afwerk.....
 Slyp.....

Skaal per uur soos
 vir Tarief 9 in
 klousule (b) van
 lys B.

Tarief 11.

In enommel en/of verf inoep..... Skaal per uur soos
 vir Tarief 11 in
 klousule (b) van
 lys B.

(2) Hittevervaardiging van vere (bladvere).

Tarief 1.

Hoofblaai en/of beuels smee.....
 Hammerwerk—pen en/of ribbes en/of speer-
 punte vorm en/of swaelsterte maak met
 inbegrip van stel en/of inmeekaarsit..... } 3s. 9d. per uur.

Frazing and/or pointing and/or swaging
 Hot and/or cold bending and/or forming
 to jigs and/or dies and/or stops.....
 Hot and/or cold blanking by press.....
 Hot dip coating and/or galvanising.....
 Jennying.....
 Marking off to jigs and/or templets....
 Operating press to pre-set dies, excluding
 setting of dies.....
 Operating spot welding machine.....
 Operating wire fed machine.....
 Punching to marks and/or stops and/or
 jigs and/or gauges by hand and/or
 machine.....
 Repetition operating of drilling machine
 Repetition spinning, using formers.....
 Riveting by hand and/or machine.....
 Roller bending.....
 Screwing on special purpose machine....
 Seam welding.....
 Soldering and/or sweating by hand.....
 Tack welding.....
 Trimming and/or rolling and/or corru-
 gating and/or body forming.....

Rate per hour as for
 Rate 9 in clause
 (b) of Schedule B.

Rate 10.

Application of anti-corrosive and/or
 protective coatings.....
 Dipping in enamel and/or paint.....
 Fettling by hand and/or by grinding and/
 or by portable power tools.....
 Furnace loading and/or unloading.....
 Hydraulic and/or air testing.....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or de-
 greasing by vat and/or tank.....
 Oiling and greasing of machinery and/or
 plant (full time employment).....
 Preparing work for painting and/or
 soldering and/or brazing.....
 Retreading with die-heads and/or taps...
 Scrap cutting and/or baling.....
 Straightening.....
 Testing finished products other than by
 pressure.....
 Wiring by machine and/or by hand.....

Rate per hour as for
 Rate 10 in clause
 (b) of Schedule B.

DIVISION D/18.

Spring Manufacturing Division.

The following operations in the manufacture of springs:—

(1) Cold Spring Making.

Rate 1.

Supervisory work..... 3s. 9d. per hour.

Rate 4.

Springmakers—

Rate Per Hour.

First three months of experience.....
 Second three months of experience.....
 Third three months of experience.....
 Thereafter.....

s. d.
 1 10
 2 3
 2 9
 3 3

Rate 8.

Bomb and/or shell fuse making..... Rate per hour as for
 Rate 8 in clause
 (b) of Schedule B.

Rate 9.

Drilling with jigs and/or fixtures and/or
 templets and/or to pops and/or marks
 Hand coiling and/or machine minding
 and/or bending and/or straightening
 and/or crimping and/or trimming....
 Grinding.....

Rate per hour as for
 Rate 9 in clause
 (b) of Schedule B.

Rate 11.

Dipping in enamel and/or paint..... Rate per hour as for
 Rate 11 in clause
 (b) of Schedule B.

(2) Hot Spring Making (Laminated Springs).

Rate 1.

Forging main blades and/or buckles....
 Hammer work—ribbing and/or ribbing
 and/or spear pointing and/or scrafing,
 including setting and/or assembling... } 3s. 9d. per hour.

Tarief 4.

Masjienwerk—penné en/of ribbe en/of
speerpunte en/of swaelsterte en/of hoof-
blaaië vorm.

Skaal per uur.

s.	d.
Eerste drie maande ervaring.....	1 10
Tweede drie maande ervaring.....	2 3
Derde drie maande ervaring.....	2 9
Daarna.....	3 0

Tarief 9.

Volgens stelmasjiene en/of skoorstukke
en/of leipatrone en/of kort boorgate
en/of merke boor.....
Kraghamer laat werk.....
Slyp.....
Vure maak en/of aan die gang hou.....
Met hamer slaan onder bevel van vere-
maker.....

Skaal per uur soos
vir Tarief 9 in
klousule (b) van
lys B.

(3) Hittevervaardiging van vere (spiraalvere).

Tarief 1.

Puntwerk onder hamer..... 3s. 9d. per uur.

Tarief 4.

Masjienwerk—

Skaal per uur.

s.	d.
Eerste drie maande ervaring.....	1 10
Tweede drie maande ervaring.....	2 3
Derde drie maande ervaring.....	2 9
Daarna.....	3 0

Tarief 9.

Volgens stelmasjiene en/of skoorstukke
en/of leipatrone en/of kort boorgate
en/of merke boor.....
Kraghamer laat werk.....
Slyp.....
Met handhamer slaan onder bevel van
veermaker.....
Vure maak en/of aan die gang hou.....

Skaal per uur soos
vir Tarief 9 in
klousule (b) van
lys B.

AFDELING D/19.

Afdeling staalversterking.

Tarief 3.

Buig (n.e.v.), vasmaak, opsigterswerk
en/of opstel van masjiene om die vol-
gende lys werksaamhede uit te voer—

Skaal per uur.

s.	d.
Werknemers onder 21 jaar—	
Eerste jaar ervaring.....	1 6
Tweede jaar ervaring.....	2 0
Derde jaar ervaring.....	2 6
Daarna.....	3 3
Werknemers oor 21 jaar—	
Eerste jaar ervaring.....	2 0
Tweede jaar ervaring.....	2 6
Daarna.....	3 3

Tarief 9.

Plaatstange volgens stelmasjiene en/of
stoppe buig.....
Kolomstange slegs draai (buig) volgens
stelmasjiene en/of stoppe.....
Balkstange slegs haak volgens stelmasjiene
en/of stoppe.....
Beuels by herhaling buig en/of herhalende
outomatiese spiraalvorming volgens stel-
masjiene en/of stoppe.....
Herhalingsafsny volgens stelmasjiene en/of
stoppe.....

Eerste ses maande
ervaring 10½d. per
uur, daarna 1s. 0d.
per uur.

AFDELING D/20.

Afdeling vir die vervaardiging van buise en/of pype.

Die volgende werksaamhede in die vervaardiging van buise en/of
pype, nl.—

Tarief 2.

Draaibankspille vernuwe.....
Reduseermeule en/of stootbankrolle ver-
nuwe en straalmate herstel aan masjiene
spesiaal daarvoor ontwerp.....
Stootbankstempels ruslyp in masjiene spe-
siaal daarvoor ontwerp en met gebruik
van vernierskale.....

3s. 6d. per uur.

Tarief 3.

Stoomketelpype uitgloei (opsigterswerk)..
Pomphuis oppas (werknemers in diens as
pomphuisoppassers).....
Ringbed oppas met gebruik van vernier-
skale en met inbegrip van rolverandering
Dop- en/of gereedskapverharding en/of
hittebehandeling (opsigterswerk).....
Ononderbroke blokverhitting—onderbaas

3s. 3d. per uur.

Rate 4.

Machine work—ribbing and/or nibbing
and/or spear pointing and/or scarfing
and/or forging main blades—

Rate Per Hour.

s.	d.
First three months of experience.....	1 10
Second three months of experience....	2 3
Third three months of experience.....	2 9
Thereafter.....	3 0

Rate 9.

Drilling with jigs and/or fixtures and/or
templets and/or to pops and/or marks
Driving power hammer.....
Grinding.....
Making and/or attending fires.....
Striking by hand hammer under direction
of spring maker.....

Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

(3) Hot Spring Making (Coil Springs).

Rate 1.

Pointing under hammer..... 3s. 9d. per hour.

Rate 4.

Machine work—

Rate per Hour.

s.	d.
First three months of experience.....	1 10
Second three months of experience....	2 3
Third three months of experience.....	2 9
Thereafter.....	3 0

Rate 9.

Drilling with jigs and/or fixtures and/or
templets and/or to pops and/or marks
Driving power hammer.....
Grinding.....
Striking by hand hammer under direction
of spring maker.....
Making and/or attending fires.....

Rate per hour as for
Rate 9 in clause
(b) of Schedule B.

DIVISION D/19.

Steel Reinforcement Division.

Rate 3.

Bending (n.e.s.), fixing, supervisory work
and/or setting up of machines to carry
out operations scheduled below—

Rate per Hour.

s.	d.
Employees under 21 years of age—	
First year of experience.....	1 6
Second year of experience.....	2 0
Third year of experience.....	2 6
Thereafter.....	3 3
Employees over 21 years of age—	
First year of experience.....	2 0
Second year of experience.....	2 6
Thereafter.....	3 3

Rate 9.

Bending slab rods to jigs and/or stops
Cranking (offsetting) only of column rods
to jigs and/or stops.....
Hooking only of beam rods to jigs and/or
stops.....
Repetition bending of stirrups and/or
repetitive automatic spiralling to jigs
and/or stops.....
Repetition cutting off to jigs and/or stops

First six months of
experience 10½d.
per hour. There-
after 1s. per hour.

DIVISION D/20.

Tube and/or Pipe Manufacturing Division.

The following operations in the manufacture of tubes and/or
pipes, viz.—

Rate 2.

Reconditioning of mandrel bars.....
Reconditioning and radiusing of reducing
mill and/or push bench rolls on machine
specially designed therefor.....
Rough grinding of push bench dies in
machines specially designed therefor and
using vernier scales.....

3s. 6d. per hour.

Rate 3.

Annealing boiler tubes (supervisory work)
Attending pumphouse (employees em-
ployed as pumphouse attendants)....
Attending ring bed using vernier scales
and including roll changing.....
Case and/or tool hardening and/or heat
treatment (supervisory work).....
Continuous billet heating-chargehand.....

3s. 3d. per hour.

Met valhamer smee.....	
Afgewerkte pype inspekteer (slegs ketelpype).....	
Pype met die hand buig.....	
Stootbank laat werk.....	
Metaal by herhaling laat draai soos toegas op buisvormige produkte.....	3s. 3d. per uur.
Uitsmelt en/of smelt (onderbaas en/of opsigter).....	
Opsigterswerk (trekbank) met gebruik van mikrometer.....	
Opsigterswerk (reduseermeule) met inbegrip van rolle verander.....	
Opsigterswerk—toesig hou oor werksaamhede teen Tariewe 4 tot en met 7 ingedeel—	

	<i>Skaal per uur.</i>
Eerste jaar ervaring—	s. d.
Eerste ses maande.....	2 6
Tweede ses maande.....	2 8
Tweede jaar ervaring—	
Eerste ses maande.....	2 10
Tweede ses maande.....	3 0
Daarna.....	3 3

Tarief 4.	
Sweiswerk inspekteer.....	3s. 0d. per uur.

Tarief 5.	
Deur middel van stelmasjiene en/of leipatrone inmekaarsit.....	
Deur middel van oksiasetileen en/of elektriese sweiswerk inmekaarsit en/of ryg..	
Uitsitvoeë inmekaarsit.....	
Assistent-opsigters t.o.v. ondergenoemde installasie en/of werksaamhede—	
Ononderbroke blokverhitting.....	
Trek- en/of stootbank.....	
Galvaniseer.....	
Reduseermeule.....	
Skroefdraadsny en/of buise sny en/of buistoebehore tap (met inbegrip van stempels en/of beitels stel).....	
Automaties sny met oksiasetileentoestel met inbegrip van profielsnymasjiene.....	
Buise en/of seksies volgens sketse in hand- en/of kragmasjiene buig.....	2s. 9d. per uur.
Koudsaag behalwe herhalingsafsny.....	
Boor leipatrone en/of waar merkwark deur Tarief 1-werknemer gedoen is.....	
Warm- en/of koudvorming van platstawe in ringflense.....	
Metaal spuit.....	
Plaatrandskaafmasjiene bedien.....	
Pypflensmasjiene bedien.....	
Herhalings- en/of ononderbroke outomatiese sweismasjiene, gas- en/of elektries, bedien.....	
Volgens stelmasjiene en/of stoppe pons en/of afsny en/of afknip.....	
Herhalingsvorm van plaat en/of strook in rolle of perse.....	
Ru slyp met inbegrip van gereedskap slyp in stelmasjiene.....	
Toesig hou oor skrootblaasmasjiene.....	

Tarief 6.	
Assistent-opsigterswerk t.o.v. onderstaande—	
Staalpype in warm bitumastieke oplossing inkoop.....	
Staalpype aan die buitekant met warm bitumastieke lae omhul.....	
Hidrouliese toetsmasjiene bedien.....	
Hidrouliese en/of meganiese perswerk en/of pypente en/of kraagringlasse in rolle vorm.....	2s. 6d. per uur.
Draaibekleding met bitumen.....	
Draaibekleding met beton.....	
Pype vir sweiswerk deur middel van lugdruk gereedskap voorberei.....	
Toesig oor slingerwerk hou.....	

Tarief 7.	
Sae skerpmak op masjiene wat heeltemal outomaties werk.....	2s. 3d. per uur.

Tarief 8.	
Voorafvervaardigde onderdele van voorraad inmekaarsit wat geen verdere monterwerk en/of verandering nodig het nie	
Spesiale voorwerpe met bitumastieke oplossing met die hand beklee.....	
Sweislasse onder druk normaliseer.....	
Pype en/of seksies in die lengte en/of in deursnit reguitmaak met die hand en/of deur middel van hidrouliese perse.....	
Spesiale werk met mastiek met die hand toedraai.....	

Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Drop stamping.....	
Finished tube inspection (boiler tubes only).....	
Hand bending of tubes.....	
Push bench driving.....	
Repetition metal spinning as applied to tubular products.....	3s. 3d. per hour.
Smelting and/or melting (chargehand and/or supervisory work).....	
Supervisory work (draw bench) using micrometer.....	
Supervisory work (reducing mills) including roll changing.....	

Supervisory work—supervising operations classified at Rates 4 to 7 inclusive—	<i>Rate per Hour.</i>
First year of experience—	s. d.
First six months.....	2 6
Second six months.....	2 8
Second year of experience—	
First six months.....	2 10
Second six months.....	3 0
Thereafter.....	3 3

Rate 4.	
Weld inspection.....	3s. 0d. per hour.

Rate 5.	
Assembling by means of jigs and/or templets.....	
Assembling and/or tacking by means of oxy-acetylene and/or electric welding	
Assembling of expansion joints.....	
Assistant supervisory work in respect of the following plant and/or operations—	
Continuous billet heating.....	
Draw and/or push bench.....	
Galvanising.....	
Reducing mills.....	
Screwing and/or cutting tubes and/or tapping of tube fittings (including die and/or cutter setting).....	
Automatic cutting with oxy-acetylene apparatus including profiling machine	
Bending of tubes and/or sections in manually and/or power-operated machines to sketch.....	2s. 9d. per hour.
Cold sawing other than repetition cutting off.....	
Drilling with templets and/or where marking off is done by a Rate 1 employee.....	
Hot and/or cold forming of flat bars into ring flanges.....	
Metal spraying.....	
Operating plate edge planing machine.....	
Operating flanged pipe facing machine.....	
Operating repetition and/or continuous automatic welding machines, gas and/or electric.....	
Punching and/or shearing and/or cropping to jigs and/or stops.....	
Repetition forming of plate and/or strip in rolls or press brake.....	
Rough grinding, including tool grinding in jigs.....	
Supervising shot blasting machine.....	

Rate 6.	
Assistant supervisory work in respect of the following operations—	
Dipping in steel pipes in hot bitumastic solution.....	
External sheathing of steel pipes with hot bitumastic coating.....	
Hydraulic testing machine work.....	
Hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints.....	2s. 6d. per hour.
Spun lining with bitumen.....	
Spun lining with concrete.....	
Preparation of pipes for welding by means of pneumatic tools.....	
Supervising slinging.....	

Rate 7.	
Saw sharpening on fully automatic machine	2s. 3d. per hour.

Rate 8.	
Assembling of pre-manufactured components from stock requiring no fitting and/or adjustment.....	
Lining of specials with bitumastic solution by hand.....	
Stress normalising welded joints.....	
Trueing of pipes and/or sections longitudinally and/or diametrically, manually and/or by means of hydraulic presses	
Wrapping specials with mastic by hand	

Rate per hour as for Rate 8 in clause (b) of Schedule B.

Tarief 9.

Outomatiese masjien oppas (outomatiese masjienbediener).....
 Kraghamer laat werk.....
 Vormsmee met gebruik van stempels....
 Buise groter maak.....
 Koue trekbank voer, met inbegrip van stempels verwyder, skoonmaak en vervang.....
 Hidrouliese en/of lugdruk- en/of meganiese duigwerk.....
 Saalsmeehamer bedien.....
 Naatvormmasjiene bedien.....
 Kragperswerk waar die werk gedoen word deur middel van gestelde stempels, behalwe die stel van stempels.....
 Paraffin-toetswerk.....
 Ponsperswerk met gebruik van gestelde stempels.....
 Herhalingskroefsnij met stempelkoppe en/of tappe.....
 Herhalingsboorwerk en/of versinkboor met gebruik van stelmasjiene.....
 Herhalingsboor en/of afskuins van sokke en/of flense voordat dit getap word....
 Weerstandstompsweis (stawe tot 'n dikte van $\frac{3}{4}$ " las).....
 Blokke afskuim.....
 Versnipper vir aanbring van bitumastieke lae.....
 Seksie op versonke outomatiese boog-sweismasjien plaas.....
 Puntswaiswerk.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Aansit van roeswerende lae.....
 Magasynmeester help (magasynmeesters-jong) met ander werk behalwe algemene arbeid.....
 Outomatiese reguit en/of rond en/of kleiner maak en/of uitrek.....
 Ketel stook en/of stooktoestel bedien....
 Lae aansit en/of versilwer.....
 Trekbank bedien.....
 Met valhamer afstroop.....
 Monteerringe afneem.....
 Met die hand en/of met slyp- en/of draagbare kraggereedskap gelykskuur.....
 Smeltmiddels droogmaak.....
 Pakkings met behulp van leipatrone uitsny Metaal vryf en/of poleer.....
 Installasie en masjinerie olie en smeer (voltydse werk).....
 Masjien wat smeltmiddellae aansmeer, bedien.....
 Staafmeul vir elektrodevervaardiging bedien.....
 Buisny- en/of afsnymasjien bedien.....
 Herhalingsaagwerk en/of sny, koud en/of warm.....
 Sand- en/of skrootblaas.....
 Met handhamer slaan vir grofsmid se werk

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Bediener van die „ryg“-masjien help....
 Potte laai vir die smelt van bitumen.....
 In enemmel en/of verf indoop.....
 Vuuroond weereens warm maak.....
 Stempels oop- en/of toemaak vir die vorming van sokke.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

AFDELING D/21.

Afdeling vir die vervaardiging van staal vir bore met punte van wolfram-karbid.

Tarief 2.

Algemene opsigterswerk (minstens een opsigter moet in elke inrigting in diens wees en moet toesig hê oor werksaamhede op elke skof).....

3s. 6d. per uur.

Tarief 6.

Toesig hou oor kroonsmeewerk met inbegrip van opstel (minstens een opsigter moet in diens wees in elke inrigting op elke skof).....
 Herhalingspoleer van punte in stelmasjiene voor verbinding.....

2s. 6d. per uur.

Tarief 9.

Masjiene bedien wat vir een werk opgestel is en die een werk verrig (uitgesonderd die opstel daarvan).....
 Punt met skag verbind deur verhitting, behalwe met direkte verhitting met sweis-lamp.....
 Verkoelkanaal boor (behalwe die slyp en stel van die boor).....
 Puntswaismasjien bedien.....

Eerste drie maande ervaring 10½d. per uur, daarna 1s. 0d. per uur.

Rate 9.

Attending automatic machine (automatic machine operator).....
 Driving power hammer.....
 Drop forging using dies.....
 Expanding of tubes.....
 Feeding cold draw bench, including removing, cleaning and replacing dies..
 Hydraulic and/or pneumatic and/or mechanical staving.....
 Operating tagger hammer.....
 Operating seam-forming machine.....
 Power pressing where the work is operated upon with pre-set dies, other than setting of dies.....
 Paraffin testing.....
 Piercing press work using pre-set dies..
 Repetition screwing with die heads and/or taps.....
 Repetition drilling and/or countersinking using jigs.....
 Repetition boring and/or bevelling or sockets and/or flanges prior to tapping
 Resistance butt welding (joining rods up to $\frac{3}{4}$ " diameter).....
 Skimming of billets.....
 Screening in the application of bitumastic sheathing.....
 Setting sections on submerged arc automatic welding machine.....
 Spot welding.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Application of anti-corrosive coatings
 Assisting storeman (storemen's boy) other than general labouring.....
 Automatic straightening and/or rounding and/or reducing and/or extracting....
 Boiler stoking and/or attending stokers
 Coating and/or galvanising.....
 Draw bench operating.....
 Drop stamp stripping.....
 Dismantling of assembly rings.....
 Fetting by hand and/or by grinding and/or by portable power tools.....
 Flux drying.....
 Gasket cutting by use of templets.....
 Metal buffing and/or polishing.....
 Oiling and greasing of plant and machinery (full-time employment).....
 Operating flux coating machine.....
 Operating rod mill in electrode manufacture.....
 Operating tube cutting and/or parting-off machine.....
 Repetition sawing and/or cutting, cold and/or hot.....
 Sand and/or shot blasting.....
 Striking by hand hammer for blacksmith's work.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Assisting the operator of a tacking machine
 Charging pots for the melting of bitumen
 Dipping in enamel and/or paint.....
 Furnace re-heating.....
 Opening and/or closing dies in socket forming.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

DIVISION D/21.

Tungsten Carbide Tipped Drill Steel Manufacturing Division.

Rate 2.

General supervisory work (at least one supervisor must be employed in each establishment and be in charge of operations on each shift).....

3s. 6d. per hour.

Rate 6.

Supervising crown forging operations, including setting up (at least one supervisor to be employed in each establishment on each shift).....
 Repetition finishing of tips in jigs prior to bonding.....

2s. 6d. per hour.

Rate 9.

Operating machine set up for and performing one operation (excluding setting up)
 Bonding of tip to shank by heating other than by direct heating by torch.....
 Drilling of the flush (other than the grinding and setting of the drill).....
 Operating spot welding machine.....

First three months of experience, 10½d. per hour. Thereafter, 1s. 0d. per hour.

Tarief 10.

Kroon- en/of skagsmeemasjien bedien..	} Eerste drie maande ervaring 9d. per uur, daarna 10½d. per uur.
Boorstaal volgens stoppe afsny.....	
Hoeke van die skag ru slyp.....	
Wolframkarbiedpunte insit.....	
Ru slyp (n.e.v.) en/of poleer.....	

Tarief 11.

Punte aansit en/of handelsimbole aanmerk	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
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AFDELING D/22.

Afdeling verglasing.

Enemmel aanbring deur middel van bestuiwing of deur droë
enemmelpoëier deur 'n sif op verhitte artikels te strooi, nl.—

(a) Eerste strooier—	Skaal per uur.
Eerste jaar ervaring—	s. d.
Eerste ses maande.....	2 0
Tweede ses maande.....	2 3
Tweede jaar ervaring.....	2 6
Derde jaar ervaring.....	3 3
Tarief 2—Daarna.....	3 6

(b) Tweede strooier (met inbegrip van strooiwerk direk op enemmelwerk behalwe op badde)—

Eerste jaar ervaring—	Skaal per uur.
Eerste ses maande.....	s. d.
Tweede ses maande.....	2 0
Tweede jaar ervaring.....	2 3
Tweede jaar ervaring.....	2 6
Tarief 5—Daarna.....	2 9

Tarief 2.

Verglasing (algemene opsigterswerk)—	Skaal per uur.
Eerste jaar ervaring—	s. d.
Eerste ses maande.....	2 0
Tweede ses maande.....	2 3
Tweede jaar ervaring.....	2 6
Derde jaar ervaring.....	3 3
Daarna.....	3 6

Tarief 3.

Oondman (opsigterswerk).....	3s. 3d. per uur.
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Tarief 6.

Opsigterswerk (opsigter van enigeen van die volgende werksaamhede of installasie waar hulle aldus aangestel is), nl.—	} 2s. 6d. per uur.
Installasie vir skoonmaak met sure en/of verwydering van vetterigheid en/of enemmel.....	
Maal- en/of meulkamerinstallasie....	
Kwaswerk.....	
Indoop en/of grondlaag aansit.....	
Spuut.....	
Reklamebord met kwas bewerk.....	
Syskermwerk.....	

Tarief 8.

Individuele kwaswerk aan reklametekens (verwydering van oortollige stowwe aan rande) en/of syskermwerk.....	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
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Tarief 9.

Onder toesig spuit.....	} Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Laaiwerk bedien.....	
Herhalingsafwerking van rande met kwas, behalwe hol artikels.....	
Enemmelware in die proses met steen skuur en/of opvul.....	

Tarief 10.

Grond- en/of buitenste laag aanbring deur in te doop en/of daaroor te giet.....	} Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Hol artikels met kwas afwerk en/of met krale omlys.....	
Enemmelware wat net in die grondlaag afgewerk moet word indompel en/of daaroor giet—	
Eerste ses maande ervaring.....	9d. per uur.
Daarna.....	10½d. per uur.

Tarief 11.

Vuuroond laai en leegmaak.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
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AFDELING D/23.

Vervaardigingsafdeling vir draadtrek en/of -weef en/of -vorm.

Ondergenoemde vervaardigingswerksaamhede by draadtrek en/of
-weef en/of -vorm:—

(1) Draadtrekinstallasie.

Tarief 1.

Opsigterswerk met inbegrip van aanhegels stel en/of verstel en verander.....	3s. 6d. per uur.
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Rate 10.

Operating crown and/or shank forging machine.....	} First three months of experience, 9d. per hour. Thereafter, 10½d. per hour.
Cutting off drill steel to stops.....	
Rough grinding corners of the shank....	
Inserting tugsten carbide tips.....	
Rough grinding (n.e.s.) and/or polishing	

Rate 11.

Pointing and/or marking trade symbols..	Rate per hour as for Rate 11 in Clause (b) of Schedule B.
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DIVISION D/22.

Vitreous Enamelling Division.

Application of enamel by means of dusting or sieving dry enamel
powder on to heated ware, viz.—

(a) First duster—	Rate per Hour.
First year of experience—	s. d.
First six months.....	2 0
Second six months.....	2 3
Second year of experience.....	2 6
Third year of experience.....	3 3
Rate 2—Thereafter.....	3 6

(b) Second duster (including direct dusting
on enamel work other than baths)—

First year of experience—	
First six months.....	2 0
Second six months.....	2 3
Second year of experience.....	2 6
Rate 5—Thereafter.....	2 9

Rate 2.

Vitreous enamelling (general supervisory
work)—

First year of experience—	
First six months.....	2 0
Second six months.....	2 3
Second year of experience.....	2 6
Third year of experience.....	3 3
Thereafter.....	3 6

Rate 3.

Furnaceman (supervisory work).....	3s. 3d. per hour.
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Rate 6.

Overseeing (overseer of any one of the following operations or plant where so appointed), viz.—	} 2s. 6d. per hour.
Pickling and/or de-greasing and/or de-enamelling plant.....	
Milling and/or mill room plant.....	
Brushing.....	
Dipping and/or slushing.....	
Spraying.....	
Sign brushing.....	
Silk screening.....	

Rate 8.

Individual sign brushing (removal of surplus material on edges) and/or silk screening.....	Rate per hour as for Rate 8 in clause (b) of Schedule B.
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Rate 9.

Spraying under supervision.....	} Rate per hour as for Rate 9 in clause (b) of Schedule B.
Charging fork operating.....	
Repetition edge brushing, other than hollowware.....	
Stoning and/or filling of enamelware in process.....	

Rate 10.

Application of ground and/or cover coating by dipping and/or slushing...	} Rate per hour as for Rate 10 in clause (b) of Schedule B.
Brushing and/or beading hollowware....	
Dipping and/or slushing enamelware to be finished in ground coat only—	
First six months of experience.....	9d. per hour.
Thereafter.....	10½d. per hour.

Rate 11.

Furnace loading and/or unloading.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
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DIVISION D/23.

Wire Drawing and/or Weaving and/or Forming
Manufacturing Division.

The following operations in wire drawing and/or weaving and/or
forming manufacture—

(1) Wire Drawing Plant.

Rate 1.

Supervisory work, including setting and/or adjustments and changing of attach- ments.....	3s. 6d. per hour.
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Tarief 4.

Werk in enigen van die volgende werksaamhede (n.e.v.) en/of help met die toelig daaroor, met inbegrip van die opstel en/of verstel en verander van aanhegels—

Stempels inmeekaarsit, sny en/of poleer; draadtrek, met inbegrip van installasies vir skoonmaak en hittebehandeling; draad toets—

	Skaal per uur.
	s. d.
Eerste jaar ervaring.....	2 3
Tweede jaar ervaring.....	2 6
Derde jaar ervaring.....	2 9
Daarna.....	3 0

Tarief 9.

Stangsuurbadinstallasie bedien indien aangestel as bediener van stangsuurbadinstallasie.....
'n Stang- en draadreguitmaakmasjien bedien.....
'n Draadtrekbank onder toesig bedien, met inbegrip van stang en draad met masjien stomplas.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Hittebehandelingsinstallasie bedien indien aangestel as bediener van hittebehandelingsinstallasie.....
Poleernaalde ruslyp en stempels opvryf.....
Stempelbreekhamer bedien.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Stang- en draadtorsietoetsmasjien bedien.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(2) Oogiesdraadinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstel en/of verstel.....

3s. 3d. per uur.

Tarief 8.

Oogiesdraadinstallasie bedien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(3) Doringdraadinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstel en/of verstel.....

3s. 3d. per uur.

Tarief 9.

Doringdraadinstallasie bedien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(4) Draadspykerinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstel en verstel.....

3s. 3d. per uur.

Tarief 9.

Draadspykermasjien bedien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(5) Outomatiese draadvormmasjieninstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstel en verstel.....

3s. 3d. per uur.

Tarief 9.

Draadvormmasjien bedien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(6) Draadrol-, vleg- en bereidinginstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstel en verstel.....

3s. 3d. per uur.

Tarief 10.

Oprol en opdraai.....
Draad- en stringopwen- en meetmasjien bedien, met inbegrip van draad met 'n masjien sweis en hardsoldeer.....
Drade vleg, met inbegrip van draad met masjien sweis en hardsoldeer.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Rate 4.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments—

Die assembly, cutting and/or polishing: wire drawing, including cleaning and heat treatment plants; wire testing—

	Rate per Hour.
	s. d.
First year of experience.....	2 3
Second year of experience.....	2 6
Third year of experience.....	2 9
Thereafter.....	3 0

Rate 9.

Attending rod pickling plant when appointed as rod pickling plant attendant.....
Operating a rod and wire straightening machine.....
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Attending heat treatment plant when appointed as heat treatment plant attendant.....
Rough grinding of die polishing needles and buffing of dies.....
Operating of die battering hammer.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Operating rod and wire torsion testing machine.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

(2) Wire Netting Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments.....

3s. 3d. per hour.

Rate 8.

Operating wire netting plant.....

Rate per hour as for Rate 8 in clause (b) of Schedule B.

(3) Barbed Wire Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments.....

3s. 3d. per hour.

Rate 9.

Operating barbed wire plant.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

(4) Wire Nail Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments.....

3s. 3d. per hour.

Rate 9.

Operating nail making machine.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

(5) Automatic Wire Forming Machine Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments.....

3s. 3d. per hour.

Rate 9.

Operating wire forming machine.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

(6) Wire Coiling, Braiding and Preparing Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments.....

3s. 3d. per hour.

Rate 10.

Coiling and reeling.....
Operating wire and strand winding and measuring machine, including welding and brazing of wire by machine.....
Stranding wires, including welding and brazing of wire by machine.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Tarief 11.	
Vlegmasjiën bedien.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
(7) Draad met 'n masjiën bewerk en/of weef en/of vervaardig.	
Tarief 3.	
Opsigterswerk.....	3s. 3d. per uur.
Tarief 8.	
Kettingskakel- en/of diamantmaasmasjiën bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak).....	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
Tarief 9.	
Automatiese kettingskakel- en/of diamantmaasmasjiën bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak)	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
(8) Draadweef—Automatiese weeftoestelle.	
Tarief 3.	
Opsigterswerk met inbegrip van opstel en/of verstel.....	3s. 3d. per uur.
Tarief 9.	
Weefstoel bedien.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Tarief 10.	
Kettingboom van draad voorsien.....	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Speele vul.....	
Tarief 11.	
Spool met draad vul.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Kettingboom oppas.....	
(9) Draadweef—Halfoutomatiese weeftoestelle.	
Tarief 3.	
Opsigterswerk met inbegrip van opstel en/of verstel.....	3s. 3d. per uur.
Tarief 9.	
Weeftoestel bedien.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
(10) Draadweef—Handmasjiene.	
Tarief 3.	
Opsigterswerk met inbegrip van opstel en/of verstel.....	3s. 3d. per uur.
Tarief 10.	
Vierkantige en/of ander maasvorms in rolle en/of plate weef met handmasjiën, d.i. masjiën voer.....	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
(11) Draad krimp vir halfoutomatiese en handweeftoestelle.	
Tarief 3.	
Opsigterswerk met inbegrip van krimprollers opstel en/of verstel.....	3s. 3d. per uur.
Tarief 11.	
Drom bedien, met inbegrip van masjiën stop en/of aansit.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
(12) Sweis wanneer dit verrig word by draadwerk en/of -weef en/of vervaardiging.	
Tarief 9.	
Punt- en/of stomplas- en/of rygswais.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Rate 11.	
Operating braiding machine.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
(7) Wire Working and/or Weaving and/or Fabricating by Machine.	
Rate 3.	
Supervisory work.....	3s. 3d. per hour.
Rate 8.	
Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)	Rate per hour as for Rate 8 in clause (b) of Schedule B.
Rate 9.	
Automatic chain link and/or diamond mesh machine operating (including ma- chine running adjustments when necessi- tated by the manufacturing process)....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
(8) Wire Weaving—Automatic Looms.	
Rate 3.	
Supervisory work, including setting up and/or adjustments.....	3s. 3d. per hour.
Rate 9.	
Loom operating.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Rate 10.	
Warp beam filling.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Pirn filling.....	
Rate 11.	
Bobbin filling.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Warp beam minding.....	
(9) Wire Weaving—Semi-Automatic Looms.	
Rate 3.	
Supervisory work, including setting up and/or adjustments.....	3s. 3d. per hour.
Rate 9.	
Loom operating.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
(10) Wire Weaving—Hand-operated Machines.	
Rate 3.	
Supervisory work, including setting up and/or adjustments.....	3s. 3d. per hour.
Rate 10.	
Square and/or other mesh screen weaving into rolls and/or sheets on hand opera- ted machine, i.e. feeding machine.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
(11) Crimping Wire for Semi-Automatic and Hand-operated looms.	
Rate 3.	
Supervisory work, including setting up and/or adjusting crimping rollers.....	3s. 3d. per hour.
Rate 11.	
Swift minding, including stopping and/or starting machine.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
(12) Welding when performed in Wire Working and/or Weaving and/or Fabricating Ope- rations.	
Rate 9.	
Spot and/or butt and/or tack welding....	Rate per hour as for Rate 9 in clause (b) of Schedule B.

(13) *Metaallae aansit.*

Tarief 3.

Opsigterswerk..... 3s. 3d. per uur.

Tarief 9.

Metaallaaginstallasie bedien, behalwe algemene arbeid..... Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 12.

Algemene arbeid, insluitende—
 (a) Bedieners help.....
 (b) Beveiliging, klink en/of selfkante maak.....
 (c) Afvaldraad afsny.....
 (d) Slinger van afsnymasjien draai.....

Skaal per uur soos vir Tarief 12 in lys B.

OPMERKING.—Proeftye in lopende Ooreenkoms moet van toepassing wees op werksaamhede ingedeel onder Tarief 8 tot en met Tarief 11.

AFDELING D/24.

Afdeling vir die vervaardiging van draad en draadtu.

Die volgende werksaamhede in die vervaardiging van draad en/of draadtu:—

(1) *Kabelvleginstallasie.*

Tarief 1.

Opsigterswerk, met inbegrip van opstel en/of verstel en verandering van aanhegels..... 3s. 9d. per uur.

Tarief 4.

In kabelvleginstallasie (n.e.v.) werk en/of met toesig daarvoor help, met inbegrip van opstel en/of verstel en verander van aanhegels:—

	Skaal per uur.
	s. d.
Eerste jaar ervaring.....	2 3
Tweede jaar ervaring.....	2 6
Derde jaar ervaring.....	2 9
Daarna.....	3 0

Tarief 10.

'n Draadvlegmasjien bedien insluitende stompseis of hardsoldeer van draad met masjien..... Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

'n Outomatiese draadopwenmasjien bedien, insluitende stompseiswerk aan draad met masjien..... Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

Handgevoerde draadopwenmasjien bedien.....

(2) *Installasie vir vervaardiging van veselkerns.*

Tarief 3.

Opsigterswerk insluitende die opstel en/of verstel en verander van aanhegels..... 3s. 3d. per uur.

Tarief 10.

Veseldraadhuismasjien bedien.....
 Veseldraadbereidingsmasjien bedien (artikelmassjien en trekraam).....
 Veseldraadspinnmasjien bedien.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Veseldraadopwenmasjien bedien..... Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(3) *Draadtrekinstallasie.*

Tarief 1.

Opsigterswerk, insluitende aanhegels opstel en/of verstel en verander..... 3s. 9d. per uur.

Tarief 4.

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of met toesig daarvoor help, met inbegrip van opstel en/of verstel en verandering van aanhegels:—
 Stempels inmeekaarsit, sny en/of poeleer, draadtrek, insluitende skoonmaak- en hittebehandelingsinstallasies; draad toets—

	Skaal per uur.
	s. d.
Eerste jaar ervaring.....	2 3
Tweede jaar ervaring.....	2 6
Derde jaar ervaring.....	2 9
Daarna.....	3 0

(13) *Metal Coating.*

Rate 3.

Supervisory work..... 3s. 3d. per hour.

Rate 9.

Attending metal coating plant other than general labouring..... Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 12.

General labouring, including—
 (a) Assisting operators.....
 (b) Locking, clinching and/or selvaging.....
 (c) Cutting off waste wire.....
 (d) Operating handle of shearing machine.....

Rate per hour as for Rate 12 in Schedule B.

NOTE.—Probationary periods in current Agreement to apply to operations classified at Rate 8 to 11, inclusive.

DIVISION D/24.

Wire and Wire Rope Manufacturing Division.

The following operations in the manufacture of wire and/or wire ropes—

(1) *Cable Stranding Plant.*

Rate 1.

Supervisory work, including setting up and/or adjustments and changing of attachments..... 3s. 9d. per hour.

Rate 4.

Work in cable stranding plant (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments—

	Rate per Hour.
	s. d.
First year of experience.....	2 3
Second year of experience.....	2 6
Third year of experience.....	2 9
Thereafter.....	3 0

Rate 10.

Operating a wire stranding machine, including butt welding or brazing of wire machine..... Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Operating an automatic wire winding machine including butt welding of wire by machine..... Rate per hour as for Rate 11 in clause (b) of Schedule B.

Operating hand-fed wire winding plant.....

(2) *Fibre Core Making Plant.*

Rate 3.

Supervisory work, including setting up and/or adjustments and changing of attachments..... 3s. 3d. per hour.

Rate 10.

Operating a fibre rope house machine.....
 Operating a fibre yarn preparing machine (goods machine and drawing frame).....
 Operating a fibre yarn spinning machine.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Operating a fibre yarn winding machine..... Rate per hour as for Rate 11 in clause (b) of Schedule B.

(3) *Wire Drawing Plant.*

Rate 1.

Supervisory work, including setting up and/or adjustments and changing of attachments..... 3s. 9d. per hour.

Rate 4.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments:—

Die assembly, cutting and/or polishing; wire drawing, including cleaning and heat treatment plants; wire testing:—

	Rate per Hour.
	s. d.
First year of experience.....	2 3
Second year of experience.....	2 6
Third year of experience.....	2 9
Thereafter.....	3 0

Tarief 9.

Suurbadinstallasie vir stange bedien wanneer as bediener van suurbadinstallasie aangestel.....
 Masjien vir stange en draad reguitmaak, bedien.....
 Draadtrekbank onder toesig bedien, met inbegrip van stompsweis van stang- en draadmasjien.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

Hittebehandelingsinstallasie bedien wanneer as bediener van hittebehandelingsinstallasie aangestel.....
 Stempelpoleernaalde ru slyp en stempels opvryf.....
 Stempelbreekmasjien bedien.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Staalstang- en draadtorsietoetsmasjien en/of koperdraadtoetsmasjien bedien.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(4) Draadversilwerinstallasie.

Tarief 3.

Opsigterswerk, met inbegrip van aanhegels opstel en/of verstel en verander—

Skaal per uur.

	s.	d.
Eerste jaar ervaring.....	3	0
Daarna.....	3	3

Tarief 9.

Galvaniseerinstallasie bedien wanneer aangestel as bediener van galvaniseerinstallasie.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(5) Installasie vir vervaardiging van draadtoe.

Tarief 1.

Opsigterswerk met inbegrip van opstel en/of verstelwerk.....

3s. 9d. per uur.

Tarief 3.

Help met toesig oor almal of enigeen van die werksaamhede ingedeel in die volgende Tariewe: 4, 6, 9, 10 en 11, met inbegrip van aanhegels opstel en/of verstel en verander.....

3s. 3d. per uur.

Tarief 4.

Vesel- en afsluitmasjiene bedien, met inbegrip van aanhegels opstel en/of verstel en verander (n.e.v.)—

Skaal per uur.

	s.	d.
Eerste jaar ervaring.....	2	3
Tweede jaar ervaring.....	2	6
Derde jaar ervaring.....	2	9
Daarna.....	3	0

Tarief 6.

Hyskraan bedien—op- en/of aflaai.....

2s. 6d. per uur.

Tarief 9.

'n „Rondestring”-afsluitmasjien bedien vir toue tot en met $\frac{3}{8}$ " deursnee.....
 'n „Rondestring”-vlegmasjien bedien vir toue van hoogstens $1\frac{1}{4}$ " in deursnee, met inbegrip van stomp sweis van draad met masjien en/of hard- soldeer.....
 Saalsmee met behulp van stempels.....

Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.

'n Outomatiese draadopwenmasjien bedien, met inbegrip van stompsweis van draad met masjien en/of hardsoldeer..
 'n Stringopwenmasjien bedien.....

Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

Tousmeersel aansit.....
 Bediener van „driehoekige of plat”-stringmasjien help.....
 Smeerinstallasie bedien wanneer aangestel as bediener van smeerinstallasie.....
 Handgevoerde draadopwenmasjien bedien.....

Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

Rate 9.

Attending rod pickling plant when appointed as rod pickling plant attendant....
 Operating a rod and wire straightening machine.....
 Operating a wire drawing bench under supervision, including butt welding of rod and wire machine.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Attending heat treatment plant when appointed as heat treatment plant attendant.....
 Rough grinding of die polishing needles and buffing of dies.....
 Operating of die battering hammer.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Operating steel rod and wire torsion testing machine and/or copper wire testing machine.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

(4) Wire Galvanising Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments and changing of attachments—

Rate per Hour.

	s.	d.
First year of experience.....	3	0
Thereafter.....	3	3

Rate 9.

Attending galvanising plant when appointed as galvanising plant attendant.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

(5) Wire Rope Making Plant.

Rate 1.

Supervisory work, including setting up and/or adjustments.....

3s. 9d. per hour.

Rate 3.

Assisting in the supervision of all or any of the operations classified at Rates 4, 6, 9, 10 and 11 hereinafter set out, including setting up and/or adjustments and changing of attachments.....

3s. 3d. per hour.

Rate 4.

Operating stranding and closing machines, including setting up and/or adjustments and changing of attachments (n.e.s.)—

Rate per Hour.

	s.	d.
First year of experience.....	2	3
Second year of experience.....	2	6
Third year of experience.....	2	9
Thereafter.....	3	0

Rate 6.

Crane operation—loading and/or unloading.....

2s. 6d. per hour.

Rate 9.

Operating a “round strand” closing machine for ropes up to and including $\frac{3}{8}$ " in diameter.....
 Operating a “round strand” stranding machine for ropes not exceeding $1\frac{1}{4}$ " in diameter, including butt welding or brazing of wire by machine.....
 Swaging, using dies.....

Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.

Operating an automatic wire winding machine, including butt welding of wire by machine and/or brazing.....
 Operating a strand winding machine.....

Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11.

Application of rope dressing.....
 Assisting operator of a “triangular or flattened strand” stranding machine..
 Attending grease plant when appointed as grease plant attendant.....
 Operating a hand-fed wire winding machine.....

Rate per hour as for Rate 11 in clause (b) of Schedule B.

(6) *Installasie vir splits van draadtoe.*

Tarief 3.

Opsigterswerk..... 3s. 3d. per uur.

Tarief 9.

Onder toesig met tousplitslas help..... Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(7) *Installasie vir die vervaardiging van dromme.*

Tarief 4.

Hout vir dromme, dwarsplankies, stukke en flense op houtwerkmasjiene sny:—

Skaal per uur.

Eerste jaar ervaring.....	s. d.
Tweede jaar ervaring.....	2 3
Derde jaar ervaring.....	2 6
Daarna.....	2 9
	3 0

Tarief 10.

Draadsny aan bonte en/of stange met masjiene en/of die hand.....	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Houtdromme onder toesig inmeekaarsit, vernuwe, verf en spuit.....	
Dromwasters pons en skuinsny.....	

(8) *Diverse.*

Tarief 11.

Baalpers vir afvalmateriaal en/of 'n bondelmasjiene bedien.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Metaaletikette stempel.....	

Tarief 12.

Algemene arbeid, met inbegrip van op-en-of aflaai en vervoer van materiaal met die hand en/of werktuigkundige toestelle.....	Skaal per uur soos vir Tarief 12 in lys B.
--	--

ALGEMENE OPMERKING.—Minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees.

OPMERKING.—Proeflye in lopende Ooreenkoms is van toepassing op werksaamhede ingedeel in Tarief 8 tot en met 11.

AFDELING D/25.

Afdeling bootbou en/of skeepsbou.

Vir die doeleindes van hierdie afdeling, beteken—

„bootbou en/of skeepsbou”, die werk wat hoofsaaklik met hout gedoen word in verband met die bou, verandering en herstel van bote en/of skepe, ditsy gedeeltelik of geheel, met behulp van hand-, meganiese- of kraggereedskap, nl.—

- (i) saag, fatsoeneer, buig in stompers, of met klampe, van die kiel en hoofbalke; samestelling van die geraamte en ribbes en aanbring van inwendige en uitwendige beplanking, dekplanke, dwarsbalke, en bedekking met behulp van klinknaels, skroewe, boute, of houtpenne; samestelling van roer, roeibankies, sitplekke, voetstutte, skerlatte, kajuite, ra's, maste en alle houtbestanddele en bybehore, los en vas, wat vir 'n boot of skip nodig is of vereis word; en
- (ii) monteer van voorafgevormde houtdele ooreenkomstig tekenings, of planne wat verskaf word vir die maak van die geraamte of samestellende dele van skepe of bote; syplanke en dekplanke aan geraamte aanbring en/of kalfater daarvan; toesig hou op die stutting van skepe in droogdok of op sleepstelling; toesig hou op die lê van afloopbedding of die van stapel laat loop en algemene uitrustings van boot of skip; toesig hou op die oprigting en instandhouding van steierwerk;

met inbegrip van algemene houtbewerking wat in verband met skeepsherstellings onderneem word.

„ervaring”, die totale tydperk of tydperke diens in die bedryf „bootbou en/of skeepsbou” soos in hierdie Ooreenkoms bepaal, sowel voor as na die inwerkingtreding van hierdie Ooreenkoms en sluit in elke tydperk van ervaring en/of opleiding wat deur die werkgewer in aanmerking geneem is by die vasstelling van die werknemer se aanvangsloon;

„seilmaak”, ontwerp, uitsny met die hand of met bandmes, naai met die leerpalm of met masjiene, van seile, dekseile en dektente vir boot of skip;

(6) *Wire Rope Splicing Plant.*

Rate 3.

Supervisory work..... 3s. 3d. per hour.

Rate 9.

Assisting in rope splicing under supervision..... Rate per hour as for Rate 9 in clause (b) of Schedule B

(7) *Drum Making Plant.*

Rate 4.

Cutting of timber for drums, battons, segments and flanges on woodworking machines—

Rate per Hour.

First year of experience.....	s. d.
Second year of experience.....	2 3
Third year of experience.....	2 6
Thereafter.....	2 9
	3 0

Rate 10.

Bolt and/or rod screwing by machine and/or hand.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Assembling, reconditioning, painting and spraying of wooden drums under supervision.....	
Punching and shearing of drum washers..	

(8) *Miscellaneous.*

Rate 11.

Operating a scrap material baling press and/or bundling machine.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Stamping metal labels.....	

Rate 12.

General labouring, including loading and/or unloading and transporting of materials by hand and/or mechanical appliances.....	Rate per hour as for Rate 12 in Schedule B.
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GENERAL NOTE.—Not less than one employee with supervisory knowledge to be employed in each department.

NOTE.—Probationary periods in current Agreement to apply to operations classified at Rates 8 to 11 inclusive.

DIVISION D/25.

Boatbuilding and/or Shipwrighting Division.

For purposes of this Division—

“boatbuilding and/or shipwrighting” means the work performed mainly in wood in connection with the construction, alteration and repair of boats and/or ships, either in part or whole, using hand, mechanical or power tools, i.e.—

- (i) cutting, shaping, bending in steam press or with clamps the keel and main timbers, constructing framework and ribs and affixing internal and external planking, decking, battens and covering by means of rivets, screws, bolts or treenails; constructing rudder, thwarts, seats, stretchers, coamings, cabins, spars, masts, and all wooden components and accessories, movable and immovable, which go into or are required for a boat or ship; and
- (ii) fitting prepared pieces of timber according to drawing, or plans provided to form framework or structural part of ships or boats; putting side planks and deck timbers on framework, and/or caulking same; supervising shoring up ship in dry dock or slipway; supervising laying of launchways or launching and generally fitting out boat or ship; supervising erection and maintenance of staging;

including general woodwork undertaken in connection with ship repairs;

“experience” means the total periods of employment in the occupation of “boatbuilding and/or shipwrighting” as in this Agreement defined, both before and after the coming into force of this Agreement, and includes any period of experience and/or training which the employer took into account in fixing the commencing wage of an employee;

“sailmaking” means the designing, cutting by hand or with band knife, sewing by palm and needle or by machine, boat or ship sails, covers and deck awnings;

„takelwerk en/of splitswerk”, hennep- of draadtu, lopende en staande want, vallyne, ankertoue en loopplanktoue met die hand, tange of marlprieme, sjorseile en takels vir gebruik op bote en/of skepe;

„houtbewerkingsmasjinijs”, ’n werknemer wat hout met ’n kragmasjien saag en/of vorm en/of fatsoeneer.

1 (a) —

	KOLOM I.	KOLOM II.
	In die Kaapprovinsie: in die magistraats-distrikte die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede van Paarl, Welling-ton, Somerset-Strand, Somerset-Wes, Port Elizabeth, Walmer, Uitenhage en Oos-Londen. In Natal: in die munisipale gebiede van Durban, Pinetown en Pietermaritzburg en die Plaaslike Administrasie- en Gesondheidsraadgebiede Westville en Malvern. In die Oranje-Vrystaat: in die munisipale gebied van Bloemfontein. In Transvaal: in die munisipale gebiede van Krugersdorp, Randfontein, Roodepoort, Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria en Hercules.	In alle ander gebiede van die Unie van Suid-Afrika, met uitsondering van die gebiede in kolom I genoem.
(i) Bootbou en/of skeepsbou.... Takelwerk en/of splitswerk. Seilmaak.... Houtbewerkingmasjinijs..	<i>Skaal per uur.</i> s. d. 3 9	<i>Skaal per uur.</i> s. d. 3 6
(ii) Skilder en/of poleer en/of beits en/of vernis en/of fineer vir inwendige montering en/of versterking....	3 3	3 3

(b) leerling in diens vir bootbou en/of skeepsbou—

	<i>Skaal per week.</i> £ s. d.
Eerste jaar ervaring.....	1 6 11
Tweede jaar ervaring.....	1 17 8
Derde jaar ervaring.....	2 13 10
Vierde jaar ervaring.....	3 15 4
Vyfde jaar ervaring.....	4 16 11
Daarna.....	Die skale van betaling soos vasgestel vir bootbou en/of skeepsbou in subartikel (a) hiervan in kolom I of kolom II na gelang van die geval.

Namens die partye en soos gemagtig, op hede die 8ste dag van Januarie 1952, in Johannesburg onderteken.

J. M. RUSSELL, *Voorsitter.*
GEO. MCCORMICK, *Ondervoorsitter.*
W. R. GLASTONBURY, *Sekretaris.*

“rigging and/or splicing” means hemp or wire running and standing rigging, falls, mooring and gangway ropes by hand, pliers or marlinspike, seizing sheets and tackle for use or by boats and/or ships;

“woodworking machinist” means an employee engaged in the act of cutting and/or forming and/or shaping wood on power driven machines.

1 (a) —

	COLUMN I.	COLUMN II.
	In the Cape Province, in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Welling-ton, Somerset Strand, Somerset West, Port Elizabeth, Walmer, Uitenhage, and East London. In Natal, in the Municipal Areas of Durban, Pinetown and Pietermaritzburg and the Local Administration and Health Board Areas of Westville and Malvern. In the Orange Free State, in the Municipal Area of Bloemfontein. In the Transvaal, in the Municipal Areas of Krugersdorp, Randfontein, Roodepoort, Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, and Hercules.	In all other areas in the Union of South Africa, excluding those areas specified in Column I.
(i) Boatbuilding and/or shipwrighting.... Rigging and/or splicing..... Sailmaking.... Woodworking machinist....	<i>Rate per Hour.</i> s. d. 3 9	<i>Rate per Hour.</i> s. d. 3 6
(ii) Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating.....	3 3	3 3

(b) Learners employed on Boatbuilding and/or Shipwrighting—

	<i>Rate per Week.</i> £ s. d.
First year of experience.....	1 6 11
Second year of experience.....	1 17 8
Third year of experience.....	2 13 10
Fourth year of experience.....	3 15 4
Fifth year of experience.....	4 16 11

Thereafter..... The rates of pay set out for boatbuilding and/or shipwrighting in sub-section (a) hereof in Column I of Column II, as the case may be.

Signed at Johannesburg as authorised for and on behalf of the Parties on this 8th day of January, 1952.

J. M. RUSSEL, *Chairman.*
GEO. MCCORMICK, *Vice-Chairman.*
W. R. GLASTONBURY, *Secretary.*

★ No. 422.] [29 Februarie 1952.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

YSTER-, STAAL-, INGENIEURS- EN METAAL-
NYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, bekendgemaak by Goewermenskennisgewing No. 421 van 29 Februarie 1952, vir die persone wie se werkure daarby gereël word nie minder gunstig is as die ooreenstemmende bepalings van genoemde Wet nie.

B. J. SCHOEMAN,
Minister van Arbeid.

★ No. 422.] [29 February 1952.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

IRON, STEEL, ENGINEERING AND METALLURGICAL
INDUSTRY, UNION OF SOUTH AFRICA.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, hereby, in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. 421 of the 29th February, 1952, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

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