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UNION OF SOUTH AFRICA

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

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

GOEWERMENTSKENNISGEWING.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 552.] [13 Maart 1953.
NYWERHEID-VERSOENINGSWET, 1937.

DRUK- EN NUUSBLADNYWERHEID.— WYSIGINGSOOREENKOMS.

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 (hierna die „Wysigingsooreenkoms” genoem) wat in die Bylae hiervan verskyn en op die Druk- en Nuusbladnywerheid betrekking het, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing, en vir die tydperk wat eindig op die 30ste dag van Junie 1953, bindend is vir die werkgewersorganisasies en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vereniging is;

(b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in die Wysigingsooreenkoms, met uitsondering van klousule 1 (h), vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat eindig op die 30ste dag van Junie 1953, bindend is vir die ander werkgewers en werknemers betrokke by of in diens van 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 die Wysigingsooreenkoms, met uitsondering van klousule 1 (h), vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing, en vir die tydperk wat eindig op die 30ste dag van Junie 1953, in die Unie van Suid-Afrika, *mutatis mutandis* van toepassing is ten opsigte van persone in diens van genoemde Nywerheid wat nie by die woordomskeywing van die uitdrukking „werknemer”, vervat in artikel een van genoemde Wet, ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 552.] [13 March 1953.
INDUSTRIAL CONCILIATION ACT, 1937.

PRINTING AND NEWSPAPER INDUSTRY.— AMENDING AGREEMENT.

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 (hereinafter referred to as the “amending Agreement”) which appears in the Schedule hereto and which relates to the Printing and Newspaper Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th day of June, 1953, upon the employers’ organisations and trade union which entered into the amending Agreement and upon the employers and employees who are members of those organisations or that union;

(b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in the amending Agreement, excluding clause 1 (h), shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th day of June, 1953, upon the other employers and employees engaged or employed in the said Industry in the Union of South Africa; and

(c) in terms of sub-section (4) of section *forty-eight* of the said Act declare that in the Union of South Africa and from the second Monday after the date of publication of this notice and for the period ending the 30th day of June, 1953, the provisions contained in the amending Agreement excluding clause 1 (h), 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 DRUK- EN
NUUSBLADNYWERHEID IN SUID-AFRIKA.

OOREENKOMS

ingevolge die Nywerheid-versoeningswet, 1937, gesluit deur die

„Federation of Master Printers of South Africa”

en die

„Newspaper Press Union of South Africa”

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

„South African Typographical Union”

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk-
en Nuusbladnywerheid in Suid-Afrika.

1. Die Ooreenkoms wat by Goewermentskennisgewing No. 1437 van 23 Junie 1950 bekendgemaak, by Goewermentskennisgewings Nos. 925 van 20 April 1951, 1301 van 1 Junie 1951, 2983 van 23 November 1951, 3284 van 28 Desember 1951, 110 van 18 Januarie 1952 en 294 van 14 Februarie 1952 gewysig en kragtens artikel agt-en-veertig (5) van die Nywerheid-versoeningswet, No. 36 van 1937, by Goewermentskennisgewing No. 2962 van 24 Desember 1952 verleng is, word hierby soos volg gewysig:—

(a) Deur die woorde „met uitsondering van die magistraatsdistrik Durban” onder „Gebied E” in klousule 1 (2) te skrap en te vervang deur „met uitsondering van die magistraatsdistrikte Durban en Pinetown”.

(b) Deur die woorde „Magistraatsdistrik Durban” onder „Gebied G” in klousule 1 (2) te skrap en te vervang deur „Magistraatsdistrikte Durban en Pinetown”.

(c) Deur die bestaande tabel onder skaal I in klousule 4 (9) te skrap en deur die volgende te vervang:—

£7	7	6
£7	19	0
£8	3	0
£8	10	0
£8	16	0
£9	7	0
£9	7	0
£9	12	6”.

(d) Deur onderstaande nuwe subklousule (9) in klousule 7 in te voeg:—

„(9) 'n Werknemer wat deur sy werkgewer aangesê word om na 'n ander plek as sy gewone werkplek te gaan in verband met die oprig of instandhou van masjinerie, moet vir die tyd buite sy gewone werke wat in beslag geneem word deur die heen- of terugreis, betaal word teen minstens sy gewone besoldiging kragtens klousule 4 (7) van hierdie Ooreenkoms; met dien verstande egter dat 'n werknemer vir hoogstens 12 uur in elke 24 uur of gedeelte daarvan van die aanvang van sy reis tot betaling geregtig is, en met dien verstande dat indien hy gewerk het op die dag waarop die reis begin, hy vir die dag, met inbegrip van betaling vir die werk wat hy op dié dag gedoen het, geregtig is tot hoogstens die besoldiging vir 12 gewone ure kragtens klousule 4 (7) van die Ooreenkoms. Vir die toepassing van hierdie subklousule word Sondag, die inrigting se halwe vakansiedag of enige ander dag waarop die betrokke werknemer nie gewoonlik werk nie, as 'n gewone werkdag beskou.”

(e) Deur die woorde „2s. 6d. (twee sjelings en ses pennies)” in klousule 8 (3) (d) (iii) te skrap en te vervang deur „3s. (drie sjelings)”.

(f) Deur die volgende in te voeg na die woord „Kersdag” in klousule 10 (2) „met dien verstande egter dat in die geval van nagwerkers op nuusblaaië wat gewone tyd werk op meer as vyf nagte per week, die minimum betaalde verlof vier weke per jaar moet wees”.

(g) Deur die woorde „vir 'n ononderbroke tydperk van minstens drie” in klousule 10 (11) te skrap en te vervang deur „of van die werk afwesig weens siekte vir 'n ononderbroke tydperk van minstens vier”.

(h) Deur die woord „werkspermit” in klousule 19 (2) te skrap en te vervang deur „werkkaart”.

(i) Deur onderstaande nuwe subparagraaf (iv) in te voeg aan die einde van klousule 21 (11) (e):—

„(iv) Wat ook al in hierdie Ooreenkoms staan, kan 'n vakmansteendrukker of drukmasjienbediener of 'n vakleerling in hierdie vakke twee masjiene bedien wat tot foliograafte volgens die steendrukproses kan druk, en 'n litho-bediener of degelpersdrukker kan een soortgelyke masjiene bedien, met dien verstande dat die litho-bediener as sulks geregistreer is by die Raad en minstens die loon betaal word wat in Tabel IX voorgeskryf word”.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING
AND NEWSPAPER INDUSTRY OF SOUTH AFRICA.

AGREEMENT

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

The Federation of Master Printers of South Africa,
and the

Newspaper Press Union of South Africa

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

The South African Typographical Union

(hereinafter referred to as the “trade union”), of the other part, being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa.

1. The Agreement promulgated under Government Notice No. 1437 of the 23rd June, 1950, as amended by Government Notices Nos. 925 of the 20th April, 1951, 1301 of the 1st June, 1951, 2983 of the 23rd November, 1951, 3284 of the 28th December, 1951, 110 of the 18th January, 1952, and 294 of the 14th February, 1952, and extended by the Minister in terms of section forty-eight (5) of the Industrial Conciliation Act, No. 36 of 1937, by Government Notice No. 2962 of the 24th December, 1952, is hereby amended further as follows:—

(a) By the deletion of the words “excluding Magisterial District of Durban” where they appear opposite “Area E” in section 1 (2) and by the substitution thereof of:—

“excluding Magisterial Districts of Durban and Pinetown”;

(b) by the deletion of the words “Magisterial District of Durban” after “Area G” in section 1 (2) and by the substitution thereof of “Magisterial Districts of Durban and Pinetown”;

(c) by the deletion of the existing table under Scale I in section 4 (9) and by the substitution thereof of:—

£7	7	6
£7	19	0
£8	3	0
£8	10	0
£8	16	0
£9	7	0
£9	7	0
£9	12	6”.

(d) by the insertion of the following new sub-section (9) in section 7:—

“(9) An employee required by his employer to proceed to a place, other than his normal place of employment, for the purpose of work in connection with the erection or maintenance of machinery shall, in respect of time taken up by travelling to or from any such place, be paid at a rate not less than the remuneration payable for ordinary time calculated in terms of section 4 (7) of this Agreement for all such travelling time as falls within his ordinary hours of work and at not less than half the remuneration payable for ordinary time calculated in terms of section 4 (7) of this Agreement for such travelling time as falls outside his ordinary hours of work; provided, however, that the employee concerned shall not be entitled to payment for more than 12 hours in each cycle of 24 hours, or portion thereof, reckoned from the time the journey commenced, and provided further that if the employee concerned worked on the day the journey commenced, the maximum payment to which he shall be entitled for that day, inclusive of the remuneration due to him for the work performed on that day, shall be the remuneration payable for 12 hours’ ordinary time calculated in terms of section 4 (7) of this Agreement. For the purposes of this sub-section Sunday, the House half-holiday or any other day on which the employee concerned does not normally work shall be regarded as an ordinary working day;”

(e) by the deletion of the words “2s. 6d. (two shillings and sixpence)” in section 8 (3) (d) (iii) and by the substitution thereof of “3s. three shillings”;

(f) by the insertion of the following after the words “Christmas Day” in section 10 (2):—

“provided, however, that in the case of night workers on newspapers, who work ordinary time on more than five nights per week, the minimum period of paid holiday leave during each year shall be four weeks”;

(g) by the deletion of the words “for an unbroken period of not less than three” in section 10 (11) and by the substitution thereof of “or absent from work because of illness, for a continuous period of not less than four”;

(h) by the deletion of the word “permit” in section 19 (2) and by the substitution thereof of the word “card”;

(i) by the insertion of the following new sub-paragraph (iv) at the end of section 21 (11) (e):—

“(iv) Notwithstanding anything to the contrary in this Agreement, a journeyman lithographer or letterpress machine minder, or an apprentice to such trades may operate two machines up to the size of foolscap capable of printing by lithographic process, and a Litho Operative or Platen Pressman may operate one such machine, provided that such Litho Operative is registered as such with the Council, and provided further that such Litho Operative is paid at not less than the rates of wages specified in Table IX”;

- (j) Deur die skrapping van die bestaande klousule 27 en deur die vervanging daarvan deur:—

„27. WERKENDE WERKGEWERS, VENNOTE EN DIREKTEURE.

(1) 'n Werkgewer, vennoot of direkteur wat werk wil doen wat binne die bestek van een van die aangewese ambagte in die Nywerheid, moet deur die gesamentlike raad, as daar een is, van die betrokke gebied by die Staande Komitee aansoek doen om registrasie as werkende werkgewer in die betrokke ambag of ambagte.

(2) Geen werkgewer, vennoot of direkteur mag werk doen wat binne die bestek van een van die aangewese ambagte in die Nywerheid val nie, tensy hy in besit is van 'n sertifikaat van registrasie as werkende werkgewer in die betrokke aangewese ambag/te wat namens die Staande Komitee deur die sekretaris van die Raad onderteken is.

(3) Na 'n week kennis aan die betrokke werkgewer, vennoot of direkteur kan die Staande Komitee 'n sertifikaat van registrasie as werkende werkgewer intrek.

(4) Klousule 21 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op 'n werkgewer, vennoot of direkteur wat in besit is van 'n sertifikaat van registrasie as werkende werkgewer."

2. Die Ooreenkoms wat by Goewermmentskennisgewing No. 1443 van 23 Junie 1950 gepubliseer en kragtens artikel agt-en-veertig (5) van die Nywerheid-versoeningswet, No. 36 van 1937, by Goewermmentskennisgewing No. 2962 van 24 Desember 1952 deur die Minister verleng is, word hierby gewysig deur die woord „Pinetown" in te voeg tussen die woorde „Durban" en „Port Elizabeth" in klousule 1.

3. Die Ooreenkoms wat by Goewermmentskennisgewing No. 1441 van 23 Junie 1950 gepubliseer en kragtens artikel agt-en-veertig (5) van die Nywerheid-versoeningswet, No. 36 van 1937, by Goewermmentskennisgewing No. 2962 van 24 Desember 1952 verleng is, word hierby soos volg gewysig:—

- (a) Deur onderstaande woordbepaling in te voeg tussen die woordbepalings „dupliserings" en „werkgewersorganisasie" in klousule 3:—

„dupliseerpapiersnyer", 'n werknemer wat dupliseerpapier deur middel van 'n krag- of handsnymasjien in standaard-groottes sny vir herverkoping of vir gebruik in sy werkgewer se inrigting;"

- (b) Deur onderstaande woordbepalings in te voeg tussen die woordbepalings „inrigting se halwe dag" en „stukwerk" in klousule 3:—

„Fotografiese sjabloonbereiding", die bereiding van sjablone vir dupliseermasjiene deur 'n gesensiteerde sjabloon met lettersetwerk of tekeninge in aanraking te bring en die sjabloon deur middel van chemikalieë te ontwikkel, of enige ander manier van sjabloonbereiding wat fotografiese metodes insluit;

„fotograaf", 'n werknemer wat 'n kamera of enige ander lensapparaat bedien in verband met fotografiese sjabloonbereiding;

„fotograafassistent" wat een of meer van die volgende werksaamhede in verband met fotografiese sjabloonbereiding verrig—

positiewe en/of negatiewe ontwikkel; die sjabloon regstreeks in aanraking bring of met die oorspronklike onderwerp en/of lettersetwerk of met positiewe of negatiewe, en die afwerking en finale voorbereiding van sjablone vir gebruik;"

- (c) Deur onderstaande loontabelle voor die bestaande paragraaf (a) van klousule 4 (1) in te voeg:—

„DUPLISEERPAPIERSNyers.

	Per week.	Per dag.
	£ s. d.	£ s. d.
Bediening van 'n krag-snymasjien....	7 14 6	1 5 9
Bediening van slegs 'n handsnymasjien	3 12 6	0 12 1

'n Werknemer wat deelyds dupliseerpapiersnywerk doen, moet minstens £7. 10s. per week met inbegrip van lewenskostetoelae betaal word as die snymasjien krag-aangedrewe is en £5 per week met inbegrip van lewenskostetoelae as die masjien met die hand werk.

FOTOGRAWES.

	Per week.	Per maand.
	£ s. d.	£ s. d.
Ondervinding as fotograaf—		
Eerste jaar.....	4 12 4	20 0 0
Tweede jaar.....	5 15 5	25 0 0
Derde jaar.....	6 18 6	30 0 0

- (j) by the deletion of the existing section 27 and by the substitution therefor of:—

“27. WORKING EMPLOYERS, PARTNERS AND DIRECTORS.

(1) Any employer, partner or director, who wishes to perform work, which falls within the scope of any of the designated trades in the Industry, shall submit an application for his registration as a working employer in the trade or trades concerned to the Standing Committee through the Joint Board, if any, for the area concerned.

(2) No employer, partner or director, who is not in possession of a certificate of his registration as a working employer in the designated trade or trades concerned, signed by the Secretary of the Council, on behalf of the Standing Committee, shall perform work falling within the scope of any of the designated trades in the Industry.

(3) The Standing Committee may, after one week's notice in writing to the employer, partner or director concerned, withdraw any certificate of registration as a working employer.

(4) The provisions of section 21 of this Agreement shall be applicable *mutatis mutandis* to any employer, partner or director who is in possession of a certificate of his registration as a working employer."

2. The Agreement promulgated under Government Notice No. 1443 of the 23rd June, 1950, and extended by the Minister in terms of section forty-eight (5) of the Industrial Conciliation Act, No. 36 of 1937, by Government Notice No. 2962 of the 24th December, 1952, is hereby amended by the insertion of the word "Pinetown" between the words "Durban" and "Port Elizabeth" in section 1 of the said Agreement.

3. The Agreement promulgated under Government Notice No. 1441 of the 23rd June, 1950, and extended by the Minister in terms of section forty-eight (5) of the Industrial Conciliation Act, No. 36 of 1937, by Government Notice No. 2962 of the 24th December, 1952, is hereby amended as follows:—

- (a) By the insertion of the following definition between the definitions of "duplicating" and "employers' organisation" contained in section 3:—

"duplicating paper cutterman" means an employee employed upon the cutting of duplicating paper to standard sizes for resale or for use, in the business of the employee's employer, by means of a power or manually operated cutting machine;"

- (b) By the insertion of the following definitions between the definitions of "house half-holiday" and "piecework" in section 3:—

"photographic stencil preparation" means the preparation of stencils for use on duplicating machines by the process of contacting a sensitized stencil to a drawing or type set matter and the developing of such stencil by means of chemicals, or any other method of stencil preparation which includes the use of photographic methods;

"photographer" means an employee who operates a camera or any apparatus equipped with a lens in connection with photographic stencil preparation;

"photographer's assistant" means an employee who is employed upon one or more of the following operations in connection with photographic stencil preparation:—

Developing of positives and/or negatives; making direct contacts with the stencil either by contact with original subject and/or type matter, or contact with positives and negatives; and the touching up and final preparation of stencils for use;"

- (c) By the insertion of the following wage tables before the existing paragraph (a) of section 4 (1):—

“DUPLICATING PAPER CUTTERMEN.

	Per Week.	Per Day.
	£ s. d.	£ s. d.
Employed on the operation of a cutting machine designed for operation by power.....	7 14 6	1 5 9
Employed on the operation of a cutting machine designed solely for manual operation.....	3 12 6	0 12 1
An employee who is employed parttime on the work of a Duplicating Paper Cutterman shall be paid at least £7. 10s. per week, inclusive of cost of living allowance, if the cutting machine in question is designed for operation by power or £5 per week inclusive of cost of living allowance if the machine is designed for manual operation.		

PHOTOGRAPHERS.

	Per Week.	Per Month.
	£ s. d.	£ s. d.
Experience as a photographer—		
First year.....	4 12 4	20 0 0
Second year.....	5 15 5	25 0 0
Thereafter.....	6 18 6	30 0 0

FOTOGRAAFASSISTENTE.

	Per week.			Per maand.		
	£	s.	d.	£	s.	d.
Ondervinding as fotograafassistent—						
Eerste jaar.....	3	0	0	13	0	0
Tweede jaar.....	3	9	3	15	0	0
Derde jaar.....	4	3	1	18	0	0

(d) Deur die volgende in klousule 4 (1) (a) te skrap:—

„(a) In die munisipaliteitsgebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (met inbegrip van die gebiede wat voorheen onderskeidelik onder die Craighall-gesondheidskomitee en die Greymount-dorpsraad geval het), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Durban, Pietermaritzburg en Bloemfontein en die plaaslike administrasie- en gesondheidsraadsgebiede Westville en Malvern:—

TIKSTERS EN SJABLOONSNIYERS.

	Manlik.		Vroulik.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ondervinding in die Nywerheid—				
Eerste jaar.....	2 1 7	9 0 0	2 1 7	9 0 0
Tweede jaar.....	2 15 5	12 0 0	2 6 2	10 0 0
Derde jaar.....	3 9 3	15 0 0	2 15 5	12 0 0
Vierde jaar.....	4 3 1	18 0 0	3 0 0	13 0 0
Vyfde jaar.....	5 1 7	22 0 0	3 0 0	13 0 0
Daarna.....	5 15 5	25 0 0	3 7 0	14 10 0

In die Unie van Suid-Afrika (buiten die munisipale gebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—met inbegrip van die gebiede wat voorheen onderskeidelik onder die Craighall-gesondheidskomitee en die Greymount-dorpsraad geval het—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Durban, Pietermaritzburg en Bloemfontein en die plaaslike administrasie- en gesondheidsraadsgebiede Westville en Malvern):—

TIKSTERS EN SJABLOONSNIYERS.

	Manlik.		Vroulik.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ondervinding in die Nywerheid—				
Eerste jaar.....	1 17 0	8 0 0	1 17 0	8 0 0
Tweede jaar.....	2 6 2	10 0 0	2 1 7	9 0 0
Derde jaar.....	2 15 5	12 0 0	2 6 2	10 0 0
Vierde jaar.....	3 4 8	14 0 0	2 10 10	11 0 0
Vyfde jaar.....	3 16 2	16 0 0	2 15 5	12 0 0
Daarna.....	5 3 11	22 0 0	3 0 0	13 0 0

en deur die volgende te vervang:—

„(a) In die munisipaliteitsgebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (met inbegrip van die gebiede wat voorheen onder die Craighall-gesondheidskomitee en die Greymount-dorpsraad geval het), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein en die plaaslike administrasie- en gesondheidsraadsgebiede Westville en Malvern.

TIKSTERS EN SJABLOONSNIYERS.

	Manlik.		Vroulik.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Ondervinding in die Nywerheid—				
Eerste jaar.....	2 12 0	11 5 0	2 12 0	11 5 0
Tweede jaar.....	3 9 3	15 0 0	2 17 9	12 10 0
Derde jaar.....	4 6 7	18 15 0	3 9 3	15 0 0
Vierde jaar.....	5 3 10	22 10 0	3 15 0	16 5 0
Vyfde jaar.....	6 7 0	27 10 0	3 15 0	16 5 0
Daarna.....	7 4 3	31 5 0	4 3 9	18 2 6

PHOTOGRAPHERS' ASSISTANTS.

	Per Week.			Per Month.		
	£	s.	d.	£	s.	d.
Experience as a photographers' assistant—						
First year.....	3	0	0	13	0	0
Second year.....	3	9	3	15	0	0
Thereafter.....	4	3	1	18	0	0

(d) By the deletion in section 4 (1) (a) of the following:—

“(a) In the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council, respectively), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Durban, Pietermaritzburg and Bloemfontein and the local administration and health board areas of Westville and Malvern:—

TYPISTS AND STENCIL CUTTERS.

	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Experience in the Industry—				
First year.....	2 1 7	9 0 0	2 1 7	9 0 0
Second year.....	2 15 5	12 0 0	2 6 2	10 0 0
Third year.....	3 9 3	15 0 0	2 15 5	12 0 0
Fourth year.....	4 3 1	18 0 0	3 0 0	13 0 0
Fifth year.....	5 1 7	22 0 0	3 0 0	13 0 0
Thereafter.....	5 15 5	25 0 0	3 7 0	14 10 0

In the Union of South Africa (excluding the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council, respectively—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Durban, Pietermaritzburg and Bloemfontein and the local administration and health board areas of Westville and Malvern):—

TYPISTS AND STENCIL CUTTERS.

	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Experience in the Industry—				
First year.....	1 17 0	8 0 0	1 17 0	8 0 0
Second year.....	2 6 2	10 0 0	2 1 7	9 0 0
Third year.....	2 15 5	12 0 0	2 6 2	10 0 0
Fourth year.....	3 4 8	14 0 0	2 10 10	11 0 0
Fifth year.....	3 16 2	16 10 0	2 15 5	12 0 0
Thereafter.....	5 3 11	22 10 0	3 0 0	13 0 0

and by the substitution thereof of the following:—

“(a) In the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg, (including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council, respectively), Germiston, Boksburg, Benoni, Brakpan Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad and Bloemfontein, and the local administration and health board areas of Westville and Malvern:—

TYPISTS AND STENCIL CUTTERS.

	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Experience in the Industry—				
First year.....	2 12 0	11 5 0	2 12 0	11 5 0
Second year.....	3 9 3	15 0 0	2 17 9	12 10 0
Third year.....	4 6 7	18 15 0	3 9 3	15 0 0
Fourth year.....	5 3 10	22 10 0	3 15 0	16 5 0
Fifth year.....	6 7 0	27 10 0	3 15 0	16 5 0
Thereafter.....	7 4 3	31 5 0	4 3 9	18 2 6

In die Unie van Suid-Afrika (buiten die munisipaliteitsgebiede Krugersdorp, Randfontein, Roodepoort-Maraiburg, Johannesburg, met inbegrip van die gebiede wat voorheen onderskeidelik onder die Craighall-gesondheidskomitee en die Greymount-dorpsraad geval het—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein en die plaaslike administrasie- en gesondheidsraadsgebiede Westville en Malvern):—

TIKSTERS EN SJABLOONSNIJERS.

	Manlik.		Vroulik.	
	Per week.	Per maand.	Per week.	Per maand.
Ondervinding in die Nywerheid—	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Eerste jaar.....	2 6 3	10 0 0	2 6 3	10 0 0
Tweede jaar....	2 17 9	12 0 0	2 12 0	11 5 0
Derde jaar.....	3 9 3	15 0 0	2 17 9	12 10 0
Vierde jaar.....	4 0 10	17 0 0	3 3 7	13 15 0
Vyfde jaar.....	4 15 3	20 0 0	3 9 3	15 0 0
Daarna.....	6 9 11	28 0 0	3 15 0	16 5 0

(e) Deur onderstaande nuwe subklousule (5) aan die end van klousule 4 in te voeg:—

„(5) Geen werkgewer mag 'n dupliseerpapiersnyer verplig of toelaat om gedrukte (in teenstelling met gedupliseerde) stof te sny of reg te sny of om 'n sny-masjien te bedien vir 'n ander doel as wat in die omskrywing van hierdie klas werknemer in die Ooreenkoms genoem word nie.”.

(f) Deur die bestaande klousule 11 te skrap en deur die volgende te vervang:—

„11. DIENSSERTIFIKATE.

„'n Werkgewer moet 'n gratis dienssertifikaat aan elke werknemer wie se lone op sy tydperk van ondervinding berus, uitreik wanneer hy sy diens verlaat, en 'n kopie daarvan stuur aan die eresekretaris van die betrokke gesamentlike raad of, as daar nie een is nie, die Staande Komitee. Op die sertifikaat moet vermeld word die werknemer se volle naam, adres, ambag en loon en datums waarop sy diens by die werkgewer begin en geëindig het.”

Die werkgewersorganisasies en vakvereniging het die Ooreenkoms aangegaan wat hier uiteengesit word, en ondergetekende gemagtigde Raadsbeamptes verklaar hierby dat voorgaande Ooreenkoms dié is wat aangegaan is, en plaas hulle handtekenings hieronder.

Op hede die 10de dag van Desember 1952 in Johannesburg onderteken.

Nasionale Nywerheidsraad vir die Druk- en Nuisbladnywerheid in Suid-Afrika.

D. A. SALES, *Voorsitter.*

S. G. RADDALL, *Ondervoorsitter.*

E. P. KEMP, *Sekretaris.*

In the Union of South Africa (excluding the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraiburg, Johannesburg—including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council, respectively—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad and Bloemfontein, and the local administration and health board areas of Westville and Malvern):—

TYPISTS AND STENCIL CUTTERS.

	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
Experience in the Industry—	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First year.....	2 6 3	10 0 0	2 6 3	10 0 0
Second year....	2 17 9	12 10 0	2 12 0	11 5 0
Third year.....	3 9 3	15 0 0	2 17 9	12 10 0
Fourth year....	4 0 10	17 10 0	3 3 7	13 15 0
Fifth year.....	4 15 3	20 12 6	3 9 3	15 0 0
Thereafter.....	6 9 11	28 2 6	3 15 0	16 5 0

(e) By the insertion of the following new sub-section (5) at the end of section 4:—

“(5) An employer shall not require or permit a duplicating paper cutterman to cut or trim printed (as opposed to duplicated) matter or operate a cutting machine for any purpose other than that mentioned in the definition of this class of employee in this Agreement.”

(f) By the deletion of the existing section 11 and by the substitution thereof of:—

“11. CERTIFICATES OF EMPLOYMENT.

An employer shall issue a certificate of employment free of charge to each employee, whose wages are based on the length of his experience, at the time when he leaves such employer's service, and forward a copy of such certificate to the Hon. Secretary of the Joint Board concerned or the Standing Committee where no Joint Board has jurisdiction. The certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer.”

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Dated at Johannesburg, this 10th day of December, 1952.

National Industrial Council of the Printing and Newspaper Industry of South Africa.

D. A. SALES, *Chairman.*

S. G. RADDALL, *Vice-Chairman.*

E. P. KEMP, *Secretary.*

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