



UNIE VAN SUID-AFRIKA
UNION OF SOUTH AFRICA

BUITENGEWONE

Staatskoerant Government Gazette

EXTRAORDINARY

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28 JANUARY

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

GOEWERMEMENTSKENNISGEWINGS.

Onderstaande Goewermementskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 171.] [28 Januarie 1955.
NYWERHEID-VERSOENINGSWET, 1937.

VOEDSELNYWERHEID.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby—

- (a) kragtens subartikel (1) soos toegepas by subartikel (6) 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 Voedselnywerheid betrekking het, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat agtien maande na genoemde tweede Maandag eindig, bindend is vir die werkgewer en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werknemers wat lede van daardie vereniging is;
- (b) kragtens subartikel (2) soos toegepas by subartikel (6) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 5 en klousules 7 en 8 van genoemde Ooreenkoms, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat agtien maande na genoemde tweede Maandag eindig, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die gebied tans geokkupeer deur Hind Bros. and Co. Ltd., in die munisipale gebied Durban; en
- (c) kragtens subartikel (4) soos toegepas by subartikel (6) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 5 en klousules 7 en 8 van genoemde Ooreenkoms, vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat agtien maande na genoemde tweede Maandag eindig, in die gebied tans geokkupeer deur Hind Bros. and Co. Ltd., in die munisipale gebied Durban *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.

J. DE KLERK,
Minister van Arbeid.

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 171.] [28 January 1955.
INDUSTRIAL CONCILIATION ACT, 1937.

FOOD INDUSTRY.

I, JOHANNES DE KLERK, Minister of Labour, do hereby—

- (a) in terms of sub-section (1) as applied by sub-section (6) 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 Food Industry, shall be binding from the second Monday after publication of this notice and for the period ending eighteen months after the second Monday, upon the employer who and the trade union which entered into the said Agreement and upon the employees who are members of that union;
- (b) in terms of sub-section (2) as applied by sub-section (6) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 3 to 5 (inclusive) and clauses 7 and 8 of the said Agreement shall be binding from the second Monday after publication of this notice and for the period ending eighteen months after the said second Monday, upon the other employers and employees engaged or employed in the said Industry, in the area presently occupied by Hind Bros. and Co. Ltd., in the municipal area of Durban; and
- (c) in terms of sub-section (4) as applied by sub-section (6) of section *forty-eight* of the said Act, declare that in the area presently occupied by Hind Bros. and Co. Ltd., in the municipal area of Durban and from the second Monday after publication of this notice and for the period ending eighteen months after the said second Monday, the provisions contained in clauses 3 to 5 (inclusive) and clauses 7 and 8 of the said Agreement 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.

J. DE KLERK,
Minister of Labour.

BYLAE.

NYWERHEID-VERSOENINGSWET, 1937.

NYWERHEIDSRAAD VIR DIE VOEDSELNYWERHEID.

OOREENKOMS

ingevolge die bepalings van die Nywerheidversoeningwet, 1937, gesluit en aangegaan tussen die

Food and Canning Workers' Union

(hieronder „die werknemers” of „die vakvereniging” genoem), aan die een kant, en

Hind Bros. & Co., Ltd.

(hieronder „die werkgever” genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die voedselnywerheid wat deur Hind Bros. & Co., Ltd., Durban, uitgeoefen word.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

(a) Die bepalings van hierdie Ooreenkoms moet nagekom word deur die werkgever en deur al die werknemers wat in die nywerheid in diens is en wat lede van die vakvereniging is, en vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(b) Die Ooreenkoms is van toepassing op die gebied wat tans deur die werkgever geokkupeer word en in die munisipale gebied van Durban geleë is.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die Ooreenkoms tree in werking op 'n datum wat die Minister kragtens subartikel (1) van artikel agt-en-veertig van die Wet vasstel en bly agtien maande lank van krag of vir sodanige tydperk as wat hy kan bepaal.

3. WOORDOMSKRYWINGS.

Tensy 'n ander bedoeling blyk, het enige uitdrukking wat in hierdie Ooreenkoms gebesig word en in die Nywerheidversoeningwet, 1937, voorkom, dieselfde betekenis as in daardie Wet en tensy dit met die inhoud strydig is, beteken—

„fabrieksklerk”, 'n werknemer, uitgesonderd 'n kleinlike werknemer, wat een of meer van die volgende pligte nakom:—

Etiket uitreik en aanteken;
bestellings bymeekaarmaak;
hoeveelhede en/of gewig van goedere wat verbruik word, aanteken,
goeder weeg;
tydperke wat werknemers werk, aanteken;
stukwerk lone aanteken;

en wat 'n stoomman of versendingsklerk in die algemeen kan help en omvat 'n werknemer wat verantwoordelik is vir die ontvang van goedere en die natel, aanteken en aflaai van sulke goedere;

„fabrieksklerk, gekwalifiseer,” 'n fabrieksklerk met minstens een jaar ondervinding;

„fabrieksklerk, ongekwalifiseer,” 'n fabrieksklerk met minder as een jaar ondervinding;

„drywer van fabriekstapeltrok”, 'n werknemer wat 'n fabriek-sleepmotor dryf om bale en pakkies op te stapel;

„fabriek”, enige inrigting waarin drie of meer persone in diens is in engeen van die werksaamhede genoem in die voedselnywerheid, of persele waarop minder as drie persone aldus werksaam is, indien meganiese krag, behalwe vir gewone beligting, vir genoemde werksaamhede gebruik word;

„graad I-werknemer”, 'n werknemer in diens in een of meer van die volgende hoedanighede:—

(a) Bediener van 'n vakuuomond, droogwals of spuitdroër;
(b) bediener van vakuuimketels van minder as vyf voet deursnee;
(c) bediener van 'n suiggasinstallasie;
(d) laboratoriumassistent (gediplomeer);
(e) bediener verantwoordelik vir 'n kooktoestel;
(f) bediener verantwoordelik vir 'n mengmasjien;
(g) bediener verantwoordelik vir 'n oond;

„graad II-werknemer”, 'n werknemer in diens in een of meer van die volgende hoedanighede of werksaamhede:—

(a) Bediener van pakkiesvulmasjien;
(b) bediener van blikkiesetiketteermasjien;
(c) vogtoetsers;
(d) bediener van 'n kragvalmesmasjien;
(e) drukmasjienbediener;
(f) laboratoriumassistent;
(g) bediener van 'n mengmasjien;
(h) bediener van 'n maalmasjien;
(i) drywer van 'n fabriekstapeltrok;

„graad III-werknemer”, 'n werknemer in diens in een of meer van die volgende hoedanighede of werksaamhede:—

(a) assistent-oondbediener;
(b) assistent-bediener van kookstelsel;
(c) bediener van 'n kartonlymmasjien;
(d) bediener van 'n kartonvoermasjien;
(e) bediener van 'n kartoenvoeringmasjien;
(f) bediener van 'n dubbelnaatmasjien;
(g) met die hand soldeer;
(h) beskuit rooster;
(i) bediener van 'n roosterpan;

SCHEDULE.

INDUSTRIAL CONCILIATION ACT, 1937.

CONCILIATION BOARD AGREEMENT FOR THE FOOD INDUSTRY.

AGREEMENT

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

The Food and Canning Workers' Union

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

Hind Bros. & Co., Ltd.

(hereinafter referred to as the employer), of the other part, being parties to the Conciliation Board for the Food Industry carried on by Hind Bros. & Co., Ltd., Durban.

1. SCOPE OF APPLICATION OF THE AGREEMENT.

(a) The terms of this Agreement shall be observed by the employer and by all the employees employed in the industry who are members of the trade union, and for whom wages are prescribed in this Agreement.

(b) The Agreement shall apply to the area presently occupied by the employer and situated in the municipal area of Durban.

2. PERIOD OF OPERATION OF AGREEMENT.

The Agreement shall come into operation on such date as may be specified by the Minister in terms of sub-section (1) of section forty-eight of the Act and shall remain in force for a period of eighteen months, or for such period as may be determined by him.

3. DEFINITIONS.

Unless the contrary intention appears any expression used in this Agreement which is used in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act and unless inconsistent with the context—

“factory clerk” means an employee other than a clerical employee, who performs one or more of the following duties:—

Issuing and recording labels;
assembling orders;
recording quantities and/or weight of goods consumed;
weighing goods;
recording the times worked by employees recording piece-work earnings.

and who may generally assist a storeman or despatch clerk and includes an employee who is responsible for receiving goods and checking, recording and off-loading such goods;

“factory clerk, qualified,” means a factory clerk who has had not less than one year's experience;

“factory clerk, unqualified,” means a factory clerk who has had less than one year's experience;

“factory stacking truck driver” means an employee who drives a factory tow motor for stacking bales and packages;

“factory” means any establishment in which three or more persons are employed in any one of the operations referred to in the Food Industry or premises on which less than three persons are so employed if mechanical power other than for ordinary lighting purposes is used for the said operations;

“grade I employee” means an employee engaged in any one or more of the following capacities or operations:—

(a) Vacuum oven, roller drier or spray drier attendant;
(b) vacuum boiler attendant for a vacuum boiler of less than five feet in diameter;
(c) producer gas plant attendant;
(d) laboratory assistant (certified);
(e) cooker attendant in charge;
(f) mixing machine attendant in charge;
(g) oven attendant in charge;

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

(a) Packet filling machine attendant;
(b) can labelling machine attendant;
(c) moisture tester;
(d) power guillotine machine operator;
(e) printing machine minder;
(f) laboratory assistant;
(g) mixing machine attendant;
(h) grinding machine attendant;
(i) factory stack truck driver;

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

(a) Assistant oven attendant;
(b) assistant cooker attendant;
(c) carton gluing machine attendant;
(d) carton feeding machine attendant;
(e) carton liner machine attendant;
(f) double seamer machine attendant;
(g) soldering by hand;
(h) toasting rusks;
(i) roasting pan attendant;

„graad IV-werknemer”, ’n werknemer in diens in een of meer van die volgende hoedanighede of werksaamhede:—

- (a) Bediener van ’n stampmiedroër;
- (b) goedere tel en verpak, uitgesonderd die verpakking in houters van artikels van ’n eenvormige grootte;
- (c) handetiketteerder;
- (d) drukwerk bymeekaarmaak, natel en verpak;
- (e) beskuit, dun sny;
- (f) maalmasjien voer en daarvan afhaal;

„arbeider”, ’n werknemer in diens in een of meer van die volgende hoedanighede of werksaamhede:—

- (1) Persele, voertuie, gereedskap, melkkanne, meubels, gerei, werktuie, masjinerie, filterperse of ander artikels skoonmaak en/of was;
- (2) voertuie, uitgesonderd motorvoertuie, olie en smeer;
- (3) tee of soortgelyke drankke maak;
- (4) bottels, blikkies, skottels of ander houters met die hand was en melkkanne in kanwasmasjiene plaas en daaruit haal;
- (5) briewe, boodskappe of goedere te voet of per fiets, driewieler of handvoertuig aflewer;
- (6) vure maak en onderhou of trek, uitgesonderd in stoomketels, of vuilgoed of as verwyder;
- (7) goedere of ander verplaasbare goedere laai of aflaai, optel, dra, verplaas of stapel;
- (8) by afleweringvoertuie help, maar nie dryf of herstelwerk verrig nie;
- (9) ’n handvoertuig of -trok stoot of trek;
- (10) deure, vensters, boligte, kiste, sakke, balé, dromme of ander pakkette oopmaak, verseël of toemaak;
- (11) duighoute losmaak, bakke, kratte of kiste uit duighout of voorbereide materiaal met die hand inmeekaarsit en spyker;
- (12) bakke, kratte of kiste met die hand heelmaak;
- (13) kiste of ander houters vasbind, met draad of bande vasmaak;
- (14) kiste, sakke, kartonne en/of ander houters sjabloneer of merk (maar nie met die hand adresseer nie) en/of geadresseerde etikette aan kiste, sakke, kartonne, dromme of ander pakkette plak;
- (15) tuinmaak (onder toesig plant, grawe, hark, gras sny, strooi, meng, natgooi); paaie of paadjies vee;
- (16) diere oppas, aanjaag of versorg;
- (17) geriffelde veselbord- of ander houters met die hand uitpak of oopmaak; voorbereide houters fatsoeneer;
- (18) houters van papier vou;
- (19) voerings-, drukwerk, skywe of ringe in deksels en/of blikkies met die hand insit;
- (20) artikels van gelyke vorm en getal in houters wat spesiaal daarvoor vervaardig is, verpak;
- (21) gebuigde flense van kanne reguitmaak;
- (22) etikette aan blikke met ’n inhoud van 7 lb. of meer met die hand plak;
- (23) bottels met die hand of met ’n handmasjien kroon, toekurk of enige ander prop of afsluiter daarin of daarop plaas;
- (24) melk of melkpasta op bakke, vervoerband of vervoerder spreid en daarvan afhaal;
- (25) blikkies, vate, sakke, bottels of ander houters met die hand vul of leegmaak; openings van houters toepak;
- (26) krane of kleppe onder toesig van ’n voorman, werktuigkundige, panwerker, opsigter of masjienbediener oop- of toemaak;
- (27) volgens ’n gestelde skaal afweeg; volgens ’n gestelde maat afmeet;
- (28) rubberstempelwerk;
- (29) met die hand sif en/of sifmasjiene voer en leegmaak;
- (30) met die hand breek, maal;
- (31) ’n handhystoestel bedien;
- (32) uitskep;
- (33) dromme, tenks en/of pype met stoom verhit;
- (34) met die hand omroer of ’n mengmasjien met die hand bedien;
- (35) kisentdrukmasjien voer en leegmaak;
- (36) neute of pitte met die hand kraak;
- (37) afvalmetaal met die hand opsnij;
- (38) volmesbediener help;
- (39) deksels en bome op houters, uitgesonderd baddens, plaas voor stoomwerk verrig word.
- (40) vloeimiddel voor soldeerwerk aansmeer, soldeersel op kloue plaas tydens outomatiese soldeerproses;
- (41) kurke of proppe in doppies plaas;
- (42) houters vir versending met draad vasbind;
- (43) metaakloue of -ore met die hand platslaan;
- (44) verseël oplossings met die hand aansmeer;
- (45) was of olie met die hand aan plate smeer voordat stempelwerk gedoen word;

„motorvoertuigdrywer”, ’n werknemer, uitgesonderd ’n fabriekstapeltrokdrywer en/of bediener of ’n fabriekstrokdrywer, wat ’n motorvoertuig dryf, en vir die toepassing van hierdie woordskrywing omvat „’n motorvoertuig dryf” alle tydperke wat gedryf word en enige tyd wat die drywer gewy het aan werk in verband met die voertuig of die vraag en alle tydperke waarin hy verplig is om op sy pos te bly in gereedheid om te dryf;

„die voedselnywerheid”, die nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging, bottel, inmaak en/of verpakking van die volgende produkte:—

- (a) Kinder- en invalidevoedsel;

„grade IV employee” means an employee engaged in one or more of the following capacities or operations:—

- (a) Samp drier attendant;
- (b) counting and packing articles, other than packing articles of a uniform size into containers;
- (c) hand labeller;
- (d) assembling, checking and packing printed matter;
- (e) rusk slicing;
- (f) feeding and taking off from the grinding machine;

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

- (1) Cleaning and/or washing premises, vehicles, tools, milk cans, furniture, utensils, implements, machinery, filter presses or other articles;
- (2) oiling and greasing vehicles other than motor vehicles;
- (3) making tea or similar beverages;
- (4) washing bottles, tins, dishes or other containers by hand and charging and/or discharging can washing machines with milk cans;
- (5) delivering letters, messages, or articles on foot or by means of a bicycle, tricycle, or hand-propelled vehicle;
- (6) making and maintaining or drawing fires other than in steam boilers, or removing refuse or ashes;
- (7) loading or unloading, lifting, carrying, moving or stacking goods or other movables;
- (8) assisting on delivery vehicles other than driving or effecting repairs;
- (9) pushing or pulling any manually-propelled vehicle or truck;
- (10) opening, sealing or closing doors, windows, fanlights, boxes, bags, bales, drums or other packages;
- (11) loosening shooks, assembling and nailing trays, crates or boxes from shooks or ready prepared materials by hand;
- (12) repairing trays, crates or boxes by hand;
- (13) binding, wiring or strapping boxes or other containers;
- (14) stencilling or marking (but not addressing by hand) boxes, bags, cartons, and/or other containers or affixing ready addressed labels to boxes, bags, cartons, drums or other packages;
- (15) gardening work (planting under supervision, digging, raking, mowing, spreading, mixing, watering); sweeping roads or paths;
- (16) herding, driving or tending animals;
- (17) unpacking or opening corrugated fibre board or similar containers by hand; shaping ready-made containers;
- (18) folding containers or paper;
- (19) inserting liners, printed matter, discs or rings into lids and/or tins by hand;
- (20) packing articles of a uniform size and number into containers specially made to contain such articles;
- (21) straightening bent flanges of cans;
- (22) affixing labels by hand to tins of a capacity of 7 lb. or more;
- (23) crowning, corking or placing any other stopper or closer in or on bottles or jars by hand or hand-operated machine;
- (24) spreading and taking off milk or milk paste on trays, a belt or conveyor;
- (25) filling or emptying tins, casks, bags, bottles or other containers by hand; glueing ends of containers;
- (26) opening or closing cocks or valves under supervision of a foreman, mechanic, panman, supervisor or machine attendant;
- (27) weighing to a set scale; measuring to a set measure;
- (28) rubber stamping;
- (29) sieving by hand and/or feeding and emptying sieving machines;
- (30) grinding, milling by hand;
- (31) operating a hand hoist;
- (32) ladling;
- (33) steam heating drums, tanks and/or pipes;
- (34) stirring or operating mixing machine by hand;
- (35) feeding and emptying box-end printing machine;
- (36) cracking nuts or gernels by hand;
- (37) cutting up scrap metal by hand;
- (38) assisting guillotine operative;
- (39) placing or putting tops or bottoms on containers, other than baths, preparatory to steaming;
- (40) fluxing preparatory to soldering, placing solder on clips during process of automatic soldering;
- (41) placing corks or wads in caps;
- (42) wiring containers together for despatch;
- (43) flattening metal clips or lugs by hand;
- (44) applying sealing solutions by hand;
- (45) waxing or oiling sheets by hand, preparatory to stamping;

„motor vehicle driver” means an employee, other than a factory stacking truck driver and/or operator or a factory truck driver, engaged in driving a motor vehicle, and for the purpose of this definition „driving a motor vehicle” includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load, and all periods during which he is obliged to remain at his post in readiness to drive;

„The Food Industry” means the Industry in which employers and employees are associated for the manufacture, bottling, canning and/or packing of the following products:—

- (a) Infant and invalid foods;

- (b) vlapoeier, roomyspoeier, jellie, speserye, kerriepoeier, bakpoeier, vleissouspoeier en eertjie- of boontjemeel, en omvat enige werksaamhede wat daarmee gepaard gaan.

4. LONE.

Die minimum loon wat 'n werkgever aan elke lid van ondergenoemde klasse werknemers moet betaal, is soos volg:—

	Per week.
	£ s. d.
Fabrieksklerk, gekwalifiseer	2 17 6
Fabrieksklerk, ongekwalifiseer—	
gedurende eerste ses maande ondervinding	2 2 6
gedurende tweede ses maande ondervinding	2 11 9
Graad I-werknemer, gekwalifiseer	3 0 0
Graad I-werknemer, ongekwalifiseer—	
gedurende eerste drie maande ondervinding	2 2 0
gedurende tweede drie maande ondervinding	2 8 0
gedurende derde drie maande ondervinding	2 14 0
Graad II-werknemer	2 12 6
Graad III-werknemer	2 5 0
Graad IV-werknemer	1 18 0
Arbeider onder die ouderdom van 18 jaar	1 7 6
Arbeider van 18 jaar of ouer	1 12 6
Motorvoertuigdrywer	4 5 0

5. BETALING VAN BESOLDIGING.

Lone en ander bedrae wat aan 'n werknemer verskuldig is, moet wekeliks in kontant op die gewone betaaldag van die inrigting betaal word en nie later as vyftien minute nadat 'n werknemer vir die dag ophou werk nie; enige bedrae wat by diensbeëindiging aan hom verskuldig is, moet onmiddellik by sodanige diensbeëindiging betaal word; voorts met dien verstande dat wanneer 'n werknemer korttyd werk, betaling kragtens hierdie klousule nie later as vyftien minute nadat die werknemer vir die week ophou werk, mag geskied nie.

6. VAKVERENIGINGGERIEWE.

1. Gemagtigde ampsdraers van die vakvereniging moet toegelaat word om die werkgever se kleedkamers van tyd tot tyd gedurende die middagetenspouse binne te gaan (mits geen byeenkomste daarin gehou word nie) met die doel om—

- werknemers in verband met sake van die vakvereniging te spreek;
- nuwe lede te werf;
- kennisgewings aangaande vergaderings van die vakvereniging uit te deel;
- vakverenigingslegdegeld in te vorder;

2. Die werkgever moet voor elke besoek van die voorneme om die kleedkamer te besoek, daarvan in kennis gestel word.

7. VERBOD OP INKORTING VAN BESOLDIGING OF ANDER BYSTAND.

Ondanks enigiets in hierdie Ooreenkoms, mag dit nie die uitwerking hê om 'n werknemer se loon of ander bystand waarvan hy alreeds in ontvangs was onmiddellik voor die datum waarop hierdie Ooreenkoms gepubliseer is, te verminder nie.

8. ALGEMEEN.

Die bepalings van klousules 2 tot en met 14 van Loonvasstelling No. 145, uitgesonderd die woordskrywing in klousule 2 van die Blikkiesmelk-, Room- en Voedingsmiddelenywerheid, gepubliseer kragtens Goewermentskennisgewing No. 137 van 23 Januarie 1948, is van toepassing op persone vir wie lone in klousule 4 van hierdie Ooreenkoms voorgeskryf word en dit word beskou dat dit in hierdie Ooreenkoms ingelyf is vir sover dit nie met die bepalings van die Ooreenkoms strydig is nie.

Geteken te Durban op hede die 22ste dag van Desember 1953.

G. H. MITCHELL,
Voorsitter.

J. H. CARTWRIGHT,
Verteenwoordiger van respondent-werk-
gewer.

I. R. NAIR,
Verteenwoordiger van die Food and Canning
Workers' Union.

* No. 172.] [28 Januarie 1955.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

VOEDSELNYWERHEID.

Ek, JOHANNES DE KLERK, 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 Voedselnywerheid bekendgemaak by Goewermentskennisgewing No. 171 van 28 Januarie 1955 nie vir die persone wie se werkure daarby gereël word, minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

J. DE KLERK,
Minister van Arbeid.

- (b) custard powder, ice-cream powder, jellies, spices, curry powder, baking powder, gravy powder and pea or bean flour, and includes any operations incidental thereto.

4. WAGES.

The minimum wage which shall be paid by the employer to each member of the undermentioned classes of employees shall be as set out hereunder:—

	Per Week.
	£ s. d.
Factory clerk, qualified	2 17 6
Factory clerk, unqualified—	
during first six months' experience	2 2 6
during second six months' experience	2 11 9
Grade I employee, qualified	3 0 0
Grade I employee, unqualified—	
during first three months' experience	2 2 0
during second three months' experience	2 8 0
during third three months' experience	2 14 0
Grade II employee	2 12 6
Grade III employee	2 5 0
Grade IV employee	1 18 0
Labourer, under the age of 18 years	1 7 6
Labourer, of the age of 18 years and over	1 12 6
Motor vehicle driver	4 5 0

5. PAYMENT OF REMUNERATION.

Wages and other amounts due to an employee shall be paid in cash weekly and not later than fifteen minutes after an employee finishes work for the day, on the usual pay day of the establishments, any amounts due to him upon termination of service shall be paid immediately upon such termination, and provided further that when an employee is working short time, payments in terms of this clause shall be made not later than fifteen minutes after the employee finishes work for the week.

6. TRADE UNION FACILITIES.

1. Authorised trade union officials shall be permitted to enter the employer's cloakrooms (provided no meetings are held therein) from time to time during the lunch hour to—

- interview employees on trade union matters;
- enrol new members;
- distribute notices of meetings of trade union;
- collect trade union contributions.

2. Intention to visit the cloakroom must be made known to the employer before each visit.

7. PROHIBITION OF REDUCTION OF REMUNERATION OR OTHER BENEFITS.

Notwithstanding anything contained in this Agreement, it shall not operate so as to reduce an employee's remuneration, or other benefits, which he was already receiving immediately prior to the date of publication of this Agreement.

8. GENERAL.

The provisions of clauses 2 to 14 inclusive of Wage Determination No. 145, with the exception of the definition in clause 2 of the Condensed Milk Cream and Food Products Industries, published under Government Notice No. 137, dated 23rd January, 1948, shall apply to persons for whom wages are prescribed in clause 4 of this Agreement and shall be deemed to be incorporated in this Agreement to the extent that they are not inconsistent with the terms of the Agreement.

Signed at Durban this 22nd day of December, 1953.

G. H. MITCHELL,
Chairman.

J. H. CARTWRIGHT,
Representing the Respondent
Employer.

I. R. NAIR,
Representing the Food and Canning
Workers' Union.

* No. 172.] [28 January 1955.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

FOOD INDUSTRY.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-section (1) of section twenty-two of the Factories, Machinery and Building Work Act, 1941, hereby declare the provisions of the Agreement and notice relating to the Food Industry, published under Government Notice No. 171 of the 28th February, 1955, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

J. DE KLERK,
Minister of Labour.