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UNIE VAN SUID-AFRIKA

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

## GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

### DEPARTMENT OF LABOUR.

\* No. 1138.]

[3 June 1955.]

#### INDUSTRIAL CONCILIATION ACT, 1937.

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

I, JOHANNES DE KLERK, 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 one year from the said second Monday, upon the employer's 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 one year 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 one year from the said second Monday, the provisions contained in the said Agreement, excluding sections 2, 20, 22, 24 and 25 of Part I, shall *mutatis mutandis* apply in respect of such persons 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.

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

## GOEWERMENSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

### DEPARTEMENT VAN ARBEID.

\* No. 1138.]

[3 Junie 1955.]

#### NYWERHEID-VERSOENINGSWET, 1937.

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

Ek, JOHANNES DE KLERK, 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 een jaar vanaf die genoemde tweede Maandag eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vakverenigings is;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings in die genoemde Ooreenkoms vervat, 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 een jaar vanaf genoemde tweede Maandag eindig, 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 in genoemde Ooreenkoms vervat, 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 een jaar vanaf genoemde tweede Maandag eindig, in die Unie van Suid-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone 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.

## 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;  
Constructional Engineering Association;  
Construction and Road Equipment Manufacturers' Association;  
Edge Hand and Small Tool Manufacturers' Association;  
Electrical Engineering and Allied Industries Association;  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);  
Gate and Fence Manufacturers' Association of the Transvaal;  
Iron and Steel Producers' Association of South Africa;  
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;  
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;  
The Cape Engineers' and Founders' Association;  
The East London Engineers' and Founders' Employers' Association;  
The Natal Engineering Industries Association;  
The Port Elizabeth Engineers' Association;  
Transvaal Foundry Association;  
Transvaal Heavy Engineering Manufacturers' Association;

of the one part (hereinafter referred to as "the employer" or "the employers' organisations") and the—

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;

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' organisations 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 electrical 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) tungsten carbide (hard metal) manufacture;
- (vii) electric cable manufacture;
- (viii) lock and latch manufacture; or
- (ix) 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.

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Act, and shall remain in force for a period of twelve months or for such period as the Minister may determine.

## BYLAE.

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

## OOREENKOMS

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

Boatbuilders' and Shipwrights' Association of South Africa;  
Constructional Engineering Association;  
Construction and Road Equipment Manufacturers' Association;  
Edge Hand and Small Tool Manufacturers' Association;  
Electrical Engineering and Allied Industries Association;  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);  
Gate and Fence Manufacturers' Association of the Transvaal;  
Iron and Steel Producers' Association of South Africa;  
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;  
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;  
The Cape Engineers' and Founders' Association;  
The East London Engineers' and Founders' Employers' Association;  
The Natal Engineering Industries Association;  
The Port Elizabeth Engineers' Association;  
Transvaal Foundry Association;  
Transvaal Heavy Engineering Manufacturers' Association;

aan die een kant (hieronder „die werkgever” of die „werk-gewersorganisasie” genoem), 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 (hieronder „die werknemers” of die „vak-verenigings” genoem), wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese 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 vak-verenigings; 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 Ooreenkoms 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, Ltd., wat te Vereeniging geleë is;
- (ii) die installering, herstel en bediening van radio's en huis-houdelike elektriese toestelle, en die vervaardiging van radio's;
- (iii) die vervaardiging van gloeilampe;
- (iv) die vervaardiging van elektrodes deur middel van sweising;
- (v) die vervaardiging van aluminiumplaat en/of foelie en bedrywighede wat in verband met mekaar staan;
- (vi) die vervaardiging van wolframkarbid (harde metaal);
- (vii) die vervaardiging van elektriese kabel;
- (viii) die vervaardiging van slotte en knippe;
- (ix) die installering en/of herstel en/of onderhoud van elek-triese hysers en roltrappe;

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 ingenieursnywerheid ten opsigte van die installeer, onderhoud en herstel van elektriese toerusting soos in hierdie Ooreenkoms bepaal.

## 2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op sodanige datum as wat kragtens artikel agt-en-veertig van die Wet deur die Minister van Arbeid vasgestel word en bly twaalf maande lank van krag of vir sodanige tydperk as wat hy kan bepaal.



### 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 maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/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 aforementioned 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

### 3. WOORDOMSKRYWINGS.

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

„buitengewone vuil werk”, werk wat in verband met diesel-masjiene van die suierjuk na ondertoe, gebruikte skeepsketels, vlamkaste, inwendige verbrandingskamers, rookkaste, skeeps-holtes en in brandstoftanks verrig word;

„Wet”, die Nywerheid-versoeningswet, 1937;

„vakleerling”, 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak 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”—behoudens die woordomskrifwings hierin wat „tweeskoftestelsel” en „drieskoftestelsel” 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 wic se minimum skaal van besoldiging 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;

„prestasiëbonuswerk”, 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 wat te doen het met die vervaardiging van yster en/of staal en/of allooie en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edel metale) en/of allooie uit metaalskuiem en/of afval en/of oorblyfsels; die onderhoud, fabrisering, oprigting of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjiene, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal (uitgesonderd edel-metale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterkings; die vervaardiging van metaalgoedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooie en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en dit omvat die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid, 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, kontraktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese beligtings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels wat gebruik word in die bediening van radio- en elektroniese uitrusting, aanwend, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en sluit die vervaardiging van onderdele van bogenoemde uitrusting in;

(b) die installering, 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 uitmaak, en die herstel en/of onderhoud van hierdie installasies, met inbegrip van kabel-laswerk en elektriese bedrading wat daarmee in verband staan;

„hyser- en roltrapnywerheid”, die vervaardiging en/of inmeekaarsit en/of installering 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 hortjiesblindings;

„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

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;

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"Motor Industry" means—

- (a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring upholstery, 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, vulcanising 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 the purposes of (a), (b) and (c) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;

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;

"edelmetale", die edelmetale goud, silwer, platina en/of palladium en/of enige allooi wat genoemde edelmetale of enige daarvan in sodanige verhouding tot enige ander metale bevat om die grootste deel in die waarde van daardie allooi te wees;

"motornywerheid"—

- (a) inmeekaarsit, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—
  - (i) die 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, vulkanisering en/of versoling van buitebande;
- (d) herstel, bediening en vernuwing van batterye vir motorvoertuie;
- (e) die besigheid van motorvoertuie parkeer en/of opberg;
- (f) die besigheid gedryf deur vul- en/of diensstasies;
- (g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of dié verkoop bestuur word 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) die 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 ongeag of dié inrigting hom besig hou met die uitmeekaarhaal van en herstelwerk aan motorvoertuie, of nie;

"motorvoertuig", enige voertuig op wiele met meganiese krag (uitgesonderd 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 vliegtuig;
- (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 uitrust, toerus en afwerk;
- (f) sleepwaens bou, maar met uitsluiting van die vervaardiging van wiele 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 woordomskriving sluit "voertuig" nie 'n vliegtuig in nie, en "motornywerheid", soos omskryf, mag nie die onderstaande omvat 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, oprigting, toets, herstel, verstelling, nasien, bedrading, bespuiting, verf en of vernuwing van landboustrekkers uitgesonderd as dit gedoen word in inrigtings wat dergelike 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 ongeag of dit op wiele gemonteer is of nie;
  - (b) landbou-uitrusting of onderdele daarvan; of
  - (c) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels;
 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) 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.

"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, Simons-town, 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, Keiskammahoek, King Williamstown, Komgha, Lady Grey, Libode, Maclear, Middelbult, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Ngamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenstroom, 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;

"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, Postmasburg, Prieska, Taungs, Vryburg and Warrenton, 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;

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

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

"metaalgoedere" omvat nie landbouthouers nie;

"stelplaat of skoorstuk", 'n toestel wat die stand van die werk met betrekking tot die gereedskap en/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 Raad erken word in enige van die klasse werk soos in Tarief 1 in Lys A van Deel III van hierdie Ooreenkoms genoem, gedien 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 as vakman in diens te wees;

"jeugdige", 'n werknemer tussen 16 en 19 jaar oud wat enigeen 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", behoudens die woordskrywings hierin wat "tweeskoft-stelsels" en "drieskoft-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 ondervinding in enigeen 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 dienstdyd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel is nie;

"leerling-ingenieur en/of goedgekeurde 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 Streeksraad), Posbus 4012, Kaapstad;

"gebied B", die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Comimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middelbult, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Ngamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenstroom, 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 (Nataalse 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;

"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, Postmasburg, Prieska, Taung, Vryburg en Warrenton 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;

- "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;
- "watchmans 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 any 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 to 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 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) 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.

"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 buitelijn van die werkstuk aan te dui;

"tweeskofte- en/of drieskofstelsel", die werkmethode 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 patrolling 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 betrokke woordomskrywing van „dagskof” en/of „nagskof” in artikel 2 van hierdie Ooreenkoms.

(2) 'n Werkgewer kan vir vergemakliking van die hou van aantekeninge van die begin- en ophoutye 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 besoldig moet word vir elke tyd wat deur die klok geregistreer is en binne die begintyd en ophoutyd van die skof vir daardie dag van die week val waarvan die werkgewer sy werknemers ooreenkomstig subartikel (8) van hierdie artikel in kennis gestel het en vir alle tyd wat deur sy werkgewer van hom vereis word om te werk en wat nie binne daardie begintyd en ophoutyd 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 werkyd beskou en daarvoor betaal word teen die uurlikse tydloonskaal voorgeskryf vir 'n werknemer wat dieselfde 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 in 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, uitgesonderd 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 werkydperke onderbreek deur 'n pouse van minder as een uur as ononderbroke beskou moet word.

(7) (i) Geen vroulike werknemer kan verplig of toegelaat word om te werk nie—

- (a) tussen 6-uur namiddag en 6-uur voormiddag; of
- (b) na 1-uur namiddag op meer as vyf dae in enige week;

(ii) geen vroulike werknemer kan verplig of toegelaat word om oortyd soos volg te werk nie—

- (a) langer as twee uur op 'n dag;
- (b) op meer as drie opeenvolgende dae;
- (c) op meer as 60 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 werkgewer moet in sy inrigting in 'n plek wat vir sy werknemers maklik toeganklik is, 'n kennisgewing vertoon waarop die begin- en ophoutyd van werk vir elke skof of skofte van die werk en die etensure aangegee is.

#### 5. OORTYD EN BESOLDIGING VIR WERK OP SONDAE EN BEPAALDE OPENBAARE VAKANSIEDAE.

(1) Behoudens die bepalings 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 1½ maal die gewone loon;
- (b) daarna teen dubbel die gewone loon tot die gewone begintyd van die werknemer se volgende gewone 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 1½ maal 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.

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



(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 commenced 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 urgent maintenance and/or "urgent repairs" when such employees shall be paid at not less than double time for the hours worked, with a minimum payment of not less than three hours pay at double time.

"Urgent repairs" includes Sunday work in connection with ships, where such repairs are necessary to avoid delay to the vessel or are essential to the proper functioning of the ship.

(ii) Good Friday, the Day of the Covenant, 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.

(3) Wanneer 'n werknemer op enige tyd 6 uur ná die beëindiging van sy gewone skof vir dringende werk uitgeroep word, moet hy teen dubbel die gewone loonskaal besoldig 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 besoldig moet word vir die tyd wat van middernag af 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, besoldig word; met dien verstande dat die voorgaande nie van toepassing is op werknemers wat onderhoudswerk en/of dringende herstelwerk verrig nie, in welke geval sulke werknemers teen minstens dubbeltyd vir die ure wat gewerk is, met 'n minimum betaling van minstens drie uur se besoldiging teen dubbeltyd, besoldig moet word.

"Dringende herstelwerk" omvat Sondagwerk in verband met skepe, indien daardie herstelwerk nodig is om die vertraging van 'n boot te voorkom of vir die behoorlike werking van die skip noodsaaklik is;

(ii) op Goeie Vrydag, Gelofte-dag, Kersdag en Nuwejaarsdag werk, moet hy besoldig word vir die ure waarvoor hy besoldiging 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 1½ maal die gewone loon besoldig word vir die tyd wat tot op die genoemde getal ure gewerk word; daarna moet hy teen driemaal die gewone loon tot op die gewone begintyd die volgende dag besoldig word;

(iii) waar die werkgewer werk verskaf om die werknemer besig te hou gedurende die ure van 'n gewone 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 die begintyd op Saterdag werk, nie beskou word op nagskofwerk te wees 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 tussentyd van ses uur mag werk indien hy oortyd teen 1½ maal die gewone loon betaal word.

(4) In inrigtings wat volgens die tweeskofte- of drieskofte-stelsel werk, moet besoldiging 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 die—

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

(ii) derde skof—teen die gewone skaal 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 1½ maal 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 Werkgewer kan sy werknemers minder ure as wat in hierdie Ooreenkoms vasgestel is, laat werk as gevolg van—

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

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

## 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 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.

## 8. BETALING VAN VERDIENSTE.

(1) (a) Lone, prestasiebonuslone en oortyd moet weekliks op Vrydag binne 15 minute na die gewone ophoutyd in kontant betaal word; en die voornoemde besoldiging moet alle besoldiging omvat 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 besoldiging wat kragtens hierdie Ooreenkoms aan die werknemer verskuldig is, by daardie diensbeëindiging aan hom betaal moet word.

(b) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: sy totale verdienste, besoldiging 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, uitgesonderd die onderstaande, afgetrek word nie:—

(a) Vir losies of inwoning, of albei, 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-, pensioenfondse 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 by 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 betaal 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 by onderlinge ooreenkoms vasgestel word tussen die werkgever en die werknemer wat die werk moet verrig, en die werkwinkelvertegenwoordiger moet geraadpleeg word indien eenige van die partye dit verlang; met dien verstande dat prestasiebonusskaal in gieterye by onderlinge ooreenkoms vasgestel moet word deur 'n bonusvasstellingskomitee 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) Ingeval 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 bepalings 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 bonusverdiens 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 vaststelling van die tydtoelaes in aanmerking geneem is nie.

(vii) Geen skaal waaroor 'n werkgever en 'n werknemer ooreengekom het, word as bevreëdigend 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 werk vasgestel is.

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



- (ix) An employee engaged on an incentive bonus system shall be paid on the normal pay day of each week.
- (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, the Day of the Covenant, 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 the Day of the Covenant, 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 (whether worked for one or more employers) shall be 292 shifts, exclusive of overtime, actually worked on a six-day week basis, or 243 shifts exclusive of overtime, actually worked on a five-day week basis; provided that—

- (i) subject to paragraph (i) hereof employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for leave purposes; provided that an employee who is laid off after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis, as the case may be, shall be credited with the number of shifts 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 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 on a six-day week basis or 43 shifts on a five-day week basis, 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 Workman'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 lost by him during such absence, forfeit five shifts on a six-day week basis or four and one-sixth on a five-day week basis, as the case may be, worked towards his holiday qualification, with a maximum penalty in any one qualifying period for paid leave of 30 shifts on a six-day week basis or 25 shifts on a five-day week basis as the case may be; provided that notification of such absence shall be made by the employer in writing to the Council within seven days of such absence.

- (ix) 'n Werknemer in diens op 'n prestasiebonusstelsel moet op die gewone betaaldag van elke week betaal word.
- (x) Geen prestasiebonusskaal of basiese tye wat eenmaal vasgestel is, mag gewysig word nie uitgesonderd 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 hoeveelheid; 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 prestasiebonusstelsel te werk.

#### 10. BESOLDIGING GEDURENDE VAKANSIE EN WERKLOOSHEID.

(1) Behoudens die bepalings van subartikel (2) van hierdie artikel, moet vakansiebesoldiging waarvoor in hierdie artikel voorsiening gemaak word, teen die kontrakskaal van besoldiging bereken word wat die werknemer ontvang op die datum van kwalifikasie, uitgesonderd vir werknemers wat op 'n prestasiebonuswerk in diens is en wie se vakansiebesoldiging 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 Goeie Vrydag, Geloftedag, 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 gewone werkure vir daardie dag van die week gewerk het; met dien verstande dat wanneer Geloftedag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op daardie dag werk nie, sy gewone uurloon betaal moet word vir die getal ure waarvoor hy besoldig 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 besoldiging kragtens subartikel (3) van hierdie artikel afwesig is, van toepassing is nie. Vir die toepassing 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 kragtens hierdie Ooreenkoms en met inagneming van onderstaande bepalings, geregtig op drie agtereenvolgende weke verlof met volle besoldiging:—

(a) Die kwalifikasie vir hierdie verlof (hetsy vir een of meer werkgewers gewerk) is 292 skofte, uitgesonderd oortyd, werklik gewerk op die basis van 'n week van ses dae of 243 skofte, uitgesonderd oortyd, wat werklik op 'n basis van 'n week van vyf dae gewerk is; met dien verstande dat—

- (i) behoudens paragraaf (i) hiervan, diens by dieselfde werkgewer van minder as 30 skofte op 'n basis van 'n week van ses dae, of 25 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte op 'n basis van 'n week van ses dae, of na 15 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, geskors word, met die getal skofte wat hy werklik gewerk het 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 getal skofte wat hy by die werkgewer gewerk het, gekrediteer moet word, mits hy in die tussentyd nie vir 'n ander werkgewer werk nie;
- (iii) enige tydperk van afwesigheid weens siekte wat in die geheel nie 52 skofte op grond van 'n week van ses dae of 43 skofte op grond van 'n week van vyf dae, na gelang van die geval, in enige afsonderlike jaar diens te bowe gaan nie, word vir vakansiedoeleindes meegereken; met dien verstande dat 'n werkgewer daarop 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 ongeluk wat ontstaan uit of in die loop van die werknemer se diens, moet vir vakansiedoeleindes meegereken word; met dien verstande dat aangeneem word dat die ongeluk binne die bepalings van die Ongevallewet 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 sodanige afwesigheid verloor, vyf skofte verbeur op grond van 'n week van ses dae of vier en een-sesde op grond van 'n week van vyf dae, na gelang van die geval, wat hy vir verlof kwalifikasie gewerk het, met 'n maksimum straf van 30 skofte in enige kwalifiseertydperk vir verlof met besoldiging van 30 skofte op grond van 'n week van ses dae of 25 skofte op grond van 'n week van vyf dae, na gelang van die geval; met dien verstande dat die werkgewer binne sewe dae van sodanige afwesigheid af die Raad daarvan skriftelik in kennis moet stel;



- (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) The holiday shall include four weekends and be for one unbroken period.
- (c) Should either Good Friday, the Day of the Covenant, 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 worked on a six-day week basis or a five-day week basis 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 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.

- (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 vakansiekwifikasie ten getalle van die skofte wat gewoonlik gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het;
- (b) die vakansie moet vier naweke insluit en moet nie onderbreek word nie;
- (c) ingeval of Goeie Vrydag, Gelofetedag, Kersdag of Nuwejaarsdag binne die vakansietyd val, word die tyd verleng met een dag teen volle besoldiging vir elk van daardie dae;
- (d) 'n werknemer moet binne een maand vanaf die datum waarop hy op verlof geregtig word daarom aansoek doen;
- (e) die verlof moet binne vier maande vanaf die datum waarop dit verskuldig word deur die werkgewer 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 verleë is;
- (g) geen werknemer mag solank hy op verlof is enige loon-trekkende werk verrig nie.
- (4) (a) As 'n werknemer op die punt staan om met verlof te gaan, moet die geld aan hom verskuldig vir doeleindes van die verlof, onmiddellik voor hy met sy werk ophou om met verlof te gaan, deur sy werkgewer in kontant aan hom betaal word.
- (b) Wanneer die besoldiging in (a) en in artikel 11 (1) van hierdie artikel voorgeskryf, gedoen word, moet die werkgewer aan die Raad 'n bewys van vakansiebesoldiging stuur, opgestel in 'n vorm aanneemlik vir die Raad en deur die werknemer onderteken as 'n bewys vir bogenoemde besoldiging.
- (5) Indien die diens van 'n werknemer eindig voordat hy op verlof met betaling ingevolge subartikel (3) van hierdie artikel geregtig is, moet hy met die *pro rata* getal skofte gewerk op grond van 'n week van ses dae of op grond van 'n week van vyf dae, na gelang van die geval, gekrediteer word. Die werkgewer moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die getal skofte gewerk wat vir vakansiedoeleindes gereken word, uiteengesit is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof stuur waarop die werknemer reg het.
- (6) (a) Indien die tydperk van werkloosheid tussen twee diens-tye meer as ses dae is, is 'n werknemer vir vertoning van sy bewys of bewyse aan die Nywerheidsraad, gedurende elke week van sy werkloosheid geregtig om van die bedrag wat hy te goet het, 'n bedrag te ontvang van minstens £2 of die bedrag wat hy te goet het, na gelang van die kleinste, of hoogstens die helfte van die loon wat hy ontvang het toe hy werkloos geword het, na gelang van die grootste is, tot tyd en wyl die kredit wat in die bewys of bewyse aangedui is, uitgeput is. Ingeval die werknemer werk kry voordat die kredit uitgeput is, moet hy in die boeke van die Raad gekrediteer word met die bedrag wat nog nie uitbetaal is nie, en dit is vir hom beskikbaar ooreenkomstig die voorafgaande bepalings, wanneer hy of weer vir verlof kwalifiseer, of vir 'n tydperk van meer as ses dae werkloos word.
- (b) Enige werknemer wat besoldiging ooreenkomstig paragraaf (a) van hierdie subartikel eis en ontvang, moet, wanneer hy weer in die nywerheid werk kry, van die datum af waarop hy die werk aanvaar, vir verlof begin kwalifiseer; met dien verstande dat as daar enige onopgeëiste saldo is, waarop 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 af waarop die tydperk van diens begin wat deur die bewys gedek word, het enige persoon aan wie 'n bewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die nywerheid in diens is, reg op aanbieding van die bewys aan die Raad in die strek van oorsprong vir betaling daarop 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 kredit 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, uit die fondse van die Raad maak.
- (9) (a) 'n Werknemer wat by die volgende maal wat hy vir verlof met besoldiging kragtens subartikel (3) van hierdie artikel kwalifiseer, minstens twaalf jaar diens by dieselfde werkgewer voltooi het, het ooreenkomstig die werkgewer se gerief en solank as wat hy by dieselfde werkgewer in diens bly, elke jaar reg op 'n ekstra week verlof met besoldiging, of op die gelyke waarde daarvan; met dien verstande dat hy onderlinge ooreenkoms tussen die werkgewer en die werknemer—
- (i) die verlof met besoldiging 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 oploop totdat hy vir drie van daardie ekstra weke verlof met besoldiging kwalifiseer.



(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 the 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.                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Class A.</b><br>(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;<br>(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;<br>(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 | A holiday bonus of £32. 10s. 0d. per annum calculated <i>pro rata</i> to the holiday qualification completed after the date on which the employee last qualified for holiday leave or, whichever is the later, from the date of his engagement.                                                                                                |
| <b>Class B.</b><br>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)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 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. |

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

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

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

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

## 11. VAKANSIE- EN SPESIALE BONUS.

Vir die toepassing van hierdie artikel is „vakansiekwalfikasie” die kwalifikasie vir die besoldigde 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 ondervinding besoldig word.

(1) Wanneer sy verlofbesoldiging 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.                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Klas A.</b><br>(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 besoldigde vakansie;<br>(ii) werknemers as leerlinge in diens op die datum waarop hierdie Ooreenkoms van krag word, of in diens in bedrywe waarvoor besoldiging volgens ondervinding geskied, waarvoor die minimum loonskaal in hierdie Ooreenkoms gespesifiseer gelykstaan met 2s. 1d. per uur of meer op die datum waarop hulle vir hulle besoldigde vakansie kwalifiseer;<br>(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. | 'n Vakansiebonus van £32. 10s. per jaar bereken <i>pro rata</i> teen die verlofkwalifikasie bereik na die datum waarop die werknemer laas vir vakansieverlof gekwalifiseer het of, na gelang van die jongste datum, van die datum van sy indiensneming af.                                                                                             |
| <b>Klas B.</b><br>Alle ander werknemers wat nie by Klas A hiervan ingesluit is nie (uitgesonderd vakleerlinge, werknemers in diens op werk geklassifiseer in Tariewe 8 tot en met 12, of wagte).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | '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 oortyd, wat hy werklik gewerk het vir sy verlofkwalifikasie na die datum waarop hy laas vir verlof gekwalifiseer het, of die datum van sy indiensneming, na gelang van die jongste. |

(2) Wanneer die diens van 'n werknemer eindig voordat hy geregtig word op verlof met besoldiging ingevolge die bepalings van artikel 10, moet die werknemer met 'n aandeel van die bonus vir sy klas gespesifiseer, gekrediteer word in verhouding tot die getal skofte wat vir verlofdoeleindes aan hom gekrediteer word, of, na gelang van die geval, 'n bedrag bereken teen 8 persent van die werknemer se minimum tarief vir sy bedryf soos in die lys opgegee in hierdie Ooreenkoms vir die ure, uitgesonderd oortydure, wat hy werklik vir sy verlofkwalifikasie

the hours, exclusive of overtime, he has actually worked towards his holiday qualifications. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council together 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 aforementioned, 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.

gewerk het. Die werkgever moet die betrokke bedrag op die bewys inskryf wat aan die werknemer gegee moet word, waarop die getal skofte wat vir verlofdoeleindes tel, uiteengesit word en onmiddellik die geldekwivalent van die bonus aan die Sekretaris van die Raad, tesame met die geldekwivalent van die verlofkrediet met besoldiging stuur.

(3) Wanneer die bonus ingevolge die bepalinge van subartikel (2) aan die Raad gestuur word, is die bepalinge van subartikels (6), (7) en (8) met betrekking tot die geldekwivalent van die verlofkrediet met besoldiging *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) *Toelaes vir reis-en-verblyf-koste.*—(1) Waar werk weg van die werkgever se inrigting of van die werknemer se gewone werkplek verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om die werk te verrig, voorsien word van 'n tweedeklas-treinkaartjie, uitgesonderd in die geval van voorstedelike lyne waarvoor die akkommodasie eerste klas of behoorlike vervoer na en van die werk moet wees.

(2) Wanneer van 'n werknemer ingevolge (1) hiervan vereis word om te reis, moet hy gedurende gewone werkure teen die gewone loonskaal besoldig word en teen die helfte van die gewone loonskaal buite die gewone werkure; betaling moet in geen geval 12 uur se besoldiging gedurende 'n tydperk van 24 uur of gedeelte daarvan, bereken vandat die reis begin, te bowe gaan nie; met dien verstande dat as 'n werknemer gewerk het op die dag waarop die reis begin, hy slegs daarop geregtig is om 'n maksimum van 12 uur se besoldiging 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 werkgever van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, nie op sy gewone woonplek te woon nie, 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 bepalinge 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 werkgever 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 werkgever—

- (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 terugbetaal vir die reis aldus onderneem;

(b) indien 'n werkgever 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 op die terugbetaling soos in (ii) uiteengesit.

(B) *Toelae vir buitengewone vuil werk* (vir buitengewone vuil werk soos in die Ooreenkoms omskryf).—(1) As 'n werknemer, uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens is, buitengewone vuil werk moet verrig, moet hy benewens enige ander besoldiging waarop 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 werk, 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 bodek en onder omstandighede wat die gebruik van 'n veiligheids gordel nodig maak, moet hy benewens die besoldiging waarop 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 Werkgever of werknemer moet minstens een volle dag vooraf die diens opsig; met dien verstande dat dit geen inbreuk op die volgende maak nie:—

- (a) Die reg van 'n werkgever of 'n werknemer om die diens sonder opsegging te beëindig weens enige gegronde rede wat deur die Wet as voldoende erken word;
- (b) enige ooreenkoms tussen 'n werkgever en werknemer waarby vir 'n langer diensopseggingstyd as een volle werkdag voorsiening gemaak word;

en voorts met dien verstande dat 'n werkgever aan 'n werknemer lone kan betaal in plaas van die diensopseggingstyd waarvoor 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 ophoutyd op Saterdag moet voor 12-uur middag op Vrydag gegee word.



#### 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—

- the full name of the person concerned;
- the provisions of the agreement from which exemption is granted;
- the conditions subject to which such exemption is granted;
- the period during which the exemption shall operate.

(4) The Council shall cause—

- all licences issued to be numbered consecutively;
- 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;
- 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:—

- 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.

#### 14. BUTTEWERK.

(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 inmeekaarsitwerk, 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 wat hy by 'n werkgewer in die nywerhede in diens is, bestellings vir algemene, werktuigkundige, elektrotegniese of skeepsingenieurswerk, met inbegrip van herstel- of inmeekaarsitwerk, vir e.e.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. INDIENSNEEMING VAN JEUGDIGES EN UITREIKING VAN CERTIFIKATE, 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 goeiedunke 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, uitgesonderd '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. INDIENSNEEMING 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 versekeringsmaatskappy 'n polis uitneem vir versekering teen skade of vernietiging deur brand op die werkgewer se persele van gereedskap wat die eiendom van sy vakman-, vakleerling- en 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 bepalings 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 goeiedunke en nadat kennis een week vooraf aan die betrokke persoon skriftelik gegee is, 'n vrystellingsertifikaat 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—

- die naam van die betrokke persoon voluit;
- die bepalings van die ooreenkoms waarvan vrystelling verleen word;
- die voorwaardes waarop vrystelling verleen word;
- die tydperk waarvoor vrystelling geldig is.

(4) Die Raad moet —

- alle sertifikate wat uitgereik word, in volgorde laat nommer;
- '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;
- ingeval vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer laat stuur.

#### 19. UITGAWES VAN DIE RAAD.

Voorziening vir die fondse van die Raad wat berus by en beheer word deur die Raad moet soos volg gemaak word:—

- Elke werkgewer moet van die lone van elk van sy werknemers wat deur hierdie Ooreenkoms geraak word (uitgesonderd 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.

- (2) To the amount thus deducted the employer shall add an equal amount and forward to the Council not later than the 15th day of each month the total sum for the month preceding 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-sections (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) or Wage Division D/27 (Shell Moulding Division) who is not a member of the Iron Moulders' Society of South Africa, and no person who is a member of the Iron Moulders' 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-sections (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.

- (2) By die bedrag wat aldus afgetrek word, moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag vir die voorafgaande maand voor of op die vyftiende dag van elke maand aan die Raad soos volg stuur:—

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 in diens is wat vir die betaling van die bedrag gespesifiseer in (1), aanspreeklik 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 maande 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 voorgeskryf in (2), aan die Raad die bedrag van 10s. betaal, of, na gelang van die geval, benewens 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) Behoudens soos bepaal in subartikel (2) en (3) hiervan, mag geen werknemer wat nie lid van een van die vakverenigings is nie, deur 'n werkgewer wat lid van een van die werkgewers-organisasies is, in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, by 'n werkgewer wat nie lid van een van die werkgewersorganisasies 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 nywerhede in diens was en vir lidmaatskap van een van die vakverenigings in aanmerking kom in ooreenstemming met hul onderskeidelike konstitusies.

(2) Geen werkgewer in die gietbedryf mag enige persoon in enigeen van die klasse werk wat met 'n sterretjie in Loonafdeling D/8 (Afdeling vir smelt en giet, algemeen en vervaardiging) of Loonafdeling D/27 (Afdeling vir die dopvorming) gemerk is, wat nie 'n lid van die Ironmoulders' Society of South Africa is nie, in diens neem nie, en niemand wat lid is van die Iron Moulders' Society of South Africa mag vir 'n werkgewer in die gietbedryf werk wat nie lid van een van die werkgewersorganisasies is nie; met dien verstande dat hierdie bepalings nie van toepassing is op werknemers, uitgesonderd vakmanne, vir die eerste drie maande diens in die nywerhede 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 indiensneming in die nywerheid weier 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 aanplak en aangeplak 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.



(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. Application for such registration shall be made to the Secretary of the Regional Council of the area concerned.

For the purposes of this Section—

"manufacturing engineering" means the manufacture and/or fabrication of any machine, vehicle (other than a motor vehicle) and/or articles consisting mainly of metal (other than precious metal) or parts or components thereof and/or structural metal work, carried out on a quantity production basis in separate manufacturing establishments by means of special application to the job, or in separate departments of or annexes to general engineering establishments.

(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.                                                                |
|---------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------|
| I.—Exceeding £5 per week—<br>(i) In Regions "A", "C" and "E"<br>(ii) In Regions "B" and "D" | £ s. d.<br>2 5 3<br>2 1 6                    | ± 7d. for each ± completed 5 points variation in Index above or below 1405. |
| II.—Exceeding £3. 10s. per week but not exceeding £5 per week                               | 1 19 0                                       | ± 6d. for each ± completed 5 points variation in Index above or below 1405. |
| III.—Exceeding £2 per week but not exceeding £3. 10s. per week                              | 1 4 0                                        | ± 3d. for each ± completed 5 points variation in Index above or below 1405. |
| IV.—£2 per week and under...                                                                | 0 19 2                                       | ± 3d. for each ± completed 5 points variation in Index above or below 1405. |

(ii) The allowances payable to an employee in respect of any week shall be reduced 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.

(c) (i) Elke werkgewer wat op die datum van inwerkingtreding van hierdie Ooreenkoms die nywerhede uitoefen en dit nie reeds kragtens enige vorige ooreenkoms gedoen het nie, en elke werkgewer wat na die datum van inwerkingtreding van hierdie Ooreenkoms in die nywerheid begin werk, moet, voor hy die bepaalde 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 verkry, of, na gelang van die geval, van 'n gedeelte daarvan as 'n „ingenieursvervaardigingsinrigting". Aansoek om hierdie registrasie moet by die Sekretaris van die Streeksraad vir die betrokke gebied gedoen word.

Vir die toepassing van hierdie artikel beteken—

„ingenieursvervaardigingswerk", die vervaardiging van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) en/of artikels hoofsaaklik uit metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en/of metaalbouwerk wat op 'n produksiebasis van hoeveelheid in afsonderlike vervaardigingsinrigtings deur middel van bepaalde aanpassingsmetodes van die werk, of in afsonderlike afdelings of bygeboue van algemene ingenieursinrigtings uitgevoer word.

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

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

### 23. TOEPASSING VAN DIE OOREENKOMS.

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

### 24. WERKENDE VENNOTE.

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

### 25. AGENTE.

Die Raad moet een of meer aangewese persone aanstel as agente om by die uitvoering van die bepalinge van hierdie Ooreenkoms behulpzaam te wees. 'n Agent is geregtig om enige inrigting te betree en enige werkgewer of werknemer te ondervra en die aantekeninge van lone wat betaal, tyd wat gewerk en bedrae wat vir oortyd en 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 (uitgesonderd daardie werknemers vir die spesiale bepalinge in Deel II van die Ooreenkoms vasgestel is) benewens enige ander besoldiging waarop die werknemer geregtig is, 'n lewenskoste-toelae soos volg betaal:—

| Klas.                                                                       | Toelae per week as indekssyfer = 1405. | Aanpassings.                                             |
|-----------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------|
| I.—Bo £5 per week—<br>(i) In gebiede A, C en E<br>(ii) In gebiede B en D... | £ s. d.<br>2 5 3<br>2 1 6              | ± 7d. vir elke ± volle 5 punte verskil bo of onder 1405. |
| II.—Bo £3. 10s. per week, maar nie bo £5 per week nie                       | 1 19 0                                 | ± 6d. vir elke ± volle 5 punte verskil bo of onder 1405. |
| III.—Bo £2 per week, maar nie bo £3. 10s. per week nie                      | 1 4 0                                  | ± 3d. vir elke ± volle 5 punte verskil bo of onder 1405. |
| IV.—£2 per week en minder.                                                  | 0 19 2                                 | ± 3d. vir elke ± volle 5 punte verskil bo of onder 1405. |

(ii) Die toelaes wat ten opsigte van enige week aan 'n werknemer betaalbaar is, moet pro rata verminder word volgens enige tydperk van afwesigheid van werk sonder die werkgewer se toestemming, tensy afwesigheid aan siekte of onbekwaamheid binne die bepalinge van die Ongevallewet te wyte is, wanneer geen bedrag ten opsigte van die eerste week van daardie afwesigheid afgetrek mag word nie.

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

(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 figure shall be effected on the first pay day in the month after publication of the press release statement reflecting such variation.

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

(4) "Index Figure" means the weighted average index relating to food, fuel, light rent and sundries for the nine principal urban areas in the Union of South Africa as assessed and published by the Director of Census and Statistics in the census monthly press release statement in respect of each area compared with itself in 1938, 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.

## 28. PROHIBITION OF CESSION.

No claim whatever by any employee against the Council shall be capable of being ceded, and no purported cession thereof shall be binding upon the Council.

## 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;

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

(2) Enige aanpassing in die skaal van lewenskostoelae wat voortspruit uit 'n wysiging van die indekssyfer, moet toegepas word van die eerste betaaldag af wat volg op die publikasie van die persberig waarin die wysiging bekendgemaak word.

(3) Die toelae genoem in subartikel (1) moet terselfdertyd betaal word as wat die werknemer gewoonlik sy ander besoldiging ontvang.

(4) „Indekssyfer” betken die beswaarde gemiddelde indeks met betrekking tot voedsel, brandstof, ligte, huur en diverse vir die nege vernaamste stadsgebiede in die Unie van Suid-Afrika soos vasgestel deur die Direkteur van Sensus en Statistiek in die maandelikse sensuspersberig ten opsigte van elke gebied vergeleke met homself in 1938, met inagneming daarvan dat die 1938-basis van berekening 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 loon sy ingelyste uurtydloon met 46 vermenigvuldig.

## 27. ONGEMAGTIGDE INDIENSNEMING.

Ondanks 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 werkgewer 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 werkgewer moet voortgaan om die besoldiging te betaal en die voorwaardes na te kom asof die indiensneming nie verbied was nie.

## 28. VERBOD OF AFTAND.

Geen eis hoegenaamd deur enige werknemer teen die Raad mag oorgemaak word nie en geen voorgenome oormaking daarvan is vir die Raad bindend nie.

## DEEL II.

### SPESIALE VOORWAARDES MET BETREKKING TOT BEPAALENDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalings, is die bepalings met betrekking tot „Werkure” (artikel 4), „Oortyd en besoldiging vir werk op Sondae en bepaalde openbare vakansiedae” (artikel 5), „Nagskofwerk” (artikel 6), „Besoldiging gedurende vakansie en werkloosheid” (artikel 10) en „Lewenskostoelae” (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 wic, 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 werkgewer mag, uitgesonderd soos andersins bepaal in hierdie deel van die Ooreenkoms, van 'n werknemer (uitgesonderd 'n wag), vereis of hom toelaat nie om—

(a) langer as 46 uur, uitgesonderd etenstye, in 'n week te werk; of

(b) langer as agt uur, uitgesonderd 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 1½ 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 en kan hy nie toegelaat word om vir 'n ononderbroke tyd van langer 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 en kan sy nie toegelaat word om—

(a) tussen 6-uur nm. en 6-uur vm.; of

(b) na 1-uur nm. op meer as vyf dae per week te werk nie;



- (ii) no employee who is a female, shall be required or permitted to work overtime—
- for more than two hours on any day;
  - on more than three consecutive days;
  - on more than sixty days in any year;
  - after completion of her ordinary working hours for more than one hour on any day unless she has—
    - been given notice thereof before midday; or
    - been provided with an adequate meal before she has to commence overtime; or
    - 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) Whenever an employee other than a watchman works on—

- Sunday, he shall receive not less than double the rate payable in respect of a shift ordinarily worked on a weekday; or
  - 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;
- 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—

- 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
- 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—

- in respect of any period of leave which has accrued to him but was not granted before the termination of the employment; and
  - 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—
- is on leave in terms of sub-section (2); or
  - undergoes peace training under the South Africa Defence Act, 1912; or
  - is absent from work on the instructions or at the request of the employer; or
  - 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.

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

- vir meer as twee uur op 'n dag;
- op meer as drie agtereenvolgende dae;
- op meer as 60 dae in 'n jaar;
- na voltooiing van haar gewone werkuure 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;

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

## 2. OORTYD EN BESOLDIGING 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.

(2) As 'n werknemer, uitgesonderd '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 besoldiging, bereken teen die skaal van een gewone skof vir daardie besondere dag van die week;

(b) Goeie Vrydag, Geloftedag, 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 oortydskale na toepassing, soos voorgeskryf in (i) hiervan.

## 3. VERLOF MET BESOLDIGING.

(1) As 'n werknemer nie op Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer 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 werkuure vir daardie dag van die week gewerk het.

(2) Elke werkgewer moet afwesigheidsverlof aan elke werknemer met volle besoldiging 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 die 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, Geloftedag, Kersdag of Nuwejaarsdag binne die tydperk van dié verlof val, die dae by genoemde tydperk as 'n verdere tydperk van verlof met volle besoldiging gevoeg moet word.

(3) Elke werknemer aan wie verlof kragtens subartikel (2) toegestaan is, moet besoldiging van die werkgewer 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 werkgewer sy werknemer sy volle besoldiging 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 werkgewer na die datum waarop hy laas op 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) op 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 werkgewer van werk afwesig; of

(d) as gevolg van die siekte van werk afwesig is;

moet vir die toepassing van subartikel (2) en (4) as diens beskou word; met dien verstande dat die bepalings 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 werkgewer, aan die werkgewer '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 werkgewer 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) 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. 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 shilling 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.

(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, na gelang van 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 af waarop hy laas op jaarlikse verlof geregtig geword het, na gelang van die jongste.

#### 4. LEWENSKOSTETOELAE.

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

#### 5. DIENSSERTIFIKAAT.

'n Werkgever moet, wanneer by beëindiging van sy diens daarom versoek word, hy deur 'n werknemer 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 op dié besoldiging wat vir duur van diens voorgeskryf word.

### DEEL III.

#### LONE EN/OF VERDIENSTE.

(1) Ondanks enige loon in die volgende lysie genoem, is 'n vakman, soos in hierdie Ooreenkoms omskryf en as sodanig op 18 Oktober 1951 in diens, geregtig op 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 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 dié geval van werknemers, uitgesonderd 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 slegs vir losies of drie sjielings per week slegs vir inwoning mits die inwoning deur die Raad of die betrokke plaaslike owerheid goedgekeur is;

(ii) in dié 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 slegs vir losies of twee sjielings en ses pennies per week sleg vir inwoning, mits die inwoning deur die Raad en die betrokke plaaslike owerheid goedgekeur is.

(3) Geen werknemer mag in 'n week teen verskillende skale in diens wees op meer as een bedryf wat in hierdie Ooreenkoms ingelys is nie, tensy besoldiging betaal word asof so 'n werknemer vir daardie hele week in diens was op die hoogste besoldigde bedryf. Met dien verstande dat ingeval 'n laer besoldigde werknemer tydelik die plaasvervanger is van 'n hoër besoldigde 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 besoldig word vir slegs die tyd wat hy werklik op die hoër besoldigde bedryf gewerk het. Enige plaasvervangende tyd van minder as een-helfte van 'n skof altesaam in 'n week word nie gereken vir besoldiging 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 (uitgesonderd vakleerlinge) wat in diens is op enigen van die klasse werk wat hierna na 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 nie.



SCHEDULE A.

WAGE PROVISIONS APPLICABLE IN GENERAL ENGINEERING.

For the purpose of this Schedule—

“general engineering” means the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, ship, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, but does not include work defined as “manufacturing engineering” in Section 22 of Part I of this Agreement.

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

(a) General.

Rate 1 (n.e.s.).

- |                                                |                     |
|------------------------------------------------|---------------------|
| (i) Angle and plate smithing.....              | } 3s. 9s. per hour. |
| Boilermaking.....                              |                     |
| Bricklaying and/or refractory brick-           |                     |
| laying and/or masonry work.....                |                     |
| Carpentry.....                                 |                     |
| Caulking (pressure vessels).....               |                     |
| Constructional steel working.....              |                     |
| Cropping and/or punching and/or                |                     |
| shearing and/or guillotine shearing            |                     |
| Down hand mild steel welding under             |                     |
| supervision on material $\frac{3}{16}$ " 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 (super-             |                     |
| visory word in the field).....                 |                     |
| Marking out.....                               |                     |
| Metal spinning.....                            |                     |
| Roll turning.....                              |                     |
| Templet making.....                            |                     |
| Welding and/or brazing.....                    |                     |
| (ii) Architectural and/or ornamental           | } 3s. 9s. per hour. |
| metal working.....                             |                     |
| Assembling requiring the use of instru-        |                     |
| ments in making fitting adjustments            |                     |
| Blacksmithing.....                             |                     |
| Coppersmithing.....                            |                     |
| Die and/or jig and/or tool and/or              |                     |
| gauge makingz.....                             |                     |
| Fitting and/or turning and/or machin-          |                     |
| ing.....                                       |                     |
| Inspection when performed by inspec-           |                     |
| tors having journeyman qualifica-              |                     |
| tions.....                                     |                     |
| Instrument making and/or repairing..           |                     |
| Locksmithing.....                              |                     |
| Machine tool setting up and/or tool-           |                     |
| setting.....                                   |                     |
| Motor mechanic's work.....                     |                     |
| Millwrighting.....                             |                     |
| Patternmaking.....                             |                     |
| Plumbing.....                                  |                     |
| Rigging.....                                   |                     |
| Scale making and/or repairing.....             |                     |
| Sheetmetal working.....                        |                     |
| *Ship's plumbing.....                          |                     |

\*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.

- |                                         |                   |
|-----------------------------------------|-------------------|
| (i) Drilling machine work, n.e.s.....   | 3s. 6d. per hour. |
| *Machinist's work (n.e.s.), viz., shap- |                   |
| ing, slotting, planing, milling (ex-    |                   |
| cluding 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. |
|---------------------------------|----------------|
| First year of learnership—      | s. d.          |
| First six months.....           | 1 6            |
| Second six months.....          | 1 9            |
| Second year of learnership..... | 2 3            |
| Third year of learnership.....  | 3 0            |
| Thereafter.....                 | 3 6            |

LYS A.

LOONBEPALINGS VAN TOEPASSING IN ALGEMENE INGENIEURSWERK.

Vir die toepassing van hierdie lys beteken—

„algemene ingenieurswerk” die onderhoud, fabrisering, oprigting of innemkaarsit, bou, verandering, vervanging of herstel van enige masjien, skip, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, maar omvat nie werk wat omskryf is as „ingenieurs vervaardigingswerk” in artikel 22 van Deel I van hierdie Ooreenkoms nie.

Niemand, uitgesonderd 'n vakman of 'n vakleerling, mag sonder voorafgaande toestemming van die Raad werk verrig wat onder Tarief 1 ingedeel is nie:—

(a) Algemeen.

Tarief 1 (n.e.v.)—

- |                                                |                    |
|------------------------------------------------|--------------------|
| (i) Hoek- en plaatsmidswerk.....               | } 3s. 9d. per uur. |
| Ketelmakery.....                               |                    |
| Baksteenmesselwerk en/of messel met            |                    |
| vuurvaste stene en/of klipmessel-              |                    |
| werk.....                                      |                    |
| Timmerwerk.....                                |                    |
| Kalfaterwerk (druktoestelle).....              |                    |
| Konstruksiestaalwerk.....                      |                    |
| Afsny- en/of ponswerk en/of afskeer            |                    |
| en/of afskeer met valbyl.....                  |                    |
| Afwaartse sweiswerk met die hand               |                    |
| onder toesig op materiaal $\frac{3}{16}$ " dik |                    |
| of dikker in 'n enkele voltooide               |                    |
| reeks wat geen verandering van                 |                    |
| werkwysse, t.o.v. stroomsterkte mee-           |                    |
| bring (wat 300 ampères nie moet                |                    |
| oorskry nie), nóg tempo van afset-             |                    |
| ting of grootte en soort staaf; met            |                    |
| dien verstande dat stawe van eien-             |                    |
| domsmerk moet wees en No. 6                    |                    |
| S.W.G. nie moet oorskry nie....                |                    |
| Elektrotegniese onderhoud en/of                |                    |
| installering.....                              |                    |
| Oprigting en/of innemkaarsit (opsig-           |                    |
| terswerk in die veld).....                     |                    |
| Afmerkwark.....                                |                    |
| Metaalspinwerk.....                            |                    |
| Roldraaiwerk.....                              |                    |
| Leipatrone maak.....                           |                    |
| Sweis- en/of hardsoldeerwerk.....              |                    |
| (ii) Argitektoniese en / of ornamentale        | } 3s. 9d. per uur. |
| metaalwerk.....                                |                    |
| Innemkaarsit, wat die gebruik van              |                    |
| instrumente vereis om verstellings             |                    |
| te doen.....                                   |                    |
| Grofsmidwerk.....                              |                    |
| Kopersmidwerk.....                             |                    |
| Stempels en / of stelmasjiene en / of          |                    |
| gereedskap en/of meters maak....               |                    |
| Pas- en/of draaiwerk en/of masjien-            |                    |
| bewerking.....                                 |                    |
| Inspeksiewerk wanneer gedoen deur              |                    |
| inspekteurs met vakmansbevoegd-                |                    |
| heid.....                                      |                    |
| Instrumente maak en/of heelmak..               |                    |
| Slotte maak.....                               |                    |
| Masjiengereedskap opstel en / of               |                    |
| gereedskap stel.....                           |                    |
| Motorwerktuigkundige se werk....               |                    |
| Meule maak.....                                |                    |
| Modelle maak.....                              |                    |
| Loodgieterswerk.....                           |                    |
| Touwerk.....                                   |                    |
| Skale maak en/of herstel.....                  |                    |
| Plaatmetaalwerk.....                           |                    |
| * Loodgieterswerk op skepe.....                |                    |

\* OPMERKING.—Loodgieterswerk op skepe beteken werk op skepe vir alle sanitêrdoeleindes en/of waterverskaffing en vir huishoudelike verwarming, was of drink.

Tarief 2.

- |                                           |                  |
|-------------------------------------------|------------------|
| (i) Boormasjienwerk, n.e.v.....           | 3s. 6d. per uur. |
| * Masjieniswerk (n.e.v.), nl., fatsoener, |                  |
| gleuwe boor, skaaf, uitslyp (met uit-     |                  |
| sondering van universele slypers),        |                  |
| slyp (uitgesonderd universele sly-        |                  |
| pers) en die bediening van ratsny-        |                  |
| en rolmasjiengereedskap (uitgeson-        |                  |
| derd senterdraaibanke en boor-            |                  |
| meule):—                                  |                  |

|                        | Tarief per uur. |
|------------------------|-----------------|
| Eerste leerjaar—       | s. d.           |
| Eerste ses maande..... | 1 6             |
| Tweede ses maande..... | 1 9             |
| Tweede leerjaar.....   | 2 3             |
| Derde leerjaar.....    | 3 0             |
| Daarna.....            | 3 6             |

|                                                                                              |                       |
|----------------------------------------------------------------------------------------------|-----------------------|
| (ii) Smelting and/or melting (other than in steel works production), charge-hand's work..... | 3s. 6d. per hour.     |
| Supervisory work in case and/or tool hardening.....                                          |                       |
| Tube fitting and/or expending (excluding repair work).....                                   |                       |
|                                                                                              | <i>Rate per Hour.</i> |
|                                                                                              | s. d.                 |
| First six months of experience.....                                                          | 3 3                   |
| Thereafter.....                                                                              | 3 6                   |

**\*NOTE:**

(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 less than 3s. 6d. per hour, except with the prior consent of the Council and under a Learnership Contract. Such Contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any Contract that the learner shall be given facilities to undergo such approved technical instruction.

**Rate 3.**

|                                                     |                   |
|-----------------------------------------------------|-------------------|
| Platelaying to S.A.R. gauge (supervisory work)..... | 3s. 3d. per hour. |
| Reveting (pressure vessels).....                    |                   |
| Sheeting.....                                       |                   |

**Rate 4.**

|                                                                                                        |                   |
|--------------------------------------------------------------------------------------------------------|-------------------|
| Arc and/or gas cutting, n.e.s.....                                                                     | 3s. 0d. per hour. |
| 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).....                                                         |                   |

**Rate 5.**

|                                                                                                                                                                                            |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Cold sawing (other than repetition cutting off).....                                                                                                                                       | 2s. 9d. per hour. |
| Drilling with templets or without templets where the marking off is done by a Rate 1 employee.....                                                                                         |                   |
| Drilling (n.e.s.) and/or counter-sinking (fabricating work) including sharpening of drills up to 1 1/4" diameter.....                                                                      |                   |
| Forging under power hammer using forming dies.....                                                                                                                                         |                   |
| Marking off to templets (machine shop work).....                                                                                                                                           |                   |
| Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs where the setting up of the machine 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 track 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                                                                         |                   |

**Rate 6.**

|                                            |                   |
|--------------------------------------------|-------------------|
| Acetylene buring (marine work).....        | 2s. 6d. per hour. |
| Assembling to jigs in fabricating work.... |                   |
| Operating arc, gas or cold welding machine |                   |

**Rate 7.**

|                                                                      |                   |
|----------------------------------------------------------------------|-------------------|
| Drilling with jigs and/or fixtures.....                              | 2s. 3d. per hour. |
| Drill sharpening by machine.....                                     |                   |
| Hydraulic machine riveting (cold).....                               |                   |
| Reaming holes using bridge reamers.....                              |                   |
| Saw sharpening on fully automatic machine, excluding setting up..... |                   |

|                                                                                           |                        |
|-------------------------------------------------------------------------------------------|------------------------|
| (ii) Uitsmelt en/of smelt (uitgesonderd in staalwerkeproduksie) — werk van onderbaas..... | 3s. 6d. per uur.       |
| Opsigterswerk in dop- en/of gereedskapverharding.....                                     |                        |
| Pype aansit en/of uitsit (uitgesonderd herstelwerk).....                                  |                        |
|                                                                                           | <i>Tarief per uur.</i> |
|                                                                                           | s. d.                  |
| Eerste ses maande ondervinding                                                            | 3 3                    |
| Daarna.....                                                                               | 3 6                    |

**\* 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 fynmeetinstrumente, 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 fynmeetinstrumente te werk.

(2) Geen werkgewer mag enigiemand daarop in diens neem teen 'n loonskaal van minder as 3s. 6d. per uur nie, uitgesonderd met voorafgaande toestemming van die Raad en kragtens 'n leerlingskapkontrak. 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 (opsigterswerk)..... | 3s. 3d. per uur. |
| Klinkwerk (druktoestelle).....                         |                  |
| Plaatwerk.....                                         |                  |

**Tarief 4.**

|                                                                                                           |              |
|-----------------------------------------------------------------------------------------------------------|--------------|
| Boog- en/of gassnywerk (n.e.v.).....                                                                      | 3s. per uur. |
| Afkap vir sweis- en/of kalfaterwerk....                                                                   |              |
| Slegs plat en/of reguit maak.....                                                                         |              |
| Warm en/of koud buig en/of fatsoeneer volgens stelmasjiene en/of stoppe in persrem- en/of voumasjien..... |              |
| Klinkwerk (n.e.v.).....                                                                                   |              |
| Klink- en / of kalfaterwerk (vloestoftoestelle).....                                                      |              |

**Tarief 5.**

|                                                                                                                                                                                                                      |                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Koudsaagwerk (uitgesonderd herhalingsafsaag).....                                                                                                                                                                    | 2s. 9d. per uur. |
| Met leipatrone boor of sonder leipatrone as die afmerk deur 'n Tarief 1-werknemer gedoen is.....                                                                                                                     |                  |
| Boor- (n.e.v.) en/of versinkboorwerk (vervaardiging) met inbegrip van bore skerpmaak tot en met 1 1/16" deursnee.....                                                                                                |                  |
| Onder kraghamer smee met gebruik van vormstempels.....                                                                                                                                                               |                  |
| Volgens leipatrone afmerk (masjienwinkelwerk).....                                                                                                                                                                   |                  |
| Masjienbewerking op herhalingswerk deur middel van stelmasjiene en/of stoppe en / of skoorstuk en / of uitskakelaars en/of afsluiters as die masjiene en/of gereedskap deur 'n Tarief 1-werknemer opgestel word..... |                  |
| 'n Ruimmasjien bedien.....                                                                                                                                                                                           |                  |
| Oksiasetileen-profielnsynmasjien en/of reguitlynsynmasjien bedien.....                                                                                                                                               |                  |
| Ruwe slypwerk, met inbegrip van gereedskap in stelmasjiene slyp.....                                                                                                                                                 |                  |
| Sweis soos hieronder uiteengesit:—                                                                                                                                                                                   |                  |
| Handswaiswerk deur middel van meganiesegevoerde elektrodes.....                                                                                                                                                      |                  |
| Voorlopige heg-sweiswerk vir plekbeplating (reeks van hoogstens een duim in lengte).....                                                                                                                             |                  |
| Sweis in stelmasjiene wat geen verandering van werkwyse t.o.v. stroomsterkte, grootte of tipe stafie of snelheid van afsetting meebring nie.....                                                                     |                  |

**Tarief 6.**

|                                                          |                  |
|----------------------------------------------------------|------------------|
| Asetileensnywerk (skeepswerk).....                       | 2s. 6d. per uur. |
| Volgens stelmasjiene in fatsoeneerwerk inmeekaarsit..... |                  |
| Boog-, gas- of koudswaismasjien bedien.....              |                  |

**Tarief 7.**

|                                                                       |                  |
|-----------------------------------------------------------------------|------------------|
| Met stelmasjiene en/of skoorstukke boor.....                          | 2s. 3d. per uur. |
| Bore met masjien skerpmaak.....                                       |                  |
| Hidrouliese masjienklinkwerk (koud)....                               |                  |
| Gate ruim met brugruimers.....                                        |                  |
| Sae op geheel outomatiese masjien skerpmaak, uitgesonderd opstel..... |                  |



Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy.....  
Operating mechanised internal transporters and/or stackers and/or handling equipment not requiring a licence....  
Pointing and/or sharpening and/or straightening used agricultural implement 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 employment).....  
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.

Rate 11.

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

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 (supervisory work in the field).....  
Installing electrical generation, distribution and motive power equipment, including cable jointing.....  
Telephone electrician's work.....  
X-ray and electro medical mechanic's work.....

3s. 9d. per hour.

\* 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.

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

s. d.  
2 9  
3 0  
3 3  
3 6

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

Tarief 8.

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

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

Tarief 9.

Outomatiese masjiene bedien.....  
Kraghamer bedien.....  
Hefboom- en/of trap- en/of handpers- en/of keepwerk as werk met gestelde stempels gedoen word, maar nie die stel van stempels nie.....  
Stampsmeewerk met gebruik van stempels  
Kraghistoelelle bedien, of 'n vaste of een wat met die hand of met krag beweeg (nie onder toesig).....  
Puntswiesmasjiene bedien.....  
Kragperswerk as werk met gestelde stempels gedoen word, maar nie stel van stempels.....  
Met handhamer slaan (uitgesonderd in produksieafdeling van staalwerke) vir grofsmids- en/of hoeksmidswerk.....

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

Tarief 10.

Slings aansit (werknemers uitsluitlik so in diens).....  
Die aansit van roeswerende of beskermende lae aan alle werk met inbegrip van bote en/of skepe.....  
Stoomketels stook.....  
Afsny en soos van toepassing in produksieafdelings van staalwerke en opsyn van afval.....  
Skaal verwyder van bote en/of skepe en/of die stoomketels daarvan 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).....  
Herwinning en/of vernuwe van draad met stempelkoppe en/of tappe.....  
Herhalingsafsyn volgens stoppe.....  
Klinknaels verhit.....  
Skroefmasjiene bedien, uitgesonderd dit opstel.....  
Hockplate 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.

Tarief 11.

In enommel en/of verf indompel.....  
Poets, met die hand en/of met slyp- en/of draagbare kraggereedskap.....

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

Tarief 12.

Algemene arbeid.....

Skaal per uur soos vir Tarief 12 in lys B.

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

Tarief 1 (n.e.v.).

Ankerwikkeling.....  
\*Elektrotegniese verbindingstegniese se werk.....  
Elektrotegniese paswerk.....  
Kragluglyne oprig (opsigterswerk te velde)  
Uitrusting oprig, met inbegrip van kabels las, vir die opwekking van elektrisiteit, distribusie en dryfkrag.....  
Telefoonelektrisiën se werk.....  
X-straal- en elektro-mediese werktuigkundige se werk.....

3s. 9d. per uur.

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

Tarief 2.

Installing van intertelefone (uitgesonderd elektroniese uitrusting)—

Per uur.

Eerste ses maande ondervinding....  
Tweede ses maande ondervinding....  
Derde ses maande.....  
Daarna.....

s. d.  
2 9  
3 0  
3 3  
3 6

OPMERKING.—Installing van intertelefone beteken die installeer van binnetelphone en omvat nie die opspoor van defekte en onderhoud nie.

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:—

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

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

\*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.....  
Cotton and/or glass and/or paper covering of conductors.....  
Drawing copper wire through dies.....  
Punching holes by machine in lamination circles.....  
Spraying of motors and/or coils.....

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

Rate 11.

Cleaning and tinning of coil ends and/or leads.....  
Making of copper clips on formers.....  
Varnishing of coils by brushing and/or dipping.....  
Varnishing laminations.....

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

Rate 12.

General labouring including the following, viz.—

Cleaning of machines.....  
Cleaning of laminations.....  
Stripping insulation from wire ends..  
Stripping of old windings.....  
Tinning in solder pot.....

Rate per hour as for Rate 12 in Schedule B.

\* NOTE.—Employees may only be employed on the operations set out in Rates 7 and 7 (b) of this schedule; provided the ratio of employees in the establishment is not less than 4 (four) Armature Winders at Rate 1 to 1 (one) Employee employed on armature winding operations under Rates 7 and/or 7 (b).

SCHEDULE B.

General Wage Schedule applicable to certain Classes of Work throughout all Divisions of the Industry except as may be otherwise provided in any Division, viz.—

(a) General.

Rate 1 (n.e.s.):—

(i) Angle and plate smithing.....  
Boilermaking.....  
Bricklaying and/or refractory bricklaying and/or masonry work....  
Carpentry.....  
Caulking (pressure vessels).....  
Constructional steel working.....  
Cropping and/or punching and/or shearing and/or guillotine shearing  
Down hand mild steel welding under supervision on material 3/16-inch 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.....

3s. 9d. per hour.

Tarief 3.

Balanseermasjien bedien..... 3s. 3d. per uur.

\*Tarief 7.

Alle bedrywighede i.v.m. ankerwikkeling deur gebruik te maak van voorafgevormde spoele (uitgesonderd 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 rotoroe met die hand en/of kragmasjiene wanneer masjien deur 'n Tarief 1-werknemer gereedgemaak en opgestel word

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

Tarief 10.

Uitgloeie en vernis van bedekte draad....  
Mika- en/of isoleerpype en/of -stange en/of rolle bak en/of pers.....  
Katoen en/of glas vleg.....  
Lamellerings met masjien opdraai.....  
Geleiers met katoen en/of glas en/of papier bedek.....  
Koperdraad deur stempels trek.....  
Gate met masjien in lamelleerogies stamp  
Motore en/of spoele bespuit.....

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

Tarief 11.

Spoelente en/of geleiers skoonmaak en vertin.....  
Koperknippe aan vormers maak.....  
Spoele deur middel van borsel en/of indompeling vernis.....  
Lamellerings vernis.....

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

Tarief 12.

Algemene arbeid met inbegrip van onderstaande:—

Masjiene skoonmaak.....  
Lamellerings skoonmaak.....  
Isolering van draadente afstroop....  
Ou windsels afstroop.....  
In soldeerpot vertin.....

Skaal per uur soos vir Tarief 12 in lys B.

\* OPMERKING.—Werknemers mag slegs die werk doen wat in Tariewe 7 en 7 (b) van hierdie lys genoem word as die verhouding van werknemers in die inrigting minstens 4 (vier) ankerwikkelaars teen Tarief 1 teen 1 (een) werknemer op ankerwikkeling onder Tariewe 7 en/of 7 (b) is.

LYS B.

Algemene loonlys van toepassing op sekere klasse werk in alle afdelings van die nywerheid, behalwe soos anders in 'n afdeling bepaal kan word:—

(a) Algemeen.

Tarief 1 (n.e.v.).

(i) Hoek- en plaatsmidswerk.....  
Ketelmakery.....  
Baksteenmessel en/of messel met vuurvaste stene en/of klipmesselwerk....  
Timmerwerk.....  
Kalfaterwerk (druktoestelle).....  
Staalkonstruksiewerk.....  
Afsny en/of ponswerk en/of afskeer en/of afskeer met valbyl.....  
Afwartse sweiswerk met die hand onder toesig op materiaal 3/16 duim dik of dikker in 'n enkele voltooide reeks wat geen verandering van werkwyse t.o.v. stroomsterkte meebring (wat 300 ampères 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 moet oorskry nie.....

3s. 9d. per uur.



|                                                                 |                    |
|-----------------------------------------------------------------|--------------------|
| Electrical maintenance work and/or installation.....            | } 3s. 9d. per hour |
| Erecting and/or assembling (supervisory work in the field)..... |                    |
| Marking out.....                                                |                    |
| Metal spinning.....                                             |                    |
| Roll turning.....                                               |                    |
| Templet making.....                                             |                    |
| Welding and/or brazing.....                                     |                    |

|                                                                                |                     |
|--------------------------------------------------------------------------------|---------------------|
| (ii) Architectural and/or ornamental metal working.....                        | } 3s. 9d. per hour. |
| Assembling requiring the use of instruments in making fitting adjustments..... |                     |
| Blacksmithing.....                                                             |                     |
| Coppersmithing.....                                                            |                     |
| Die and/or jig and/or tool and/or gauge making.....                            |                     |
| 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 tool-setting.....                               |                     |
| Motor mechanic's work.....                                                     |                     |
| Millwrighting.....                                                             |                     |
| Patternmaking.....                                                             |                     |
| Plumbing.....                                                                  |                     |
| Rigging.....                                                                   |                     |
| Scale making and/or repairing.....                                             |                     |
| Sheet metal working.....                                                       |                     |
| *Ship's plumbing.....                                                          |                     |

\* 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.

- (i) \*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.          |
| First year of learnership—      |                |
| First six months.....           | 1 6            |
| Second six months.....          | 1 9            |
| Second year of learnership..... | 2 3            |
| Third year of learnership.....  | 3 0            |
| Thereafter.....                 | 3 6            |

|                                                                                             |                     |
|---------------------------------------------------------------------------------------------|---------------------|
| (ii) Smelting and/or melting (other than in steel works production)—Charge-hand's work..... | } 3s. 6d. per hour. |
| Supervisory work in case and/or tool hardening.....                                         |                     |

#### \* 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 Contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any Contract that the learner shall be given facilities to undergo such approved technical instruction.

#### Rate 5.

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs where the setting up of the machine and/or tools is done by a Rate 1 employee..... 2s. 9d. per hour.

#### Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy..... † Rate per hour.  
Operating mechanised internal transporters and/or stackers and/or handling equipment not requiring a licence.....

|                                                               |                    |
|---------------------------------------------------------------|--------------------|
| Elektrotegniese onderhoud en/of installing.....               | } 3s. 9d. per uur. |
| Oprigting en/of inmeekaarsit (opsigterswerk in die veld)..... |                    |
| Afmerkwark.....                                               |                    |
| Metaalspinwerk.....                                           |                    |
| Roldraaiwerk.....                                             |                    |
| Leipatrone maak.....                                          |                    |
| Sweis-en/of hardsoldeerwerk.....                              |                    |

|                                                                                     |                    |
|-------------------------------------------------------------------------------------|--------------------|
| (ii) Argitektoniese en/of ornamentale metaalwerk.....                               | } 3s. 9d. per uur. |
| Inmeekaarsit, wat die gebruik van instrumente vereis om verstellings te doen.....   |                    |
| Grofsmidswerk.....                                                                  |                    |
| Kopersmidswerk.....                                                                 |                    |
| Stempels en/of stelmasjiën en/of gereedskap en/of meters maak.....                  |                    |
| Inspeksiewerk, wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid..... |                    |
| Instrumente maak of heelmaak.....                                                   |                    |
| Slotte maak.....                                                                    |                    |
| Masjiengereedskap opstel en/of gereedskap stel.....                                 |                    |
| Motorwerktuigkundige se werk.....                                                   |                    |
| Meule maak.....                                                                     |                    |
| Modelle maak.....                                                                   |                    |
| Loodgieterswerk.....                                                                |                    |
| Touwerk.....                                                                        |                    |
| Skale maak en/of herstel.....                                                       |                    |
| Plaatmetaalwerk.....                                                                |                    |
| *Loodgieterswerk op skepe.....                                                      |                    |

\*OPMERKING.—Loodgieterswerk op skepe beteken werk op skepe vir alle saniteitsdoeleindes en/of waterverskaffing en vir huishoudelike verwarming, was of drink.

#### Tarief 2.

- (i) \*Masjiniswerk (n.e.v.), nl., fatsoeneer, gleuwe boor, skaaf, uitslyp (met uitsondering van universele slypers), slyp (behalwe universele slypers) en die bediening van ratsny- en rolmasjiengereedskap (uitgesonderd senterdraai-banke en boormeule):—

|                        | Tarief per uur. |
|------------------------|-----------------|
|                        | s. d.           |
| Eerste leerjaar—       |                 |
| Eerste ses maande..... | 1 6             |
| Tweede ses maande..... | 1 9             |
| Tweede leerjaar.....   | 2 3             |
| Derde leerjaar.....    | 3 0             |
| Daarna.....            | 3 6             |

|                                                                                         |                    |
|-----------------------------------------------------------------------------------------|--------------------|
| (ii) Uitsmelt en/of smelt (uitgesonderd in staalwerkeproduksie)—werk van onderbaas..... | } 3s. 6d. per uur. |
| Opsigterswerk in dop- en/of gereedskapverharding.....                                   |                    |

#### \*OPMERKINGS.

(1) Werknemers op masjiniswerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en werk volgens en met fynmeetinstrumente, 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 fynmeetinstrumente te werk.

(2) Geen werkgewer mag enigiemand daarop in diens neem teen 'n loonskaal van minder as 3s. 6d. per uur nie, uitgesonderd met voorafgaande toestemming van die Raad en kragtens 'n leerlingkontrak. 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 5.

Masjienbewerking by herhalingswerk deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters, as die masjiene en/of die gereedskap deur 'n Tarief-1-werknemer opgestel word..... 2s. 9d. per uur.

#### Tarief 8.

Toesig hou oor werknemers op werk van 'n laer klas as Tarief 8, wanneer as baasjong aangestel..... †tarief per uur.  
Bediening van gemeganiseerde binnevoerstellende en/of stapelaars en/of hanter-uitrusting, waarvoor geen lisensie nodig is nie.....

## Rate 12.

General labouring.....  
 \* Rate per hour excluding the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, Somerset Strand and Somerset West. First year of continuous service with the same employer.....  
 Second year of continuous service with the same employer.....  
 Thereafter.....

\* Rate per hour.

7½d. per hour.

8d. per hour.

8½d. per hour.

For purposes of the above "Continuous service" shall be deemed to include unbroken employment with the same employer prior to the coming into force of this Agreement; paid leave granted in terms of the Agreement; absences from work on account of injuries arising out of an accident recognised as compensable under the provisions of the Workmen's Compensation Act; leave of absence with or without remuneration granted by the employer, provided the employee is not employed for gain elsewhere during such period.

\* Rate per hour in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, Somerset Strand and Somerset West.....

9d. per hour.

(b) † Rate per hour for work classified in the Agreement at Rates 8, 9, 10 and 11 (n.e.s.)—

## Rate 8.

First six months of experience..... 1s. 0½d. per hour.

Thereafter..... 1s. 3d. per hour.

## Rate 9.

First six months of experience..... 0s. 11d. per hour.

Thereafter..... 1s. 0d. per hour.

## Rate 10.

First six months of experience..... 0s. 9½d. per hour.

Thereafter..... 0s. 10½d. per hour.

## Rate 11.....

0s. 9½d. per hour.

## (c) Probationers.

Probationary periods and rates of pay (n.e.s.)—

| Class of Work.                                                              | EXPERIENCE.         |                      | Thereafter.       |
|-----------------------------------------------------------------------------|---------------------|----------------------|-------------------|
|                                                                             | First Three Months. | Second Three Months. |                   |
|                                                                             | Per Hour.<br>s. d.  | Per Hour.<br>s. d.   |                   |
| Rate 3 (sheeters only)....                                                  | 2 6                 | 2 11                 | 3s. 3d. per hour. |
| Rate 4 [riveting (n.e.s.) and riveting and/or caulking liquid vessels]..... | 2 3                 | 2 7                  | 3s. 0d. per hour. |
| Rate 5.....                                                                 | 2 0                 | 2 4                  | 2s. 9d. per hour. |
| Rate 6.....                                                                 | 1 8                 | 2 1                  | 2s. 6d. per hour. |
| Rate 7.....                                                                 | 1 8                 | —                    | 2s. 3d. per hour. |

## NOTES.

(1) Where no wage is indicated in the foregoing table, the wage appearing in the last column (headed "Thereafter") shall apply.

(2) No employee may be engaged upon incentive bonus work during the probationary period.

(3) An employer who wishes to train an employee for any of the classes of work scheduled at Rate 2 or classes of work scheduled at Rates 3 and 4 for which no learnership or probationary period is provided, may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

## (d) Juveniles.

Wage rates payable according to ages of juveniles (n.e.s.)—

| Class of Work. | Sixteen Years and Over but not Exceeding 17 Years. | Seventeen Years and Over but not Exceeding 19 Years. | Thereafter.       |
|----------------|----------------------------------------------------|------------------------------------------------------|-------------------|
|                | Per Hour.                                          | Per Hour.                                            |                   |
|                | s. d.                                              | s. d.                                                |                   |
| Rate 5.....    | 1 8                                                | 2 2                                                  | 2s. 9d. per hour. |
| Rate 6.....    | 1 6                                                | 2 0                                                  | 2s. 6d. per hour. |
| Rate 7.....    | 1 4                                                | 1 10                                                 | 2s. 3d. per hour. |

## Tarief 12.

Algemene arbeid..... \*tarief per uur.

\*Tarief per uur, uitgesonderd die magistraatsdistrikte Die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede Paarl, Wellington, Somersetstrand en Somerset-Wes. Eerste jaar van ononderbroke diens by dieselfde werkgever.....

7½d. per uur.

Tweede jaar van ononderbroke diens by dieselfde werkgever.....

8d. per uur.

Daarna..... 8½d. per uur.

Vir bogenoemde doeleindes word dit beskou dat „ononderbroke diens” ononderbroke diens by dieselfde werkgever voor die inwerkingtreding van hierdie Ooreenkoms omvat, ook besoldigde verlof kragtens hierdie Ooreenkoms verleen en afwesigheid van werk ingevolge beserings veroorsaak deur 'n ongeluk wat kragtens die bepalings van die Ongevallewet vir skadeloosstelling erken word; ook verlof van afwesigheid met of sonder besoldiging deur die werkgever toegestaan, met dien verstande dat die werknemer nie elders gedurende sodanige tydperk in diens geneem word nie.

„Tarief per uur in die magistraatsdistrikte

Die Kaap, Wynberg, Simonstad, Bellville, Stellenbosch en die munisipale

gebiede Paarl, Wellington, Somersetstrand, Somerset-Wes.....

9d. per uur.

(b) † Tarief per uur vir werk wat in die Ooreenkoms onder Tariewe 8, 9, 10 en 11 (n.e.v.) geklassifiseer is.

## Tarief 8.

Eerste ses maande ondervinding..... 1s. 0½d. per uur.

Daarna..... 1s. 3d. per uur.

## Tarief 9.

Eerste ses maande ondervinding..... 0s. 11d. per uur.

Daarna..... 1s. per uur.

## Tarief 10.

Eerste ses maande ondervinding..... 0s. 9½d. per uur.

Daarna..... 0s. 10½d. per uur.

## Tarief 11.....

0s. 9½d. per uur.

## (c) Proefwerkers.

Proeftye en loonskale (n.e.v.)—

| Klas werk.                                                                                      | Ervaring.           |                     | Daarna.          |
|-------------------------------------------------------------------------------------------------|---------------------|---------------------|------------------|
|                                                                                                 | Eerste drie maande. | Tweede drie maande. |                  |
|                                                                                                 | Per uur.<br>s. d.   | Per uur.<br>s. d.   |                  |
| Tarief 3 (slegs plaatwerkers)                                                                   | 2 6                 | 2 11                | 3s. 3d. per uur. |
| Tarief 4 :klinkwerk (n.e.v.) en [klinkwerk aan en/of kalfaterwerk aan vloei-stoftoestelle]..... | 2 3                 | 2 7                 | 3s. 0d. per uur. |
| Tarief 5.....                                                                                   | 2 0                 | 2 4                 | 2s. 9d. per uur. |
| Tarief 6.....                                                                                   | 1 8                 | 2 1                 | 2s. 6d. per uur. |
| Tarief 7.....                                                                                   | 1 8                 | —                   | 2s. 3d. per uur. |

## OPMERKINGS.

(1) As geen loon in bostaande tabel genoem word nie, is die loon wat in die laaste kolom voorkom (met opskrif „Daarna”) van toepassing.

(2) Geen werknemer mag gedurende die proeftyd op prestasiebonus-werk in diens geneem word nie.

(3) 'n Werkgever wat verlang om 'n werknemer op te lei vir enigeen van die klasse werk ingelys onder Tarief 2 of klasse werk ingelys onder Tariewe 3 en 4 waarvoor geen leer- of proeftyd bepaal is nie, mag dit slegs met vooraangaande toestemming van die Raad doen wat die voorwaardes moet voorskryf waarkragtens toestemming vir dié indiensneming verleen word.

## (d) Jeugdiges.

Loonskale betaalbaar volgens ouderdom van jeugdiges (n.e.v.)—

| Klas werk.    | 16 jaar en ouer maar nie ouer as 17 jaar nie. | 17 jaar en ouer maar nie ouer as 19 jaar nie. | Daarna. |
|---------------|-----------------------------------------------|-----------------------------------------------|---------|
|               | Per uur.                                      | Per uur.                                      |         |
|               | s. d.                                         | s. d.                                         |         |
| Tarief 5..... | 1 8                                           | 2 2                                           | 2 9     |
| Tarief 6..... | 1 6                                           | 2 0                                           | 2 6     |
| Tarief 7..... | 1 4                                           | 1 10                                          | 2 3     |



NOTES.

(1) No juvenile may be employed without the prior consent of the Council (see Section 15 of Part I of the Agreement).

(2) No juvenile may be engaged upon incentive bonus work.

(e) Cranes and Hoists.

Rate 3.

| Crane driving—power operated jib cranes and/or cab operated overhead cranes— | Rate per Hour. |
|------------------------------------------------------------------------------|----------------|
| First three months of experience.....                                        | s. d.<br>3 0   |
| Second three months of experience.....                                       | 3 1½           |
| Thereafter.....                                                              | 3 3            |

Rate 5.

|                                                                                                                                                                    |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Crane driving—floor operated power crane powered in all three directions and controlled by one man so employed for the greater amount of time in any one week..... | 2s. 9d. per hour. |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|

Rate 9.

|                                                                                           |                     |
|-------------------------------------------------------------------------------------------|---------------------|
| Crane operating (n.e.s.).....                                                             | } 1s. 0d. per hour. |
| Operating power-driven hoist fixed or moved by hand or power (not under supervision)..... |                     |
|                                                                                           |                     |

(f) Vehicle Driving.

|                                                                                  | Per Week.        |
|----------------------------------------------------------------------------------|------------------|
| Driving of steam wagon.....                                                      | £ s. d.<br>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. |
|----------------------------------------------------------------------------------------------------------------|----------------|
| (i) Government Certificated.....                                                                               | s. d.<br>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. |
|----------------------------------------|----------------|
| (i) Government Certificated.....       | s. d.<br>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.        |
|--------------------------------------------|------------------|
| First year of pupilage.....                | £ s. d.<br>3 0 0 |
| Second year of pupilage.....               | 4 0 0            |
| Third year of pupilage and thereafter..... | 5 0 0            |

OPMERKINGS.

(1) Geen jeugdige mag sonder vooraafgaande toestemming van die Raad in diens geneem word nie (sien afdeling 15 van Deel I van die Ooreenkoms).

(2) Geen jeugdige mag volgens 'n stelsel van prestasiebonuswerk in diens geneem word nie.

(e) Hyskrane en -toestelle.

Tarief 3.

|                                                                                |                |
|--------------------------------------------------------------------------------|----------------|
| Hyskrane bedien—kraghyskraan met arm en/of boggrondse kranen uit kappe bedien— | Skaal per uur. |
| Eerste drie maande ondervinding.....                                           | s. d.<br>3 0   |
| Tweede drie maande ondervinding....                                            | 3 1½           |
| Daarna.....                                                                    | 3 3            |

Tarief 5.

|                                                                                                                                                                       |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Hyskrane bedien—kraghyskraan van vloer af bedien, met kragvermoë in al drie rigtings en beheer deur een man aldus in diens oor die grootste gedeelte van 'n week..... | 2s. 9d. per uur. |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|

Tarief 9.

|                                                                                        |                    |
|----------------------------------------------------------------------------------------|--------------------|
| Hyskrane bedien (n.e.v.).....                                                          | } 1s. 0d. per uur. |
| Kraghystoestel, vas, of met die hand beweeg of met krag bedien (nie onder toesig)..... |                    |
|                                                                                        |                    |

(f) Bestuur van voertuie.

|                                                                                             | Per week.        |
|---------------------------------------------------------------------------------------------|------------------|
| Dryf van 'n stoomwa.....                                                                    | £ s. d.<br>6 9 3 |
| Dryf van enige ander voertuig wat gemagtig is om vragte 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 vrystellingsertifikaat wat ten opsigte van so 'n voertuig deur 'n plaaslike motortransportraad uitgereik is ingevolge die Motortransportwet, 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 krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker.

(g) Lokomotief-masjinis.

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

|                                     | Per uur.     |
|-------------------------------------|--------------|
| (i) Met 'n Regeringsertifikaat..... | s. d.<br>3 9 |
| (ii) Sonder 'n Regeringsertifikaat— |              |
| Eerste drie maande ondervinding.    | 2 6          |
| Tweede drie maande ondervinding     | 3 6          |

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

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

(h) Vaste masjiene.

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

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

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

|                                              | Per week.        |
|----------------------------------------------|------------------|
| Eerste jaar van leerlingenskap.....          | £ s. d.<br>3 0 0 |
| Tweede jaar van leerlingenskap.....          | 4 0 0            |
| Derde jaar van leerlingenskap en daarna..... | 5 0 0            |

## (j) Watchman's Work.

- Watchman's 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.

## Rate 6.

- Assembling (wagon manufacture).....  
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..... } 2s. 6d. per hour.

## Rate 7.

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

## Rate 8.

- Repetition operation of or attendance on semi-automatic machines or machines adapted for semi-automatic operations where the work cycle is power-driven and the end point is controlled by automatically operating stops so that manual operations are limited to loading, unloading, starting, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (n.e.s.):—  
First six months of experience..... 1s. ½d. per hour.  
Thereafter..... 1s. 3d. per hour.

## Rate 9.

- Attending automatic machines, including the use of fixed gauges.....  
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting.....  
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 ¾" diameter and less).....  
Manually operating machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.....  
Operating a butt and/or flash and/or spot welding machine.....  
Repetition marking off to jigs and/or templates.....  
Striking by hand hammer for blacksmith's and/or anglesmith's work.....  
Tack welding..... } First six months of experience 11d. per hour. Thereafter 1s. per hour.

## (j) Werk van 'n wag.

- Per week.  
£ s. d.  
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, word die loonskaal per week pro rata verlaag.
- (c) Die Ooreenkomsvoorwaardes met betrekking tot werkure, oortydure en besoldiging 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 grassnywerk (n.e.v.).....  
Warm en/of koud buig en/of volgens stelmassien en/of stoppe in persrem- en/of voumassien fatsoeneer.....  
Klinkwerk (n.e.v.)..... } 3s. 0d. per uur.

## Tarief 5.

- Boog- en/of gassnywerk volgens merke en/of leipatrone.....  
Boorwerk (n.e.v.) met inbegrip van bore met die hand skerpmaak.....  
Handswaiswerk deur middel van meganiese gevoerde elektrodes.....  
Voorlopige „heg“-sweis vir plekbeplating op afstande van hoogstens een duim.... } 2s. 9d. per uur.

## Tarief 6.

- Inmekaarsit (wamakery).....  
Pype en/of stukke volgens skets in handmassien buig.....  
Outomatiese boog-, gas- of koudswaismassien bedien (n.e.v.).....  
Oksiasetileenprofiel- en/of reguitlynsny- massien bedien.....  
Volgens stelmassiene en/of stoppe deurslaan en/of afskeer en/of afknip.....  
Rolvorming van plaat met herhalingswerk  
Herhalingsweis volgens stelmassiene en/of gassweis as die las bewerkstellig word deur saamsmelt van die dele wat gelas moet word en/of bronsweis en/of hard- solder..... } 2s. 6d. per uur.

## Tarief 7.

- Met stelmassiene en/of skoorstukke boor...  
Bore met massien skerpmaak.....  
Hidrouliese massienklinkwerk.....  
Ruimwerk deur middel van brugruimers.. } 2s. 3d. per uur.

## Tarief 8.

- Herhalingswerk met of toesig hou oor halfoutomatiese masjiene, of masjiene geskik gemaak vir halfoutomatiese werk, waar die kringloop deur krag aangedryf word en die eindpunt beheer word deur outomaties werkende stoppe, sodat die werk wat met die hand gedoen word, beperk is tot laai, aflaai, aansit, stop, vooruit- en agteruitstel van gereedskap, voor en nadat die kragkringloop in werking kom (n.e.v.).  
Eerste ses maande ondervinding..... 1s. 0½d. per uur.  
Daarna..... 1s. 3d. per uur.

## Tarief 9.

- Toesig hou oor outomatiese masjiene insluitende die gebruik van vasgestelde mate.....  
Outomaties reguit en/of rond en/of kleiner en/of groter maak en/of uithaal.....  
Buig en vorm volgens stelmassiene en/of stempels en/of stoppe.....  
Hefboom- en/of trap- en/of keep- en/of kragperswerk, as die werk met voorafge- stelde stempels gedoen word, uitgeson- derd stempels stel.....  
Hand- en/of massienklinkwerk (klinknaels ¾" duim in deursnee en kleiner).....  
Beidening van handmassiene, wat slegs vir een bewerking beplan of permanent aan- gepas is, waarby die bediener nie vereis word om die werk met die hand te sen- traliseer of suiwer te stel nie.....  
Bediening van stomp- en/of fiits- en/of puntsweismassien volgens stelmassiene en/of leipatrone.....  
Met handhamer slaan by grofsmids- en/of hoeksmidswerk.....  
„Heg“-sweiswerk..... } Eerste ses maande ondervinding, 11d. per uur; daarna 1s. per uur.



Rate 10.

Application of anti-corrosive coatings....  
Cutting off to templates and/or marks and/or stops and/or jigs 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 degreasing.....  
Rivet heating.....  
Screwing machine operating, excluding setting up.....  
Spraying of enamel and/or paint.....

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

Rate 11.

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

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

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.

Rate 5.

Die-setting on production machines.....  
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.....  
Repetition machine punching (n.e.s.).....  
Repetition oxy-acetylene profiling and/or cutting to templates.....  
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 components 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 templates.....  
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.

Tarief 10.

Roeswerende lae aansit.....  
Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemate afsny.....  
Poets met die hand en/of met slyp-en/of met draagbare kraggereedschap.....  
Vir klinkwerk vashou.....  
Metaal polys en/of poleer.....  
Metaal met sure skoonmaak en/of vetterigheid verwyder.....  
Klinknaels verhit.....  
Bediening van skroefmasjiene, uitgesonderd die opstel daarvan.....  
Enemmel en/of verf spuit.....

Eerste ses maande ondervinding 9½d. per uur; daarna 10½d. per uur.

Tarief 11.

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

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

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 inmeekaarsit.*

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

Tarief 3.

Opsigterswerk (afdelingsopsigters) (n.e.v.).....

3s. 3d. per uur.

Tarief 5.

Stempels op vervaardigingsmasjiene stel...  
Volgens stelmasjiene en/of merke op radiaalmasjiene boor.....  
Bore met masjiene skerpmaak.....  
In die veld oprig en inmeekaarsit as geen paswerk nodig is nie.....  
Hittebehandeling (opsigterswerk).....  
Oksiasetileen- en/of elektriese sweiswerk op vervaardiging, uitgesonderd flits-, stomp- en/of puntsweis.....  
Herhalingsmeesweiswerk met hamer deur gebruik van stempels.....  
Herhalingsponswerk met masjiene (n.e.v.).....  
Herhalingsprofielnywerk met oksiasetileen en/of volgens leipatrone sny.....  
Egtande en dergelike onderdele onder hamer deur middel van stempels met herhalingswerk punte aansit en vormsmewerk.....  
Spieël by herhalings volgens grootte op spieslypmasjiene uitslyp by inmeekaarsit van onderdele uit voorraad.....  
Hoekskare volgens merke na smewerk met herhalingsproses afsny en/of reg sny  
Herhalingsvormsmewerk onder hamer sonder stempels.....  
Ploegbalke met herhalingswerk spits maak

2s. 9d. per uur.

Tarief 9.

Vervaardigde onderdele van voorraad inmeekaarsit as geen paswerk of verstellings nodig is nie.....  
Automaties reguit en/of rond en/of kleiner en/of groter maak en/of uithaal (n.e.v.)  
Kraghamer bedien.....  
Stampsmeewerk met stempels.....  
Hefboom- en/of trap- en/of handperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....  
Kragperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....  
Herhalingsbuig van ploegbalke onder voltydse 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 puntsweis.....  
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 masjiene (herhalingswerk).....  
Herhalingsmasjieneponswerk met stelmasjiene en/of volgens stempels en/of stoppe en/of mate en/of merke.....  
Herhalingsmerk met stelmasjiene en/of leipatrone.....  
Herhalingsafskoor en/of regsny van ploegskare volgens gestelde stempels nadat dit gesmee is.....  
Met handhamer onder toesig van grofsmid slaan.....

Skaal per uur vir Tarief 9 in klousule (b) van lys 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.....  
Fettling 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; supervisory 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) Detachable 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.

## 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 opsný.....  
Poets met die hand en/of slyp- en/of met draagbare kraggereedskap.....  
Metaal polys en/of poleer.....  
Masjinerie olie en smeer (voltydse diens).  
Herhalingsklinkwerk met die hand.....  
Herhalingskroefwerk met stempelkoppe en/of trappe met masjien en/of hand..  
Sand- en/of skrootblaaswerk.....  
Enemmel en/of verf spuit.....  
Reguit maak.....  
Stampsmeewerk 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 koudsmeewerk van boute of klinknaels.  
Warm- of koudafwerking van boute of klinknaels of skroewe.  
Skroefdraad in boute sny of punte aansit.  
Moere tap of frees.  
Penne afsny.
- (ii) Los boorysters.  
Ponsstukke afsny.  
Smeewerk.  
Freeswerk.  
Boorwerk.  
Ruwe slypwerk.

## Lys.

## Skaal per uur.

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

## Tarief 10.

Operateur by warmindompelgalvanisering  
Operateur by elektro- en spuitgalvanisering  
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 skroefsný.....  
Los boorysters deurslaan en/of boor en/of blus.....  
Handgevoerde draadjierolmasjien (warm of koud).....

Eerste drie maand  
ondervinding 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 warmindompel- en elektro- en spuitgalvanisering.....  
Tuimelaarvat bedien.....  
Masjiene vir ondergenoemde doeleindes bedien—  
Boute en/of klinknaels en/of los boorysters afknip.....  
Boute punte aansit.....  
Moere frees.....  
Boute vlakke aansit.....  
Outomaties gevoerde draadjierol- en afsnymasjien.....  
Moere outomaties maak.....  
Gleuwe, kepe en profiele outomaties uitsny.....

Eerste drie maande  
ondervinding 8½d.  
per uur. Daarna  
9d. per uur.



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 inspection 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) 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.—

Rate per Hour.

|                                      | s. d. |
|--------------------------------------|-------|
| First six months of experience.....  | 1 6   |
| Second six months of experience..... | 2 0   |
| Third six months of experience.....  | 2 6   |
| Thereafter.....                      | 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".

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 sweismasjiene bedien, met inbegrip van die opstel van masjiene en/of werksaamhede in verband daarmee:—

Skaal per uur.

|                               | s. d. |
|-------------------------------|-------|
| Eerste jaar ondervinding..... | 1 9   |
| Tweede jaar ondervinding..... | 2 3   |
| Derde jaar ondervinding.....  | 3 0   |
| Daarna.....                   | 3 6   |

OPMERKING.—Alle herstelwerk en/of opknapping, uitgesonderd 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 olieure) en/of toets en/of meet en/of voltooiende kettings en/of aanhegels inspekteer; en
- (ii) Trekhake en/of kettingaanhegels onder val- en/of lug- en/of stoom- en/of lugdruk- en/of meganiese hammers vervaardig:—

Skaal per uur.

|                               | s. d. |
|-------------------------------|-------|
| Eerste jaar ondervinding..... | 1 9   |
| Tweede jaar ondervinding..... | 2 3   |
| Derde jaar ondervinding.....  | 3 0   |
| Daarna.....                   | 3 6   |

(c) Afdeling vir prosesbewerking van kettings.

Tarief 4.

Handswis 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 ondervinding.... | 1 6   |
| Tweede ses maande ondervinding.... | 2 0   |
| Derde ses maande ondervinding..... | 2 6   |
| Daarna.....                        | 3 0   |

Tarief 8.

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 ingelys 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.....
- Herhalingsboorwerk van kettingaanhegels in stelmasjiene.....

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

Tarief 10.

- Werksmanne wat in outomatiese fatsoeneer en/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 (uitgesonderd stempels stel) met inbegrip van kettings volgens stoppe afsny.....
- Herhalingsaag van ringe of aanhegels met kragsaag.....
- 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, uitgesonderd algemene arbeid.....
- Tuimelaars en/of verkoperingsinstallasie oppas.....
- Trekhake 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 inme-kaarsit van kettings en/of aanhegels onder toesig van gekwalifiseerde bedieners 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 kragsaag" (werk onder Tarief 10) moet beskou word as werk wat „die ringe met handystersaag saag" insluit.

## 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 8A.

Machining on repetition production to stops on Capstan Lathes capable of taking a bar not exceeding 2-inch diameter through its hollow spindle where the setting up has been performed by a Rate 1 employee and where the work is held by devices and where the operative is not called upon to centralise or true the work by hand..... 1s. 5d. per hour.

## Rate 8.

Repetition operation of or attendance on semi-automatic machines or machines adapted for semi-automatic operation where the work cycle is power driven and the end point is controlled by automatically operating stops so that manual operations are limited to loading, unloading, starting, stopping and advancing or retracting the tools before and after the power driven cycle takes over (n.e.s.):—  
First six months of experience..... 1s. 4d. per hour.  
Thereafter..... 1s. 3d. per hour.

## Rate 9.

Attending automatic machines including the use of fixed gauges.....  
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.....  
Manually operating machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.....  
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.....  
First six months of experience, 11d. per hour. Thereafter 1s. per hour.

## 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.....  
Repetition cutting off to jigs and/or stops and/or length gauges and/or marks and/or templates.....  
Rethreading with die-heads and/or taps  
Screwing machine operating, excluding setting up.....  
Spraying of enamel and/or paint.....  
First six months of experience, 9½d. per hour. Thereafter 10½d. per hour.

## Rate 11.

Dipping in enamel and/or paint..... 9½d. per hour.

## DIVISION D/5.

*Cycle Manufacturing Division.*

The following operations in cycle manufacture, viz.—

## Rate 1.

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

## AFDELING D/4.

*Afdeling vir kommersiële ysterware of vir die vervaardiging van ysterware (n.e.v.).*

Die volgende werksaamhede (n.e.v.) by die vervaardiging van ysterware vir die handel of vir die nywerheid, waar die voltooide, 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 A.

Masjienwerk by herhalingsproduksie, met die gebruik van stoppe op 'n rewolwerdraaibank wat in staat is om 'n staaf van hoogstens 2 duim in deursnee deur sy hol spil te neem, waar die opstelwerk verrig is deur 'n werknemer wat onder Tarief 1 ressorteer, en waar die werk deur toestelle vasgehou word en nie met die hand gesentraliseer of suiwer gehou moet word nie..... 1s. 5d. per uur.

## Tarief 8.

Herhalingsbediening of toesighou oor half-outomatiese masjiene, of masjiene wat vir outomatiese of halfoutomatiese werk reggestel is, waar die kringloop kragaan-gedrewe is en die eindpunt beheer word deur outomatiese werkende stoppe, sodat die werk wat met die hande gedoen word, beperk is tot laai, aflaai, aansit van masjiene, stop, vooruit- en agteruitstel of uithaal van gereedskap, vóór of nadat die kragkringloop in werking kom (n.e.v.):—  
Eerste ses maande ondervinding.... 1s. 0½d. per uur.  
Daarna..... 1s. 3d. per uur.

## Tarief 9.

Toesighou oor outomatiese masjiene, insluitende die gebruik van vasgestelde mate.....  
Hefboom- en/of trap- en/of hand- en/of keep- en/of kragperswerk, waar die werk verrig word met gestelde stempels maar nie die stel van stempels nie.....  
Stampsmeewerk met gebruik van stempels.  
Masjiene met die hand bedien, waar die masjiene beplan is vir, of permanent aangepas is vir slegs een bewerking, en waar dit nie van die bediener vereis word om die werk met die hand te sentraliseer of suiwer te hou nie.....  
Herhalingsbediening van 'n boormasjiene..  
Herhalingspinwerk, waar die werknemer uitsluitend aldus besig is met hoeveelheidsproduksie van standaardvervaardigde lyne.....  
Skroef- en/of gleufvorming.....  
Soldeerwerk.....  
Punt- en/of flits- en/of weerstandswerk.  
Afsny- en/of omsoom- en/of uitrolwerk....  
Eerste ses maande ondervinding, 11d. per uur; daarna, 1s. per uur.

## Tarief 10.

Die aansit van roeswerende lae.....  
Onderdele inmeekaarsit en/of aanheg met klinknaels of skroewe.....  
Buig- en/of vormwerk volgens stelmasjiene en/of stoppe en/of skoorstukke.....  
Met metaal bedek deur warm indoping....  
'n Laag oplê en/of galvaniseer.....  
Metaal opvryf en/of poleer.....  
Metaal skoonmaak deur bytstof te gebruik en/of deur vetterigheid te verwyder.....  
Herhalingsafsnywerk met gebruik van stelmasjiene en/of stoppe en/of mate en/of merke en/of stempels.....  
Skroefdraad weer aansit met gebruik van stempelkoppe en/of tappe.....  
Bediening van skroefmasjiene, uitgesonderd die opstel daarvan.....  
Met enommel en/of verf spuit.....  
Eerste ses maande ondervinding, 9½d. per uur; daarna, 10½d. per uur.

## Tarief 11.

In enommel en/of verf indoop..... 9½d. per uur.

## AFDELING D/5.

*Afdeling vir die vervaardiging van fietse.*

Ondervermelde werksaamhede in die vervaardiging van fietse:—

## Tarief 1.

Opsigterswerk met inbegrip van gereedskap stel..... 3s. 9d. per uur.



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.....  
Trueing wheels to jigs.....

First three months of experience 1s. 1d per hour. Thereafter 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. Thereafter 1s. per hour.

Rate 10.

Application of transfers.....  
Assembly of mudguard components....  
Assembling and nailing in crates (in jigs)..  
Cleaning and/or degreasing and/or etching bath attendant.....  
Debrassing vat attendant.....  
Dip enamelling and stove attendant.....  
Fitting tires 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.

Tarief 8.

Hardsoldeer- en/of „heg“-sweiswerk van brúe en/of lis-ore en/of stutte in stelmasjiene.....  
Hardsoldeer van gevulde vurke en/of stuurstange op herd.....  
Hardsoldeerwerk deur middel van indompeling.....  
Finale afwerking van voltooide fietse....  
„n Masjiene bedien en/of laat werk wat ontwerp is om of verander is om 'n enkele werk te doen en die bediener slegs moet voer, die masjiene laat werk, en aflaai....  
Profiel van agterplate met oksiasetileen by herhaling volgens leipatrone sny.....  
Voeringwerk by herhaling met voeringkas „Heg“-sweiswerk van raampype en/of onderste klampdop en/of agterplaat in stelmasjiene.....  
Wiele met stelmasjiene suiwer rond maak..

Eerste drie maande ondervinding, 1s. 1d. per uur; daarna 1s. 3d. per uur.

Tarief 9.

Naamplate aansit.....  
Inmeekaarsitwerk (n.e.v.).....  
Rame en/of vurke en/of stuurstange in stelmasjiene inmeekaarsit en met penne vassit.....  
Outomatiese slypmasjiene bedien.....  
Koudkopmasjiene bedien.....  
Met masjiene en/of hand polys en/of dweil en/of poleer deur te skuur.....  
Stomp- en/of flits- en/of puntsweiswerk....  
Poets en/of afvyl en/of oortollige geelkoper met masjiene en/of hand verwyder.....  
Klinknaels met masjiene aansit.....  
Smeemasjiene bedien.....  
Krag- en/of handperswerk en/of kepe met gestelde stempels sny, uitgesonderd stempels stel.....  
Herhalingsbediening en/of -oppas van outomatiese of halfoutomatiese masjiene of masjiene wat vir outomatiese en halfoutomatiese werk verander is as die gereedskap volgens stoppe werk of meganiese of elektriese beheer word of vas staan, en as geen meetwerk gedoen word nie en as die bediener se pligte beperk is tot laai en ontlai en aansit/tot stilstand bring.....  
Herhalingskeelwerk aan pypbuigings in boormasjiene met stelmasjiene.....  
Herhalingsboor en/of tap en/of versinkboor met gebruik van stelmasjiene en/of merke en/of mate en/of kort boorgate in die massavervaardiging van fietsonderdele en/of toebehore.....  
Herhalingsweis van „gehegte“ raam en/of onderste klampdop en/of agterplaat met stelmasjiene.....  
Herhalingsweis van saalpilare met stelmasjiene.....  
Nippels opdraai en speke met stelmasjiene styftrek.....  
Enemmel en/of verf aanspuit.....  
Pype in vormers en stoppe buig.....

Eerste drie maande ondervinding, 10½d. per uur; daarna, 1s. per uur.

Tarief 10.

Sjablone gebruik.....  
Modderskermonderdele inmeekaarsit.....  
Inmeekaarsitwerk en in kratte toespyker (met stelmasjiene).....  
Bediener by skoonmaakwerk 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 met stelmasjiene afslyp.....  
Uitgloei-oond laai en leegmaak.....  
Temperoond laai en leegmaak.....  
Bediening van vertinningsvat.....  
Herhalingsinstampwerk van fabrikante se nommers in volgorde.....  
Bediening van vat vir roesvrymaakproses  
Skrootblaaswerk.....

Eerste drie maande ondervinding, 9d. per uur; daarna, 10½d. per uur.

Tarief 11.

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

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

## 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 fraizing 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"—

|                                | 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            |
| Fourth year of experience..... | 3 3            |
| Thereafter.....                | 3 6            |

## Rate 3.

Finishing band saws after welding.....  
Grinding to fixed gauges.....  
Supervisory work (supervising all opera-  
tions 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.

## AFDELING D/6.

*Afdeling vir die vervaardiging van handsny- en/of klein gereedskap uitgesonderd fyn- en/of masjiengereedskap) en/of sae.*

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

## Tarief 3.

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

## Tarief 5.

Werk van assistent-opsigters (algemeen)...  
Stel van stempels en/of messe en/of beitels  
op 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 klein gereedskap met stel-  
masjiene smee.....

2s. 3d. per uur.

## Tarief 9.

Herhalingswarm- en/of -koudbuig en/of  
fatsoeneer met stelmasjiene en/of volgens  
stempels en/of stoppe.....  
Herhalingswerk met masjiene vir frees en/of  
punte aansit.....  
Blinde stukke by herhaling warm- en/of  
koud uitslaan met behulp van leistikke  
en/of stelmasjiene en/of stoppe en/of  
stempels.....  
Herhalingswarm- en/of koudpons met  
behulp van leistikke 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 met 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, uitge-  
sonderd fyn- en/of masjiengereedskap,  
slyp, en/of poleer.....  
Afval op sny.....

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 indomp-  
peling 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.

Styfmaakwerk, smids- en blokwerk van sae  
van oor 24 duim—

|                               | Skaal per uur. |
|-------------------------------|----------------|
| Eerste jaar ondervinding.—    | s. d.          |
| Eerste ses maande.....        | 1 6            |
| Tweede ses maande.....        | 1 9            |
| Tweede jaar ondervinding..... | 2 3            |
| Derde jaar ondervinding.....  | 2 9            |
| Vierde jaar ondervinding..... | 3 3            |
| Daarna.....                   | 3 6            |

## Tarief 3.

Bandsae afwerk na sweiswerk.....  
Volgens vaste mate slyp.....  
Opsigterswerk (toesig hou oor alle werk-  
saamhede laer as Tarief 3).....

3s. 3d. per uur.

Styfmaak-, smids- en blokwerk van sae tot  
en met 24 duim—

|                               | Skaal per uur. |
|-------------------------------|----------------|
| Eerste jaar ervaring—         | s. d.          |
| Eerste ses maande.....        | 1 6            |
| Tweede ses maande.....        | 1 9            |
| Tweede jaar ondervinding..... | 2 3            |
| Derde jaar ondervinding.....  | 2 9            |
| Daarna.....                   | 3 3            |

## Tarief 5.

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



Rate 9.

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

Rate 10.

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

Rate 11.

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

DIVISION D/7.

Electroplating Division.

Rate 1.

|                                                         |                   |
|---------------------------------------------------------|-------------------|
| Electroplating (supervisory and technical<br>work)..... | 3s. 9d. per hour. |
|---------------------------------------------------------|-------------------|

Rate 10.

|                                                                                             |                                                                 |
|---------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Attending electroplating bath where<br>appointed as electroplating bath atten-<br>dant..... | Rate per hour as for<br>Rate 10 in clause<br>(b) of Schedule B. |
| Attending stripping and/or pickling tank<br>other than general labouring.....               |                                                                 |
| Boiler attending other than general<br>labouring.....                                       |                                                                 |
| Metal buffing and/or polishing.....                                                         |                                                                 |

Rate 11.

|                                       |                                                                 |
|---------------------------------------|-----------------------------------------------------------------|
| Preparation of buffs.....             | Rate per hour as for<br>Rate 11 in clause<br>(b) of Schedule B. |
| Scouring and/or scratch brushing..... |                                                                 |
| Vat degreasing.....                   |                                                                 |

DIVISION D/8.

Foundry and Casting (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<br>steel works production)—chargehand's<br>work..... |                   |

Rate 3.

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

Rate 5.

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

Rate 9.

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

Rate 10.

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

Rate 11.

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

Tarief 9.

|                                                                                                                                                                  |                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Stompsweismasjien bedien.....                                                                                                                                    | Skaal per uur soos<br>vir Tarief 9 in<br>klousule (b) van<br>lys B. |
| Verdiepers bedien, uitgesonderd opstel...                                                                                                                        |                                                                     |
| Puntweismasjien bedien.....                                                                                                                                      |                                                                     |
| Herhalingsuitslaanwerk aan blinde stukke<br>op perse, uitgesonderd stempels en/of<br>gereedskap stel.....                                                        |                                                                     |
| Herhalingshefboom- en/of trap- en/of<br>handkragerswerk as werk met gestelde<br>stempels gedoen word, uitgesonderd die<br>stel van stempels en/of gereedskap.... |                                                                     |
| Herhalingsmasjienponswerk met stoppe<br>en/of stelmasjiene en/of stempels en/of<br>mate.....                                                                     |                                                                     |
| Alle soorte houtbewerkingsae by herhaling<br>met die hand en/of outomaties stel en/of<br>skerpmaak.....                                                          |                                                                     |

Tarief 10.

|                                                           |                                                                      |
|-----------------------------------------------------------|----------------------------------------------------------------------|
| Poets en/of poleer.....                                   | Skaal per uur soos<br>vir Tarief 10 in<br>klousule (b) van<br>lys B. |
| Slypwerk (n.e.v.) uitgesonderd presisieslyp-<br>werk..... |                                                                      |
| Herhalingsafsny volgens stoppe en stel-<br>masjiene.....  |                                                                      |

Tarief 11.

|                                                                             |                                                                      |
|-----------------------------------------------------------------------------|----------------------------------------------------------------------|
| Alle werksaamhede by maak van hand-<br>vatsels (n.e.v.).....                | Skaal per uur soos<br>vir Tarief 11 in<br>klousule (b) van<br>lys B. |
| Roeswerende en/of beskermende lae aansit                                    |                                                                      |
| Saagonderdele inmeekaarsit.....                                             |                                                                      |
| Saaglemme ets.....                                                          |                                                                      |
| Laai en uithaal in olieverbardingsproses.<br>Penne in saaglemme vassit..... |                                                                      |

AFDELING D/7.

Afdeling vir elektroplatering.

Tarief 1.

|                                                         |                  |
|---------------------------------------------------------|------------------|
| Elektroplatering (opsigters- en tegniese-<br>werk)..... | 3s. 9d. per uur. |
|---------------------------------------------------------|------------------|

Tarief 10.

|                                                                                                |                                                                      |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| Elektroplateringsbad bedien indien as<br>bediener van elektroplateringsbad aan-<br>gestel..... | Skaal per uur soos<br>vir Tarief 10 in<br>klousule (b) van<br>lys B. |
| Afstroop- en/of suurbadtenk bedien, uit-<br>gesonderd algemene arbeid.....                     |                                                                      |
| Ketelbediening, uitgesonderd algemene<br>arbeid.....                                           |                                                                      |
| Metaal poets en/of poleer.....                                                                 |                                                                      |

Tarief 11.

|                                          |                                                                      |
|------------------------------------------|----------------------------------------------------------------------|
| Poetsers voorberei.....                  | Skaal per uur soos<br>vir Tarief 11 in<br>klousule (b) van<br>lys B. |
| Skuur en/of met borsel afkrap.....       |                                                                      |
| Verwydering van vetterigheid in vate.... |                                                                      |

AFDELING D/8.

Afdeling vir smelt- en gietwerk (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 (uitgesonderd plasing<br>daarvan.....                                                      | 3s. 6d. per uur. |
| Uitsmelt- en/of smeltwerk (uitgesonderd<br>in produksie-afdeling van staalwerke)—<br>onderbaas se werk..... |                  |
|                                                                                                             |                  |

Tarief 3.

|                                         |                  |
|-----------------------------------------|------------------|
| Stempelgietsmasjiene—opsigterswerk..... | 3s. 3d. per uur. |
|-----------------------------------------|------------------|

Tarief 5.

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

Tarief 9.

|                                 |                                                                     |
|---------------------------------|---------------------------------------------------------------------|
| Stempelgietsmasjien bedien..... | Skaal per uur soos<br>vir Tarief 9 in<br>klousule (b) van<br>lys B. |
|---------------------------------|---------------------------------------------------------------------|

Tarief 10.

|                                          |                                                                      |
|------------------------------------------|----------------------------------------------------------------------|
| Stygkanale sny.....                      | Skaal per uur soos<br>vir Tarief 10 in<br>klousule (b) van<br>lys B. |
| Sand- en/of skroot- en/of waterblaaswerk |                                                                      |

Tarief 11.

|                                                                          |                                                                      |
|--------------------------------------------------------------------------|----------------------------------------------------------------------|
| Poets met die hand en/of met slyp- en/of<br>met draagbare kraggereedskap | Skaal per uur soos<br>vir Tarief 11 in<br>klousule (b) van<br>lys 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 reinforcement 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 per- }  
manent moulds (non-ferrous work).... } 3s. 6d. per hour.  
Smelting and/or melting (other than in }  
Steel works production) chargehand's }  
work..... }  
\*Spin-casting machines where sand is }  
included—supervisory work..... }

**Rate 3.**

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

**Rate 5.**

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

**Rate 9.**

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

**Rate 10.**

Casting of ferrous metals into permanent }  
moulds including coating..... }  
Cutting off risers..... }  
Making runner cups by machine for per- }  
manent mould..... } Rate per hour as for  
Operating spin-casting machine..... } Rate 10 in clause  
Pouring and/or skimming in continuous } (b) of Schedule B.  
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 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.  
Rate per Hour.

**(2) Learnership conditions for production moulding.**

|                                      | 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  |

**(B). Vervaardigingsinrigtings.**

Vir die toepassing van hierdie afdeling B beteken—

"massagietwerk", die vervaardiging, spesiaal bestem vir die werk, van groensandgietskukke op 'n hoeveelheidsgrondslag in 'n produksie-installasie wat 'n afsonderlike inrigting of afdeling is of op so 'n wyse op 'n afsonderlike gedeelte van die gieterijvloer as dié waarop gieterwerk 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 gieterwerk en/of maak van kerns (n.e.v.) uitgevoer word, asook die afsonderlike gedeelte waarop produksiegieterwerk 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 omvat die gebruik van gereedskap en die aanwending van vuurvaste lae en die maak en aanlê van kerns deur genoemde werknemers;

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

"leerling-produksiegieter", 'n werknemer oor 17½ jaar oud in diens in 'n produksie-installasie om oor 'n tydperk van 18 maande produksiegieter 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 masjienvervaardigde 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, uitgesonderd 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.**

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

**Tarief 2.**

\*Produksiegieterwerk..... }  
\*Herhalingsinsit van kerns in vaste giet- }  
vorms—(nie-ysterhoudende stowwe).... } 3s. 6d. per uur.  
Uitsmelt- en/of smeltwerk (uitgesonderd }  
in produksieafdelings van staalwerke)— }  
onderbaas se werk..... }  
\*Spingietmasjiene as sand inbegrepe is— }  
opsigterswerk..... }

**Tarief 3.**

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

**Tarief 5.**

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

**Tarief 9.**

Stempelgietermasjiene bedien..... }  
Herhalingsinsit van kerns in vaste giet- } Skaal per uur vir  
vorms deur vaste plekbepalingstoestelle } Tarief 9 in klou-  
te gebruik uitgesonderd in sandafdrucke } sule (b) van lys B.  
(slegs ysterhoudende stowwe)—met uit- }  
sluiting van presisiestempels..... }

**Tarief 10.**

Ysterhoudende metale in vaste vorms giet, }  
met inbegrip van lae aansit..... }  
Stygkanale afsny..... }  
Gietkanale met masjiene vir vaste gietvorm }  
maak..... } Skaal per uur soos  
Spingietmasjiene bedien..... } vir Tarief 10 in  
Uitgiet- en/of afskepwerk in deurlopende } klousule (b) van  
gieterwerksaamhede..... } lys B.  
Herhalingsinsitwerk aan kerns in gietvorms }  
deur vaste plekbepalingstoestelle te ge- }  
bruik (metaal tot metaal) uitgesonderd }  
in sandafdrucke..... }  
Sand- en/of skroot- en/of waterblaaswerk }

**Tarief 11.**

Poets met die hand en/of met slyp en/of } Skaal per uur soos  
met draagbare krageredskap } vir Tarief 11 in  
klousule (b) van  
lys B.

(2) Leervooraardes vir produksiegieters:—

|                                     | s. | d. |
|-------------------------------------|----|----|
| Eerste ses maande ondervinding..... | 2  | 3  |
| Tweede ses maande ondervinding..... | 2  | 6  |
| Derde ses maande ondervinding.....  | 3  | 0  |
| Daarna.....                         | 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 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.....

Rate 11.

Dipping in paint.....  
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.  
Operating wire butt welding machine.....

OPMERKINGS.

(1) Geen werkgever mag iemand by handproduksiegiet in diens neem 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 streeksraad van die betrokke gebied gerig word.

(2) Die minimum ouderdom vir leerling-produksiegieters is 17½ jaar, en geen werkgever mag iemand onder 19 jaar as 'n produksiegietier 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 dielskerms en/of tuinmeubels.

(A)—Vervaardiging (n.e.v.).

Tarief 1 (n.e.v.).

Grofsmid- en/of sweiswerk met inbegrip 3s. 9d. per uur.  
van merk

Tarief 3.

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

Tarief 5.

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

Tarief 6.

Boog- en/of gassweiswerk met 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.  
Bediening van outomatiese boog-, gas- of koudsweismasjiene.....

Tarief 7.

Koudsaagwerk, uitgesonderd herhalings- afsnywerk..... 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.....  
Boorwerk volgens vlak boorgate en/of merke.....  
Boorwerk met stelmasjiene en/of skoorstukke.....  
Boorwerk met leipatrone.....  
Hefboom- en/of trap- en/of handperswerk en/of inkeep as werk met gestelde stempels gedoen word, uitgesonderd stempels stel.....  
Bediening van punt- en/of „heg“-sweismasjiene.....  
Kragperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....  
Met handhamer vir grofsmidswerk slaan... Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

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 -vormwerk met stelmasjiene en/of stempels en/of stoppe en/of merke.....  
Met leipatrone en/of merke en/of stoppe en/of met stelmasjiene en/of na lengtemate en/of stoppe afknip en/of afsny en/of sny.....  
Skroefsnymasjiene bedien, uitgesonderd masjiene opstel.....  
Herhalingsponswerk met masjiene volgens stoppe en/of met stelmasjiene en/of na mate en/of stempels en/of merke.....  
Herhalingsafmerkwerk in stelmasjiene en/of volgens leipatrone.....  
Vernuwing van skroefdraad met stempelskoppe en/of tappe.....  
Draad aan hekke sit... Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11.

In verf indompel.....  
Poets met die hand en/of met slyp- en/of draagbare kraggereedskap.....  
Bediening van draadstompsweismasjiene... Skaal per uur soos vir Tarief 11 in klousule (b) van lys 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 drawings and/or dimensional sketches 3s. 3d. per hour.

Rate 5.  
Assistant supervisory work including marking out and/or setting of bench work to templets 2s. 9d. per hour.

Rate 10.  
Making screens to size already drawn down by either Rate 3 or 5 employees  
Operating automatic straightening machine.....  
Repetition wire working and/or fabricating (n.e.s.) including setting up of bench work to jigs.....

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

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 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 machine running adjustments when necessitated by the manufacturing process) Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10.  
Square and/or other mesh screen weaving into rolls and/or sheets on hand operated machine, i.e. feeding machine Rate per hour as for 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.....  
(iii) Operating handle of hand-shearing machine and/or handle of pipe-cutter.....  
(iv) cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh).....  
(v) Assisting machine operatives.....

Rate per hour as for Rate 12 in Schedule B.

**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 knowledge of the following operations to be employed in each establishment)  
Operating power-driven mill rolling sheet lead from slabs.....

3s. 3d. per hour.

Rate 7.  
Operating trap extrusion press..... 2s. 3d. per hour.

**(B)—Draad met die hand bewerk, en/of weef en/of vervaardig.**

Tarief 3.  
Opsigterswerk met inbegrip van afmerk en/of bankwerk van tekenings en/of dimensiesketse gereedmaak..... 3s. 3d. per uur.

Tarief 5.  
Werk van assistent-opsigter met inbegrip van afmerk en/of bankwerk volgens lei-patrone voorberei..... 2s. 9d. per uur.

Tarief 10.  
Skermes volgens grootte maak wat reeds deur of Tarief 3- of Tarief 5-werknemers afgemerk is.....  
Bediening van outomatiese reguitmaak-masjien.....  
Herhalingsdraadwerk en/of -vervaardiging (n.e.v.) met inbegrip van bankwerk met stelmasjiene opstel.....

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

Tarief 11.  
Bediening van outomatiese krimpmasjien..  
Met die hand weef.....

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

**(C)—Draad met 'n masjien bewerk en/of weef en/of vervaardig.**

Tarief 3.  
Opsigterswerk..... 3s. 3d. per uur.

Tarief 8.  
Bediening van kettingskakel- en/of diamantmaasmasjien (met inbegrip van lopende verstellings aan masjien doen wanneer vervaardigingsproses dit vereis). Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9.  
Bediening van outomatiese kettingskakel- en/of diamantmaasmasjien (met inbegrip van lopende verstellings aan masjien doen wanneer vervaardigingsproses dit vereis) Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10.  
Skermes van vierkantige en/of ander maas-vorms in rolle en/of velle op hand-masjien weef, d.w.s. masjien voer Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

**(D)—Sweis wanneer dit vir draadwerk en/of weef en/of vervaardiging verrig word.**

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

Tarief 9.  
Bediening van punt- en/of stompsweis-masjien 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.  
Opsigterswerk..... 2s. 9d. per uur.

**(F)—Algemene arbeid.**

Tarief 12.  
Algemene arbeid met inbegrip van—  
(i) Met handbuighef boom help.....  
(ii) Help met draadspan aan hekke.....  
(iii) Slinger van handsnymasjien en/of slinger van pypsnier draai.....  
(iv) Oorskietdraad afsny en/of beveilig en/of klink (skerm- en/of diamant-maas).....  
(v) Masjienwerksmanne help.....

Skaal per uur soos vir Tarief 12 in lys B.

**AFDELING D/10.****Afdeling vir die vervaardiging van loodprodukte.**

Ondergemelde werksaamhede in die vervaardiging van lood-produkte:—

Tarief 3.  
Opsigterswerk met inbegrip van opstel (minstens een werknemer met kennis van opsigterswerk in ondergenoemde werksaamhede wat in elke inrigting plaasvind).....  
Bediening van kragwals wat loodvelle van platstukke uitrol.....

3s. 3d. per uur.

Tarief 7.  
Bediening van val-uitstootpers..... 2s. 3d. per uur.



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.....  
Machine wiping of lead joints in the manufacture of standard lines.....

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

Rate 9.

Permanent mould casting, wherein sand is entirely excluded.....  
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

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

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.....  
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).....

3s. 6d. per hour.

Rate 3.

Arc welding.....  
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.....

3s. 3d. per hour.

Rate 4.

Assembling finished component parts into complete flyscreens, including inserting gauze by hand.....  
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.....

3s. per hour.

Rate 5.

Assembling windows (n.e.s.).....  
Press operating (n.e.s.).....

2s. 9d. per hour.

Rate 6.

Automatic and/or semi-automatic welding.....  
Gold sawing (n.e.s.).....  
Countersinking (n.e.s.).....  
Cutting of gauze by hand.....  
Drilling (n.e.s.).....  
Recessing for cup pivots.....

2s. 6d. per hour.

Rate 7.

Affixing by hand burglar bars and/or weather bars where such affixing includes positioning and drilling.....  
Final positioning of ventilators before screwing in and/or riveting.....  
Hand riveting.....

2s. 3d. per hour.

Rate 8.

Bronze, copper, aluminium or zinc spraying (under supervision).....  
Inserting gauze by press.....

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

Rate 9.

Clamping mitre and/or butt joints into jigs on welding tables.....  
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.....

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

Tarief 8.

Aanmeekaarsmeltwerk by herhaling, uitgesonderd met soldeerbout, van onderdele in stelmasjiene in die vervaardiging van loodpype en/of valle en/of traploopvlakke.....  
Lood aan loodlasse met masjien aansit in vervaardiging van standaardartikels.....

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

Tarief 9.

Die giet van vaste vorms as sand geheel en al uitgesluit is.....  
Hand- en/of kragperswerk.....  
Valle met stelmasjiene vervaardig.....  
Volgens stoppe en/of merke afwerk en/of afsny.....  
Herhalingsloodsoldeerwerk met soldeerbout en/of inmeekaarsit van onderdele in vervaardiging van loodpype en/of valle en/of traploopvlakke.....  
Bediening van uitdrukpers met gestelde stempels.....

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

AFDELING D/11.

Vervaardiging van metaalvensters en/of -deure en/of -gaas.

(1) Ondergemelde werksaamhede:—

Tarief 2.

Universele vensters en deure inmeekaarsit.....  
Inspeksie- en opsigterswerk.....  
Venters op bouperseel of ingebou herstel en/of verander en/of stel.....  
Rangskik- en/of merkwark.....  
Buitewerksmense (opsigterswerk).....

3s. 6d. per uur.

Tarief 3.

Boogswaiswerk.....  
Finale reguitmaak en/of pas met gebruik van hamer en/of sethamer en/of wig-yster.....  
Mate en/of soppie stel.....  
Gereedskap en/of stempels stel, uitgesonderd lopende verstellers.....

3s. 3d. per uur.

Tarief 4.

Volledige vl eeskerms uit voltooide onderdele met die hand inmeekaarsit met inbegrip van die insit van gaas met die hand.....  
Nisse en/of nie-standaardvensters koppel.....  
Die finale aanbring van openings aan vensters van huisvensters.....  
Rollerbuigwerk, uitgesonderd herhalingsbuig.....  
Rame en/of skuiframe haaks maak voordat dit ingesit word.....

3s. 0d. per uur.

Tarief 5.

Vensters inmeekaarsit, n.e.v.....  
Perswerk, n.e.v.....

2s. 9d. per uur.

Tarief 6.

Automatiese en/of halfoutomatiese sweiswerk.....  
Koudsaagwerk, n.e.v.....  
Versinkboorwerk, n.e.v.....  
Gaasdraad met die hand sny.....  
Boorwerk, n.e.v.....  
Uitholwerk vir koppiespille.....

2s. 6d. per uur.

Tarief 7.

Diefralies en/of waterkeerders met die hand aansit as die werk insit en boor omvat.....  
Die finale inmeekaarsit van lugkokers voordat dit ingeskroef en/of met klinknaels vasgesit word.....  
Handklinkwerk.....

2s. 3d. per uur.

Tarief 8.

Spuitswerk met brons, koper, aluminium of sink (onder toesig).....  
Gaasdraad met 'n pers insit.....

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

Tarief 9.

Verstek- en/of stompvocë met stelmasjiene op sweistafels vasklamp.....  
Voltooide standaardvensters koppel.....  
Volgens stelmasjiene en/of skoorstukke boor.....  
Tappe met die hand en/of masjien sny.....  
Klinknaels met masjien 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.....  
Versinkboogwerk by herhaling met stelmasjiene en/of merke en/of mate.....  
Herhalingsrolbuigwerk.....  
Lugkokers aan voltooide fabrieksvensters vasskroef en/of klink nadat kokers finaal ingesit is.....  
Puntswaiswerk.....  
Tapmasjienwerk.....

Skaal per uur soos vir Tarief 9 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 retapping 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.

## Rate 12.

General labouring: Rate per hour as hereafter specified:—

- (a) In the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, Somerset Strand and Somerset West 9d. per hour.  
 (b) In the Province of the Transvaal.. 8½d. per hour.  
 (c) In all other areas:—  
 First year of continuous service with the same employer..... 7½d. per hour.  
 Second year of continuous service with the same employer..... 8d. per hour.  
 Thereafter..... 8½d. per hour.

For the purposes of the above "continuous service" shall be deemed to include unbroken employment with the same employer prior to the coming into force of this Agreement; paid leave granted in terms of the Agreement; absences from work on account of injuries arising out of an accident recognised as compensable under the provisions of the Workmen's Compensation Act; leave of absence with or without remuneration granted by the employer, provided the employee is not employed for gain elsewhere during such period.

(2) Probationary Period and Rate of Pay therefor:—

| Class of Work.           | EXPERIENCE.        |                    |                    | Thereafter.        |
|--------------------------|--------------------|--------------------|--------------------|--------------------|
|                          | First Six Months.  | Second Six Months. | Third Six Months.  |                    |
|                          | Per Hour.<br>s. d. | Per Hour.<br>s. d. | Per Hour.<br>s. d. | Per Hour.<br>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                |

## Tarief 10.

Noodsaaklike toebehore aan voltooide vensters aansit en/of toebehore verwyder en/of terugplaas op die perseel of ingebou.  
 Draad met stelmasjiene en/of volgens stoppe en/of skoorstukke in vervaardiging van vlieëskerms 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 -skiflers en/of -sproei met die hand en/of met skuur- en/of met draagbare kraggereedskap en/of met pers verwyder.  
 Herhalingskoudsaagwerk volgens stoppe.  
 Herhalingsdeursnywerk van defekte verstekvoë na sweis.  
 Dieftralies 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.  
 Etikette 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.

## Tarief 12.

Algemene arbeid: Tarief per uur soos hierin later gespesifiseer:—

- (a) In die Magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en in die Munisipale gebiede Paarl, Wellington, Somerset-Strand, Somerset-Wes..... 9d. per uur.  
 (b) In die Provinsie Transvaal..... 8½d. per uur.  
 (c) In alle ander gebiede:—  
 Eerste jaar ononderbroke diens by dieselfde werkgewer..... 7½d. per uur.  
 Tweede jaar ononderbroke diens by dieselfde werkgewer..... 8d. per uur.  
 Daarna..... 8½d. per uur.

Vir bogenoemde doeleindes beteken „ononderbroke diens” ononderbroke diens by dieselfde werkgewer voor die inwerking-treding van hierdie Ooreenkoms; besoldigde verlof kragtens hierdie Ooreenkoms verleen; afwesigheid van diens met of sonder besoldiging deur die werkgewer toegestaan; met dien verstande dat die werknemer nie elders met besoldiging gedurende hierdie tydperk in diens geneem word nie.

(2) Proeftyd en loonskaal daarvoor:—

| Klas werk.               | Ondervinding.      |                    |                   | Daarna.           |
|--------------------------|--------------------|--------------------|-------------------|-------------------|
|                          | Eerste ses maande. | Tweede ses maande. | Derde ses maande. |                   |
|                          | Per uur.<br>s. d.  | Per uur.<br>s. d.  | Per uur.<br>s. d. | Per uur.<br>s. d. |
| Tarief 2.                |                    |                    |                   |                   |
| Nuwelinge.....           | 2 3                | 2 6                | 3 0               | 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               |



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.  |
| Rate 9.  | Operating drilling machine to jigs, fixtures and stops.....<br>Shaping of brushes on special purpose tool<br>Spinning rivets.....<br>Tamping by machine.....                                                                                          | Rate per hour as for Rate 9 in clause (b) of Schedule B.  |
| Rate 10. | Block cutting by machine.....<br>Tamping by hand.....                                                                                                                                                                                                 | Rate per hour as for Rate 10 in clause (b) of Schedule B. |
| Rate 11. | Trade symbol and grade marking.....<br>Metal coating of brushes.....<br>Sweating of terminals by dipping.....<br>Fixing flexible insulation, springs and terminal ends.....<br>Cutting and/or cropping flexible connections by manual guillotine..... | Rate per hour as for Rate 11 in clause (b) of Schedule B. |

DIVISION D/13.

*Manufacture and/or Remanufacture of Electrical Equipment.*

The following operations in the manufacture and/or remanufacture of electrical equipment, viz., electric motors, transformers, switch and/or control and/or fuse gear and/or accessories:—

|         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                   |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Rate 1. | Armature winding.....<br>Electrical fitting.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 3s. 9d. per hour. |
| Rate 2. | Supervisory work in case and/or tool hardening.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3s. 6d. per hour. |
| Rate 3. | High potential testing (n.e.s.).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3s. 3d. per hour. |
| Rate 5. | Brazing of located parts.....<br>Setting up of guillotine and/or power saw and/or tube bending machine.....<br>Die-setting.....<br>Drilling (n.e.s.).....                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2s. 9d. per hour. |
| 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.....<br>Repetitive production balancing.....<br>Operating oxy-acetylene profiling machine and/or straight line cutting machine.....<br>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.....<br>Coupling up standard machines on running test beds.....<br>Setting up of pipe bending machines.....<br>Undercutting commutators (excluding turning)..... | 2s. 6d. per hour. |
| Rate 7. | Assembling (n.e.s.).....<br>Cutting up material for insulating and packing.....<br>Cutting to jigs and/or fixtures and/or templates (n.e.s.).....<br>Repetition pressing together of gauged pieces.....                                                                                                                                                                                                                                                                                                                                                                                                | 2s. 3d. per hour. |

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.*

Ondergenoemde 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, uitgesonderd opstel                                                                                                                                                          | Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.  |
| Tarief 9.  | Boormasjien volgens stelmasjiene, skoorstukke en stoppe bedien.....<br>Borsels op spesiale gereedskap vorm.....<br>Klinknaels uitspin.....<br>Met masjien vasstamp.....                                                         | Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.  |
| Tarief 10. | Blokke met masjien sny.....<br>Met die hand vasstamp.....                                                                                                                                                                       | Skaal per uur soos vir Tarief 10 in klousule (b) van lys B. |
| Tarief 11. | Bedryfsimbool-en graadmerkwark.....<br>Borsels met metaal bedek.....<br>Eindpunte deur indompeling aansweet.....<br>Elastiese isolering, vere en eindpunte vassit<br>Elastiese verbindings met handvalmes sny en/of afknip..... | Skaal per uur soos vir Tarief 11 in klousule (b) van lys B. |

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 toebehore:—

|           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                  |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Tarief 1. | Ankerwikkeling.....<br>Elektriese paswerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 3s. 9d. per uur. |
| Tarief 2. | Toesig hou oor dop- en/of gereedskapverharding.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3s. 6d. per uur. |
| Tarief 3. | Hoogspanningstoetswerk (n.e.v.).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3s. 3d. per uur. |
| Tarief 5. | Bepaalde plekke hardsoldeer.....<br>Valmestoestel en/of kragstaag en/of pypbuigmasjien opstel.....<br>Stempels stel.....<br>Boorwerk (n.e.v.).....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2s. 9d. per uur. |
| Tarief 6. | Sweiswerk met outomatiese masjien en/of herhalingsweis met stelmasjiene en/of sweisdele aldus gevorm en/of die plek daarvan bepaal om die gebruik van 'n stelmasjien uit te skakel.....<br>Herhalingsvervaardiging van balanseertoestelle.....<br>Bediening van oksiasetileen-profielmasjien en/of reguitlynssnymasjien.....<br>Herhalingsbedrading waar die baan van die draad deur klampe en/of lyne en/of saalklampe en/of skoorstukke gemerk is, en waar geen bedradingsdiagram gebruik word nie.....<br>Standaardmasjiene op lopende toetsbanke verbind.....<br>Pypbuigmasjiene opstel.....<br>Kommotators ondersny (uitgesonderd draaiwerk)..... | 2s. 6d. per uur. |
| Tarief 7. | Innekaarsitwerk (n.e.v.).....<br>Materiaal vir isolering en verpakking opsy Volgens stelmasjiene en/of skoorstukke en/of leipatrone (n.e.v.) sny.....<br>Afgemete stukke by herhaling saampers.....                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2s. 3d. per uur. |

## 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.).....

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  $\frac{3}{8}$ " 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.).....

1s. 5d. per hour.

## Rate 9.

Assembling parts (excluding fitting).....

Assembling to jigs and/or fixtures and/or assembling self-locating parts.....

Attending die-casting machine.....

Hand and/or machine tapping.....

Hand and/or machine riveting (rivets  $\frac{3}{8}$ " 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 templets.....

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.....

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

## Tarief 7 (b).

Alle werk in verband met die vervaardiging en inmeekaarsit van windsels en/of isolerings en die verbinding en/of las van geleiding en/of eindpunte met inbegrip van roetiene-toets (n.e.v.).....

Bediening van kaapstander en/of draadvoermasjiene wanneer dit opgestel word deur werknemer onder Tarief 1—alle werk waarby die gebruik van nysterhoudende staaf en/of sagte staalstang tot  $\frac{3}{8}$ " deursnit ingesluit word, of die ekwivalent-deursneegebied vir die maak van skroewe en/of penne en/of bouten en/of dryfrat en/of blokke.....

Mate met „gaan” en/of „stop” en/of vasgestelde mate meet.....

Bediening van graveermasjiene.....

Herhalingsbedrading met voorafgevormde draade.....

Roetiene-toetswerk (n.e.v.).....

1s. 5d. per uur.

## Tarief 9.

Dele inmeekaarsit (uitgesonderd monteerwerk).....

Volgens stelmasjiene en/of skoorstukke inmeekaarsit en/of selfbepalende plekke inmeekaarsit.....

Stempelgietsmasjiene oppas.....

Met die hand of masjiene tap.....

Met die hand of masjiene klink (klinknaels  $\frac{3}{8}$ " deursnit en minder).....

Met masjiene ruim.....

Eendoelmasjiene uitgesonderd masjiene gereedskap bedien.....

Puntswaismasjiene bedien.....

Herhalingsboor volgens vlak boorgate en/of merke en/of met stelmasjiene en/of skoorstukke met inbegrip van versinkboor.....

Herhalingsmerk volgens leiplate.....

Herhalingswerk op outomatiese of half-outomatiese masjiene of masjiene wat verander is vir outomatiese of half-outomatiese werk, waar die gereedskap volgens stoppe werk of wat meganiese of elektriese 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 masjiene 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 lengtemate sny.....

Skroefdrade weereens met stempelkoppe en/of tappe sny.....

Verpakking vir wegstuur.....

Warm- en/of koudbuig en/of fatsoeneer met stelmasjiene en/of stempels en/of stoppe.....

Deurslaan met masjiene met gestelde stempels volgens merke en/of stoppe en/of stelmasjiene en/of meters.....

Vere volgens vormers maak.....

Met die hand reguit maak.....

Metaal poets en/of poleer.....

Metaal bedek en/of plateer.....

Krag- en/of handpers volgens gestelde stempels bedien, uitgesonderd die stel van stempels.....

Skroefmasjiene bedien, behalwe opstel.....

Draadbekledingsmasjiene bedien.....

Oondoppasser.....

Isolering in vorms pers.....

Herhalingsny- en voorafvormwerk van stelle drade in stelmasjiene en/of skoorstukke.....

Herhalingsaansweet van vingerhoede aan aanhegels.....

Roetinetoeise vir lekke.....

Sand- en/of skrootblaswerk.....

Enemmel en/of verf en/of isoleringsmedium en/of roeswerende lae aanspuit.....

Vernismasjienebediener.....

Spoele wikkel en/of buig en/of rek.....

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

## Tarief 11.

Sjablone gebruik.....

Reguitmaakmasjiene oppas.....

Ryvlakke aan borsels volgens stelmasjiene sit.....

Stoomketels stook.....

Geleiers skoonmaak en/of vertin.....

Met komposisie vul.....

Lamellerings met die hand of masjiene afhaal of afwerk.....

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



|                                                                             |                                                           |
|-----------------------------------------------------------------------------|-----------------------------------------------------------|
| Dipping and/or impregnating in insulating medium and/or enamel and/or paint | Rate per hour as for Rate 11 in clause (b) of Schedule B. |
| 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.....                                                   |                                                           |

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.).....                                                                                                         | 2s. 6d. per hour.                                        |
| Standard electrical testing of equipment and/or components during and after assembly.....                                        |                                                          |
| Rate 8.                                                                                                                          |                                                          |
| Sub-assembly, namely Mica type elements—winding and/or assembling and/or cutting mica shapes to odd types and forms.....         | Rate per hour as for Rate 8 in clause (b) of Schedule B. |
| Repetition high voltage “no load” (neon type tester) earth testing to present point.....                                         |                                                          |
| Rate 9.                                                                                                                          |                                                          |
| Sub-assembly, namely—                                                                                                            | Rate per hour as for Rate 9 in clause (b) of Schedule B. |
| 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 pre-determined 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 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 paste and/or covering by dies to jigs or stops by means of a press.....                             |                                                          |
| 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..                                                                                         |                                                          |

|                                                                             |                                                             |
|-----------------------------------------------------------------------------|-------------------------------------------------------------|
| In isoleermiddel en/of enemmel en/of verf indoo en/of deurweek.....         | Skaal per uur soos vir Tarief 11 in klousule (b) van lys B. |
| 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 volgens stelmasjiene maak.....               |                                                             |
| Lamellerings opmekarpak.....                                                |                                                             |

AFDELING D/14.

*Vervaardiging en inmeekaarsit van kook- en verhittingstoestelle uitgesonder drukverwarmers.*

Vir die toepassing van hierdie afdeling beteken—

„inmeekaarsitwerk (n.e.v.)”, die inmeekaarsit van onderdele gedeeltelik inmeekaarsit, om ’n volledige toestel te vorm;

„onderdele gedeeltelik inmeekaarsit”, die verrigting van een of al die soorte werksaamhede in die volgende lys.

Die volgende werksaamhede in die vervaardiging en inmeekaarsit van kook- en verhittingsuitrusting (behalwe drukverwarmers), nl.—

|                                                                                                                              |                                                             |
|------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Tarief 6.                                                                                                                    |                                                             |
| Inmeekaarsitwerk (n.e.v.).....                                                                                               | 2s. 6d. per uur.                                            |
| Uitrusting en/of onderdele aan elektriese standaardtoetse onderwerp terwyl of nadat dit inmeekaarsit is.....                 |                                                             |
| Tarief 8.                                                                                                                    |                                                             |
| Onderdele gedeeltelik inmeekaarsit, nl.—                                                                                     | Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.  |
| Mika-tipe elemente—mikavorms volgens buitengewone tipes en vorms wikkelen en/of inmeekaarsit en/of sny.....                  |                                                             |
| Aardingstoetse by herhaling van hoë voltspanning sonder belasting (neon-tipe toetstoestel) tot huidige punt....              |                                                             |
| Tarief 9.                                                                                                                    |                                                             |
| Onderdele gedeeltelik inmeekaarsit, nl.—                                                                                     | Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.  |
| Mika-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 met stelmasjiene buig en/of vorm.                                                                                      |                                                             |
| Volgens stelmasjiene, stoppe of voorafbepaalde merke of mate boor en versink, skroefdraad sny en tap.....                    |                                                             |
| Ogies insit.....                                                                                                             |                                                             |
| ’n Puntswisemasjien bedien.....                                                                                              |                                                             |
| Onderdele voorberei en inmeekaarsit voor finale inmeekaarsit daarvan.....                                                    |                                                             |
| Holtes of afdelings of dubbele mure met warmte-isoleringsmateriaal toepak of opvul.....                                      |                                                             |
| Ohm-toets van elemente by herhaling volgens gestelde stel van Ohmmeter.....                                                  |                                                             |
| Met die hand of masjien soldeer.....                                                                                         |                                                             |
| Voorafgevormde draad of elementgeleiers bedraad en/of verbind met eindpuntblokke en/of sekerings en/of skakelaars            |                                                             |
| Enkele weerstandstoestelle regstreeks op voorafontwerpte gespaseerde keramiek en/of porselein wikkelen.....                  |                                                             |
| Tarief 10.                                                                                                                   |                                                             |
| Roeswerende lae aansit.....                                                                                                  |                                                             |
| Keramieksoldeer pasta 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.....              |                                                             |
| Tarief 11.                                                                                                                   |                                                             |
| Draad sny of strook.....                                                                                                     | Skaal per uur soos vir Tarief 11 in klousule (b) van lys B. |
| Gate reeds geboor en getap, weereens sny en/of tap.....                                                                      |                                                             |
| Gevormde weerstandhulsels skoonmaak, skraap en/of spuit.....                                                                 |                                                             |
| Met die hand poets en/of met ’n masjien 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 (uitgesonderd die verbinding van loodsoorte).....   |                                                             |
| (2) Grondplate en eindblokke in en/of op verhittingseenhede in posisie plaas (uitgesonderd die verbinding van geleiers)..... |                                                             |
| (3) Geleiers van elemente versterk.....                                                                                      |                                                             |
| (4) Isolators volgens geleiers sny.....                                                                                      |                                                             |

## 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.).....          | } 3s. 9d. per hour. |
| Erection of signs on site.....             |                     |
| Final wiring and/or assembling of signs... |                     |
| Layout work.....                           |                     |
| Servicing and/or maintaining of signs....  |                     |
| Sheet metal working (n.e.s.).....          |                     |
| Signwriting.....                           |                     |

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. |

## 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..... |                                                             |

## AFDELING D/15.

*Afdeling vir die vervaardiging, inmeekaarsit, installering, herstel en bediening van neonreklameborde en warm en koue fluoresserende katodebeligting.*

Die volgende werksaamhede in die vervaardiging, inmeekaarsit, installering, herstel en bediening van neonreklameborde en warm en koue fluoresserende katodebeligting.

## Tarief 1.

|                                                                  |                    |
|------------------------------------------------------------------|--------------------|
| Glasbuise buig (n.e.v.).....                                     | } 3s. 9d. per uur. |
| Reklameborde op persele oprig.....                               |                    |
| Reklameborde finaal bedraad en/of inmeekaarsit.....              |                    |
| Rangskikking.....                                                |                    |
| Reklameborde bedien en/of onderhou...                            |                    |
| Plaatmetaalwerk (n.e.v.).....                                    |                    |
| Letterskilderwerk.....                                           |                    |
| Leerlingskap t.o.v. bogenoemde (behalwe aangewese bedrywe), nl.— |                    |

|                               | Per week.        |
|-------------------------------|------------------|
| £ s. d.                       |                  |
| Eerste jaar ondervinding..... | 1 0 0            |
| Tweede jaar ondervinding..... | 1 10 0           |
| Derde jaar ondervinding.....  | 2 5 0            |
| Vierde jaar ondervinding..... | 3 5 0            |
| Daarna.....                   | 3s. 9d. per uur. |

## Tarief 6.

|                                                                                                                                                         |                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Bedekte glasbuise bak.....                                                                                                                              | } 2s. 6d. per uur. |
| Glasbuise leeg en/of volmaak.....                                                                                                                       |                    |
| Warm en koue fluoresserende katodelig-eenhede finaal bedraad en/of inmeekaarsit 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 glasbuise aansit...                                                | } 2s. 3d. per uur. |
| Elektrodes inmeekaarsit.....                                                              |                    |
| Glasbuise in stelmasjiene en/of gietvorms buig.....                                       |                    |
| Voorbereide glasbuise met outomatiese of halfoutomatiese masjien leeg- en/of volmaak..... |                    |
| Verseëlmasjien bedien.....                                                                |                    |
| Voorraansig van reklametekens maskeer...                                                  |                    |
| Natrek in die tekenafdeling.....                                                          |                    |
| Elektrodes aan glasbuise 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 skuinssny... |                                                              |
| Glasbuise in lengtes sny.....                                                                                          |                                                              |
| Warm- en/of koudbuig en/of vormwerk met stelmasjiene en/of stempels en/of stoppe.....                                  |                                                              |
| Blinde stukke warm en/of koud met perse uitslaan.....                                                                  |                                                              |
| Perse bedien.....                                                                                                      |                                                              |
| Punt- en/of stompsweismasjiene 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.....                                                                         |                                                              |
| Rolbuigwerk.....                                                                                                       |                                                              |
| Naatsweiswerk.....                                                                                                     |                                                              |
| Soldeerwerk.....                                                                                                       |                                                              |
| 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) uitmeekaarmaal.....                                 |                                                               |
| 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. |
| Glasbuise was en/of uitspoel en/of droogmaak..... |                                                               |



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.

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..... Rate per hour as for Rate 9 in clause (b) of Schedule B.  
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 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..... Rate per hour as for Rate 10 in clause (b) of Schedule B.  
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 11.

Tablet machine operating, including running adjustments..... Rate per hour as for Rate 11 in clause (b) of Schedule B.  
Inserting linings in closures.....  
Operating shaking barrel.....

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, sporting 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.

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.

Tarief 9.

Help met chemiese samestelling van plastiese stowwe en die aanwending van hierdie samestellings.....  
Outomatiese masjiene bedien.....  
Kalanderemasjiene bedien.....  
Masjiene om sluiters uit te voer, bedien.....  
Uitskootmasjiene bedien..... Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.  
Met hitte by nate las en/of hittelaswerk met die hand en/of masjiene doen.....  
Injeksgietmasjiene bedien.....  
Vormpers bedien—kompressie en/of sjablone.....  
Meng- en/of rolmasjiene bedien.....  
Herhalingsafsnijwerk en/of masjienebewerking van plastiese stowwe.....  
Afvallmeule bedien.....

Tarief 10.

Onderdele inmeekaarsit en/of vassit met klinknaels en/of skroewe.....  
Poets en/of poleer met die hand en/of krag Aanmekaarlymwerk.....  
Geëmbosseerde of reliëfgietvorms met kleure opvul..... Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.  
Afwerking met die hand en/of kraggereedskap.....  
Valmes bedien.....  
Hand- en/of kragpers bedien.....  
R.F.-verwarmer bedien.....  
Herhalingsboor en/of tap en/of skroefdraad weereens sny.....

Tarief 11.

Tabletmasjiene bedien met inbegrip van lopende verstelwerk..... Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.  
Voerings in sluiters insit.....  
Tuimelaarvat bedien.....

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 meebreng, maar uitgesonderd ware hoofsaaklik uit tinplaat vervaardig en—

- (i) die massevervaardiging 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 vertoonplatte;
- (ii) die massevervaardiging 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, gereedskap en dokumente te bevat;
- (iii) die vervaardiging van blanko- of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

Tarief 3.

Stempels en/of leistikke 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.).....  
Met stelmasjiene sweis en/of hardsoldeer en/of volgens dele aldus gevorm en/of waarvan die plek bepaal is om noodsaaklikheid van 'n stelmasjiene 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.

## 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 templets and/or marks and/or stops and/or jigs and/or length gauges.....  
 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 corrugating 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 degreasing 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.....  
 Rethreading 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. |
|---------------------------------------|----------------|
|                                       | 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 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.

## Tarief 9.

Onderdele inmeekaarsit.....  
 Outomatiese soldeermasjiën oppas, uitge-sonderd dit voer of daarvan afhaal....  
 Outomatiese masjiën 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 omsoom en/of groewe maak en/of sluit.....  
 Stomp- en/of flitsweiskwerk.....  
 Rondsny en/of fiense sny en/of oopsny met masjiën.....  
 Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kort sny en/of skuins sny.....  
 Frees en/of punte aansit en/of saalsmee..  
 Warm- en/of koudbuig en/of vorm met 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 galvaniseer.....  
 „Jenny”-werk.....  
 Volgens stelmasjiene en/of leipatrone afmerk.....  
 Pers volgens gestelde stempels bedien, uitgesonderd die stel van die stempels....  
 Puntswelmasjiën bedien.....  
 Draadvoermasjiën bedien.....  
 Met die hand en/of masjiën volgens merke en/of stoppe en/of stelmasjiene en/of meters pons.....  
 Herhalingsbediening van boormasjiën....  
 Herhalingsdraaiwerk met gebruik van vormers.....  
 Met die hand of masjiën klink.....  
 Rolbuigwerk.....  
 Skroefwerk op spesiale masjiën.....  
 Naatsweiskwerk.....  
 Met die hand soldeer en/of aansweet....  
 „Heg”-sweiskwerk.....  
 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 enemmel en/of verf inkoop.....  
 Met die hand en/of met slyp- en/of met draagbare kraggereedskap gelykskuur..  
 Oonde laai en/of leegmaak.....  
 Hidrouliese en/of lugtoetse.....  
 Metaal poets en/of poleer.....  
 Metaal met suur skoonmaak en/of vetterigheid in vat of tenk verwyder.....  
 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 vernuwe.....  
 Afval sny en/of baal.....  
 Reguitmaakwerk.....  
 Klaar produkte toets, uitgesonderd met drukking.....  
 Met die hand of masjiën 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.

Opsigterswerk..... 3s. 9d. per uur.

## Tarief 4.

| Veermakers—                          | Skaal per uur. |
|--------------------------------------|----------------|
|                                      | s. d.          |
| Eerste drie maande ondervinding..... | 1 10           |
| Tweede drie maande ondervinding....  | 2 3            |
| Derde drie maande ondervinding.....  | 2 9            |
| Daarna.....                          | 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 boor.....  
 Met die hand opdraai en/of 'n masjiën bedien en/of buig en/of reguitmaak en/of krimp en/of afwerk.....  
 Slypwerk.....

Skaal per uur soos  
 vir Tarief 9 in  
 klousule (b) van  
 lys 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—nibbing and/or ribbing }  
and/or spear pointing and/or scarfing, } 3s. 9d. per hour.  
including setting and/or assembling.. }

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..... } Rate per hour as for  
Making and/or attending fires..... } Rate 9 in clause  
Striking by hand hammer under direction }  
of spring maker..... } (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..... } Rate per hour as for  
Striking by hand hammer under direction }  
of spring maker..... } Rate 9 in clause  
Making and/or attending fires..... } (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..... } First six months of  
Repetition bending of stirrups and/or } experience 10d.  
repetitive automatic spiralling to jigs } per hour. There-  
and/or stops..... } after 1s. per hour.  
Repetition cutting off to jigs and/or stops }

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..... } 3s. 6d. per hour.  
Rough grinding of push bench dies in }  
machines specially designed therefor and }  
using vernier scales..... }

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

(2) Hittevervaardiging van vere (bladvere).

Tarief 1.  
Hoofblaaie en/of beuels smee..... }  
Hammerwerk—penne en/of ribbes en/of }  
speerpunte vorm en/of swaelsterte maak } 3s. 9d. per uur.  
met inbegrip van stel en/of inmeekaarsit }

Tarief 4.  
Masjienwerk—penne en/of ribbe en/of  
speerpunte en/of swaelsterte en/of hoof-  
blaaie vorm. Skaal per uur.  
s. d.  
Eerste drie maande ondervinding..... 1 10  
Tweede drie maande ondervinding..... 2 3  
Derde drie maande ondervinding..... 2 9  
Daarna..... 3 0

Tarief 9.  
Volgens stelmasjiene en/of skoorstukke  
en/of leipatrone en/of kort boorgate  
en/of merke boor..... }  
Kraghammerwerk..... } Skaal per uur soos  
Slypwerk..... } vir Tarief 9 in  
Vure maak en/of aan die gang hou..... } klousule (b) va:  
Met handhamer slaan onder bevel van } lys B.  
veremaker..... }

(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 ondervinding..... 1 10  
Tweede drie maande ondervinding..... 2 3  
Derde drie maande ondervinding..... 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..... } Skaal per uur soos  
Slypwerk..... } vir Tarief 9 in  
Met handhamer slaan onder bevel van } klousule (b) van  
veermaker..... } lys B.  
Vure maak en/of aan die gang hou..... }

AFDELING D/19.  
Afdeling staalversterking.

Tarief 3.  
Buig (n.e.v.), vasmaak, opsigterswerk en/of  
opstel van masjiene om die volgende lys  
werksaamhede uit te voer— Skaal per uur.  
s. d.  
Werknemers onder 21 jaar—  
Eerste jaar ondervinding..... 1 6  
Tweede jaar ondervinding..... 2 0  
Derde jaar ondervinding..... 2 6  
Daarna..... 3 3  
Werknemers oor 21 jaar—  
Eerste jaar..... 2 0  
Tweede jaar..... 2 6  
Daarna..... 3 3

Tarief 9.  
Plaatstange volgens stelmasjiene en/of  
stoppe buig..... }  
Kolomstange slegs draai (buig) volgens }  
stelmasjiene en/of stoppe..... } Eerste ses maande  
Balkstange slegs haak volgens stelmasjiene } ondervinding,  
en/of stoppe..... } 10d. per uur;  
Beuels by herhaling buig en/of herhalende } daarna, 1s. 0d. per  
outomatiese spiraalvorming volgens stel- } uur.  
masjiene en/of stoppe..... }  
Herhalingsafsnijwerk, volgens stelmasjiene  
en/of stoppe..... }

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..... } 3s. 6d. per uur.  
Stootbankstempels ruslyp in masjiene spe- }  
siaal daarvoor ontwerp en met gebruik }  
van vernierskale..... }

## Rate 3.

|                                                                               |                   |
|-------------------------------------------------------------------------------|-------------------|
| Annealing boiler tubes (supervisory work)                                     |                   |
| Attending pumphouse (employees employed 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....                                      |                   |
| Drop stamping.....                                                            |                   |
| Finished tube inspection (boiler tubes only)                                  |                   |
| Hand bending of tubes.....                                                    | 3s. 3d. per hour. |
| Push bench driving.....                                                       |                   |
| Repetition metal spinning as applied to tubular products.....                 |                   |
| 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— |                   |
| 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 templates.....                                                        |                   |
| 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.....               |                   |
| Cold sawing other than repetition cutting off.....                                                       | 2s. 9d. per hour. |
| Drilling with templates 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 plage 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. |
|-------------------------------------------|-------------------|

## Tarief 3.

|                                                                                 |                  |
|---------------------------------------------------------------------------------|------------------|
| Stoomketelpype uitgloeï (opsigterswerk)...                                      |                  |
| Pomphuis oppas (werknemers in diens as pomphuisoppassers).....                  |                  |
| Ringbed oppas met gebruik van vernierskale en met inbegrip van rolverandering   |                  |
| Dop- en/of gereedskapverharding en/of hittebehandeling (opsigterswerk).....     |                  |
| Ononderbroke blokverhitting—onderbaas                                           |                  |
| Met valhamer smee.....                                                          |                  |
| Afgewerkte pype inspekteer (slegs ketelpype).....                               | 3s. 3d. per uur. |
| Pype met die hand buig.....                                                     |                  |
| Stootbank laat werk.....                                                        |                  |
| Metaal by herhaling laat draai soos toegepas op buisvormige produkte.....       |                  |
| Uitsmelt en/of smelt (onderbaas en/of opsigter).....                            |                  |
| Opsigterswerk (trekbank) met gebruik van mikrometer.....                        |                  |
| Opsigterswerk (reduceermeule) met inbegrip van rolle verander.....              |                  |
| Opsigterswerk—toesig hou oor werksaamhede teen Tariewe 4 tot en met 7 ingedeel— |                  |
| Eetste jaar ondervinding—                                                       | Skaal per uur.   |
| Eerste ses maande.....                                                          | s. d.            |
| Tweede ses maande.....                                                          | 2 6              |
| Tweede jaar ondervinding—                                                       | 2 8              |
| 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 inmeekaarsit.....                                            |                  |
| Deur middel van oksiasetileen en/of elektriese sweiswerk inmeekaarsit en/of ryg...                         |                  |
| Uitsitvoël inmeekaarsit.....                                                                               |                  |
| Assistent-opsigters t.o.v. ondergenoemde installasie en/of werksaamhede—                                   |                  |
| Ononderbroke blokverhitting.....                                                                           |                  |
| Trek- en/of stootbank.....                                                                                 |                  |
| Galvaniseerwerk.....                                                                                       |                  |
| Reduseermeulwerk.....                                                                                      |                  |
| Skroefdraadsny en/of buise sny en/of buistoebehore tap (met inbegrip van stempels en/of beitels stel)..... |                  |
| Outomaties sny met oksiasetileentoestel met inbegrip van profielsnymasjiene.....                           | 2s. 9d. per uur. |
| Buise en/of seksies volgens sketse in hand- en/of kragmasjiene buig.....                                   |                  |
| Koudsaag behalwe herhalingsafsny.....                                                                      |                  |
| Boor met leipatrone en/of waar merwerk deur Tarief 1-werknemer gedoen is....                               |                  |
| Warm- en/of koudvorming van platstawe in ringflense.....                                                   |                  |
| Metaal bespuit.....                                                                                        |                  |
| Plaatrandskaafmasjiene bedien.....                                                                         |                  |
| Pypflensmasjiene bedien.....                                                                               |                  |
| Herhalings- en/of ononderbroke outomatiese sweismasjiene, gas- en/of elektriese, 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 inloop.....                                       |                  |
| Staalpype aan die buitekand 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 luggedgereedskap voorberei.....                         |                  |
| Toesig oor slingerwerk hou.....                                                            |                  |

## Tarief 7.

|                                                             |                  |
|-------------------------------------------------------------|------------------|
| Sae skerpmak op masjiene wat heeltemal outomaties werk..... | 2s. 3d. per uur. |
|-------------------------------------------------------------|------------------|



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.

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 3" 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.  
Fettling by hand and/or by grinding and/or by portable power tools.  
Flux drying.  
Gasket cutting by use of templates.  
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) 2s. 6d. per hour.  
Repetition finishing of tips in jigs prior to bonding.

Tarief 8.

Voorafvervaardigde onderdele, van voorraad inmeekaarsit wat geen verdere monterwerk en/of verandering nodig het nie  
Speciale 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.  
Speciale werk met mastiek met die hand toedraai.

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

Tarief 9.

Outomatiese masjien oppas (outomatiese masjienbediener).  
Kraghamerwerk.  
Valsmeewerk met gebruik van stempels.  
Buisse groter maak.  
Koue trekbank voer, met inbegrip van stempels verwyder, skoonmaak en vervang.  
Hidrouliese en/of lugdruk- en/of megaganiese buigwerk.  
Saalsmeehamer bedien.  
Naatvormmasjiene bedien.  
Kragperswerk waar die werk gedoen word deur middel van gestelde stempels, behalwe die stel van stempels.  
Paraffien-toetswerk.  
Ponsperswerk met gebruik van gestelde stempels.  
Herhalingskroefsnwywerk met stempelkoppe en/of tappe.  
Herhalingsboorwerk en/of versinkboor met gebruik van stelmasjiene.  
Herhalingsboorwerk en/of afskuins van sokke en/of flense voordat dit getap word  
Weerstandstompsweis (stawe tot 'n dikte van 3" las).  
Blokke afskuim.  
Versnippering vir aanbring van bitumastieke lae.  
Seksies op versonke outomatiese boogswaismasjiene plaas.  
Puntswaiswerk.

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

Tarief 10.

Aansit van roeswerende lae.  
Magasynmeester help (magasynmeestersjong) met ander werk behalwe algemene arbeid.  
Outomatiese reguit en/of rond en/of kleiner maak en/of uittrek.  
Ketel stook en/of stooktoestel bedien.  
Lae aansit en/of galvaniseer.  
Trekbank bedien.  
Met valhamer afstroop.  
Monteeringe 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).  
Masjiene wat smeltmiddellae aansmeer, bedien.  
Staafmeul vir elektrodevervaardiging bedien.  
Buissny- en/of afsnymasjiene bedien.  
Herhalingsaagwerk en/of sny, koud en/of warm.  
Sand- en/of skrootblaaswerk.  
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 „heg“-masjiene help.  
Potte laai vir die smelt van bitumen.  
In enommel en/of verf indoop.  
Vuurrood 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 wolframkarbid.

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) 2s. 6d. per uur.  
Herhalingspoleerwerk aan punte met stelmasjiene voor verbinding.

## Rate 9.

|                                                                                  |                                                                                 |
|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Operating machine set up for and performing one operation (excluding setting up) | First three months of experience, 10½d. per hour. Thereafter, 1s. 0d. per hour. |
| 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.....                                              |                                                                                 |

## 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 tungsten carbide tips.....              |                                                                             |

## Rate 11.

|                                         |                                                           |
|-----------------------------------------|-----------------------------------------------------------|
| Pointing and/or marking trade symbols.. | Rate per hour as for Rate 11 in Clause (b) of Schedule B. |
|-----------------------------------------|-----------------------------------------------------------|

## 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. |
|------------------------------------|-------------------|

## 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. |
|--------------------------------------------------------------------------------------------|----------------------------------------------------------|

## 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. |
|---------------------------------------|-----------------------------------------------------------|

## Tarief 9.

|                                                                                                            |                                                                         |
|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Masjiene bedien wat vir een werk opgestel is en die een werk verrig (uitgesonderd die opstel daarvan)..... | Eerste drie maande ondervinding, 10½d. per uur, daarna 1s. 0d. per uur. |
| Punt met skag verbind deur verhitting, behalwe met direkte verhitting met sweislamp.....                   |                                                                         |
| Verkoelkanaal boor (behalwe die slyp en stel van die boor).....                                            |                                                                         |
| Puntsweismasjiens bedien.....                                                                              |                                                                         |

## Tarief 10.

|                                         |                                                                    |
|-----------------------------------------|--------------------------------------------------------------------|
| Kroon- en/of skagsmeemasjiens bedien... | Eerste drie maande ondervinding 9d. per uur, daarna 10½d. per uur. |
| Boorstaal volgens stoppe afsny.....     |                                                                    |
| Hoeke van die skag ru slyp.....         |                                                                    |
| Wolframkarbidpunte insit.....           |                                                                    |

## Tarief 11.

|                                          |                                                             |
|------------------------------------------|-------------------------------------------------------------|
| Punte aansit en/of handelsimbole aanmerk | Skaal per uur soos vir Tarief 11 in klousule (b) van lys B. |
|------------------------------------------|-------------------------------------------------------------|

## AFDELING D/22.

## Afdeling verglasing.

Enemmel aanbring deur middel van bestuiwing of deur droë enemmelpoecier deur 'n sif op verhitte artikels te strooi, nl.—

|                                                                                          |                |
|------------------------------------------------------------------------------------------|----------------|
| (a) Eerste strooier—                                                                     | Skaal per uur. |
| Eerste jaar ondervinding—                                                                | s. d.          |
| Eerste ses maande.....                                                                   | 2 0            |
| Tweede ses maande.....                                                                   | 2 3            |
| Tweede jaar ondervinding.....                                                            | 2 6            |
| Derde jaar ondervinding.....                                                             | 3 3            |
| Tarief 2—Daarna.....                                                                     | 3 6            |
| (b) Tweede strooier (met inbegrip van strooiwerk direk op enemmelwerk behalwe op badde)— |                |
| Eerste jaar ondervinding—                                                                |                |
| Eerste ses maande.....                                                                   | 2 0            |
| Tweede ses maande.....                                                                   | 2 3            |
| Tweede jaar ondervinding.....                                                            | 2 6            |
| Tarief 5—Daarna.....                                                                     | 2 9            |

## Tarief 2.

|                                      |     |
|--------------------------------------|-----|
| Verglasing (algemene opsigterswerk)— |     |
| Eerste jaar ondervinding—            |     |
| Eerste ses maande.....               | 2 0 |
| Tweede ses maande.....               | 2 3 |
| Tweede jaar ondervinding.....        | 2 6 |
| Derde jaar ondervinding.....         | 3 3 |
| Daarna.....                          | 3 6 |

## Tarief 3.

|                              |                  |
|------------------------------|------------------|
| Oondman (opsigterswerk)..... | 3s. 3d. per uur. |
|------------------------------|------------------|

## 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.....                                                                                    |                  |
| Spuitswerk.....                                                                                                       |                  |
| 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. |
|-------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|

## 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 tuitenste 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 omlyns.....                             |                                                             |
| Enemmelware wat net in die grondlaag afgewerk moet word indompel en/of daaroor giet— |                                                             |
| Eerste ses maande ondervinding....                                                   | 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. |
|--------------------------------|-------------------------------------------------------------|



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 attachments..... 3s. 6d. 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            |

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.

AFDELING D/23.

*Vervaardigingsafdeling vir draadtrek en/of -weef en/of -vorm.*

Ondergenoemde vervaardigingswerkzaamhede by draadtrek en/of -weef en/of -vorm:—

(1) *Draadtrekinstallasie.*

Tarief 1.

Opsigterswerk met inbegrip van aanhegself stel en/of verstel en verander..... 3s. 6d. per uur.

Tarief 4.

Werk in enigeen van die volgende werk-saamhede (n.e.v.) en/of help met die toesig daarvoor, met inbegrip van die opstel en/of verstel en verander van aanhegself—

Stempels inmeekaarsit, sny en/of poleer; draadtrek, met inbegrip van installasies vir skoonmaak en hitte-behandeling: draad toets—

|                               | Skaal per uur. |
|-------------------------------|----------------|
|                               | s. d.          |
| Eerste jaar ondervinding..... | 2 3            |
| Tweede jaar ondervinding..... | 2 6            |
| Derde jaar ondervinding.....  | 2 9            |
| Daarna.....                   | 3 0            |

Tarief 9.

Stangsuurbadinstallasie bedien indien aan-gestel as bediener van stangsuurbad-installasie.....  
'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 ru-slyp 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) *Ogiesdraadinstallasie.*

Tarief 3.

Opsigterswerk met inbegrip van opstelling en/of verstelling..... 3s. 3d. per uur.

Tarief 8.

Ogiesdraadinstallasie bedien.....

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

(3) *Doringdraadinstallasie.*

Tarief 3.

Opsigterswerk met inbegrip van opstel-ling en/of verstelling..... 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 opstelling en verstelling..... 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 opstelling en verstelling..... 3s. 3d. per uur.

Tarief 9.

Draadvormmasjien bedien.....

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

**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 machine running adjustments when necessitated 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.....  
Pirn filling.....

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

**Rate 11.**

Bobbin filling.....  
Warp beam minding.....

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

**(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 operated 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 Operations.****Rate 9.**

Spot and/or butt and/or tack welding.... Rate per hour as for  
Rate 9 in clause  
(b) of Schedule B.

**(6) Draadrol-, vleg- en bereidingsinstallasie.****Tarief 3.**

Opsigterswerk met inbegrip van opstelling en verstelling..... 3s. 3d. per uur.

**Tarief 10.**

Oprol- en opdraaiwerk.....  
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.

**Tarief 11.**

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

**(7) Draad met 'n masjien bewerk en/of weef en/of vervaardig.****Tarief 3.**

Opsigterswerk..... 3s. 3d. per uur.

**Tarief 8.**

Kettingskakel- en/of diamantmaasmasjien 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.**

Outomatiese kettingskakel- en/of diamantmaasmasjien 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—Outomatiese 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.....  
Spoele vul.....

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

**Tarief 11.**

Spoel met draad vul.....  
Kettingboom oppas.....

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

**(9) Draadweef—Halfoutomatiese weeftoestelle.****Tarief 3.**

Opsigterswerk met inbegrip van opstelling en/of verstelling..... 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 opstelling en/of verstelling..... 3s. 3d. per uur.

**Tarief 10.**

Vierkantige en/of ander maasvorms in rolle en/of plate weef met handmasjien, d.i. masjien 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 masjien 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 hegsweiswerk..... Skaal per uur soos  
vir Tarief 9 in  
klousule (b) van  
lys B.



(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.....  
Operating hand-fed wire winding plant.. Rate per hour as for Rate 11 in clause (b) of Schedule B.

(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            |

(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 draadtou.

Die volgende werksaamhede in die vervaardiging van draad en/of draadtou—

(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 daaroor help, met inbegrip van opstel en/of verstel en verander van aanhegels—  
Skaal per uur.  
s. d.  
Eerste jaar ondervinding..... 2 3  
Tweede jaar ondervinding..... 2 6  
Derde jaar ondervinding..... 2 9  
Daarna..... 3 0

Tarief 10.  
'n Draadvlegmasjien bedien insluitende stompseis- of hardsoldeerwerk aan 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.....  
Handgevoerde draadopwenmasjien bedien.....  
Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(2) Installasie vir vervaardiging van veselkerns.

Tarief 3.  
Opsigterswerk, insluitende die opstelling en/of verstelling en verandering van aanhegels..... 3s. 3d. per uur.

Tarief 10.  
Veseldraadhuismasjien bedien.....  
Veseldraadbereidingsmasjien bedien (artikkelmasjien en trekraam).....  
Veseldraadspinnemasjien 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 daaroor help, met inbegrip van opstelling en/of verstelling en verandering van aanhegels—  
Stempels inmekaarsit, sny en/of poeleer, draadtrek, insluitende skoonmaak- en hittebehandelingsinstallasies; draad toets—

|                               | Skaal per uur. |
|-------------------------------|----------------|
|                               | s. d.          |
| Eerste jaar ondervinding..... | 2 3            |
| Tweede jaar ondervinding..... | 2 6            |
| Derde jaar ondervinding.....  | 2 9            |
| Daarna.....                   | 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 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  $\frac{3}{4}$ " 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.

## 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) Draadgalvaniseerinstallasie.

## Tarief 3.

Opsigterswerk, met inbegrip van aanhegels opstel en/of verstel en verander—

Skaal per uur.

|                               |       |
|-------------------------------|-------|
|                               | s. d. |
| Eerste jaar ondervinding..... | 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 draadtou.

## 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 ondervinding..... | 2 3   |
| Tweede jaar ondervinding..... | 2 6   |
| Derde jaar ondervinding.....  | 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  $\frac{1}{4}$ " deursnee.....  
 'n „Rondestring"-vlegmasjien bedien vir toue van hoogstens  $1\frac{1}{4}$ " in deursnee, met inbegrip van stompsweis 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.



(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.  
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.  
Bolt and/or rod screwing by machine and/or hand.....  
Assembling, reconditioning, painting and spraying of wooden drums under supervision.....  
Punching and shearing of drum washers.....  
Rate per hour as for Rate 10 in clause (b) of Schedule B.

(8) *Miscellaneous.*

Rate 11.  
Operating a scrap material baling press and/or bundling machine.....  
Stamping metal labels.....  
Rate per hour as for Rate 11 in clause (b) of Schedule B.

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.

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 drawings 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;

“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.

(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.  
s. d.  
Eerste jaar ondervinding..... 2 3  
Tweede jaar ondervinding..... 2 6  
Derde jaar ondervinding..... 2 9  
Daarna..... 3 0

Tarief 10.  
Draadsny aan boutë en/of stange met masjiene en/of die hand.....  
Houtdromme onder toesig inmeekaarsit, vernuwe, verf en spuit.....  
Dromwasters pons en skuins sny.....  
Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

(8) *Diverse.*

Tarief 11.  
Baalpers vir afvalmateriaal en/of ’n bondelmasjiene bedien.....  
Metaaletikette stempel.....  
Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

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.—Proeftye 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, ombou 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 plankwerk, dekplanke, dwarsbalke, en bedekking met behulp van klinknaels, skroewe, boutë, of houtpenne; samestelling van roer, roeibankies, sitplekke, voetstutte, skeerlatte, 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) montering van voorafgevoormde 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 kalfaterwerk daaraan; toesig hou op die ondersteuning van skepe in droogdok of op sleepelling; toesig hou op die lê van afloopbeddings of die van stapel laat loop en algemene uitrusting 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.

„ondervinding”, 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 omvat elke tydperk van ondervinding 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;

„takelwerk en/of splitswerk”, hennep- of draadtoe, lopende en staande want, vallyne, ankertoue en loopplanktoue met die hand, tange of marlprieme, sjorseile en takels vir gebruik op bote en/of skepe;

„houtbewerkingsmasjinië”, ’n werknemer wat hout met ’n kragmasjiene saag en/of vorm en/of fatsoeneer.

## 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, Wellington, Somerset Strand, Somerset West, Port Elizabeth, Walmer, Uitenhage, and East London.<br>In Natal, in the Municipal Areas of Durban, Pinetown and Pietermaritzburg and the Local Administration and Health Board Areas of Westville and Malvern.<br>In the Orange Free State, in the Municipal Area of Bloemfontein.<br>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. |
|                                                                                                                                 | Rate per Hour.<br>s. d.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Rate per Hour.<br>s. d.                                                                       |
| (i) Boatbuilding and/or shipwrighting....<br>Rigging and/or splicing.....<br>Sailmaking.....<br>Woodworking machinist....       | 3 9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3 6                                                                                           |
| (ii) Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decoration..... | 3 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3 3                                                                                           |

## (b) Learners Employed on Boatbuilding and/or Shipwrighting—

|                                | Rate per Week.<br>£ 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 or Column II, as the case may be. |

## DIVISION D/26.

## Footwear Press Knife and Cutter and Footwear Tack and Nail Manufacturing Division.

## (A)—The following operations in the manufacture of footwear press knives and cutters:—

|                                                 |                   |
|-------------------------------------------------|-------------------|
| Rate 1.                                         |                   |
| Knife forging and/or fire welding.....          | 3s. 9d. per hour. |
| Rate 3.                                         |                   |
| Knife and tool hardening and heat treatment.    |                   |
| Knife filing to templet, special design knives. |                   |
| First three months of experience....            | 2s. 6d. per hour. |
| Second three months of experience....           | 3s. 0d. per hour. |
| Thereafter.....                                 | 3s. 3d. per hour. |

## 1 (a)—

|                                                                                                                    | KOLOM I.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | KOLOM II.                                                                                               |
|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                                                                                                                    | In die Kaapprovinsie: in die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede van Paarl, Wellington, Somersetstrand, Somerset Wes, Port Elizabeth, Walmer, Uitenhage en Oos-Londen.<br>In Natal: in die munisipale gebiede van Durban, Pinetown en Pietermaritzburg en die Plaaslike Administrasie- en Gesondheidsraadgebiede Westville en Malvern.<br>In die Oranje-Vrystaat: in die munisipale gebied van Bloemfontein.<br>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. |
|                                                                                                                    | Skaal per uur.<br>s. d.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Skaal per uur.<br>s. d.                                                                                 |
| (i) Bootbou en/of skeepsbou....<br>Takelwerk en/of splitswerk..<br>Seilmaakwerk<br>Houtbewerkingmasjienis.         | 3 9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 3 6                                                                                                     |
| (ii) Skilder- en/of poleer- en/of beits- en/of vernis- en/of fineerwerk vir inwendige montering en/of versiering.. | 3 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 3 3                                                                                                     |

## (b) leerling in diens vir bootbou en/of skeepsbou—

|                               | Skaal per week.<br>£ s. d.                                                                                                                     |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| Eerste jaar ondervinding..... | 1 6 11                                                                                                                                         |
| Tweede jaar ondervinding..... | 1 17 8                                                                                                                                         |
| Derde jaar ondervinding.....  | 2 13 10                                                                                                                                        |
| Vierde jaar ondervinding..... | 3 15 4                                                                                                                                         |
| Vyfde jaar ondervinding.....  | 4 16 11                                                                                                                                        |
| Daarna.....                   | Die skale van besoldiging soos vasgestel vir bootbou en/of skeepsbou in subartikel (a) hiervan in kolom I of kolom II na gelang van die geval. |

## AFDELING D/26.

## Afdeling vir die vervaardiging van skoeiseldrukmesse en -druksnyers en van skoeiselnaels en -spykies.

## A.—Die volgende werksaamhede by die vervaardiging van skoeiseldrukmesse en -druksnyers:—

|                                                     |                  |
|-----------------------------------------------------|------------------|
| Tarief 1.                                           |                  |
| Messe smee en/of met vuur sweis.....                | 3s. 9d. per uur. |
| Tarief 3.                                           |                  |
| Messe en gereedskap hardmaak en met hitte behandel. |                  |
| Messe vyl volgens leipatroon met spesiale ontwerp.  |                  |
| Eerste drie maande ondervinding....                 | 2s. 6d. per uur. |
| Tweede drie maande ondervinding....                 | 3s. 0d. per uur. |
| Daarna.....                                         | 3s. 3d. per uur. |



Rate 6.

Knife filing to templet, standard knives...  
knife grinding, including tool grinding to  
jigs..... } 2s. 6d. per hour.  
Knife profiling and/or machine broaching  
Bending to templet only but not fire  
welding.....  
Making from 22 gauge flat sheet iron  
patterns to paper templates.....

Rate 10.

Buzzing and/or buffing and/or polishing.. First three months  
of experience 9½d.  
per hour. There-  
after 10½d. per  
hour.

(B)—The following operations in the manufacture of footwear tacks  
and nails:—

Rate 3.

Supervisory work (supervising machine  
operations):—

First six months of learnership..... 1s. 3d. per hour.  
Second six months of learnership.... 1s. 6d. per hour.  
Second year of learnership..... 2s. 0d. per hour.  
Third year of learnership..... 2s. 9d. per hour.  
Thereafter..... 3s. 3d. per hour.

Rate 9.

Operating tack and nail machines..... First six months of  
experience, 11d.  
per hour. There-  
after, 1s. per hour.

DIVISION D/27.

Shell Moulding Division.

For purposes of this division—

“Shell Moulding (or the process of Shell Moulding)” means  
the manufacture of metal good utilising resin-bonded sand  
moulds, cores, biscuits, inserts or shells processed by the applica-  
tion of heat and/or pressure and includes the manufacture or  
production of such resin-bonded moulds, cores, biscuits, inserts  
or shells processed by the application of heat and/or pressure,  
whether or not the manufacturer or producer utilises the said  
article or articles for the manufacture of metal goods.

Rate 2.

\*Inserting of cores..... }  
\*Applying parting agent..... } 3s. 6d. per hour.  
\*Manual stripping of patterns and/or core  
boxes.....

Rate 12.

General labouring (including closing of  
biscuits under supervision; backing up;  
investing; placing of plates in oven;  
removing plates from oven; turning of  
dump boxes)..... } Rate per hour as for  
Rate 12 in  
Schedule B.

Signed at Johannesburg as authorised for and on behalf of the  
parties, on this 30th day of March, 1955.

E. BENSON, *Chairman.*  
JOHN M. RUSSELL, *Vice-Chairman.*  
W. R. GLASTONBURY, *Secretary.*

\* No. 1139.] [3 June 1955.  
WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING  
ALLOWANCES PAYABLE UNDER WAR  
MEASURE No. 43 OF 1942, AS AMENDED.

IRON, STEEL, ENGINEERING AND METALLUR-  
GICAL INDUSTRIES.

I, JOHANNES DE KLERK, Minister of Labour, acting in  
terms of sub-regulation (1) of regulation four of the regu-  
lations published under War Measure No. 43 of 1942, as  
amended, hereby suspend the operation of the said regu-  
lations to the extent to which a cost of living allowance  
is payable in terms thereof on the remuneration payable  
to any person in terms of clause 12 of the Agreement  
for the Iron, Steel, Engineering and Metallurgical Indus-  
tries published under Government Notice No. 1138 of the  
3rd June, 1955.

J. DE KLERK,  
Minister of Labour.

Tarief 6.

Messe slyp volgens leipatroon, standaard-  
messe..... }  
Messe slyp, insluitende gereedskap slyp,  
volgens stelmasjiene..... } 2s. 6d. per uur.  
Messe profileer en/of met masjiene ruim..  
Slegs volgens leipatroon buig, maar nie met  
vuur sweis nie.....  
Modelle van plat plaatyster, van 22 dikte,  
volgens papierleipatrone maak.....

Tarief 10.

Glad vryf en/of poets en/of poleer..... Eerste drie maande  
ondervinding 9½d.  
per uur.

B.—Die volgende werksaamhede by die vervaardiging van skoeisel-  
naels en -spykers:—

Tarief 3.

Opsigterswerk (toesighou oor masjiene werk)—

Eerste ses maande van leerlingskap.... 1s. 3d. per uur.  
Tweede ses maande van leerlingskap.... 1s. 6d. per uur.  
Tweede jaar van leerlingskap..... 2s. 0d. per uur.  
Derde jaar van leerlingskap..... 2s. 9d. per uur.  
Daarna..... 3s. 3d. per uur.

Tarief 9.

Bediening van nael- en spykermasjiene.... Eerste ses maande  
ondervinding 11d.  
per uur, daarna  
1s. per uur.

AFDELING D/27.

Afdeling vir Dopvorming.

Vir die toepassing van hierdie afdeling beteken—

„Dopvorming” (of die proses van dopvorming) die vervaar-  
diging van metaalgoedere, waarby in hars gebonde sandvorms,  
kerns, ongeglaasde erdewerk, invoegstukke of doppe gebruik  
word wat deur die toepassing van hitte of druk gemaak word, en  
omvat die vervaardiging of produksie van sodanige in hars  
gebonde vorms kerns, erdewerk, invoegstukke of doppe wat  
deur die aanwending van hitte of druk vervaardig word, ongeag  
of die vervaardiger of produseerder die genoemde artikel of  
artikels vir die vervaardiging van metaalgoedere aanwend of nie.

Tarief 2.

\*Insit van kerns..... }  
\*Toediening van skeidingsmiddel..... } 3s. 6d. per uur.  
\*Modelle en/of kernkiste met die hand  
afstroop.....

Tarief 12.

Algemene arbeid (insluitende onder toesig Skaal per uur vir  
toemaak van erdewerk, van die agterkant Tarief 12 in Lys B.  
bework, belegging, plate in oonde steek,  
plate uit oonde haal, omkeer van  
opgaarkiste)

Namens die partye en soos gemagtig, op hede die 30ste dag  
van Maart 1955 in Johannesburg onderteken.

E. BENSON, *Voorsitter.*  
JOHN M. RUSSELL, *Ondervoorsitter.*  
W. R. GLASTONBURY, *Sekretaris.*

\* No. 1139.] [3 Junie 1955.  
WET OP OORLOGSMAATREËLS, 1940.

SKORSING VAN BETALING VAN LEWENSKOSTE-  
TOELAE BETAALBAAR INGEVOLGE OOR-  
LOGSMAATREËL No. 43 VAN 1942, SOOS  
GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAAL-  
NYWERHEDE.

Ek, JOHANNES DE KLERK, Minister van Arbeid, hande-  
lende kragtens die bepalings van subregulasie (1) van  
regulasie vier van die regulasies gepubliseer by Oorlogs-  
maatreël No. 43 van 1942, soos gewysig, skort hierby die  
bepalings van gesegde regulasies op in die mate waartoe  
’n lewenskostetoelae ingevolge daarvan betaalbaar is op  
die besoldiging betaalbaar aan enige persoon kragtens  
klousule 12 van die Ooreenkomst van die Yster-, Staal-,  
Ingenieurs- en Metaalnywerhede gepubliseer by Goewer-  
mentskennisgewing No. 1138 van 3 Junie 1955.

J. DE KLERK,  
Minister van Arbeid.

\* No. 1140.]

[3 June 1955.]

**FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.****IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, UNION OF SOUTH AFRICA.**

I, JOHANNES DE KLERK, 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. 1138 of the 3rd June, 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.

\* No. 1140.]

[3 Junie 1955.]

**WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.****YSTER-, STAAL-, INGENIEURS- EN METAAL-NYWERHEID, UNIE VAN SUID-AFRIKA.**

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 Yster-, Staal-, Ingenieurs- en Metaalnywerheid, gepubliseer by Goewermentskennisgewing No. 1138 van 3 Junie 1955, vir die persone wie se werkure daarby gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

J. DE KLERK,  
Minister van Arbeid.

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