



UNION OF SOUTH AFRICA
UNIE VAN SUID-AFRIKA

EXTRAORDINARY BUITENGEWONE Government Gazette Staatskoerant

(Registered at the Post Office as a Newspaper)

(As 'n Nuisblad by die Poskantoor Geregistreer)

VOL. CLXXXII.] PRICE 6d. PRETORIA 7 OCTOBER 1955. PRYS 6d. [No. 5561.
7 OKTOBER

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

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

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 2040.] [7 October 1955.
INDUSTRIAL CONCILIATION ACT, 1937.

NATIVE TRADE, WITWATERSRAND AND HEIDELBERG.

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 Native Trade, Witwatersrand and Heidelberg, shall be binding from the 15th day of October, 1955, and for the period ending the 14th day of October, 1957, upon the employers' organisations and trade union which entered into the said Agreement and upon the employers and employees who are members of those organisations or that union;
- (b) in terms of sub-section (2) of section forty-eight of the said Act, declare that the provisions contained in clauses 3 to 19 (inclusive) and 23 to 25 (inclusive) of the said Agreement shall be binding from the 15th day of October, 1955, and for the period ending the 14th day of October, 1957, upon the other employers and employees engaged or employed in the said trade in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal), and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of 5th December, 1947, fell within the Magisterial District of Krugersdorp; and
- (c) in terms of sub-section (4) of section forty-eight of the said Act, declare that in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal), and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of 5th December, 1947, fell within the Magisterial District of Krugersdorp, and from the 15th day of October, 1955, and for the period ending the 14th day of October, 1957, the provisions contained in clauses 3 to 13 (inclusive), 15, 16, 18, 19 and 23 to 25 (inclusive) of the said Agreement, shall *mutatis mutandis* apply in respect of such persons engaged in the said trade 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.

GOEWERMENTSKENNISGEWING.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID

* No. 2040.] [7 Oktober 1955.
NYWERHEID-VERSOENINGSWET, 1937.

HANDEL MET NATURELLE, WITWATERSRAND EN HEIDELBERG.

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 hiervan verskyn en op die Handel met Naturelle, Witwatersrand en Heidelberg, betrekking het, van die 15de dag van Oktober 1955 af en vir die tydperk wat op die 14de dag van Oktober 1957 eindig, bindend is vir die werkgewersorganisasies en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vereniging is;
- (b) kragtens subartikel (2) van artikel agt-en-veertig van genoemde Wet, dat die bepalings in klousules 3 tot en met 19 en 23 tot en met 25 van genoemde Ooreenkoms vervat, van die 15de dag van Oktober 1955 af en vir die tydperk wat op die 14de dag van Oktober 1957 eindig, bindend is vir die ander werknemers betrokke by of in diens in genoemde bedryf in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg, (Transvaal) en daardie deel van die magistraatsdistrik Randfontein wat voor die publikasie van Goewermentskennisgewing No. 2546 van 5 Desember 1947, binne die magistraatsdistrik Krugersdorp geval het; en
- (c) kragtens subartikel (4) van artikel agt-en-veertig van genoemde Wet, dat die bepalings in klousules 3 tot en met 13, 15, 16, 18, 19 en 23 tot en met 25 van genoemde Ooreenkoms vervat, van die 15de dag van Oktober 1955 af en vir die tydperk wat op die 14de dag van Oktober 1957 eindig, in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal) en daardie deel van die magistraatsdistrik Randfontein wat voor die publikasie van Goewermentskennisgewing No. 2546 van 5 Desember 1947, binne die magistraatsdistrik Krugersdorp geval het, *mutatis mutandis* van toepassing is ten opsigte van persone in genoemde bedryf wat nie by die woordomskriving van die uitdrukking „werkgewer”, vervat in artikel een van genoemde Wet, ingesluit is nie.

J. DE KLERK,
Minister van Arbeid.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE NATIVE TRADE
(WITWATERSRAND AND HEIDELBERG).

AGREEMENT

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

(a) The Retail Traders' Association for the Native Trade (Witwatersrand and Heidelberg);

(b) The Reef Native Trade Employers' Association (hereinafter referred to as "the employees" or "the trade union"), of the other part, and

(c) The Concession Stores and Allied Trades Assistants' Union (hereinafter referred to as "the employees" or "the trade union"), of the other part;

being the parties to the Industrial Council for the Native Trade, (Witwatersrand and Heidelberg).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, fell within the Magisterial District of Krugersdorp, by all employers and employees who are members of the employers' organisation and the trade union.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section forty-eight of the Act, and shall remain in force for a period of two years or for such period as may be specified by him.

3. DEFINITIONS.

Any terms used in this Agreement which are defined in the Act shall have the same meanings as in the Act, any reference to an Act or Ordinance, and unless the contrary intention appears words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1937;

"bicycle wheel truer and/or assembler" means an employee who is engaged in truing up bicycle wheels by making the necessary adjustments so that the wheel is true and/or fitting the component parts of a bicycle or tricycle, i.e., the wheels (including the building up), fork, chain, chain wheels, handlebar, pedals and seat pillar into the frame in order to completely assemble such bicycle or tricycle;

"cash wage" means the wage earned by an employee less deductions (if any) made in terms of section 5 (4) (d) in respect of board and/or lodging (including laundry services) supplied;

"Council" means the Industrial Council for the Native trade (Witwatersrand and Heidelberg), registered in terms of section two of the Industrial Conciliation Act, 1924, and deemed to be registered in terms of section nineteen of the Act;

"driver of motor vehicle" means an employee wholly or mainly engaged in driving a motor vehicle or steam wagon used for the conveyance of goods, other than a traveller's samples;

"establishment" means any premises upon which the Native trade is carried on;

"experience" means the total length of all periods of employment which an employee has had as a qualified or unqualified employee in the Native trade both prior to and subsequent to the publication of the Agreement;

"general employee" means an employee who is engaged in performing one or more of the following duties:—

- (a) Packing and weighing up goods for stock;
- (b) receiving messages;
- (c) interpreting;
- (d) cooking or waiting at tables;

"Native trade" means the trade carried on—

- (a) in Native shops, being shops falling within the definition of shop in section two of the Shop Hours Ordinance No. 5 of 1923, (Transvaal) as amended, in which or from which trade is carried on mainly with persons other than white persons;
- (b) in eating-houses in respect of which the licence duty prescribed in Item 9 of Part 1 of the Second Schedule to the Licences Consolidation Act, 1925, is payable;
- (c) in shops and/or eating-houses situated upon stands granted for business purposes under the provisions of the Precious and Base Metals Act, No. 35 of 1908 (Transvaal), and prior Gold Laws; and
- (d) in shops and/or eating-houses situated upon trading stands or trading sites as defined in the Trading on Mining Ground Regulation Act, No. 13 of 1910 (Transvaal);

BYLAE.

NYWERHEIDSRAAD VIR DIE NATURELLEHANDEL
(WITWATERSRAND EN HEIDELBERG).

OOREENKOMS

ingevoelge die Nywerheid-versoeningswet, 1937, gesluit en aangegaan tussen die—

(a) Retail Traders' Association for the Native Trade (Witwatersrand and Heidelberg);

(b) Reef Native Trade Employers' Association

(hieronder „die werkgewers" of „die werkgewersorganisasie") genoem, aan die een kant, en

(c) Concession Stores and Allied Trade Assistant's Union,

(hieronder „die werknemers" of „die vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Naturellehandel (Witwatersrand en Heidelberg).

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg en daardie gedeelte van die magistraatsdistrik Randfontein wat voor die publikasie van Goewermentskennisgewing No. 2546, van 5 Desember 1947, binne die magistraatsdistrik Krugersdorp geleë was, nagekom word deur alle werkgewers en werknemers wat lede van die werkgewersorganisasie en die vakvereniging is.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

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

3. WOORDOMSKRYWINGS.

Enige uitdrukkings wat in hierdie Ooreenkoms gebesig word en in die Wet omskryf is, het dieselfde betekenis as in die Wet en by verwysing na 'n wet of ordonnansie, is ook alle verwysings van sodanige wet of ordonnansie inbegreep; voorts, tensy die teenoorgestelde bedoeling blyk, sluit woorde wat die manlike geslag aandui ook vrouens in en tensy dit strydig met die samehang is, beteken—

„Wet", die Nywerheid-versoeningswet, 1937;

„fietswielsteller en/of inmeekaarsitter", 'n werknemer wat fietswiele regstel deur die nodige verstellings te doen sodat die wiele spoor en/of die onderdele van 'n fiets of driewieler, d.w.s. die wiele (met inbegrip van die opbou), voorvurk, ketting, kettingwiele, stuur, pedale en saalpen aan die raam heg ten einde sodanige fiets of driewieler volledig inmeekaar te sit;

„kontantloon", die loon wat deur 'n werknemer verdien word, min aftrekkings (as daar is) wat ingevolge artikel 5 (4) (d) afgetrek word vir losies en/of inwoning (met inbegrip van wasserydienste) wat verskaf word;

„Raad", die Nywerheidsraad vir die Naturellehandel (Witwatersrand en Heidelberg) wat geregistreer is kragtens artikel twee van die Nijverheid Verzoeningswet, 1924, en as geregiestreer beskou word ingevolge artikel negentien van die Wet;

„motorvoertuigdrywer", 'n werknemer wat uitsluitlik of hoofsaaklik 'n motorvoertuig of stoomwa dryf wat gebruik word vir die vervoer van goedere, uitgesonderd 'n handelsreisiger se monsters;

„inrigting", enige perseel waar die Naturellehandel uitgeoefen word;

„ondervinding", die totale duur van alle tydperke diens van 'n werknemer as 'n gekwalifiseerde of ongekwalifiseerde werknemer in die Naturellehandel sowel voor as na die publikasie van die Ooreenkoms;

„algemene werknemer", 'n werknemer wat een of meer van die ondergenoemde werksaamhede verrig:—

- (a) Goedere vir voorraad verpak en afweeg;
- (b) boodskappe ontvang;
- (c) tolk;
- (d) kook of by tafels bedien;

„Naturellehandel", die handel wat uitgeoefen word—

- (a) in Naturellewinkels, d.w.s. winkels wat onder die omskrywing van winkel volgens artikel twee van die Winkelwerkure Ordonnansie, No. 5 van 1923 (Transvaal), soos gewysig, val, waarin of waaruit daar hoofsaaklik met persone wat nie blanke persone is nie, handel gedryf word;
- (b) in eethuise ten opsigte waarvan die lisensiegeld wat voorgeskryf word in item 9 van Deel I van die tweede Bylae van die Licenties Konsolidatie Wet, 1925, betaalbaar is;
- (c) in winkels en/of eethuise geleë op standplase wat kragtens die bepalings van die Edele en Onedele Metalen Wet, No. 35 van 1908 (Transvaal), en vorige goudwette vir besigheidsdoeleindes toegestaan is; en
- (d) in winkels en/of eethuise geleë op handelstandplase of handelspersele soos bepaal in die Handel op Mijngronden Regelings Wet, No. 13 van 1910 (Transvaal);

"qualified employee" means an employee who attends to and/or serves customers, and who has had five years' or more experience in the Native trade;
 "secretary" means the secretary to the Council;
 "touting" means the canvassing for soliciting of, or carrying on of trade by an employer or his employee beyond and outside the confines of his licensed premises, and shall include the conveyance of customers by an employer or his employee to or from such licensed premises by any vehicle or conveyance whether owned by the employer or a third party;
 "unqualified employee" means an employee who attends to and/or serves customers and who has had less than five years' experience in the Native trade;
 "unskilled labourer" means an employee who is wholly or mainly engaged in one or more of the following operations:—

- Cleaning premises, vehicles, animals, utensils, machinery, implements, tools or other articles;
- loading or unloading vehicles;
- carrying, moving, stacking or unpacking goods;
- sorting packages or parcels; wrapping up parcels;
- filling bottles or other containers for stock;
- affixing printed or ready addressed labels on to bottles, boxes, bales, or other packages; stencilling and/or marking boxes, bales or other packages;
- opening or closing doors, boxes, bales or other packages;
- making or maintaining fires or removing refuse or ashes;
- delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or handpropelled vehicle;
- collecting cash in the case of "C.O.D." sales or accepting written orders;
- assisting on delivery vans or vehicles;
- tending, harnessing or unharnessing animals;
- oiling or greasing vehicles, other than motor vehicles;
- making tea or similar beverages;

and includes a bicycle wheel truer's and/or assembler's assistant;

"week" means a period of seven days commencing at midnight on Sunday.

4. WAGES AND COST OF LIVING ALLOWANCE.

(1) An employer shall pay wages at not less than the following rates per month or per week as the case may be, and an employee shall not except wages lower than the following:—

	Per Month.	Per Week.
	£ s. d.	£ s. d.
Unqualified employee—		
(a) During the first year of experience	14 0 0	3 4 7
(b) During the second year of experience	17 10 0	4 0 9
(c) During the third year of experience	21 0 0	4 16 11
(d) During the fourth year of experience	24 10 0	5 13 1
(e) During the fifth year of experience	28 0 0	6 9 3
Qualified employee.....	32 10 0	7 10 0

Driver of a motor vehicle who drives a vehicle other than a steam wagon, the unladen weight of which together with the unladen weight of any trailer or trailers attached to or drawn by such vehicle—

does not exceed 10,000 lb.....	26 0 0	6 0 0
exceeding 10,000 lb.....	32 0 0	7 10 0

Driver of steam wagon..... 26 0 0 6 0 0
 Bicycle wheel truer and/or assembler... } 9 4 2 2 2 6
 Employees not elsewhere specified..... }

General employees—

(a) in the municipal area of Johannesburg	8 14 5	2 0 3
(b) Elsewhere.....	8 1 9	1 17 4

Driver of animal-drawn vehicle—

(a) in the municipal area of Johannesburg	9 4 2	2 2 6
(b) Elsewhere.....	8 13 4	2 0 0

Nightwatchmen—

(a) in the municipal area of Johannesburg	8 2 6	1 17 6
(b) Elsewhere.....	7 11 8	1 15 0

Unskilled labourer—

(a) employed in a Native shop as referred to in paragraph (a) of the definition of "Native trade" in the municipal area of Johannesburg.....	7 16 0	1 16 0
(b) All others.....	7 11 8	1 15 0

(2) In this Agreement all the wages prescribed are minimum wages and do not prevent the payment of higher wages.

(3) (a) Every employer shall pay to each employee in addition to any other remuneration which the employee is receiving, a cost of living allowance calculated on such ordinary weekly or monthly remuneration.

(b) The allowance payable under paragraph 3 (a) shall be the allowance payable in terms of War Measure No. 43 of 1942 as amended or as may be amended from time to time.

(4) Nothing in this Agreement shall operate to reduce any wages or cost of living allowance being paid at any time which are more favourable to an employee than that laid down in this Agreement for such employee while he is in the service of the same employer.

„gekwalifiseerde werknemer”, 'n werknemer wat klante help en/of bedien en vyf of meer jaar ondervinding in die Naturellehandel het;
 „sekretaris”, die Sekretaris van die Raad;
 „klante lok”, klante werf of soek, of die uitoefening van die handel deur 'n werkgewer of sy werknemer buite die grense van sy gelisensieerde persele en sluit die vervoer van klante na of van die gelisensieerde persele met enige voertuig of vervoermiddel in, of dit die eiendom van die werkgewer of van 'n derde party is;
 „ongekwalifiseerde werknemer”, 'n werknemer wat klante help en/of bedien en minder as vyf jaar ondervinding in die Naturellehandel het;
 „ongeskoolde arbeider”, 'n werknemer wat uitsluitlik of hoofsaaklik een of meer van ondergenoemde werksaamhede verrig:—

- Persele, voertuie, diere, gerei, masjinerie, werktuie, gereedskap of ander artikels skoonmaak;
- voertuie laai of aflaai;
- goedere dra, verskuif, opstapel of uitpak;
- pakkette sorteer; pakkette toedraai;
- bottels of ander houers vir voorraad volmaak;
- gedrukte of geadresseerde etikette aan bottels, kiste, bale of ander pakkette heg; kiste, bale of ander pakkette sjabloner en/of merk;
- deure, kiste, bale of ander pakkette oop- of toemaak;
- vuurmaak of vure aan die brand hou, of vuilgoed of as verwyder;
- briewe, boodskappe of goedere te voet of per fiets, driewieler of handvoertuig aflewer of vervoer;
- in die geval van k.b.a.-verkope die kontant invorder, of skriftelike bestellings aanneem;
- op bestelwaens of voertuie help;
- diere versorg, in- of uitspan;
- voertuie, uitgesonderd motorvoertuie, olie of smeer;
- tee of soortgelyke drank maak;

en omvat 'n fietswielstellers- en/of inmeekaarsittershelp; „week”, 'n tydperk van sewe dae wat op Sondag om middernag begin.

4. LONE EN LEWENSKOSTETOELAE.

(1) Geen lone teen laer skale as onderstaande maandelikse of, na gelang van die geval, weeklikse skale, mag deur 'n werkgewer betaal of deur 'n werknemer aangeneem word nie:—

	Per maand.	Per week.
	£ s. d.	£ s. d.
Ongekwalifiseerde werknemer—		
(a) gedurende die 1e jaar ondervinding	14 0 0	3 4 7
(b) gedurende die 2e jaar ondervinding	17 10 0	4 0 9
(c) gedurende die 3e jaar ondervinding	21 0 0	4 16 11
(d) gedurende die 4e jaar ondervinding	24 10 0	5 13 1
(e) gedurende die 5e jaar ondervinding	28 0 0	6 9 3
Gekwalifiseerde werknemer.....	32 10 0	7 10 0

Drywer van 'n motorvoertuig wat 'n voertuig, uitgesonderd 'n stoomwa, dryf met 'n leeggewig, tesame met die leeggewig van 'n sleepwa of sleepwaens wat aan die voertuig vas is of daar deur getrek word, van hoogstens—

10,000 lb.....	26 0 0	6 0 0
oor 10,000 lb.....	32 0 0	7 10 0

Drywer van 'n stoomwa..... 26 0 0 6 0 0
 Fietswielsteller en/of inmeekaarsitter..... } 9 4 2 2 2 6
 Werknemers nie elders genoem nie..... }

Algemene werknemers—

(a) in die munisipale gebied Johannesburg.....	8 14 5	2 0 3
(b) elders.....	8 1 9	1 17 4

Drywer van 'n dierevoertuig—

(a) in die munisipale gebied Johannesburg.....	9 4 2	2 2 6
(b) elders.....	8 13 4	2 0 0

Nagwag—

(a) in die munisipale gebied Johannesburg.....	8 2 6	1 17 6
(b) elders.....	7 11 8	1 15 0

Ongeskoolde arbeider—

(a) in diens in 'n Naturellewinkel genoem in paragraaf (a) van die woordoms-krywing „handel met Naturelle” in die munisipale gebied Johannesburg.....	7 16 0	1 16 0
(b) alle ander.....	7 11 8	1 15 0

(2) Alle lone wat in hierdie Ooreenkoms voorgeskryf word, is minimum lone en belet nie die betaling van hoër lone nie.

(3) (a) Elke werkgewer moet aan elke werknemer, benewens enige ander besoldiging wat die werknemer ontvang, 'n lewenskostoelae, bereken teen die gewone weeklikse of maandelikse besoldiging betaal.

(b) Die toelae betaalbaar ingevolge paragraaf 3 (a) is die toelae wat kragtens Oorlogsmaatregel No. 43 van 1942, soos gewysig of soos dit van tyd tot tyd gewysig kan word, betaalbaar is.

(4) Niks in hierdie Ooreenkoms kan lone of lewenskostoelae wat op enige tydstop betaal word en wat gunstiger vir 'n werknemer is as dié wat in hierdie Ooreenkoms vir so 'n werknemer betaal is, verminder terwyl hy by dieselfde werkgewer in diens is nie.

(5) The wages, cost of living allowance or status of—

bicycle wheel truers;
employees not specified;
general employees;
drivers of animal-drawn vehicles;
watchmen;
unskilled labourers;

who return to the same employer within six months of preceeding on leave, shall not be reduced.

5. PAYMENT OF WAGES.

(1) Wages and other remuneration due to an employee in terms of this Agreement or in terms of any contract between employer and employee if such contract provides for remuneration in excess of the prescribed remuneration shall be paid in cash monthly not later than the first day of the month following; provided that when such day falls on a Sunday or public holiday payment shall be made the following day or if an employee is employed on a weekly basis, weekly, on Monday or on termination of employment if this takes place before the ordinary pay-day of the employee.

(2) Upon termination of employment an employer shall pay his employee all remuneration due in terms of this Agreement or in terms of any contract between employer and employee if such contract provides for remuneration in excess of the prescribed minimum remuneration, in respect of any periods of employment prior to such termination.

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

(4) (a) No employee shall be required to board or lodge with his employer or at any place nominated by his employer, or to purchase any goods from his employer. Any employee who agrees to accept board or lodging (including laundry services), or both, from his employer, shall not be required or allowed to pay more than—

	Per Month. £ s. d.	Per Week. £ s. d.
Qualified and unqualified employee drivers of motor vehicles and steam wagons—		
For board.....	3 0 0	0 13 11
For lodging (including laundry services).....	1 0 0	0 4 7
For board and lodging (including laundry services).....	4 0 0	0 18 6
Unskilled labourers—		
For board.....	0 16 6	0 3 10
For lodging.....	0 7 6	0 1 9
For board and lodging.....	1 4 0	0 5 7
All other employees—		
For board.....	0 17 6	0 4 0
For lodging.....	0 8 6	0 2 0
For board and lodging.....	1 6 0	0 6 0

(b) The food and quarters when supplied, shall be conducive to good health.

(5) No deductions of any description other than the following may be made from the employee's wages:—

- Subject to the provisions of section 10 (b) where an employee absents himself from work, a *pro rata* amount for the period of such absence unless the employee has previously obtained leave of absence from his employer;
- with the written consent of the employee, deductions for sick, insurance or pension funds;
- contributions to Council funds in terms of section 14 of this Agreement;
- deductions in terms of sub-section (3) of this section in respect of board and/or lodging (including laundry services) supplies;
- any amount paid by an employer compelled by any law or ordinance or legal process to make a payment on behalf of an employee;
- Union Subscriptions deducted in terms of sub-section (2) of section 20.

6. PROPORTION OR RATIO OF EMPLOYEES.

(1) An employer or partner who performs in his own shop or eating-house the work of an employee other than a general employee or unskilled labourer shall be deemed to be a qualified employee; provided that an employee or partner who owns or has an interest in more than one shop or eating-house shall not be deemed to be an employee in respect of any shop or eating-house other than the one in which he performs the work of such employee, and not more than one of any number of partners shall be deemed to be a qualified employee in respect of any one of the shops or eating-houses belonging to or operated by a partnership.

(2) Subject to the provisions of the preceding sub-section, one qualified employee shall be employed before an unqualified employee may be employed and for every two qualified employees not more than one unqualified employee may be employed; provided that when an odd number of qualified employees are employed in a shop or eating-house, an unqualified employee may be employed for the qualified employee who makes up the odd number.

(5) Die lone, lewenskostetoelae of status van—

fietswielstellers;
werknemers nie gespesifiseer nie;
algemene werknemers;
drywers van dierevoertuie;
nagwagte;
ongeskoolde arbeiders;

wat binne ses maande nadat hulle met verlof vertrek het, na dieselfde werkgever terugkeer, mag nie verminder word nie.

5. BETALING VAN LONE.

(1) Lone en ander besoldiging wat kragtens hierdie Ooreenkoms of kragtens enige kontrak tussen werkgever en werknemer aan 'n werknemer verskuldig is, as so 'n kontrak besoldiging bepaal wat meer is as die voorgeskrewe besoldiging, moet maandeliks op of voor die eerste dag van die daaropvolgende maand in kontant betaal word; met dien verstande dat wanneer so 'n dag op 'n Sondag of openbare vakansiedag val, betaling die volgende dag gedoen moet word, of as 'n werknemer op 'n weeklikse basis in diens is, weekliks op Maandag of by diensbeëindiging as dit voor die gewone betaaldag van die werknemer plaasvind.

(2) By diensbeëindiging moet 'n werkgever sy werknemer alle besoldiging betaal wat verskuldig is kragtens hierdie Ooreenkoms of kragtens 'n kontrak tussen werkgever en werknemer, as die kontrak voorsiening maak vir besoldiging wat hoër is as die voorgeskrewe minimum besoldiging, ten opsigte van diensdyperke voor sodanige beëindiging.

(3) Daar mag geen premie vir die opleiding van 'n werknemer deur of namens die werkgever gevra of aangeneem word nie.

(4) (a) Daar mag van geen werknemer vereis word om by sy werkgever of by 'n plek wat sy werkgever aanwys, losies of inwoning aan te neem, of om van sy werkgever goedere te koop nie. 'n Werknemer wat instem of van sy werkgever losies of inwoning (met inbegrip van was- en strykdienste), of albei aan te neem, word nie toegelaat, en daar kan nie van hom vereis word, om meer as onderstaande te betaal nie:—

	Per maand. £ s. d.	Per week. £ s. d.
Gekwalifiseerde en ongekwalifiseerde werknemers, motorvoertuig- en stoomwagdrywers:—		
Vir losies.....	3 0 0	0 13 11
Vir inwoning (met inbegrip van was- en strykdienste).....	1 0 0	0 4 7
Vir losies en inwoning (met inbegrip van was- en strykdienste).....	4 0 0	0 18 6
Ongeskoolde arbeiders:—		
Vir losies.....	0 16 6	0 3 10
Vir inwoning.....	0 7 6	0 1 9
Vir losies en inwoning.....	1 4 0	0 5 7
Alle ander werknemers:—		
Vir losies.....	0 17 6	0 4 0
Vir inwoning.....	0 8 6	0 2 0
Vir losies en inwoning.....	1 6 0	0 6 0

(b) Die losies en inwoning wat verskaf word, moet bevorderlik vir die gesondheid wees.

(5) Geen aftrekkings van watter aard ook, uitgesonderd die volgende kan van die werknemer se loon gemaak word nie:—

- Behoudens die bepalings van artikel 10 (b), as 'n werknemer van sy werk wegbly, 'n *pro rata* bedrag vir die tydperk van afwesigheid, tensy die werknemer vooraf van sy werkgever verlof verkry het om afwesig te wees;
- met die skriftelike toestemming van die werknemer, aftrekkings vir siekte-, versekerings- of pensioenfondse;
- bydraes aan die fondse van die Raad ingevolge artikel 14 van hierdie Ooreenkoms;
- aftrekkings, ingevolge subartikel (3) van hierdie artikel, ten opsigte van losies en inwoning (met inbegrip van was- en strykdienste) wat verskaf word;
- enige bedrag wat 'n werkgever verplig is om ingevolge 'n wet of ordonnansie of regsgeding namens 'n werknemer te betaal;
- vakverenigingledegeld afgetrek ingevolge subartikel (2) van artikel 20.

6. GETALLEVERHOUDING VAN WERKNEMERS.

(1) 'n Werkgever of vennoot wat in sy eie winkel of eethuis die werk van 'n werknemer verrig, uitgesonderd die werk van 'n algemene werknemer of ongeskoolde arbeider word as 'n gekwalifiseerde werknemer beskou; met dien verstande dat 'n werkgever of vennoot wat meer as een winkel of eethuis besit, of belang daarby het, nie ten opsigte van enige winkel of eethuis, met uitsondering van die een waarin hy die werk van sodanige werknemer verrig, as 'n werknemer beskou word nie en hoogstens een van enige getal vennote word ten opsigte van enigen van die winkels of eethuise wat behoort aan of beheer word deur 'n vennootskap, as 'n gekwalifiseerde werknemer beskou.

(2) Behoudens die bepalings van die voorgaande subartikel, moet een gekwalifiseerde werknemer in diens wees alvorens 'n ongekwalifiseerde werknemer in diens geneem kan word, en vir elke twee gekwalifiseerde werknemers kan hoogstens een ongekwalifiseerde werknemer in diens geneem word; met dien verstande dat as 'n ongelike getal gekwalifiseerde werknemers in 'n winkel of eethuis in diens is, 'n ongekwalifiseerde werknemer in diens geneem kan word vir die gekwalifiseerde werknemer wat die ongelike getal veroorsaak.

(2) Each employer shall deduct from the wages of each member of the Union in his employ the monthly subscription due to the Union and shall forward the total amount to the General Secretary of the Concession Stores and Allied Trades Assistants' Union, 3 New Era Buildings, 12 De Villiers Street, Johannesburg, by the 10th day of each month.

(3) Provided that 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 commencement of his employment in the Industry refused invitation from the trade union concerned to become a member of it, the provisions of this section shall immediately come into operation.

21. ORGANISATION OF EMPLOYEES.

Every employer shall permit any person or persons nominated by the trade union and authorised by the Council in writing to enter from time to time his Native shop or eating-house outside the employees' ordinary working hours or during the lunch hour for the purpose of—

- interviewing employees on trade union matters;
- enrolling new members;
- posting and distributing notices issued by the union;
- collecting members' contributions; or
- carrying out other trade union business.

22. AGENTS.

The Council shall appoint one or more specified persons as agents to assist it in giving effect to the terms of this Agreement and it shall be the duty of every employer and employee to permit such agent or agents to institute such enquiries and examine such books and documents as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

23. PERSONS UNDER THE AGE OF 15 YEARS.

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

24. TOUTING PROHIBITED.

No employer shall tout or require or permit any employee to engage in touting.

25. KEEPING OF RECORDS.

Records which relate to remuneration to be paid, time to be worked or such other particulars which are required to be kept in terms of and in accordance with section fifty-seven of the Industrial Conciliation Act, 1937, and Annexure G hereof shall be kept written up by the employer daily in a legible manner in ink and the said records shall be produced for inspection on demand by an agent of the Council. Such records shall be retained for a period of three years subsequent to the occurrence of the events recorded and must be available for inspection at any time within that period.

Signed at Johannesburg, on behalf of the parties, on the 11th August, 1955.

Duly authorised thereto by the Council.

B. WEINBREN,
Chairman of the Council.
J. MYBURGH,
Vice-Chairman of the Council.
REG. N. B. SMITH,
Secretary of the Council.

(2) Elke werkgewer moet van die loon van elke lid van die vakvereniging in sy diens die maandelikse ledegeld wat aan die vakvereniging verskuldig is, aftrek en die totale bedrag op of voor die 10de van elke maand aan die Algemene Sekretaris van die Concession Stores and Allied Trades Assistants' Union, New Era-gebou 3, De Villiersstraat 12, Johannesburg, stuur.

(3) Met dien verstande dat die bepalings van hierdie artikel nie gedurende die eerste jaar na die datum van sy binnekoms in die Unie van Suid-Afrika op 'n immigrant van toepassing is nie en met dien verstande dat as die immigrant te eniger tyd gedurende die eerste drie maande wat hy in die Naturellehandel begin werk het, geweier het om op versoek van die betrokke vakvereniging lid daarvan te word, die bepalings van hierdie artikel onmiddellik van toepassing word.

21. ORGANISASIE VAN WERKNEMERS.

Elke werkgewer moet enige persoon of persone wat deur die vakvereniging aangestel en skriftelik deur die Raad goedgekeur is, toelaat om van tyd tot tyd buite die werknemers se gewone werkure of gedurende die middagetensuur sy Naturellewinkel of -eethuis binne te gaan met die doel om—

- Werknemers in verband met vakverenigingsake te ondervra;
- nuwe lede te werf;
- kennissgewings van die vakvereniging op te plak en te versprei;
- ledegeide in te vorder; of
- enige ander vakverenigingsake te behandel.

22. AGENTE.

Die Raad moet een of meer aangewese persone aanstel om te help by die toepassing van die bepalings van hierdie Ooreenkoms en elke werkgewer en werknemer is verplig om sodanige agent toe te laat om die inligting in te win en die boeke en dokumente te ondersoek wat nodig mag wees ten einde vas te stel of die bepalings van hierdie Ooreenkoms nagekom word.

23. PERSONE ONDER DIE OUDERDOM VAN 15 JAAR.

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

24. KLANTE LOK VERBODE.

Geen werkgewer mag klante lok of van enige werknemer vereis of hom toelaat om klante te lok nie.

25. AANTEKENINGS HOU.

Aantekenings met betrekking tot besoldiging wat betaal moet word, tyd wat gewerk moet word of ander besonderhede wat gehou moet word kragtens en ooreenkomstig artikel sewe-en-vyftig van die Nywerheid-versoeningswet, 1937, en Aanhangsel G hiervan, moet daagliks leesbaar met ink deur die werkgewer ingeskryf word en genoemde aantekenings moet op versoek van 'n agent van die Raad vir inspeksie voorgelê word. Hierdie aantekenings moet vir 'n tydperk van drie jaar na die gebeurtenisse wat aangeteken is, bewaar word en moet te eniger tyd binne daardie tydperk vir inspeksie beskikbaar wees.

Namens die partye op hede die 11de dag van Augustus 1955 in Johannesburg onderteken.

Behoorlik daartoe deur die Raad gemagtig.

B. WEINBREN,
Voorsitter van die Raad.
J. MYBURGH,
Ondervoorsitter van die Raad.
REG. N. B. SMITH,
Sekretaris van die Raad.

ATTENDANCE REGISTER.

ANNEXURE A.

Entries to be made by Employees.										Remarks (if any).		
Year..... Month..... Day of Week and Date.	Signature.	Time of Commencing Work.	Meal Hours.				Time of Finishing Work.	Total Number of Hours Worked.		Employee.	Employer.	Agent.
			Off.	On.	Off.	On.		Each Day.	Each Week.		Reasons for Employee's Absence.	
1. Monday....												
2. Tuesday....												
3. Wednesday..												
4. Thursday....												
5. Friday.....												
6. Saturday....												
7. Sunday.....												
Etc.....												

PRESENSIEREGISTER.

AANHANGSEL A.

Inskrywings wat deur werknemers gemaak moet word.

Opmerkings (as daar is).

Jaar..... Maand..... Dag van week en datum.	Handtekening.	Begintyd van werk.	Etensure.				Ophoutyd van werk.	Totale getal ure gewerk.		Werknemer.	Werkgewer. Redes vir werknemer se afwesigheid.	Agent.
			Vanaf.	Tot.	Vanaf.	Tot.		Elke dag.	Elke week.			
1. Maandag....												
2. Dinsdag....												
3. Woensdag....												
4. Donderdag....												
5. Vrydag....												
6. Saterdag....												
7. Sondag....												
Ens.....												

Annexure B.

Time-table for week commencing
*(and until further notice).
Name of employee

Day.	Time of Commencing Work.	Interval.		Time of Finishing Work.
		Off Duty.	On Duty.	
Monday.....				
Tuesday.....				
Wednesday.....				
Thursday.....				
Friday.....				
Saturday.....				
Sunday.....				

* See proviso to section 8 (3) of Agreement.

Annexure C.

INDUSTRIAL COUNCIL FOR NATIVE TRADE:
WITWATERSRAND AND HEIDELBERG.

Employer's Consecutive No.
CERTIFICATE OF SERVICE.

[Issued in terms of section 9 (1) of the Agreement for the Native Trade.]

A.—PARTICULARS OF EMPLOYER.

1. Trading name
2. Business address

B.—PARTICULARS OF EMPLOYEE.

3. Name (in full)
4. Private address
5. Age
6. Capacity in which employed
7. Minimum wage payable in terms of Agreement (see section 4) £ per (week or month).
8. Actual wage being paid in cash at date of discharge, including cost of living allowance £ per (week or month).
9. Value of board provided, if any (see Agreement, section 5) £ per (week or month).
10. Value of lodging provided, if any (see Agreement, section 5) £ per (week or month).
11. Amount of total remuneration (wages, board and/or lodging) £ per (week or month).
12. Date services commenced
13. Date services terminated

Signature of Employer.

Date of issue

- (a) Original.—To be handed to employee at the time he leaves employer's service.
(b) Duplicate.—To be retained by employer.
(c) Copy.—To be forwarded to the Secretary, P.O. Box 5347, Johannesburg.

Aanhangsel B.

Tydtafel vir week wat begin op
* (en tot nader kennisgewing).
Naam van werknemer

Dag.	Begintyd van werk.	Pouse.		Ophoutyd van werk.
		Vanaf.	Tot.	
Maandag.....				
Dinsdag.....				
Woensdag.....				
Donderdag.....				
Vrydag.....				
Saterdag.....				
Sondag.....				

* Sien voorbehoudsbepaling by artikel 8 (3) van Ooreenkoms.

Aanhangsel C.

NYWERHEIDSRaad VIR NATURELLEHANDEL.
WITWATERSRAND EN HEIDELBERG.

Werkgewer se vervolgnommer

DIENSERTIFIKAAT.

[Uitgereik ingevolge artikel 9 (1) van die Ooreenkoms vir die Naturellehandel.]

A.—BESONDERHEDE VAN WERKGEWER.

1. Handelsnaam
2. Besigheidsadres

B.—BESONDERHEDE VAN WERKNEMER.

3. Volle naam
4. Private adres
5. Ouderdom
6. Hoedanigheid waarin in diens
7. Minimum loon betaalbaar ingevolge Ooreenkoms (sien artikel 4) £ per (week of maand).
8. Werklike loon wat betaal word op datum van ontslag, insluitende lewenskostoelae £ per (week of maand).
9. Waarde van kos verskaf, indien enige (sien Ooreenkoms, artikel 5) £ per (week of maand).
10. Waarde van inwoning verskaf, indien enige (sien Ooreenkoms, artikel 5) £ per (week of maand).
11. Bedrag van totale besoldiging (loonloosies en/of inwoning) £ per (week of maand).
12. Datum waarop diens aanvaar is
13. Datum waarop diens beëindig is

Handtekening van werkgewer.

Datum van uitreiking

- (a) Oorspronklike.—Moet aan werknemer oorhandig word wanneer hy uit werkgewer se diens tree.
(b) Duplikaat.—Moet deur werkgewer gehou word.
(c) Kopie.—Moet aan die Sekretaris, Posbus 5347, Johannesburg, gestuur word.

Annexure D.

REGISTRATION IN THE NATIVE TRADE.

(If this form is completed by any person other than the signatory, the signature should be witnessed.)

To the Secretary,
Industrial Council for the Native Trade,
Post Office Box 5347,
Johannesburg.

Sir,

In accordance with section 13 of the Council's Agreement, the following particulars are submitted for registration with the Council.

Signature _____ Date _____
Witness to Signature _____

PARTICULARS OF EMPLOYER.

1. Trade name of business _____
2. Business address as stated in licence _____
3. Postal address _____
4. Telephone _____ Exchange _____ No. _____
5. State whether trading under General Dealer and/or Eating-house Licence _____
6. Date of commencement in the Native trade at above address _____
7. Name of Employers' Association of which a member _____
8. Full name/s and private address/es of individual owner, partner, or (in the case of a company) the Directors, Secretary and Manager _____
9. Name/s of employer/s actively engaged in the business _____
10. Address/es of branch business/es trading under the same business title _____
11. Does the general dealer's business close on Wednesday or Saturday afternoon? _____

NOTE.—A SEPARATE REGISTRATION RETURN IS REQUIRED IN RESPECT OF EACH BUSINESS OR BRANCH BUSINESS FOR WHICH A SEPARATE TRADING LICENCE HAS BEEN ISSUED.

Annexure E.

RETURN OF ENGAGEMENT OF NEW EMPLOYEE.

[Submitted in terms of sub-section (3) of section 13 of the Agreement for the Native Trade.]

Particular attention is directed to section 20.

A.—PARTICULARS OF EMPLOYER.

1. Trading name _____
2. Business address _____
3. Employers' Association (if any) _____

B.—PARTICULARS OF EMPLOYEE ENGAGED.

4. Date of engagement _____
5. Name in full _____
6. Private address (if any) _____
7. Is employee a member of the Concession Stores and Allied Trades Assistants' Union? (see Agreement, section 20) _____
8. Experience at date of engagement (see Agreement, section 3, Definitions "experience") _____ Years _____ Months.
9. Age at date of engagement _____
10. Will employee work in shop or eating-house, or both? _____
11. Is employee engaged on weekly or monthly basis? (see Agreement, section 11) _____
12. Name of last employer in the Native Trade (if any) _____
13. Number and date of Certificate of Service produced (see Agreement, section 9). No. _____ Date _____
14. Amount of wages to be paid in cash (see Agreement, section 4) £ _____ per _____ (week or month).
15. Is board provided? _____
16. Is lodging provided? (see Agreement, section 5) _____
17. Has exemption for reduced wages been applied for? (see Agreement, section 16) _____

Signature of Employer.

Date _____

To the Secretary,
The Industrial Council for the Native Trade,
P.O. Box 5347,
Johannesburg.

Aanhangsel D.

REGISTRASIE IN DIE NATURELLEHANDEL.

(As hierdie vorm deur enige persoon, uitgesonderd die ondertekenaar, ingevul word, moet die handtekening deur 'n getuie onderteken word.)

Die Sekretaris,
Nywerheidsraad vir die Naturellehandel,
Posbus 5347,
Johannesburg.

Meneer,

Ooreenkomstig artikel 13 van die Raad se Ooreenkoms, word onderstaande besonderhede vir registrasie by die Raad ingedien.

Handtekening _____ Datum _____
Getuie by handtekening _____

BESONDERHEDE VAN WERKGEWER.

1. Handelsnaam van besigheid _____
2. Besigheidsadres soos in lisensie aangegee _____
3. Posadres _____
4. Foon _____ Telefooncentrale _____ Nommer _____
5. Meld of handel gedrywe word onder Algemene Handelaars-en/of Eethuislisensie _____
6. Datum van aanvang van handel met Naturelle by bostaande adres _____
7. Naam van werkgewersorganisasie waarvan 'n lid _____
8. Volle naam/name en private adres/se van afsonderlike eienaar, vennote, of (ingeval van 'n maatskappy) die Direkteur, Sekretaris en Bestuurder _____
9. Naam/name van werkgewer/s wat 'n aktiewe aandeel in die besigheid neem _____
10. Adres/se van takbesigheid/hede wat onder dieselfde besigheidstitel handel dryf _____
11. Sluit die algemene handelaars-besigheid Woensdag- of Saterdagmiddag? _____

OPMERKING.—'N AFSONDERLIKE REGISTRASIEOPGAWE WORD VEREIS BETREFFENDE ELKE BESIGHEID OF TAKBESIGHEID WAARVOOR 'N AFSONDERLIKE HANDELS-LISENSIE UITGEREIK IS.

Aanhangsel E.

OPGAWE VAN INDIENSNEMING VAN NUWE WERKNEMER.

[Ingedien ingevolge subartikel (3) van artikel 13 van die Ooreenkoms vir die Handel met Naturelle.]

Die aandag word veral gevestig op artikel 20.

A.—BESONDERHEDE VAN WERKGEWER.

1. Handelsnaam _____
2. Besigheidsadres _____
3. Werkgewersvereniging (indien enige) _____

B.—BESONDERHEDE VAN WERKNEMER IN DIENS.

4. Datum van indiensneming _____
5. Volle naam _____
6. Private adres (indien enige) _____
7. Is werknemer 'n lid van die Concession Stores and Allied Trades Assistants' Union? (sien Ooreenkoms, artikel 20) _____
8. Ondervinding op datum van indiensneming (sien Ooreenkoms, artikel 3, woordskrywings, „ondervinding”) _____ jaar _____ maande
9. Ouderdom op datum van indiensneming _____
10. Sal werknemer in winkel of eethuis of in albei werk? _____
11. Is werknemers op weeklikse of maandelikse basis in diens? (sien Ooreenkoms, artikel 11) _____
12. Naam van vorige werkgewer in die handel met Naturelle (indien enige) _____
13. Nommer en datum van dienssertifikaat verskaf (sien Ooreenkoms, artikel 9) No. _____ Datum _____
14. Loonbedrag wat in kontant betaal moet word (sien Ooreenkoms, artikel 4) £ _____ per _____ (week of maand).
15. Word losies verskaf? _____
16. Word inwoning verskaf? (sien Ooreenkoms, artikel 5) _____
17. Is aansoek om vrystelling vir verminderde lone gedoen? (sien Ooreenkoms, artikel 16) _____

Handtekening van Werkgewer.

Datum _____

Die Sekretaris,
Nywerheidsraad vir die Naturellehandel,
Posbus 5347,
Johannesburg.

Annexure F.
THE INDUSTRIAL COUNCIL FOR THE NATIVE TRADE.

NOTICE FOR CHANGE IN WAGES.

Name of employer _____
Trading as _____
Business address _____
Eating-house or shop? _____
Name of Employers' Association _____

Employee.

Full name _____
Occupation _____
Is he a member of the Trade Union? _____
Experience at date of change in wages _____ years _____ months.
Previous wage paid in cash £ _____ per _____
Revised wage paid in cash £ _____ per _____
State whether board and/or lodging is provided in addition to cash wage _____
Date of change _____

Date _____

Signature of Employer.

Aanhangsel F.
NYWERHEIDSRAAD VIR DIE NATURELLEHANDEL.

KENNISGEWING VAN VERANDERING VAN LOON.

Naam van werkgewer _____
Drywe handel as _____
Besigheidsadres _____
Eethuis of winkel? _____
Naam van werkgewersvereniging _____

Werknemer.

Volle naam _____
Beroep _____
Is hy 'n lid van die vakvereniging? _____
Ondervinding op datum van verandering van loon _____ jaar _____ maande
Vorige loon betaal in kontant £ _____ per _____
Hersiene loon betaal in kontant £ _____ per _____
Meld of losies en/of inwoning benewens kontant loon verskaf word _____

Datum van verandering _____

Datum _____

Handtekening van Werkgewer.

PARTICULARS OF EMPLOYEES.

ANNEXURE G.

A.—EUROPEAN, ASIATIC AND NON-PASS-BEARING NATIVES.

NAMES IN FULL. (In block letters, please.)	Race.	Occupation (state whether Shop Assistant, Eating-house Assistant or Butcher).	Year of Birth.	Date of Starting Work in the Native Trade.	Experience at the Present Date.		If Board and/or Lodging is provided, state particulars.						Amount of Wages Paid in Cash.	State whether Wages Paid Monthly or Weekly.	Is Employee a Member of the Trade Union?	Date of Engagement by Present Employer.	For Council Use.		
							Board.			Lodging.							Amount Liable for Assessment.	Monthly Assessment.	Recorded.
							Provided Free of Charge	Charged for at Rate of.		Provided Free of Charge	Charged for at Rate of.								
								Per Month	Per Week.		Per Month	Per Week.							
1																			
2																			
3																			
4																			
5																			
6																			
7																			
8																			
9																			
10																			

B.—PASS-BEARING NATIVES.

1. Number of unskilled labourers.....
2. Number of general employees.....
3. Number of qualified or unqualified employees, i.e. salesmen (particulars to be included under A).....
4. Number of employees not included in items 1, 2 and 3.....

NOTE.—THE AUTHORISED DEDUCTIONS FOR BOARD AND/OR LODGING ARE SHOWN IN SECTION 5 OF THE COUNCIL'S AGREEMENT.

BESONDERHEDE VAN WERKNEMERS.

AANHANGSEL G.

A.—BLANKES, ASIATE EN NIE-PASDRAENDE NATURELLE.

VOLLE NAAM. (In drukletters asseblief.)	Ras.	Beroep (meld of winkelbediende, eethuisbediende of slagter).	Geboortejaar.	Datum van aanvang van werk in handel met Naturelle.	Onder-vinding op huidige datum.		As losies en/of inwoning verskaf word, gee besonderhede				Bedrag van lone in kontant betaal.	Meld of lone weekliks of maandeliks betaal word.	Is werknemer 'n lid van die vakvereniging?	Datum van indiensneming deur huidige werkgewer.	Slegs vir gebruik van Raad.				
							Losies.		Inwoning.						Bedrag onderhewig aaf aanslag.	Maandelikse aanslag.	Aangeteiken.		
							Koste-loos verskaf.	Bereken teen.		Koste-loos verskaf.								Bereken teen.	
								Per maand	Per week.									Per maand	Per week.
1																			
2																			
3																			
4																			
5																			
6																			
7																			
8																			
9																			
10																			

B.—PASDRAENDE NATURELLE.

1. Getal ongeskoolde arbeiders.....
2. Getal algemene werknemers.....
3. Getal gekwalifiseerde of ongekwalifiseerde werknemers, d.w.s. verkopers (besonderhede moet by A ingesluit word).....
4. Getal werknemers nie ingesluit in items 1, 2 en 3 nie.....

OPMERKINGS.—DIE GEMAGTIGDE AFTREKKINGS VIR LOSIES EN/OF INWONING WORD IN ARTIKEL 5 VAN DIE RAAD SE OOREENKOMS AANGETOON.