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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.

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

## GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

### DEPARTMENT OF LABOUR.

\* No. 2433.] [9 December 1955.

#### INDUSTRIAL CONCILIATION ACT, 1937.

#### FURNITURE INDUSTRY, ORANGE FREE STATE.

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 Furniture Industry, shall be binding from the 14th December, 1955, and for the period ending 13th December, 1957; upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation 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 1 (b), 3 to 22 (inclusive), 25 to 29 (inclusive) and 30 to 37 (inclusive) of the said Agreement shall be binding from the 14th December, 1955, and for the period ending 13th December, 1957, upon the other employers and employees engaged or employed in the said Industry in the Province of the Orange Free State; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Province of the Orange Free State and from the 14th December, 1955, and for the period ending 13th December, 1957, the provisions contained in clauses 3 to 17 (inclusive), 19, 20, 22, 25 to 28 (inclusive), and 30 to 37 (inclusive) of the said Agreement shall *mutatis mutandis* apply in respect of such persons employed in the said Industry as are not included in the definition of the expression "employee" contained in section *one* of the said Act.

J. DE KLERK,  
Minister of Labour.

## GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

### DEPARTEMENT VAN ARBEID.

\* No. 2433.] [9 Desember 1955.

#### NYWERHEID-VERSOENINGSWET, 1937.

#### MEUBELNYWERHEID, ORANJE-VRYSTAAT.

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 betrekking het op die Meubelnywerheid, vanaf 14 Desember 1955 en vir die tydperk wat op 13 Desember 1957 eindig, bindend is vir die werkgewersorganisasie en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasie of daardie vereniging is;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 1 (b), 3 tot en met 22, 25 tot en met 29 en 30 tot en met 37 van genoemde Ooreenkoms vanaf 14 Desember 1955 en vir die tydperk wat op 13 Desember 1957 eindig, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerheid in die Provinsie Oranje-Vrystaat; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 17, 19, 20, 22, 25 tot en met 28 en 30 tot en met 37 van genoemde Ooreenkoms vanaf 14 Desember 1955 en vir die tydperk wat op 13 Desember 1957 eindig, in die Provinsie Oranje-Vrystaat *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde Nywerheid wat nie by die woordomskriving van die uitdrukking „werknemer”, vervat in artikel *een* van die genoemde Wet, ingesluit is nie.

J. DE KLERK,  
Minister van Arbeid.

## SCHEDULE.

## INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE ORANGE FREE STATE.

## AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act of 1937, made and entered into by and between the Orange Free State Furniture and Upholstery Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Orange Free State Furniture Workers' Industrial Union (hereinafter referred to as the "employees" or the "trade union") of the other part;

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the Orange Free State.

## 1. SCOPE OF APPLICATION OF AGREEMENT.

(a) The terms of this Agreement shall be observed by members of the employers' organisation and trade union engaged in the furniture industry within the Province of the Orange Free State.

(b) The provisions of this Agreement, unless inconsistent with the terms of the Apprenticeship Act, 1944, or any regulation made thereunder or contract entered into in terms of the said Act, shall apply to apprentices.

## 2. PERIOD OF OPERATION OF AGREEMENT.

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

## 3. DEFINITIONS.

(1) Unless the contrary intention appears, any expression used in this Agreement which is defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act, any reference to an Act shall include any amendment to such Act, and unless inconsistent with the context:—

"Act" means the Industrial Conciliation Act, 1937, as amended;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to be registered under the provisions of the Apprenticeship Act, 1944;

"casual employee" means an employee who is employed by the same employer on not more than three days in any week;

"council" means the Industrial Council for the Furniture manufacturing Industry of the Orange Free State registered in terms of section nineteen of the Act;

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

"emergency work" means any work necessitated by a breakdown of plant or machinery, or in connection with the overhauling or repairing of plant or machinery which cannot be performed during the ordinary hours of work prescribed in clause 7 and any other work arising from an unforeseen occurrence owing to causes such as fire, storm, accident, act of violence or theft which must be done without delay;

"establishment" means any premises or portion thereof wherein or whereon the industry, or any part thereof, as herein defined is carried on;

"furniture industry" or "industry" means—without in any way limiting the ordinary meaning of the expression—the manufacture either in whole or part of all types of furniture irrespective of the materials used, and shall include, *inter alia* the following operations:—

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or re-polishing, making of loose covers and/or cushions and/or curtains and/or the making and/or repairing of box-spring mattresses and/or frames for upholstering, wood-machining, wood-turning, veneering, carving in connection with the manufacture and/or repair of furniture, polishing and/or repolishing of pianos or the manufacture and/or staining, spraying and polishing and/or repolishing of tearoom, office, church, school, bar or theatre furniture and cabinets for musical instruments and radio or wireless cabinets and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring-mattresses, overlays, pillows, bolsters, and cushions, and includes the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on; and includes further, the repairing, re-upholstering, or re-polishing of furniture in or in connection with establishments in which the production of furniture or any operation associated with the final preparation of any article of furniture for sale, either in whole or in part is

## BYLAE.

## NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID VAN DIE ORANJE-VRYSTAAT.

## OOREENKOMS

ingevoelge die bepalings van die Nywerheid-versoeningswet, 1937, gesluit en aangegaan tussen die Orange Free State Furniture and Upholstery Manufacturers' Association

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

Orange Free State Furniture Workers' Industrial Union (hieronder die „werknemers" of die „vakvereniging" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van die Oranje-Vrystaat.

## 1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

(a) Die bepalings van hierdie Ooreenkoms moet nagekom word deur lede van die werkgewersorganisasie en vakvereniging in die meubelnywerheid binne die Provinsie van die Oranje-Vrystaat.

(b) Die bepalings van hierdie Ooreenkoms is, tensy dit in stryd is met die bepalings van die Wet op Vakleerlinge, 1944, of enige regulasie daarkragtens gemaak of 'n kontrak ingevolge genoemde Wet gesluit, op vakleerlinge van toepassing.

## 2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op sodanige datum as wat deur die Minister van Arbeid kragtens artikel agt-en-veertig van die Wet vasgestel word en bly twee jaar lank van krag of vir sodanige tydperk as wat deur hom bepaal word.

## 3. WOORDOMSKRYWINGS.

(1) Tensy die teenoorgestelde bedoeling blyk, het enige uitdrukking wat in hierdie Ooreenkoms gebruseg word en waarvan die betekenis in die Nywerheid-versoeningswet, 1937, omskryf is, dieselfde betekenis as in daardie Wet; by alle verwysings na 'n wet is ook alle wysigings van daardie wet inbegrepe, en tensy strydig met die samehang, beteken—

„Wet", die Nywerheid-versoeningswet, 1937, soos gewysig;

„vakleerling", 'n werknemer in diens onder 'n skriftelike vakleerlingskapkontrak wat ingevolge die bepalings van die Wet op Vakleerlinge, 1944, geregistreer is of geag word dat dit aldus geregistreer is;

„los werknemer", 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgever in diens is;

„Raad", die Nywerheidsraad vir die Meubelnywerheid van die Oranje-Vrystaat, geregistreer kragtens artikel negentien van die Wet;

„motorvoertuigdrywer", 'n werknemer wat 'n motorvoertuig dryf en vir die toepassing van hierdie woordomskrywing omvat „'n motorvoertuig dryf" alle tydperke waarin gedryf word en alle tyd wat die drywer aan die voertuig of die vrag bestee en alle tydperke wat hy verplig is om op sy pos te bly in gereedheid om te dryf;

„noodwerk", enige werk veroorsaak deur 'n onklaarraking van installasie of masjinerie, of in verband met die opknop of regmaak van installasie of masjinerie wat nie gedurende die gewone werke, voorgeskryf in klousule 7, verrig kan word nie, en enige ander werk wat voortspruit uit 'n onvoorsiene voorval vanweë oorsake soos brand, storm, ongeluk, gewelddaad of diefstal en wat sonder versuim verrig moet word;

„inrigting", enige perseel of gedeelte daarvan waarin of waarop die nywerheid of gedeelte daarvan, soos hierin omskryf, beoefen word;

„meubelnywerheid" of „nywerheid", sonder om die gewone betekenis van die uitdrukking in enige opsig te beperk, die vervaardiging, of in die geheel of gedeeltelik, van alle soorte meubels, afgesien van die materiaal wat gebruik word, en omvat o.a. die ondergenoemde werksaamhede:—

Heelmaak, stoffeer, herstoffeer, beits, spuit of poleer en/of herpoleer, maak van los oortreksels en/of kussings en/of gordyne en/of die maak en/of heelmaak van kasveermatrasse en/of rame vir stoffeerwerk, masjienhoutwerk, houtdraaiwerk, fineerwerk, houtsnijwerk in verband met die vervaardiging en/of heelmaak van meubels, poleer en/of herpoleer van klaviere of die vervaardiging en/of beits, bespuiting en poleer en/of herpoleer van meubels vir teekamers, kantore, kerke, skole, kroeg of teaters en kabinette vir musiekinstrumente en radio- of draadloosstelle en omvat die vervaardiging of prosesse in die vervaardiging van beddegoed wat omskryf en vertolk moet word as insluitende alle soorte matrassé, veermatrasse, oortreksels, bedkussings, peule en stoelkussings en omvat die bedrywighede op enige persele waar masjienwerk, houtdraai- en/of houtsnijwerk in verband met die vervaardiging van meubels gedoen word; en omvat verder die heelmaak, herstoffeer of herpoleer van meubels in of in verband met inrigtings waar die vervaardiging van meubels of enige werk in verband met die finale voorbereiding van alle artikels, of in die geheel of gedeeltelik, gedoen word en die fineer van deure gemaak van reep-



carried on, and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, but excludes the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture including the manufacture of metal bedsteads;

"hourly rate" means the weekly rate of the employee concerned as prescribed in this Agreement divided by 44;

"learner" means an employee, other than an apprentice, labourer, learner-packer, or probationer, who at the time of his engagement is or was a minor and who is employed in learning any class of work specified in his learnership certificate;

"learner packer" means a packer who has had less than two years' experience of packing furniture in the furniture industry and who works under the supervision of a packer;

"major learner in studio couch making" means an employee other than an apprentice, labourer, learner, packer or probationer, who at the time of his engagement was a major and is employed exclusively in learning the upholstery processes in the manufacture of studio couches;

"machine maintenance mechanic" means an employee who is solely employed in all or any of the following operations:—

tracing faults in, overhauling, or repairing machinery used in or in connection with an establishment or in supervising all or any of these operations;

"piece-work" means any system according to which payment is based solely on quantity or output of work done, except as provided for in clause 5 of this Agreement;

"probationer" means an employee under twenty-one years of age employed in a trade designated under the Apprenticeship Act, 1944, but does not include an apprentice or a labourer;

"remuneration" means any payment in money made or owing to any person which arises in any manner whatsoever out of employment;

"short-time" means a temporary reduction in the number of hours of work due to slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency;

"working proprietor" or "working partner" means a person who is personally engaged in doing any of the work specified in clause 37 of this Agreement in his own establishment.

(2) In classifying an employee for the purpose of this Agreement he shall be deemed to be in that class in which he is wholly or mainly engaged.

#### 4. PIECE-WORK.

No employer shall require or allow any person to work piece-work except as provided in clause 5 of this Agreement.

#### 5. INCENTIVE SCHEME.

(1) Subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of this Agreement, an employer may base an employee's remuneration on the quantity or output of work done, provided that no such system of remuneration shall be permissible except in the form of an incentive scheme the terms of which have been agreed upon as set out in sub-clauses (2) and (3) hereunder.

(2) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees which, after consultation with the trade union party to this Agreement whose members are involved, may agree upon the terms of any such scheme.

(3) The terms of any such incentive schemes and any subsequent alteration thereto, which may have been agreed upon by the committee, shall be reduced to writing and be signed by the members of the committee and shall not be varied by the committee or terminated by either party unless the party wishing to vary or terminate the agreement has, in writing, given the other party notice as may be agreed upon by the parties when entering such an agreement.

(4) Any employee employed on an incentive bonus scheme for any period shall be paid the full amount earned by him under incentive bonus rates agreed upon in terms of this clause, provided that any such employee so employed shall, whilst working on such incentive bonus scheme be guaranteed a minimum of 15 per cent over and above the prescribed wages for the class of work performed.

#### 6. OUTWORK.

(1) No employer shall require or allow any of his employees to undertake work in connection with the Furniture Industry elsewhere than in his establishment except when such work is in completion of an order placed with such employer and consists of fitting, assembling, repairing, or polishing furniture in premises owned or occupied by the person for whom the work is undertaken.

laag-blokbord of laaghout wat vir meubels gebruik word, en alle dele van materiaal wat vir die vervaardiging van meubels gebruik word; maar uitgesonderd die vervaardiging van artikels hoofsaaklik van biesies, gras en/of rottang gemaak, en die vervaardiging van metaalmeubels insluitende die vervaardiging van metaalkatels;

„uurloon”, die weekloon van die betrokke werknemer voorgeskryf in hierdie Ooreenkoms, gedeel deur 44;

„leerling”, ’n werknemer, uitgesonderd ’n vakleerling, arbeider, leerling-verpakker of proefleerling wat by sy indiensneming ’n minderjarige is of was en wat as leerling enige klas werk leer wat uitdruklik in sy leerlingskapsertifikaat genoem word;

„leerling-verpakker”, ’n verpakker met minder as twee jaar ondervinding van die verpakking van meubels in die meubelnwyerheid en wat onder toesig van ’n verpakker werk;

„meerderjarige leerling in die maak van ateljeerusbanke”, ’n werknemer, uitgesonderd ’n vakleerling, arbeider, leerling, leerlingverpakker of proefleerling, wat by sy indiensneming ’n meerderjarige was en wat uitsluitlik as leerling werksaam is in die stoffeerprosesse vir die maak van ateljeerusbanke;

„masjiën-onderhoudwerktuigkundige”, ’n werknemer wat uitsluitlik almal of enigeen van die volgende werksaamhede verrig:—

defekte opspoor in masjinerie wat in of in verband met ’n inrigting gebruik word, masjinerie opknop of heelmaak, of toesig oor al hierdie werksaamhede of enigeen daarvan hou;

„stukwerk”, enige stelsel waarvolgens gedane besoldiging slegs op die hoeveelheid of omvang van werk bereken word, behalwe soos in klousule 5 van hierdie Ooreenkoms bepaal;

„proefleerling”, ’n werknemer onder 21 jaar, werksaam in ’n ambag wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is, maar omvat nie ’n vakleerling of arbeider nie;

„besoldiging”, enige betalings in kontant wat aan ’n persoon gedoen word of verskuldig is en wat op watter wyse ook al uit diensverrigting voortspruit;

„korttyd”, ’n tydelike vermindering van die getal werkure te wyte aan ’n handelslapse; tekort aan grondstowwe of ’n algemene onklaarraking van installasie of masjinerie wat deur ongeluk of ander onvoorsiene noodgeval veroorsaak is;

„werkende eienaar”, of „werkende vennoot”, ’n persoon wat in sy eie inrigting persoonlik enigeen van die werksaamhede verrig wat in klousule 37 van hierdie Ooreenkoms genoem word;

(2) By die indeling van ’n werknemer vir die toepassing van hierdie Ooreenkoms word dit beskou dat hy aan dié klas behoort waarin hy uitsluitlik of hoofsaaklik in diens is.

#### 4. STUKWERK.

Geen werkgewer mag van enige persoon vereis of hom toelaat om stukwerk te verrig nie, uitgesonderd soos in klousule 5 van hierdie Ooreenkoms bepaal.

#### 5. AANSPORINGSKEMA.

(1) Onderworpe aan die voorwaarde dat geen werknemer minder betaal mag word as die bedrag waarop hy kragtens hierdie Ooreenkoms geregtig sou wees nie, kan die werkgewer ’n werknemer se besoldiging baseer op die hoeveelheid of omvang van gedane werk; met dien verstande dat geen sodanige stelsel van besoldiging toegelaat mag word nie uitgesonderd in die vorm van ’n aansporingskema oor die voorwaardes waarvan die werkgewer en werknemer ooreengekom het, soos in subklousules (2) en (3) hiervan uiteengesit.

(2) ’n Werkgewer wat ’n aansporingskema wil invoer, moet ’n gesamentlike komitee bestaande uit-vertegenwoordigers van die bestuur en die werknemers instel, wat na beraadslaging met die vakvereniging wat ’n party by hierdie Ooreenkoms is en wie se lede by die saak betrokke is, die voorwaardes van so ’n skema kan aanvaar.

(3) Die voorwaardes van so ’n aansporingskema en enige daaropvolgende wysiging daarvan, waarvoor die komitee kon ooreengekom het, moet op skrif gestel en deur die lede van die komitee onderteken word en mag nie deur die komitee gewysig of deur enigeen van die partye beëindig word nie, tensy die partye wat die ooreenkoms wil wysig of beëindig eers die ander partye skriftelik daarvan in kennis gestel het, soos deur die partye by die aangaan van sodanige Ooreenkoms ooreengekom is.

(4) ’n Werknemer wat vir enige tydperk op ’n aansporingsbonus in diens is, moet die volle bedrag betaal word wat deur hom kragtens aansporingsbonusskale, waarvoor ingevolge hierdie klousule ooreengekom is, verdien word; met dien verstande dat enige sodanige werknemer aldus in diens, terwyl hy op so ’n aansporingsbonusskema werksaam is, ’n minimum van 15 persent bo en behalwe die voorgeskrewe lone vir die klas werk wat hy verrig gewaarborg moet word.

#### 6. BUITEWERK.

(1) Geen werkgewer mag van enigeen van sy werknemers vereis of hom toelaat om werk in verband met die meubelnwyerheid elders as in sy inrigting te onderneem nie, uitgesonderd wanneer sodanige werk die voltooiing is van ’n bestelling wat by die werkgewer geplaas is en uit pas, inmeekaarsit, heelmaak of poleer van meubels bestaan in persele wat behoort aan of geokkupeer word deur die persone vir wie die werk onderneem word.

(2) No employee engaged in the Furniture Industry shall solicit or take orders for, or undertake any work in connection with the Furniture Industry on his own account for sale or on behalf of any other person or firm for reward whether for reward remuneration or not, whilst in the employ of an employer in such industry.

(3) No employer and/or employee shall undertake any work in connection with the Furniture Industry in any premises other than the premises registered under the Factories, Machinery and Building Work Act, 1941, or work-rooms registered with the Council and used solely for work in the furniture industry, except such outwork as is provided for in sub-clause (1) of this clause.

(4) No employer shall give out work in connection with the manufacture of furniture either in whole or in part, irrespective of the materials used, other than in premises subject to registration in terms of the Factories, Machinery and Building Work Act, 1941, or work-rooms registered with the Council, and used solely for work in the furniture industry, except such outwork as is provided for in sub-clause (1) of this clause.

#### 7. HOURS OF WORK—ORDINARY AND OVERTIME—REST INTERVALS AND PAYMENT FOR OVERTIME.

(1) Save as is otherwise provided for in this Agreement, no employer shall require or permit an employee, other than one exclusively employed as a commercial traveller, caretaker or watchman, or in the delivery of goods or messages—

(a) to work for more than 44 hours, excluding meal breaks, in any one week; or

(b) to work for more than 8 hours, excluding meal breaks on any one day; provided that in any establishment—

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

(c) 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 paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous;

(d) an employer shall grant to each of his employees a rest interval of ten minutes as nearly as practicable in the middle of each morning and afternoon work period during which such employee shall not be required or permitted to perform any work and such interval shall be deemed to be part of the ordinary hours of work;

(e) an employer shall not require or permit an employee who is a female to work—

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

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

(2) Overtime.—(a) All time worked in excess of the weekly or daily hours laid down in clause 7 (1) of the Agreement or outside the ordinary working hours as specified in the notice which is required to be displayed in terms of clause 7 (7) of the Agreement shall be regarded as overtime.

(b) No overtime may be worked unless the employer concerned has obtained the prior permission of the Council in writing.

In cases of urgency the Secretary of the Council may issue such permission, subject to confirmation by the Council.

(3) Notwithstanding the provisions of paragraphs (a) and (b) of sub-clause (1) of this clause, an employer may require or permit an employee to work overtime for a total period not exceeding in any one week—

(a) ten hours; or

(b) a number of hours (which may exceed ten) fixed by the Council in a written notice to the employer, specifying the employee or the class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid;

provided that no employer shall require or permit a female employee 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 the year;

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

(i) given notice thereof to such employee before midday; or

(ii) supplied such employee with an adequate meal before she has to commence overtime; or

(iii) paid such employee an allowance of 1s. 6d. and allow her sufficient time to obtain a meal before the overtime is due to commence.

(2) Geen werknemer wat in die meubelnywerheid in diens is, mag enige werk in verband met die meubelnywerheid vir eie rekening vir verkoop of namens enige ander persoon of firma vir beloning, heitsy vir besoldiging of nie, terwyl hy in diens van 'n werkgever in sodanige nywerheid is, sollisiteer of bestellings daarvoor aanvaar of dit onderneem nie.

(3) Geen werkgever en/of werknemer mag enige werk in verband met die meubelnywerheid in ander persele onderneem as in persele wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, of werkkamers wat by die Raad geregistreer is en wat uitsluitlik vir werk in die meubelnywerheid gebruik word nie, met uitsondering van sodanige buitewerk as wat in subklousule (1) van hierdie klousule bepaal word.

(4) Geen werkgever mag werk in verband met die vervaardiging van meubels uitgee nie, heitsy in die geheel of gedeeltelik, ongeag die materiaal wat gebruik word, uitgesonderd in persele onderworpe aan registrasie ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, of werkkamers wat by die Raad geregistreer is en wat uitsluitlik gebruik word vir werk in die meubelnywerheid, uitgesonderd sodanige buitewerk as wat in subklousule (1) van hierdie klousule bepaal word.

#### 7. WERKURE, GEWONE EN OORTYD-, RUSPOUSES EN BETALING VIR OORTYD.

(1) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag geen werkgever van 'n werknemer, uitgesonderd een wat uitsluitlik as handelsreisiger, opsigter of wag, of by die aflewering van goedere of boodskappe werksaam is, vereis of hom toelaat om onderstaande te doen nie—

(a) langer as 44 uur, etensy te uitgesluit, in enige week te werk; of

(b) langer as 8 uur op enige dag te werk; Met dien verstande dat in enige inrigting—

(i) waarin die gewone werkure op een dag per week hoogstens 5 is, van 'n werknemer vereis of hy toegelaat kan word om 'n bykomende tydperk van hoogstens 'n halfuur op elkeen van die ander dae van die week te werk; of

(ii) van werknemers wat gewoonlik nie op meer as vyf dae in 'n week werk nie, op enige werkdag vereis of hulle toegelaat kan word om 'n bykomende tydperk van hoogstens 1½ uur te werk; of

(c) om 'n aaneenlopende tydperk van meer as 5 uur sonder 'n ononderbroke pouse van minstens 1 uur te werk; met dien verstande dat vir die toepassing van hierdie paragraaf werktydperke onderbreek deur 'n pouse van minder as 1 uur, as aaneenlopend beskou moet word;

(d) 'n werkgever moet aan elkeen van sy werknemers 'n rus-pouse van 10 minute toestaan wat so na as moontlik aan die middel van die oggend- en namiddagwerktydperke is en waarin van so 'n werknemer nie vereis of hy toegelaat mag word om enige werk te verrig nie, en sodanige pouse moet as deel van die gewone werkure beskou word;

(e) 'n werkgever mag nie van 'n werknemer, wat 'n vrou is, vereis of haar toelaat om soos volg te werk nie:—

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

(ii) na 1-uur nm. op meer as vyf dae in 'n week.

(2) Oortyd.—(a) Alle tyd wat bo die ure ten opsigte van 'n week of 'n dag in klousule 7 (1) van die Ooreenkoms voorgeskryf is, of buite die gewone werkure soos uiteengesit in die kennisgewing wat kragtens klousule 7 (7) van die Ooreenkoms vertoon moet word, word as oortyd gereken.

(b) Geen oortyd mag gewerk word nie tensy die betrokke werkgever vooraf die skriftelike toestemming van die Raad ontvang het.

In dringende gevalle kan die Sekretaris van die Raad, onderworpe aan die goedkeuring van die Raad, sodanige toestemming verleen.

(3) Ondanks die bepalinge van paragrafe (a) en (b) van subklousule (1) van hierdie klousule, kan 'n werkgever van 'n werknemer vereis of hom toelaat om oortyd vir 'n totale tydperk te werk wat in 'n week nie die volgende mag oorskry nie:—

(a) Tien uur; of

(b) 'n getal ure (wat meer as tien kan wees) deur die Raad by skriftelike kennisgewing aan die werkgever vasgestel waarin die werknemer of die klas werknemer ten opsigte van wie die kennisgewing van toepassing is en die tydperk waarvoor en die voorwaardes waarop dit geldig is, bepaal word;

met dien verstande dat geen werkgever van 'n vroulike werknemer mag vereis of haar toelaat om oortyd soos volg te werk nie—

(a) Meer as 2 uur op 'n dag;

(b) op meer as 3 opeenvolgende dae;

(c) op meer as 60 dae in die jaar;

(d) na voltooiing van haar gewone werkure vir meer as 1 uur op 'n dag, tensy hy—

(i) sodanige werknemer voor middag daarvan in kennis gestel het; of

(ii) aan die werknemer 'n toereikende ete verskaf het voordat sy met oortyd moet begin; of

(iii) aan die werknemer betyds 'n toelae van 1s. 6d. betaal het om haar in staat te stel om 'n ete te verkry voor die oortydwerk moet begin.



(4) An employee shall be deemed to be working in addition to any period during which he is actually working—

- (a) during the whole of any interval in his work if he is not free to leave the premises of his employer for the whole of such interval; or
- (b) during any other period during which he is on the premises of his employer;

provided that if it is proved that any such employee was not working and was free to leave the premises during any portion of any period referred to in paragraph (b), the presumption provided for in this sub-clause shall not apply in respect of such employee with reference to that portion of such period.

(5) *Payment for Overtime.*—Save as otherwise provided for, overtime shall be paid as follows for each hour or part of an hour so worked:—

1. (a) For any time worked after the ordinary finishing time and up to 10 p.m. on any day from Mondays to Fridays or up to 6 p.m. on Saturdays, at the rate of one and a half times the hourly rate of the employee concerned.

(b) For any time worked between 10 p.m. and the ordinary starting time from Mondays to Fridays, or after 6 p.m. on Saturdays, or any time worked on Sundays, at double the hourly rate of the employee concerned; provided that for work performed on Sundays, the employee shall be paid at least twice a full day's remuneration. For any time worked on Good Friday, Easter Monday, Day of the Covenant, Christmas Day and New Year's Day, in addition to the day's pay due in respect of each of these days at double the hourly rate of the employee concerned.

(c) For all hours worked in excess of the daily hours laid down in clause 7 (1) of this Agreement in respect of which no overtime is payable under paragraph (a) and (b) of this clause at one and a half times the hourly rate.

2. Where overtime calculated on a daily basis differs from that calculated on a weekly basis, the basis more favourable to the employee concerned shall be adopted.

(6) The provisions of sub-clause (1) (c), (1) (d), (1) (e), (2) (b), and (3) shall not apply to a male employee engaged on emergency work.

(7) Every employer shall display in his establishment in a place readily accessible to his employees a notice in the form prescribed in Appendix B of the Agreement specifying the starting and finishing time of work for each day of the week, the meal hour, and the forenoon and afternoon tea-breaks.

#### 8. PAYMENT OF WAGES AND OVERTIME.

(1) Wages and overtime shall be paid in cash weekly between 4.30 p.m. and 5.30 p.m. on the pay day or on termination of employment if this takes place before the ordinary pay day. The pay day of every establishment shall be Friday in each week, except where Friday is a non-working day, when the pay day shall be the last working day preceding Friday.

(2) Money due to the employees in terms of the Agreement shall be handed to employees in sealed envelopes bearing on the outside the name of the employer, the date of payment the name or number of the employee and the amount of money contained therein and how such amount is arrived at.

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

(4) No charge for damage done to material or deduction of any description, other than the following, shall be made from the amount due to an employee:—

- (a) Where an employee is absent from work, a pro-rata amount for the period of such absence.
- (b) With the written consent of the employee, deductions for sick assurance, trade union subscriptions, pension or other similar funds.
- (c) Contributions in terms of clause 16 of the Agreement.
- (d) Any amount paid by an employer compelled by any law, ordinance or legal process to make such payment on behalf of an employee.

#### 9. SHORT-TIME.

(1) When, by reason of slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen circumstances, an employer is unable to employ his employees for the number of ordinary hours of work per week usually worked in his establishment, the employer shall, subject to the provisions of this clause, employ his employees on a short-time during, but not exceeding, the period of such slackness of trade, shortage of raw materials or general breakdown of plant or machinery.

(2) When short-time is worked, the work available shall be distributed amongst the employees effected in any "section", and should it be found necessary to dismiss any employees, the employees to be dismissed first shall be those earning the lowest wages, provided that no employee shall be dismissed until the hours of work on short time fall below 35 per week over a continuous period of four weeks.

(4) Dit word beskou dat 'n werknemer werk bo en behalwe enige tydperk wat hy inderdaad werk—

- (a) gedurende enige hefe pouse in sy werk as hy nie vry is om die perseel van sy werkgever vir die hele sodanige pouse te verlaat nie; of
- (b) gedurende enige ander tydperk wat hy binne die perseel van sy werkgever is;

met dien verstande dat as dit bewys word dat enige sodanige werknemer nie gewerk het nie en vry was om die perseel gedurende enige gedeelte van enige tydperk genoem in paragraaf (b) te verlaat, die vermoede in hierdie subklousule genoem, nie van toepassing is ten opsigte van daardie werknemer betreffende dié gedeelte van sodanige tydperk nie.

(5) *Betaling vir oortyd.*—Behoudens soos andersins bepaal, word vir oortyd vir elke uur of gedeelte van 'n uur aldus gewerk, soos volg betaal:—

1. (a) Vir enige tyd na die gewone ophoortyd en tot 10 nm. op enige dag van Maandag tot Vrydag, of tot 6 nm. op Saterdag gewerk, teen die skaal van 1½ maal die uurloon van die betrokke werknemer;

(b) vir enige tyd tussen 10 nm. en die gewone begintyd van Maandag tot Vrydag, of na 6 nm. op Saterdag of enige tyd op Sondag gewerk, teen dubbel die uurloon van die betrokke werknemer; met dien verstande dat vir werk op Sondag verrig, die werknemer minstens dubbel 'n volle dag se besoldiging betaal moet word. Vir enige tyd gewerk op Goie Vrydag, Paasmaandag, Gelofte-dag, Kersdag en Nuwejaarsdag, benewens die dag se loon verskuldig ten opsigte van elkeen van dié dae, teen dubbel die uurloon van die betrokke werknemer;

(c) vir alle ure gewerk bo en behalwe die daelike ure bepaal in klousule 7 (1) van hierdie Ooreenkoms ten opsigte waarvan geen oortydbetaling ingevolge paragrafe (a) en (b) van hierdie klousule betaalbaar is nie, teen 1½ maal die uurloon.

2. Indien oortyd wat op 'n daelike basis bereken is, verskil van oortyd op 'n weeklikse basis bereken, moet die basis wat vir die betrokke werknemer die gunstigste is, aanvaar word.

(6) Die bepalinge van subklousules (1) (c), (1) (d), (1) (e), (2) (b) en (3) is nie van toepassing op 'n werknemer wat noodwerk verrig nie.

(7) Elke werkgever moet sy inrigting in 'n plek wat vir sy werknemers maklik toeganklik is, 'n kennisgewing vertoon in die vorm voorgeskryf in Aanhangsel B van die Ooreenkoms waarin die begin- en ophoortyd van die werk van elke dag van die week, die etensuur en die voormiddag- en namiddagpouses aangedui word.

#### 8. BETALING VAN LONE EN OORTYDLONE.

(1) Lone en oortydlone moet weekliks tussen 4.30 nm. en 5.30 nm. op die betaaldag of by diensbeëindiging, indien dit voor die gewone betaaldag val, in kontant betaal word. Die betaaldag van elke inrigting is Vrydag elke week, uitgesonderd wanneer Vrydag 'n dag is waarop nie gewerk word nie, wanneer die betaaldag die laaste werkdag voor Vrydag is.

(2) Geld verskuldig aan die werknemers ingevolge die Ooreenkoms moet aan werknemers oorhandig word in verselde koerte waarop die naam van die werkgever, die datum van betaling, die naam of nommer van die werknemer en die bedrag daarin en hoe die bedrag bereken is, verskyn.

(3) Vir die opleiding van 'n werknemer mag die werkgever geen premie vorder of aanneem nie.

(4) Van die bedrag aan 'n werknemer verskuldig, mag geen bedrag, bereken vir skade aan materiaal, of wat ook al, met uitsondering van die volgende, afgetrek word nie:—

- (a) Indien 'n werknemer van die werk afwesig is, 'n pro-rata bedrag vir die duur van sodanige afwesigheid;
- (b) met die skriftelike toestemming van die werknemer, bedrae vir siekte-, versekering-, vakverenigingsledegeld, pensioen- of ander soortgelyke fondse;
- (c) bydraes ingevolge klousule 16 van die Ooreenkoms;
- (d) enige bedrag wat deur 'n werkgever kragtens voorskrif van enige wet, ordonansie of regseding ten behoeve van 'n werknemer betaal moet word.

#### 9. KORTTYD.

(1) Wanneer 'n werkgever weens handelslapse, tekort aan grondstowwe of 'n algemene onklaarraking van installasie en masjinerie van weë ongeluk of ander onvoorsiene omstandighede nie werk vir sy werknemers vir die volle gewone werkure van die inrigting per week het nie, kan hy, onderworpe aan die bepalinge van hierdie klousule, sy werknemers op korttyd plaas vir hoogstens die tydperk van so 'n handelslapse, tekort aan grondstowwe of algemene onklaarraking van installasie en masjinerie.

(2) Wanneer korttyd gewerk word, moet die beskikbare werk tussen die betrokke werknemers in enige "afdeling" verdeel word en indien dit nodig blyk om enige werknemers af te dank, is die werknemers wat eerste afgedank moet word, diene wat die laagste lone verdien; met dien verstande dat geen werknemer afgedank mag word alvorens die werkure op korttyd benede 35 per week oor 'n ononderbroke tydperk van vier weke daal nie.



(3) An employee who on any day reports for duty on the usual starting time of the establishment, and for whom no work is available, shall be paid in respect of such day an amount not less than four hour's wages, unless he was notified by his employer previously that his services would not be required on the day in question.

#### 10. EMPLOYEES RECEIVING HIGHER WAGES THAN THOSE PRESCRIBED.

An employee who is included in one of the classes mentioned in clause 37 of this Agreement and who at the date of the commencement of this Agreement is receiving a higher wage than the minimum for such class shall, so long as he remains in the service of the same employer and is engaged in the same class of work, receive a wage not lower than the wage he is receiving at such date, subject to the condition that the Council may authorise a reduction of such higher wage in the level presented in this Agreement for an employee of his class.

#### 11. COST OF LIVING ALLOWANCE.

In addition to the wage prescribed in clause 37 an employee shall be entitled to and be paid cost of living allowance of not less than—

(a) in the case of an employee who was employed in the furniture industry, as defined in this Agreement, on the 3rd of December, 1954, and other employees entitled to a basic prescribed wage of £4. 12s. 6d. or more, a cost of living allowance of 76 per cent of the prescribed hourly wage for each hour worked until the retail price index figure reaches 200 points, whereafter for every two points increase over 200 an allowance of 1 per cent of the prescribed hourly wage for each hour worked shall be paid to such employee; provided that for every two points decrease in the retail price index figure from any figure above 200 points the cost of living allowance shall be reduced by 1 per cent until the retail price index figure falls to 200; and provided further that for every two points decrease in the retail price index figure below 176 points, the said cost of living allowance of 76 per cent shall be reduced by 1 per cent; and provided further that for the purpose of this sub-clause, an employee who leaves the industry after the date of publication of this Agreement and enters another industry, shall, in the event of his re-entering the Furniture Industry at a later date, be deemed not to have been employed in the Industry on the 3rd December, 1954;

(b) in the case of all other employees entitled to a basic prescribed wage of less than £4. 12s. 6d. per week a cost of living allowance of 52½ per cent of the prescribed hourly wage for each hour worked or the relative cost of living allowance prescribed in War Measure No. 43 of 1942, or any amendment thereof, whichever is the higher.

For the purpose of this clause, "retail price index figure" means the index computed by the Bureau of Census and Statistics and/or any other competent authority and published in the *Government Gazette* from time to time.

Any increases or decreases in the allowance payable shall, in respect of each establishment, become effective from the commencement of its working week immediately following the publication as aforesaid of the retail price index figure.

Should any employee be placed on short time on any day, the cost of living allowance payable to him shall be calculated on the number of hours worked by him on such day.

Should an employee be required to work overtime, he shall in addition to the overtime rates prescribed in clause 7 (5) receive cost of living allowance calculated on the prescribed hourly wage for such time worked.

#### 12. ANNUAL LEAVE AND PUBLIC HOLIDAYS.

(1) Good Friday, Easter Monday, Day of the Covenant, Christmas Day and New Year's Day shall be paid holidays. Every employee shall receive payment for each of these holidays, notwithstanding that they may fall on a Saturday, at the rate of 8½ times his hourly rate irrespective of the fact whether the factory in which he is employed is working a five or six day week.

(2) All employees (excluding apprentices), shall be entitled to leave without pay on Ascension Day.

(3) During the currency of this Agreement all factories shall close during the following period:—

1955: Between 22nd December, 1955—11th January 1956 (both dates inclusive).

1956: Between 20th December, 1956—8th January, 1957, (both dates inclusive),

and during such closed period no work of any nature shall be performed or undertaken.

(4) A Furniture Industry Holiday Bonus Fund is hereby established which shall consist of contributions by employers made in terms of this clause and unclaimed moneys paid in by employers in respect of holiday funds under previous agreements.

(3) 'n Werknemer wat hom op enige dag op die gewone begin tyd van die inrigting vir werk aanmeld en vir wie daar geen werk beskikbaar is nie, moet ten opsigte van so 'n dag 'n bedrag van minstens vier uur se loon betaal word, tensy hy deur sy werkgever vooraf daarvan in kennis gestel is dat sy dienste op die betrokke dag nie nodig sou wees nie.

#### 10. WERKNEMENS WAT HOËR LONE AS DIE VOORGESKREWE LONE ONTVANG.

'n Werknemer wat in een van die klasse genoem in klousule 37 van hierdie Ooreenkoms ingesluit is en wat op die aanvangsdatum van hierdie Ooreenkoms 'n hoër loon as die minimum loon vir sodanige klas ontvang, moet solank hy in diens van dieselfde werkgever bly en dieselfde klas werk verrig, 'n loon betaal word wat minstens gelyk is aan die loon wat hy op dié datum ontvang, behoudens die bepalings dat die Raad 'n vermindering van sodanige hoër loon tot die loon in hierdie Ooreenkoms vir 'n werknemer van sy klas bepaal, kan magtig.

#### 11. LEWENSKOSTETOELAE.

Benewens die loon wat in klousule 37 voorgeskryf is, het 'n werknemer reg op en moet hy 'n lewenskostetoelae van minstens die volgende betaal word:—

(a) In die geval van 'n werknemer wat in die meubelnywerheid, soos in hierdie Ooreenkoms omskryf, op 3 Desember 1954 werksaam was, en ander werknemers wat reg het op 'n basiese voorgeskrewe loon van £4. 12s. 6d. of meer, 'n lewenskostetoelae van 76 persent van die voorgeskrewe uurloon vir elke uur gewerk, totdat die kleinhandelprysindekssyfer 200 punte bereik, waarna daar vir elke twee punte vermeerdering bo 200 'n toelae van 1 persent van die voorgeskrewe uurloon vir elke uur gewerk aan so 'n werknemer betaal moet word; met dien verstande dat vir elke twee punte vermindering in die kleinhandelprysindekssyfer van enige syfer bo 200 punte die lewenskostetoelae met 1 persent verminder moet word totdat die kleinhandelprysindekssyfer tot 200 daal; en voorts met dien verstande dat vir elke twee punte vermindering in die kleinhandelprysindekssyfer benede 176 punte, die genoemde lewenskostetoelae van 76 persent met 1 persent verminder moet word, en voorts met dien verstande dat dit vir die toepassing van hierdie subklousule dit beskou moet word dat 'n werknemer wat die nywerheid na die datum van publikasie van hierdie Ooreenkoms verlaat en tot 'n ander nywerheid toetree, ingeval hy op 'n later datum opnuut tot die Meubelnywerheid toetree, nie op 3 Desember 1954 in diens van die nywerheid was nie.

(b) In die geval van alle ander werknemers wat op 'n basiese voorgeskrewe loon van minder as £4. 12s. 6d. per week geregtig is, 'n lewenskostetoelae van 52½ persent van die voorgeskrewe uurloon vir elke uur gewerk, of die relatiewe lewenskostetoelae voorgeskryf in Oorlogsmaatregel No. 43 van 1942, of enige wysiging daarvan, na gelang van die hoogste.

Vir die toepassing van hierdie klousule, beteken „kleinhandelprysindekssyfer" die indeks bereken deur die Buro van Sensus en Statistiek en/of enige ander bevoegde owerheid en in die *Staatskoerant* van tyd tot tyd gepubliseer.

Enige stygings of dalings in die betaalbare toelae, moet, ten opsigte van elke inrigting in werking tree van die begin van sy werkweek af wat onmiddellik op die publikasie, soos hierbo genoem, van die kleinhandelprysindekssyfer volg.

Ingeval 'n werknemer korttyddiens op enige dag moet verrig, moet die lewenskostetoelae wat aan hom betaalbaar is, bereken word op die getal ure wat hy op daardie dag gewerk het.

Ingeval dit van 'n werknemer vereis word om oortyd te werk, moet hy, benewens die oortydskaal wat by klousule 7 (5) voorgeskryf is, 'n lewenskostetoelae ontvang wat bereken is op die voorgeskrewe uurloon vir sodanige tyd gewerk.

#### 12. VERLOF EN OPENBARE VAKANSIEDAE.

(1) Goeie Vrydag, Paasmaandag, Geloftedag, Kersdag en Nuwejaarsdag is vakansiedae met besoldiging. Elke werknemer moet vir elkeen van hierdie vakansiedae, ondanks die feit dat hulle op 'n Saterdag kan val, besoldiging ontvang teen die skaal van 8½ maal sy uurloon, afgesien daarvan of die fabriek waar hy in diens is, vyf of ses dae in 'n week werk.

(2) Alle werknemers (vakleerlinge uitgesonderd) is op Hemelvaartdag geregtig op verlof sonder besoldiging.

(3) Gedurende die geldigheidsduur van hierdie Ooreenkoms moet alle fabriek gedurende die volgende tydperk sluit:—

1955: Tussen 22 Desember 1955 tot 11 Januarie 1956 (met inbegrip van albei datums);

1956: Tussen 20 Desember 1956 tot 8 Januarie 1957 (met inbegrip van albei datums);

en gedurende sodanige geslote tydperk mag geen werk van enige aard verrig of onderneem word nie.

(4) 'n Verlofbonusfonds vir die Meubelnywerheid word hierby gestig bestaande uit werkgevers se bydraes wat gedoen word kragtens hierdie klousule en onopgeëiste geld wat deur werkgevers ten opsigte van verlofondse ingevolge vooraangaande ooreenkomste inbetaal is.



An employer shall pay into a central fund in respect of each week an amount equal to—

- (a) in the case of an employee entitled to a basic prescribed wage of £4. 12s. 6d. or more per week,  $\frac{1}{4}$ % (six and three quarter per cent) of the gross remuneration earned by each employee during that week;
- (b) in the case of an employee entitled to a basic prescribed wage of less than £4. 12s. 6d. per week, 6% (six per cent) of the gross remuneration earned by each employee during that week;

provided that if an employee is placed on short time or absents himself from work on account of illness and can, on demand by the employer, produce a medical certificate, the employer shall pay the contribution on the gross remuneration the employee would have earned had he remained in full time employment. Provided further that the contribution in respect of illness need not be paid for any period in excess of thirty days in any one year. When making such payment the employer shall furnish a statement in the form prescribed in Appendix A of this Agreement.

(5) If an apprentice in the first year of his apprenticeship shall receive a holiday bonus which is less than the remuneration which he would have earned in the factory had not been closed and he had worked ordinary hours of work during the said leave period, his employer shall pay him an amount equal to the difference between his said holiday bonus and the amount which he would have earned in the conditions aforesaid.

(6) (a) Amounts payable in terms of sub-clauses (4) and (5) hereof shall be paid not later than the 10th day of each month following that in respect of which they are due, to the Secretary of the Council.

(b) Amounts payable in terms of sub-clauses (4) and (5) hereof shall be paid by the employer in addition to any wage or overtime pay payable to an employee in terms of this Agreement, and shall not be deducted from the wages or overtime pay of such employee.

(c) The Council shall keep a record of each employee in respect of whom payments are made in terms of sub-clauses (4) and (5) hereof to the central fund in respect of him.

(d) The central fund shall be utilised for the purpose of distributing to employees of a holiday bonus on the following basis and operating over the following periods:—

Between the 8th and the 20th December each employee shall be paid a holiday bonus equal to the amount paid into the central fund in terms of sub-clause (4) and (5) hereof in respect of him during the year ending the first pay day occurring in November; provided that, subject to the provisions of sub-clause (8) of this clause, payment in respect of applications received subsequent to the 20th December shall be made as soon as possible after receipt thereof.

(e) The Council may invest any of the moneys belonging to the central fund from time to time on fixed deposit or on call with a bank or registered building society and any interest accruing from such investments shall accrue to the general funds of the Council in consideration of the Council's administration of the Fund.

(7) The Council shall not be liable to make payment to employees in terms of sub-clause (6) (d) hereof, unless application is made to the Council within a period of 6 months from the date of accrual of the holiday bonus by the employee concerned, stating the names of the firms in whose employment he was during the period in respect of which the claim is made and the dates between which he was so employed.

(8) Notwithstanding anything to the contrary herein contained employees shall forfeit unclaimed holiday fund moneys to the Council's general fund if application for payment is not made within a period of 6 months from the date of accrual of the holiday bonus or the date of coming into operation of this agreement whichever is the later; provided that the Council shall consider claims lodged after the date of forfeiture on their merits and make such payment as it shall deem fit.

### 13. PROVISION OF TOOLS.

Cabinetmakers' benches, cramps, hand screws, gluepots and all brushes shall be provided by the employer.

The employer shall, at his expense, insure against loss or destruction by fire, the tools of the cabinetmakers in his employ. Each cabinetmaker shall be obliged to submit when required, an inventory of the tools in his possession and shall further submit such information as may be required from time to time by the insurers in respect of the said tools.

### 14. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of the Agreement for any good and sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption, the conditions subject to which such exemption is granted, and the period during which such exemption shall operate, provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted has expired.

'n Werkgewer moet in 'n sentrale fonds ten opsigte van elke week 'n bedrag inbetaal wat gelyk is aan die volgende:—

- (a) In die geval van 'n werknemer wat geregtig is op 'n basiese voorgeskrewe loon van £4. 12s. 6d. of meer per week,  $\frac{1}{4}$ % (ses-en-driekwart persent) van die bruto besoldiging gedurende daardie week deur elke werknemer verdien is.
- (b) In die geval van 'n werknemer wat op 'n basiese voorgeskrewe loon van minder as £4. 12s. 6d. per week geregtig is, 6% (ses persent) van die bruto besoldiging wat deur elke werknemer gedurende daardie week verdien is.

Met dien verstande dat indien 'n werknemer korttydwerk verrig of van die werk af wegbly weens siekte, en op versoek van die werkgewer in staat is om 'n doktersertifikaat te toon, die werkgewer die bydrae op die bruto besoldiging moet betaal wat die werkgewer sou verdien het as hy voltyds in diens gebly het. Voorts met dien verstande dat die bydrae ten opsigte van siekte nie vir enige tydperk bo 30 dae in 'n jaar betaal hoef te word nie. Wanneer so 'n betaling geskied, moet die werkgewer 'n staat verstrek wat in die vorm van aanhangsel A van hierdie Ooreenkoms voorgeskryf is.

(5) Indien 'n vakleerling in die eerste jaar van sy vakleerling-skap 'n verlofbonus moet ontvang wat minder as die loon is wat hy sou verdien het as die fabriek nie gesluit was nie en hy gedurende genoemde verloftyd die gewone werkure gewerk het, moet sy werkgewer hom 'n bedrag betaal gelyk aan die verskil tussen sy genoemde verlofbonus en die bedrag wat hy in die bogenoemde omstandighede sou verdien het.

(6) (a) Bedrae betaalbaar ingevolge subklousules (4) en (5) hiervan moet voor of op die 10de dag van elke maand wat volg op die ten opsigte waarvan hulle verskuldig is, aan die Sekretaris van die Raad betaal word.

(b) Bedrae betaalbaar ingevolge subklousules (4) en (5) hiervan, moet bo en behalwe enige loon of oortydbesoldiging wat aan 'n werknemer kragtens hierdie Ooreenkoms betaalbaar is, deur die werkgewer betaal word en dit mag nie van die loon of oortydbesoldiging van so 'n werknemer afgetrek word nie.

(c) Die Raad moet 'n aantekening maak oor elke werknemer ten opsigte van wie betalings ingevolge subklousules (4) en (5) hiervan ten opsigte van hom aan die sentrale fonds gedoen word.

(d) Die sentrale fonds word aangewend om aan werknemers 'n verlofbonus op onderstaande grondslag en oor ondergenoemde tydperk te betaal:—

Tussen 8 en 23 Desember moet elke werknemer 'n verlofbonus betaal wat gelyk is aan die bedrag wat ingevolge subklousules (4) en (5) hiervan in die sentrale fonds inbetaal is ten opsigte van die jaar wat eindig op die eerste betaaldag wat in November voorkom; met dien verstande dat, behoudens die bepalings van subklousule (8) van hierdie klousule, betaling ten opsigte van aansoeke wat na 20 Desember ontvang word, so spoedig moontlik na die ontvangs daarvan gedoen moet word.

(e) Die Raad mag van die geld wat aan die sentrale fonds behoort, van tyd tot tyd op vaste deposito of op aanvraag by 'n bank of geregistreerde bogenootskap belê en rente wat van sulke beleggings gekweek word, moet die algemene fonds van die Raad toekom ter vergoeding van die Raad se administrasie van die fonds.

(7) Die Raad is nie vir betaling aan werknemers kragtens subklousule 6 (d) hiervan aanspreeklik nie, tensy aansoek deur die betrokke werknemer by die Raad gedoen word binne 'n tydperk van 6 maande na die datum waarop die verlofbonus verskuldig is, met vermelding van die name van die firmas in wie se diens hy was gedurende die tydperk ten opsigte waarvan die eis ingestel word en die datums waartussen hy aldus in diens was.

(8) Ondanks andersluidende bepalings hierin vervat, verbeur werknemers onopgeëiste verlofbonussomme aan die Raad se algemene fonds tensy aansoek om betaling gedoen word binne 'n tydperk van 6 maande na die datum waarop die verlofbonus verskuldig is, of na gelang van die jongste datum, die datum waarop hierdie ooreenkoms in werking tree; met dien verstande dat die Raad eise wat na die vervaldatum ingestel word, na verdienste behandel en sodanige betaling na goeddunke moet doen.

### 13. VERSKAFFING VAN GEREEDSKAP.

Skrywerkersbanke, klampe, handskroewe, lympotte en alle kwaste moet deur die werkgewer verskaf word.

Die werkgewer moet vir eie rekening die gereedskap van die skrywerkers in sy diens teen verlies of vernietiging deur brand verseker. In hierdie verband is elke skrywerker verplig om op aanvraag 'n inventaris van die gereedskap in sy besit voor te lê en om verder die inligting wat van tyd tot tyd deur die versekeraars ten opsigte van die genoemde gereedskap vereis word, te verstrek.

### 14. VRYSTELLINGS.

(1) Die Raad mag vrystelling van enigeen van die bepalings van hierdie Ooreenkoms om enige goeie en voldoende rede verleen.

(2) Die Raad moet ten opsigte van 'n persoon aan wie vrystelling verleen word die voorwaardes vasstel waarop sodanige vrystelling verleen word, asook die tydperk waarvoor sodanige vrystelling geldig is; met dien verstande dat die Raad, na goeddunke en nadat kennis skriftelik een week vooraf aan die betrokke persoon gegee is, enige vrystellingsertifikaat kan terugtrek, of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

(3) The Secretary of the Council shall issue to every person granted exemption a licence signed by the Chairman and Secretary of the Council setting out—

- (a) The full name of the person concerned;
  - (b) the provisions of the Agreement from which exemption is granted;
  - (c) the conditions fixed in accordance with the provisions of sub-clause (2) of this clause subject to which such exemption is granted;
  - (d) the period for which the exemption shall operate; and
  - (e) the reason for the exemption being granted.
- (4) The Secretary of the Council shall—
- (a) number consecutively all licences issued;
  - (b) retain a copy of each licence issued; and
  - (c) where exemption is granted to an employee, forward a copy of the licence to the employer concerned, and a further copy to the Divisional Inspector of the Department of Labour, in whose area of jurisdiction his establishment is located.

(5) The Council may grant exemption from the provisions of clause 24 (1) of this Agreement to employers in respect of any relative or in respect of any employee engaged in a supervisory capacity.

#### 15. EXISTING CERTIFICATES.

Notwithstanding the expiry of any previous agreement for the industry, the Council shall continue to administer all or any learnership certificate issued under such previous agreement until such certificates shall expire by the effluxion of time or have otherwise been cancelled or withdrawn by the Council.

#### 16. EXPENSES OF THE COUNCIL.

For the purpose of meeting the expenses of the Council each employer shall deduct 1s. 4d. per week from the wages of each of his employees (other than learners, apprentices and office employees), for whom a wage of £3. 8s. or more is prescribed and 6d. per week from the wages of each of his employees (other than learners and apprentices), for whom a wage of less than £3. 8s. per week is prescribed; provided that no deduction shall be made in cases where the total weekly earnings do not exceed 20s.

To the amount so deducted the employer shall add a like amount and forward month by month, and not later than the 10th day of each month, the total sum to the Secretary of the Council, submitting at the time of payment his wage register or an extract therefrom showing the names of employees and period worked by each in respect of the amount forwarded.

#### 17. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

(1) Every employer shall within one month from the date on which this Agreement comes into operation, if he has not already done so pursuant to any previous agreement, and every employer entering the industry after that date shall within one month of commencement of operations by him forward to the Secretary of the Council, the following particulars, which shall be in writing and signed by the employer—

- (a) Full name (where the business is a company or partnership), the full name of the responsible manager and/or partners to be furnished;
- (b) address where the business is carried on and the residential addresses of the persons referred to in sub-clause (1) (a) of this clause;
- (c) trade or trades carried on by him in the industry; and
- (d) names of his employees and occupation in which they are employed.

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

(3) Written notification shall be sent to the Council by every employer of an alteration in respect of any details supplied in terms of sub-clause (1) of this clause and such notification shall be given within fourteen days of such alteration.

#### 18. WORKING PROPRIETORS AND PARTNERS.

All working proprietors and/or partners shall observe the recognized hours prescribed for employees in this Agreement, irrespective of whether any persons are employed in the establishment concerned.

#### 19. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in his establishment a legible copy of this Agreement, in the form of a placard and in the form prescribed in the regulation under the Act in both official languages and in a conspicuous place where it is readily accessible to his employees.

#### 20. TIME AND WAGE REGISTER.

(1) Every employer shall keep in the form prescribed by the regulations under the Act, a record of the earnings paid to and the time worked by each of his employees. All entries shall be in ink.

(2) Every employer shall retain the complete record referred to in sub-clause (1) of this clause for a period of three years subsequent to the date of any entry therein.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling verleen is, 'n sertifikaat uitreik wat deur die voorsitter en die Sekretaris van die Raad onderteken is en waarin vermeld word—

- (a) die naam van die betrokke persoon voluit;
  - (b) die bepaling van die Ooreenkoms waarvan vrystelling verleen word;
  - (c) die voorwaardes ingevolge die bepaling van subklousule (2) van hierdie klousule vasgestel waarop die vrystelling verleen is; en
  - (d) die tydperk waarvoor die vrystelling geldig is;
  - (e) die rede waarom die vrystelling verleen word.
- (4) Die Sekretaris van die Raad moet—
- (a) alle sertifikate wat uitgereik word in volgorde nommer;
  - (b) van elke sertifikaat wat uitgereik word 'n afskrif hou; en
  - (c) wanneer vrystelling aan 'n werknemer verleen word, een afskrif van die sertifikaat aan die betrokke werkgever stuur en een aan die Afdelingsinspekteur van Arbeid in wie se regsgebied sy inrigting geleë is.

(5) Die Raad kan vrystelling van die bepaling van klousule 24 (1) van hierdie Ooreenkoms aan werkgevers verleen ten opsigte van enige familiebetrekking of enige werknemer wat in 'n toesighoudende hoedanigheid in diens is.

#### 15. BESTAANDE SERTIFIKAAT.

Ondanks die verstryking van enige vorige ooreenkoms vir die nywerheid, behou die Raad beheer oor alle of enige leerlingskap-sertifikate, uitgereik ingevolge sodanige vorige ooreenkomste tot dat dié sertifikaat met die verstryking van tyd verval of andersins deur die Raad ingetrek of herroep is.

#### 16. UITGAWES VAN DIE RAAD.

Ten einde die uitgawes van die Raad te dek, moet elke werkgever weekliks 1s. 4d. van die loon van elkeen van sy werknemers (uitgesonderd vakleerlinge, leerlinge en kantoorwerknemers) vir wie 'n loon van £3. 8s. of meer per week voorgeskrif is, aftrek, en 6d. per week van die loon van elkeen van sy werknemers (uitgesonderd vakleerlinge en leerlinge) vir wie 'n loon van minder as £3. 8s. per week voorgeskrif is; met dien verstande dat geen korting gemaak mag word waar die totale weeklikse verdienste hoogstens 20s. is nie.

Die werkgever moet by die bedrag aldus afgetrek, 'n gelyke bedrag voeg en die totale bedrag maandeliks en voor of op die 10de dag van elke maand, aan die Sekretaris van die Raad stuur tesame met sy loonregister of 'n uittreksel daarvan waarin die name van die werknemers en die tydperk deur elkeen gewerk, ten opsigte van die bedrag wat aangestuur word, vermeld word.

#### 17. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

(1) Elke werkgever moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree, as hy dit nie reeds ingevolge enige vorige Ooreenkoms gedoen het nie, en elke werkgever wat na daardie datum tot die nywerheid toetree, moet binne een maand na hy met werksaamhede begin het, onderstaande besonderhede, wat skriftelik en deur die werkgever onderteken moet wees, aan die sekretaris van die Raad stuur:—

- (a) Naam voluit (ingeval die besighe'd 'n maatskappy of vennootskap is, moet die naam van die verantwoordelike bestuurder en/of vennote voluit verstrekk word).
- (b) Adres waar die besigheid gedryf word en die woonadresse van die persone genoem in subklousule (1) (a) van hierdie klousule.
- (c) Ambag of ambagte wat hy in die nywerheid beoefen.
- (d) Name van sy werknemers en bedrywe waarin hulle in diens is.

(2) Ingeval die werkgever 'n vennootskap is, moet die inligting ooreenkomstig subklousule (1) van hierdie klousule ten opsigte van elke vennoot sowel as die naam waaronder die vennootskap besigheid dryf, verstrekk word.

(3) Elke werkgever moet die Raad skriftelik in kennis stel van enige verandering in besonderhede wat ingevolge subklousule (1) van hierdie klousule verstrekk is en sodanige bekendmaking moet binne veertien dae na sodanige verandering geskied.

#### 18. WERKENDE EIENAARS EN VENNOTE.

Alle werkende eienaars en/of vennote moet die erkende ure nakom wat vir werknemers in hierdie Ooreenkoms voorgeskrif is, ongeag of enige persone in die betrokke inrigting in diens is.

#### 19. VERTONING VAN OOREENKOMS.

Elke werkgever moet op 'n opvallende plek in sy inrigting wat vir sy werknemers maklik toeganklik is, 'n leesbare kopie van hierdie Ooreenkoms in die vorm van 'n plakkaat, en in die vorm voorgeskrif in die regulasies van die Wet, in albei amptelike tale opplak en opgeplak hou.

#### 20. TYD- EN LOONREGISTER.

(1) Elke werkgever moet in die vorm voorgeskrif by die regulasies kragtens die Wet, 'n register byhou van die verdienste wat betaal is aan elkeen van sy werknemers en die tyd wat deur hulle gewerk is.

(2) Elke werkgever moet die volledige register genoem in subklousule (1) van hierdie klousule, bewaar vir 'n tydperk van drie jaar na die datum van enige inskrywing wat daarin voorkom.



## 21. TRADE UNION REPRESENTATIVES ON THE COUNCIL.

Every employer shall grant to any of his employees who are representatives on the Council every reasonable facility to attend to their duties in connection with meetings of the Council.

## 22. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement, and may issue expressions of opinion and rulings not inconsistent with the provisions thereof for the guidance of employers and employees.

## 23. AGENTS.

The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement and it shall be the duty of every employer and every employee to permit such persons to enter such establishment, institute and complete such enquiries and to examine such documents, books, wage-sheets, time sheets and pay tickets and to interrogate such individuals and to do all such acts as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

## 24. EMPLOYMENT OF TRADE UNION LABOUR.

(1) (a) No member of the Orange Free State Furniture Workers' Industrial Union shall accept employment with any employer who is not a member of the Orange Free State Furniture and Upholstery Manufacturers' Association or remain in the employ of any employer who has ceased to be a member of the Orange Free State Furniture and Upholstery Manufacturers' Association.

(b) No member of the Orange Free State Furniture and Upholstery Manufacturers' Association shall employ any person who is not a member of the Orange Free State Furniture Workers' Industrial Union.

(c) This clause shall not apply to office employees.

(2) For the purpose of this clause membership shall mean a member in terms of the constitution of the trade union or employers' organisation.

(3) Proof of membership of the trade union, or employers' organisation shall be the production of a card and/or certificate signed by the Secretary of the organisation concerned.

Both the union and employers' organisation shall supply the Council with a list of all resignations, expulsions and suspension of members from their respective organisations. Upon receipt of such lists the Secretary of the Council shall advise the members of the organisation concerned that his card and/or certificate of membership is no longer valid for the purpose of this section.

This clause 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 or any employee who, in the opinion of the Minister, has good cause for objecting to becoming or remaining a member of the trade union.

(4) The provisions of this clause 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 any invitation from the trade union concerned to become a member of it, the provisions of this section shall immediately come into operation.

## 25. WAGES.

Subject to the provisions of clauses 7, 9, 12, 15 and 16 of this Agreement, no employer shall pay and no employee shall accept lower wages than those prescribed in this Agreement.

## 26. EMPLOYMENT OF MINORS.

No person under the age of 16 years shall be employed in the industry.

## 27. LEARNERS.

(1) No employer shall employ any employee as a learner unless such employee is in possession of a certificate issued by the Council authorising his employment as such.

(2) Application for permission to work as a learner shall be made to the Council in the prescribed form and shall be accompanied by a medical certificate in the form prescribed in Appendix C. The cost of the medical examination to be borne by the Council.

(3) The Secretary of the Council shall issue to each employee who has been granted permission to work as a learner a certificate showing the name of the employee, age, minimum wage payable to him, the name of the employer and the period during which the permission shall be effective; provided that the Council may, if it deems fit and if the provisions of sub-clause (7) of this clause no longer apply, after one week's notice in writing has been given to the employer and the employee withdraw any certificate issued in terms of this sub-clause, whether or not the period for which permission was granted has expired.

(4) A duplicate copy of every certificate issued in terms of sub-clause (3) of this clause shall be furnished to the employer who shall return it to the Council when it is no longer operative.

## 21. VERTEENWOORDIGERS VAN VAKVERENIGING IN DIE RAAD.

Elke werkgever moet aan enigen van sy werknemers wat verteenwoordigers in die Raad is, alle redelike fasiliteite verleen om sy pligte in verband met vergaderings van die Raad na te kom.

## 22. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat met die toepassing van hierdie Ooreenkoms belas is en hy kan, vir die leiding van werkgevers en werknemers, menings en beslissings uitvaardig wat nie met die bepalings daarvan in stryd is nie.

## 23. AGENTE.

Die Raad moet een of meer aangewese persone as agente aanstel om by die uitvoering van die bepalings van hierdie Ooreenkoms behulpsaam te wees en dit is die plig van elke werkgever en elke werknemer om sulke persone toe te laat om so 'n inrigting binne te gaan, sodanige ondersoekte in te stel en te voltooi en om sulke dokumente, boeke, loonstate, tydregisters en betaalkaarte te ondersoek en om sodanige persone te ondervra, en asook om al sulke dade te verrig as wat nodig kan wees vir die doel om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word.

## 24. INDIENSNEMING VAN LEDE VAN VAKVERENIGING.

1. (a) Geen lid van die Orange Free State Furniture Workers' Union mag diens by enige werkgever aanvaar wat nie 'n lid van die Orange Free State Furniture and Upholstery Manufacturers' Association is nie of in die diens van enige werknemer bly wat opgehou het om 'n lid van die Orange Free State Furniture and Upholstery Manufacturers' Association te wees.

(b) Geen lid van die Orange Free State Furniture and Upholstery Manufacturers' Association mag enige persoon in diens neem wat nie 'n lid van die Orange Free State Furniture Workers' Industrial Union is nie.

(c) Hierdie klousule is nie op kantoorwerknemers van toepassing nie.

(2) Vir die toepassing van hierdie klousule beteken lidmaatskap 'n lid kragtens die konstitusie van die vakvereniging of werkgeversorganisasie.

(3) Die voorlegging van 'n kaart en/of sertifikaat deur die sekretaris van die betrokke organisasie onderteken, dien as bewys van lidmaatskap van die vakvereniging of werkgeversorganisasie.

Sowel die vakvereniging as die werkgeversorganisasie moet die Raad voorsien van 'n lys van alle bedankings, uitsettings en skorsings van lede van hul onderskeie organisasies. By ontvangs van sulke lysê moet die sekretaris van die Raad die lid of lede van die betrokke organisasie in kennis stel dat sy kaart en/of sertifikaat van lidmaatskap nie langer vir die doel van hierdie artikel geldig is nie.

Hierdie klousule is nie van toepassing op persone wat volgens mening van die Raad lidmaatskap van 'n party by hierdie Ooreenkoms sonder grondige rede geweier is en die applikant die Raad van sodanige weiering in kennis gestel het nie, of op enige werknemer wat na die mening van die Minister oor 'n goeie rede beskik waarom hy nie 'n lid van die vakvereniging wil word of bly nie.

(4) Die bepalings van hierdie klousule is nie van toepassing ten opsigte van 'n immigrant gedurende die eerste jaar na die datum waarop hy die Unie van Suid-Afrika binnegekom het nie; met dien verstande dat indien 'n immigrant te eniger tyd na die eerste drie maande na die aanvang van sy diens in die nywerheid, 'n uitnodiging van die betrokke vakvereniging tot lidmaatskap daarvan geweier het, die bepalings van hierdie artikel onmiddellik in werking tree.

## 25. LONE.

Behoudens die bepalings van klousules 7, 9, 12, 15 en 16 van hierdie Ooreenkoms, mag geen werkgever aan 'n werknemer laer lone betaal en geen werknemer mag laer lone aanneem as wat in hierdie Ooreenkoms voorgeskryf is nie.

## 26. INDIENSNEMING VAN MINDERJARIGES.

Geen persoon onder die ouderdom van 16 jaar mag in die nywerheid in diens wees nie.

## 27. LEERLINGE.

(1) Geen werkgever mag enige werknemer as leerling in diens neem nie, tensy dié werknemer in besit is van 'n sertifikaat wat deur die Raad uitgereik is en wat sy indiensneming as sodanig magtig.

(2) Aansoek om toestemming om as leerling te werk, moet op die voorgeskrewe vorm aan die Raad gerig word, tesame met 'n doktersertifikaat in die vorm voorgeskryf in Aanhangsel C. Die koste van die mediese ondersoek word deur die Raad gedra.

(3) Die Sekretaris van die Raad moet aan elke werknemer aan wie toestemming verleen word om as leerling te werk, 'n sertifikaat uitreik waarin vermeld word die naam van die werknemer, ouderdom, minimum loon aan hom betaalbaar, die naam van die werkgever en die tydperk waarvoor die toestemming geldig is; met dien verstande dat die Raad, as hy dit wenslik ag en as die bepalings van subklousule (7) van hierdie klousule nie meer van toepassing is nie, en nadat aan die werkgever en die werknemer een week vooraf skriftelik kennis gegee is, enige sertifikaat wat ingevolge hierdie subklousule uitgereik is, kan intrek, of die tydperk waarvoor toestemming verleen is, verstryk het of nie.

(4) 'n Duplikaat van elke sertifikaat, uitgereik ingevolge subklousule (3) van hierdie klousule, moet verstrekk word aan die werkgever, wat dit, sodra dit nie meer van krag is nie, aan die Raad moet terugstuur.

(5) For the purpose of ascertaining the minimum wage payable to a learner, any previous experience in the industry may in the discretion of the Council be taken into consideration and the wage rate shall be specified in the certificate issued by the Council in terms of sub-clause (1).

(6) (a) A learner shall not be employed on the same operation for more than three months during the period of his learnership without the approval of the Council.

(b) The groups of operations in respect of which learnerships in bedding making shall be granted are—

- (i) the weaving of spring wire mesh;
- (ii) the making of mattresses.

(c) The operations in respect of which learnerships in seamstresses' or seamstresses' work shall be granted are—

- (i) slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets, bolsters, or curtains, but shall exclude the cutting of covers.
- (ii) the cutting of mattress cases and covers, and pillows.

(7) The Council may on application authorise the employment of learners in the ratio of one learner for every two employees.

#### 28. EMPLOYMENT OF HANDSANDPAPERERS, STAINERS, AND/OR DOWEL-KNOCKERS.

(1) No employer shall employ any employee as a handsandpaperer, stainer or dowel-knocker, unless such employee is in possession of a certificate issued by the Council authorising his employment as such.

(2) A duplicate copy of every certificate of permission issued in terms of this clause shall be furnished to the employer who shall return it to the Secretary of the Council when it is no longer operative.

#### 29. SUBSCRIPTION TO WORKERS' UNION OR TRADE UNION.

Any employer at his option and with the consent of the employee may deduct from the wages due to the latter such contributions as the employee may on a voluntary basis decide to contribute to the funds of any workers' union or trade union.

#### 30. ABATEMENT OF WAGES.

(1) No employee shall, while in the employ of an employer, give to, and no such employer shall receive from such employee, any gift, bonus, loan, guarantee or refund either in cash or in kind which will in effect amount to an abatement of the wages which must in terms of this Agreement be paid to such employee.

(2) No employee shall be required as part of his contract of service to board or lodge with his employer, or at any place nominated by his employer, or to purchase any goods or hire property from his employer.

#### 31. TERMINATION OF EMPLOYMENT.

(a) One hour's notice shall be given by the employer or employee to terminate a contract of service, provided this shall not affect the right of an employer or employee to terminate a contract of service without any notice for any good cause recognised by law as sufficient.

(b) Notwithstanding the provisions of sub-clause (a) of this clause, an employer and employee may agree to provide for a longer period of notice than one hour, and failure to comply with such arrangement shall be a contravention of this clause.

(c) Provided that an employer may pay to an employee an hour's wages for and in lieu of the prescribed period of notice, or in the case of any agreement for longer notices a correspondingly increased wage in lieu thereof.

#### 32. CERTIFICATE OF SERVICE.

At the request of an employee, other than a casual employee, his employer shall upon the termination of the contract of employment furnish him with a certificate of service, showing the full names of the employer and the 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 the employer shall furnish such a certificate of service to an employee whose wage is on a rising scale on the basis of experience or length of employment.

#### 33. PROHIBITED 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.

#### 34. BASIS OF PAYMENT.

Notwithstanding anything to the contrary contained in this Agreement payment for all work done shall be at the rate prescribed for the operation or operations performed and will not be based upon the technical skill or qualification of the employee concerned.

(5) Ten einde die minimum loon, aan 'n leerling betaalbaar, te kan vasstel, moet die duur van al sy vorige diens in die nywerheid na goeddunke van die Raad in aanmerking geneem word en die loonskaal moet aangedui word in die sertifikaat wat ingevolge subklousule (1) deur die Raad uitgereik word.

(6) (a) Gedurende sy leerlingskap mag 'n leerling nie langer as 3 maande, sonder goedkeuring van die Raad, in verband met dieselfde werksaamheid in diens wees nie.

(b) Leerlingskappe in die vervaardiging van beddegoed word toegestaan t.o.v. ondervermelde groepe werksaamhede:—

- (i) Veermaaswerk vleg;
- (ii) matrasse maak.

(c) Leerlingskap in naaiers- of naaistekwerk word toegestaan ten opsigte van onderstaande werksaamhede:—

- (i) Glipsteekwerk, stik en inmeekaarsit van oortreкке, klappe, kussings, koorde, gordynvalle, peule of gordyne, maar sluit nie die uitsny van oortreкке in nie;
- (ii) die uitsny van matrasslope en -oortrekkels en bedkussings.

(7) Op aansoek kan die Raad die indiensneming van leerlinge in die verhouding van een leerling tot elke twee werknemers magtig.

#### 28. INDIENSNEMING VAN HANDSKUURDERS, BEITSERS EN/OF TAPPENKLOPPERS.

(1) Geen werkgewer mag 'n werknemer as handskuurder, beitsers of tappenklopper in diens neem nie, tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad uitgereik is en wat sy indiensneming as sulks magtig.

(2) 'n Duplikaat van elke sertifikaat van toestemming wat ingevolge hierdie klousule uitgereik is, moet gegee word aan die werkgewer wat dit aan die Sekretaris van die Raad moet stuur wanneer dit nie meer geldig is nie.

#### 29. LEDEGELD AAN 'N WERKERSUNIE OF VAKVERENIGING.

Enige werkgewer kan na keuse en met die toestemming van die werknemer, van die loon aan laasgenoemde verskuldig, sodanige bydraes aftrek as wat die werknemer vrywillig besluit om tot die fondse van enige werkersunie of vakvereniging by te dra.

#### 30. VERMINDERING VAN LONE.

(1) Geen werknemer mag terwyl hy by 'n werkgewer in diens is, aan 'n werkgewer 'n geskenk, bonus, lening, waarborg of terugbetaling, in kontant of in natura gee wat in werklikheid 'n vermindering van die lone is wat ingevolge hierdie Ooreenkoms aan sodanige werknemer betaal moet word nie, en geen sodanige werkgewer mag dit van sodanige werknemer ontvang nie.

(2) Van geen werknemer mag as deel van sy dienskontrak vereis word om by sy werkgewer te looier of in te woon nie of by enige plek deur sy werkgewer aangewys, of om enige goedere van sy werkgewer te koop of enige eiendom van hom te huur nie.

#### 31. DIENSBEÏNDIGING.

(a) Een uur kennis moet deur die werkgewer of werknemer gegee word om 'n dienskontrak te beëindig; met dien verstande dat dit nie inbreuk mag maak op die reg van enige werkgewer of werknemer om 'n dienskontrak om redes wat wetlik as voldoende beskou word, op staande voet te beëindig nie;

(b) Ondanks die bepalings van subklousule (a) van hierdie klousule, kan 'n werkgewer en werknemer toestem om voorsiening te maak vir 'n langer tydperk van kennisgewing as een uur, en versuim om so 'n ooreenkoms na te kom, is 'n oortreding van hierdie klousule;

(c) Met dien verstande dat 'n werkgewer 'n werknemer 'n uur se loon vir en in plaas van die voorgeskryfte tydperk van kennisgewing kan betaal, of in die geval van 'n ooreenkoms vir langer kennisgewing, 'n ooreenkomsdigte verhoogde loon in plaas daarvan.

#### 32. DIENSSERTIFIKAAT.

Op versoek van 'n werknemer, uitgesonderd 'n los werknemer, moet sy werkgewer by beëindiging van die dienskontrak 'n dienssertifikaat aan hom uitreik wat die name van die werkgewer en werknemer voluit, die aard van die diens, die datums van aanvang en beëindiging van die kontrak, asook die loonskaal op die datum van sodanige beëindiging aangee; met dien verstande dat die werkgewer sodanige dienssertifikaat aan 'n werknemer moet uitreik wie se loon op 'n stygende skaal op die basis van ondervinding of duur van diens gegrond is.

#### 33. VERBOD OP INDIENSNEMING.

Ondanks strydige bepalings in hierdie Ooreenkoms, onthef geen bepalings wat die indiensneming of diensverskaffing van 'n werknemer vir enige klas werk of op enige voorwaardes verbied, die werkgewer van die verpligting om die besoldiging te betaal en die voorwaardes na te kom wat hy verplig sou wees om te betaal of na te kom indien die indiensneming of diensverskaffing nie verbode was nie, en die werkgewer moet voortgaan om die besoldiging te betaal en dié voorwaardes na te kom asof die indiensneming of diensverskaffing nie verbied was nie.

#### 34. BASIS VAN BETALING.

Ondanks andersluidende bepalings in hierdie Ooreenkoms, geskied betaling vir alle werk wat verrig word teen die skaal voorgeskryf vir die werksaamheid of werksaamhede verrig, en is nie gebaseer op die tegniese bedrewendheid of kwalifikasies van die betrokke werknemer nie.



### 35. UURLOON.

Ondanks andersluidende bepalinge in hierdie Ooreenkoms, moet vir alle werk deur werknemers verrig, teen 'n uurloon betaal word: Die uurloon word bepaal deur die voorgeskrewe weekloon deur 44 te deel.

### 36. DIFFERENSIËLE LONE.

'n Werknemer, uitgesonderd 'n los werknemer, wat verplig of toegelaat word om werk te verrig waarvoor 'n hoër loonskaal as sy gewone loonskaal in klousule 37 van hierdie Ooreenkoms voorgeskryf word, moet teen sodanige hoër loonskaal betaal word ten opsigte van die hele dag waarop sodanige hoër werkskaal verrig word; en 'n werknemer wat op enige dag verplig of toegelaat word om werk te verrig ten opsigte waarvan verskillende loonskale in klousule 37 voorgeskryf word, moet die hoër of hoogste sodanige skale betaal word.

Vir die toepassing van hierdie subklousule, is die besoldiging wat aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is ten opsigte van enige dag, minstens een-seste van die weekloon voorgeskryf in klousule 37 vir die hoër besoldigde werk wat verrig word.

[Statement submitted in terms of clause 12 (4) of the Agreement.]

Week ending

Amount payable to the Central Fund.....

[Staat ingedien ingevolge klousule 12 (4) van die Ooreenkoms.]

**Week eindigende**

Bedrag betaalbaar aan die Sentrale Fonds.....

Notice required under clause 7 (7) of the Agreement.

|                      | Starting Time.           | Finishing Time. | Meal Hour.               |
|----------------------|--------------------------|-----------------|--------------------------|
| Mondays.....         | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Tuesdays.....        | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Wednesdays.....      | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Thursdays.....       | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Fridays.....         | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Saturdays.....       | _____ a.m.               | _____ p.m.      | _____ p.m. to _____ p.m. |
| Forenoon Break.....  | _____ a.m. to _____ a.m. |                 |                          |
| Afternoon Break..... | _____ p.m. to _____ p.m. |                 |                          |

## AANHANGSEL B.

Kennisgewing vereis ingevolge klousule 7 (7) van die Ooreenkoms.

| Dag.                 | Begin tyd. | Ophoutyd. | Etensuur.   |
|----------------------|------------|-----------|-------------|
| Maandag.....         | vm.        | nm.       | nm. tot nm. |
| Dinsdag.....         | vm.        | nm.       | nm. tot nm. |
| Woensdag.....        | vm.        | nm.       | nm. tot nm. |
| Donderdag.....       | vm.        | nm.       | nm. tot nm. |
| Vrydag.....          | vm.        | nm.       | nm. tot nm. |
| Saterdag.....        | vm.        | nm.       | nm. tot nm. |
| Voormiddagpouse..... | vm.        | vm.       |             |
| Namiddagpouse.....   | nm.        | tot nm.   |             |

## APPENDIX C.

## MEDICAL CERTIFICATE UNDER CLAUSE 27 (2) OF AGREEMENT.

I certify that I have medically examined (full name) \_\_\_\_\_  
 Sex \_\_\_\_\_, Race \_\_\_\_\_ who states that his/her present age is \_\_\_\_\_  
 with the following results:—

I am satisfied/I am not satisfied that he/she is in sound health and fit for employment as an apprentice in the trade of \_\_\_\_\_  
 or any trade, without danger to himself/herself or others.

- (a) Condition of heart and circulation \_\_\_\_\_  
 (b) Presence or absence of physical defect or deformity, including hernia \_\_\_\_\_  
 (c) Condition of lungs \_\_\_\_\_  
 (d) Condition as to tonsils and adenoids \_\_\_\_\_  
 (e) Conditions of glands of neck \_\_\_\_\_  
 (f) Condition of teeth \_\_\_\_\_  
 (g) Hearing \_\_\_\_\_  
 (h) Sight \_\_\_\_\_  
 (i) Communicable disease \_\_\_\_\_  
 (j) Pediculosis \_\_\_\_\_  
 (k) Physical development \_\_\_\_\_

Place \_\_\_\_\_  
 Date \_\_\_\_\_ 19 \_\_\_\_\_

Medical Officer.

## AANHANGSEL C.

## DOKTERSERTIFIKAAT INGEVOLGE KLOUSULE 27 (2) VAN OOREENKOMS.

Ek sertifiseer dat ek (naam voluit) \_\_\_\_\_, wat verklaar dat sy/haar teenwoordige ouderdom \_\_\_\_\_  
 Geslag \_\_\_\_\_, Ras \_\_\_\_\_ is, medies ondersoek het met die volgende bevindings:—

Ek is oortuig/Ek is nie oortuig dat hy/sy gesond is en geskik vir indiensneming as 'n vakleerling in die bedryf van \_\_\_\_\_  
 of enige bedryf, sonder gevaar vir homself/haarself of ander.

- (a) Toestand van hart en bloedsomloop \_\_\_\_\_  
 (b) Aan- of afwesigheid van liggaamlike gebrek of wanstaltigheid insluitende breuke \_\_\_\_\_  
 (c) Toestand van longe \_\_\_\_\_  
 (d) Toestand van mangels en adenoides \_\_\_\_\_  
 (e) Toestand van nekkliere \_\_\_\_\_  
 (f) Toestand van tande \_\_\_\_\_  
 (g) Gehoor \_\_\_\_\_  
 (h) Oë \_\_\_\_\_  
 (i) Aansteeklike siekte \_\_\_\_\_  
 (j) Pedikulose \_\_\_\_\_  
 (k) Liggaamlike ontwikkeling \_\_\_\_\_

Plek \_\_\_\_\_  
 Datum \_\_\_\_\_ 19 \_\_\_\_\_

Mediese Beampte.

## 37. REMUNERATION.

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

|                                                                                                                                                                                                                                                                                    | For a Period of 12 Months from the Date of coming into Force of this Agreement. |         | Thereafter. |         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------|-------------|---------|
|                                                                                                                                                                                                                                                                                    | Per Week.                                                                       | £ s. d. | Per Week.   | £ s. d. |
| (1) (a) Furniture Making, which means any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand, with hand tools, or mechanical appliances, but which excludes the operations mentioned in (b) of this clause..... | 7                                                                               | 5 0     | 7           | 7 6     |
| (b) Sundry Operations—                                                                                                                                                                                                                                                             |                                                                                 |         |             |         |
| (i) Bolting of school desks, folding chairs, and chair legs to chairs of the type known as "kitchen bentwood", "Globe", "Standard", "Sturdy" and "Super".....                                                                                                                      | 3                                                                               | 0 0     | 3           | 0 0     |
| (ii) Making and/or pointing of wooden dowels and pins by hand and/or machine.....                                                                                                                                                                                                  | 2                                                                               | 10 0    | 2           | 10 0    |
| (iii) Knocking in wooden dowels by hand.....                                                                                                                                                                                                                                       | 2                                                                               | 10 0    | 2           | 10 0    |
| (iv) Sandpapering by hand regardless of whether the article papered is stationary or rotating                                                                                                                                                                                      | 2                                                                               | 10 0    | 2           | 10 0    |
| (v) Bending of solid timber by hand or mechanical process.....                                                                                                                                                                                                                     | 2                                                                               | 10 0    | 2           | 10 0    |
| (vi) Removing glue from furniture.....                                                                                                                                                                                                                                             | 1                                                                               | 17 6    | 1           | 17 6    |
| (vii) Glue mixing, weighing and preparing.....                                                                                                                                                                                                                                     | 1                                                                               | 17 6    | 1           | 17 6    |
| (viii) The applications of glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts.....                                                                                                                   | 1                                                                               | 17 6    | 1           | 17 6    |
| (ix) Knocking of sockets for casters.....                                                                                                                                                                                                                                          | 2                                                                               | 10 0    | 2           | 10 0    |
| (x) Filling of holes or cracks in furniture with wood filler or similar substance.....                                                                                                                                                                                             | 2                                                                               | 10 0    | 2           | 10 0    |
| (xi) Fixing bed iron, domes and casters.....                                                                                                                                                                                                                                       | 2                                                                               | 10 0    | 2           | 10 0    |
| (xii) Assisting in clamping or clamping by machine or by hand, provided not more than one assistant is used by a journeyman.....                                                                                                                                                   | 1                                                                               | 17 6    | 1           | 17 6    |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | For a Period of 12<br>Months from the<br>Date of coming<br>into Force of this<br>Agreement. | Thereafter.          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|----------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Per Week.<br>£ s. d.                                                                        | Per Week.<br>£ s. d. |
| (2) <i>Setting Out</i> , which means the preparation of a plan for the manufacture of furniture, by means of a rod, board, lath batton or strip, generally cut to a fixed length, upon which are marked either the heights, widths, or other dimensions of the article to be manufactured.....                                                                                                                                                                                                                                                                                                                                                                              | 7 5 0                                                                                       | 7 7 6                |
| (3) <i>Marking Out</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                             |                      |
| (a) which means the marking or scribing of articles of furniture either in whole or in part to dimensions by means of foot rule, measuring rod, straight edge, template jig or any other device, for the purpose of machining, fitting or assembling.....                                                                                                                                                                                                                                                                                                                                                                                                                   | 7 5 0                                                                                       | 7 7 6                |
| (b) Repetitive marking of chair blocks and lugs.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 17 6                                                                                      | 1 17 6               |
| (4) (a) <i>Furniture Machining</i> , which means any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part, including the operation of multiple drum machines, but excluding the undermentioned sundry operations.....                                                                                                                                                                                                                                                                                                                                                                           | 7 5 0                                                                                       | 7 7 6                |
| (b) <i>Sundry Furniture Machining Operations</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                             |                      |
| (i) Setting up and operating single drum sander, open belt sander, open disc sander, bobbin sander.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4 12 6                                                                                      | 4 12 6               |
| (ii) Boring holes.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4 12 6                                                                                      | 4 12 6               |
| (iii) Making and jointing sandpaper rolls or discs and belts for open belt sander.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 17 6                                                                                      | 1 17 6               |
| (iv) Setting up and/or operating any type of vibrating-reciprocating hand-sandpapering machine manipulated by one hand and portable sander.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2 10 0                                                                                      | 2 10 0               |
| (5) (a) <i>Furniture Polishing</i> , which means any operation or process performed by hand or mechanical appliance, in the production of a polished and/or finished surface, by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain; a paste which acts as an abrasive, and/or polisher, or both; or similar substances, and shall include the graining and matching of colours of all types and classes of furniture, but excluding the undermentioned sundry operations.....                                                                                                                                                                       | 7 5 0                                                                                       | 7 7 6                |
| (b) <i>Sundry Polishing Operations</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                             |                      |
| (i) Waxing.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2 10 0                                                                                      | 2 10 0               |
| (ii) The painting and/or filling of edges of laminated board, and/or plywood, to prepare a surface for polishing, and/or lacquering, and/or graining, and/or matching of colours.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2 10 0                                                                                      | 2 10 0               |
| (iii) The removal of doors and fittings prior to preparation for polishing.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2 10 0                                                                                      | 2 10 0               |
| (iv) Filling in with plaster of paris or any other filling material.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2 10 0                                                                                      | 2 10 0               |
| (v) Hand-sandpapering.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2 10 0                                                                                      | 2 10 0               |
| (vi) Bleaching of furniture with acids or any other bleaching agent.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2 10 0                                                                                      | 2 10 0               |
| (vii) Stripping.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2 10 0                                                                                      | 2 10 0               |
| (viii) Staining, filling, oiling and/or reviving by hand only, excluding the use of a brush.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2 10 0                                                                                      | 2 10 0               |
| (ix) Spraying of metal.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2 10 0                                                                                      | 2 10 0               |
| (x) Staining of materials.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 17 6                                                                                      | 1 17 6               |
| (xi) Cleaning spray guns.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 17 6                                                                                      | 1 17 6               |
| (6) (a) <i>Furniture Upholstering</i> , which means any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used and includes, <i>inter alia</i> , cutting of all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes, other than wooden or metal laths and crossbars, filling, cane weaving, covering, buttoning, tacking, stapling, studding, and padding, attaching of units to frames other than bed frames but excluding the work performed by a seamster and the undermentioned sundry operations..... | 7 5 0                                                                                       | 7 7 6                |
| (b) <i>Sundry Furniture Upholstering Operations</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                             |                      |
| (i) Positioning of webbing and substitutes other than wooden or metal laths and crossbars.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 7 5 0                                                                                       | 7 7 6                |
| (ii) Attaching units to frames other than bed frames.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 7 5 0                                                                                       | 7 7 6                |
| (iii) Positioning of wooden and metal laths and crossbars to frames for upholstery.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5 0 0                                                                                       | 5 0 0                |
| (iv) Filling of cushions with spring interiors and/or spring units.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 5 0 0                                                                                       | 5 0 0                |
| (v) Fixing of ready made cane mats.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4 12 6                                                                                      | 4 12 6               |
| (vi) Riempe work.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2 10 0                                                                                      | 2 10 0               |
| (vii) Hooking on of helical springs and/or chain and/or no-sag springs and/or hoop iron or other similar materials for the sole purpose of serving as a support for a loose cushion or support for a bed base or studio couch.....                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2 10 0                                                                                      | 2 10 0               |
| (viii) Teasing coir or other materials by hand.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 17 6                                                                                      | 1 17 6               |
| (ix) Teasing coir or other materials by machine.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 17 6                                                                                      | 1 17 6               |
| (x) Unwinding filling materials in rope form.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 17 6                                                                                      | 1 17 6               |
| (xi) Banding upholsterers' beading.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 17 6                                                                                      | 1 17 6               |
| (xii) Making buttons and tufts.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 17 6                                                                                      | 1 17 6               |
| (xiii) Loading, wheeling and operating a cloth spreading machine.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2 10 0                                                                                      | 2 10 0               |
| (xiv) Tufting by hand or machine.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4 10 0                                                                                      | 4 10 0               |
| (xv) Securing, sewing or stapling interlaced pads to spring units whether by hand or machine.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4 10 0                                                                                      | 4 10 0               |
| (xvi) Laying out filling materials on spring unit.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4 10 0                                                                                      | 4 10 0               |
| (xvii) Assisting upholsterer in holding cover.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 17 6                                                                                      | 1 17 6               |
| For the purposes of this sub-clause and sub-clause 11 a spring unit means an independent assembly of coil springs or continuous springs so inter-connected associated or constructed as to provide a spring foundation and/or interior for use in an inner spring mattress cushion, seat or any other bedding and/or seating device.                                                                                                                                                                                                                                                                                                                                        |                                                                                             |                      |
| (7) <i>Furniture Carving and/or Wood Carving</i> , which means any operation or process, either in whole or in part, performed by hand, hand-tools or mechanical appliance in creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type and class of furniture.....                                                                                                                                                                                                                                                                                                                                         | 7 5 0                                                                                       | 7 7 6                |
| (8) <i>Furniture Woodturning</i> , which means any operation or process performed by hand, or mechanical process in the manufacturing of a shaped article or component part, either in whole or in part, used, as or in conjunction with, furniture, of all types.....                                                                                                                                                                                                                                                                                                                                                                                                      | 7 5 0                                                                                       | 7 7 6                |
| (9) (a) <i>Furniture Veneering</i> , which means any operation or process performed by hand or mechanical appliance, in the overlay of all types of furniture and furniture parts, either in whole or in part with veneer, cutting, laying jointing, matching, pressing veneer, but excludes the undermentioned sundry operations.....                                                                                                                                                                                                                                                                                                                                      | 7 5 0                                                                                       | 7 7 6                |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | For a Period of 12<br>Months from the<br>Date of coming<br>into Force of this<br>Agreement. | Thereafter.          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---------------------------------------------------------------------------------------------|----------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | Per Week.<br>£ s. d.                                                                        | Per Week.<br>£ s. d. |
| (b) Sundry Veneering Operations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   |                                                                                             |                      |
| (i) The taping, stapling, and/or tacking of veneers for pressing by hand or by machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | } | 1 17 6                                                                                      | 1 17 6               |
| (ii) Tapeless jointing by machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   |                                                                                             |                      |
| (iii) Operating presses of any kind                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |   |                                                                                             |                      |
| (iv) Loading and unloading vacuum bag, and presses of any kind                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   |                                                                                             |                      |
| (v) Washing of gum or other tapes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   |                                                                                             |                      |
| (vi) Stacking parts after pressing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |   |                                                                                             |                      |
| (vii) Spreading of glue by hand or machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |   |                                                                                             |                      |
| (viii) Removing glue                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   |                                                                                             |                      |
| (10) (a) Learners employed in learning the classes of work referred to in sub-clauses 1 to 9 inclusive—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   |                                                                                             |                      |
| For the 1st year of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   | 1 0 0                                                                                       | 1 0 0                |
| For the 2nd year of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   | 2 0 0                                                                                       | 2 0 0                |
| For the 3rd year of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   | 3 0 0                                                                                       | 3 0 0                |
| For the 4th year of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   | 4 0 0                                                                                       | 4 0 0                |
| Thereafter at the rates prescribed for employees in sub-clauses 1 to 9 inclusive.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   |                                                                                             |                      |
| (b) Major learners employed exclusively in learning the upholstering processes in the manufacture of studio couches—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   |                                                                                             |                      |
| For the 1st six months of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 2 0 0                                                                                       | 2 0 0                |
| For the 2nd six months of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 3 0 0                                                                                       | 3 0 0                |
| For the 3rd six months of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 4 0 0                                                                                       | 4 0 0                |
| For the 4th six months of employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 5 0 0                                                                                       | 5 0 0                |
| (11) (a) Bedding Making, means the manufacture by hand or mechanical appliance, either in whole or in part of all types of mattresses filled with coir, hairlock, flock, kapoc, cotton, wadding, hair fibre, wool, feathers, grass, chaff, straw, rubber, or any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of spring and/or spring units, pillows, cushions, bolsters, overlays, quilts, the knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs, and helical springs to frames for bedding, but excluding the undermentioned sundry operations |   |                                                                                             |                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | 4 10 0                                                                                      | 4 10 0               |
| (b) Sundry Bedding Operations—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |   |                                                                                             |                      |
| (i) Weaving of spring mesh                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |   | 4 10 0                                                                                      | 4 10 0               |
| (ii) Stuffing filling into mattress cases whether by hand or machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 4 10 0                                                                                      | 4 10 0               |
| (iii) Side stitching                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 4 10 0                                                                                      | 4 10 0               |
| (iv) Tufting whether by hand or machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 4 10 0                                                                                      | 4 10 0               |
| (v) Operating a border quilting machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 4 10 0                                                                                      | 4 10 0               |
| (vi) Operating a top quilting machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 4 10 0                                                                                      | 4 10 0               |
| (vii) Preparing frames and rollers for the top quilting machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | 4 10 0                                                                                      | 4 10 0               |
| (viii) Securing, sewing or stapling inter-laced pads to spring units whether by hand or machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | 4 10 0                                                                                      | 4 10 0               |
| (ix) Securing quilted mattress borders to spring units                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |   | 4 10 0                                                                                      | 4 10 0               |
| (x) Laying out filling material upon a spring unit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |   | 4 10 0                                                                                      | 4 10 0               |
| (xi) Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 4 10 0                                                                                      | 4 10 0               |
| (xii) Tape edging a spring interior mattress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |   | 4 10 0                                                                                      | 4 10 0               |
| (xiii) Roll edging by hand or machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 4 10 0                                                                                      | 4 10 0               |
| (xiv) Cutting tops, borders and cases                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 3 10 0                                                                                      | 3 10 0               |
| (xv) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 3 10 0                                                                                      | 3 10 0               |
| (xvi) Sewing mattress handles to borders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |   | 3 10 0                                                                                      | 3 10 0               |
| (xvii) Joining border lengths                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |   | 3 10 0                                                                                      | 3 10 0               |
| (xviii) Closing up, by hand or machine, the mouth of a mattress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |   | 3 10 0                                                                                      | 3 10 0               |
| (xix) Closing pillows, cushions, bolsters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |   | 3 10 0                                                                                      | 3 10 0               |
| (xx) Bolting by hand of bed mattress frames and costs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 2 10 0                                                                                      | 2 10 0               |
| (xxi) Preparing spools for a border quilting machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 2 10 0                                                                                      | 2 10 0               |
| (xxii) Cutting quilted borders to length                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |   | 2 10 0                                                                                      | 2 10 0               |
| (xxiii) Punching holes in mattress borders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |   | 2 10 0                                                                                      | 2 10 0               |
| (xxiv) Fitting ventilators and handles to mattress borders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |   | 2 10 0                                                                                      | 2 10 0               |
| (xxv) Feeding the interlacing machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |   | 2 10 0                                                                                      | 2 10 0               |
| (xxvi) Cutting and making of pads irrespective of materials used                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   | 2 10 0                                                                                      | 2 10 0               |
| (xxvii) Positioning of laths, crossbars or fixing webbing to mattress or bed frames                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |   | 2 10 0                                                                                      | 2 10 0               |
| (xxviii) Staining mattress frames                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   | 2 10 0                                                                                      | 2 10 0               |
| (xxix) Affixing lugs to mattress frames                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 2 10 0                                                                                      | 2 10 0               |
| (xxx) Positioning and securing a mesh to mattress frame                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 2 10 0                                                                                      | 2 10 0               |
| (xxxi) Hanging loops on needles in compression tufting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |   | 2 10 0                                                                                      | 2 10 0               |
| (xxxii) Loading, wheeling and operating a cloth spreading machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   | 2 10 0                                                                                      | 2 10 0               |
| (xxxiii) Operating a teasing machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |   | 1 17 6                                                                                      | 1 17 6               |
| (xxxiv) Attending a loop making machine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 2 10 0                                                                                      | 2 10 0               |
| (xxxv) Attaching loops to buttons or tufts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |   | 2 10 0                                                                                      | 2 10 0               |
| (xxxvi) Filling pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   | 1 17 6                                                                                      | 1 17 6               |
| (xxxvii) Weighing pillows, bolsters and cushions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |   | 1 17 6                                                                                      | 1 17 6               |
| (xxxviii) Stripping bedding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   | 1 17 6                                                                                      | 1 17 6               |
| (xxxix) Fitting castors and sockets                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |   | 2 10 0                                                                                      | 2 10 0               |
| (xl) Staining and/or varnishing by hand, frames for bedding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   | 2 10 0                                                                                      | 2 10 0               |
| (xli) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |   | 2 10 0                                                                                      | 2 10 0               |
| (xlii) Cutting chain, wire, hoop iron or any other similar materials for chain springs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |   | 1 17 6                                                                                      | 1 17 6               |
| (xliii) Filling of cushions with spring units                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |   | 5 0 0                                                                                       | 5 0 0                |
| (xliv) Fixing bed irons                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |   | 2 10 0                                                                                      | 2 10 0               |
| (xlv) Teasing coir or any other materials by hand                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |   | 1 17 6                                                                                      | 1 17 6               |
| (xlvi) Attaching spring units to bed frames                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |   | 2 10 0                                                                                      | 2 10 0               |



|                                                                                                                                                                                                                                                                                                                                   | For a Period of 12<br>Months from the<br>Date of coming<br>into Force of this<br>Agreement. |      | Thereafter.                    |            |      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|------|--------------------------------|------------|------|
|                                                                                                                                                                                                                                                                                                                                   | Per Week.<br>£ s. d.                                                                        |      | Per Week.<br>£ s. d.           |            |      |
| (12) Learners employed in learning the classes of work referred to in sub-clause (11)—                                                                                                                                                                                                                                            |                                                                                             |      |                                |            |      |
| For the 1st six months of employment.....                                                                                                                                                                                                                                                                                         | 1                                                                                           | 10 0 | 1                              | 10 0       |      |
| For the 2nd six months of employment.....                                                                                                                                                                                                                                                                                         | 2                                                                                           | 0 0  | 2                              | 0 0        |      |
| For the 3rd six months of employment.....                                                                                                                                                                                                                                                                                         | 2                                                                                           | 10 0 | 2                              | 10 0       |      |
| For the 4th six months of employment.....                                                                                                                                                                                                                                                                                         | 3                                                                                           | 0 0  | 3                              | 0 0        |      |
| Thereafter the wage prescribed in sub-clause 11 (a).                                                                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| (13) (a) Furniture Seamster or Seamstress, which means an employee engaged in any operation or process, either in whole or in part, performed by hand or mechanical appliance in slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains, but shall exclude the cutting of covers..... |                                                                                             |      |                                |            |      |
|                                                                                                                                                                                                                                                                                                                                   | 3                                                                                           | 10 0 | 3                              | 10 0       |      |
| (b) Learners employed in learning the class of work referred to in paragraph (a) of this sub-clause—                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| For the 1st six months of employment.....                                                                                                                                                                                                                                                                                         | 1                                                                                           | 5 0  | 1                              | 5 0        |      |
| For the 2nd six months of employment.....                                                                                                                                                                                                                                                                                         | 1                                                                                           | 15 0 | 1                              | 15 0       |      |
| For the 3rd six months of employment.....                                                                                                                                                                                                                                                                                         | 2                                                                                           | 5 0  | 2                              | 5 0        |      |
| For the 4th six months of employment.....                                                                                                                                                                                                                                                                                         | 2                                                                                           | 15 0 | 2                              | 15 0       |      |
| Thereafter the wage prescribed in sub-clause 13 (a).                                                                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| (14) Labouring, which means—                                                                                                                                                                                                                                                                                                      |                                                                                             |      |                                |            |      |
| (i) Cleaning and sweeping of premises.....                                                                                                                                                                                                                                                                                        |                                                                                             |      |                                |            |      |
| (ii) Cleaning machinery, plant, tools and utensils.....                                                                                                                                                                                                                                                                           |                                                                                             |      |                                |            |      |
| (iii) Oiling and greasing machines and/or vehicles.....                                                                                                                                                                                                                                                                           |                                                                                             |      |                                |            |      |
| (iv) Lime washing.....                                                                                                                                                                                                                                                                                                            |                                                                                             |      |                                |            |      |
| (v) Loading and/or unloading vehicles.....                                                                                                                                                                                                                                                                                        |                                                                                             |      |                                |            |      |
| (vi) Handling materials.....                                                                                                                                                                                                                                                                                                      |                                                                                             |      |                                |            |      |
| (vii) Pushing or pulling a vehicle or handcart.....                                                                                                                                                                                                                                                                               |                                                                                             |      |                                |            |      |
| (viii) Delivery by manually propelled vehicles.....                                                                                                                                                                                                                                                                               |                                                                                             |      |                                |            |      |
| (ix) Delivering letters and parcels.....                                                                                                                                                                                                                                                                                          |                                                                                             |      |                                |            |      |
| (x) Unpacking, baling and unbaling raw materials.....                                                                                                                                                                                                                                                                             |                                                                                             |      |                                |            |      |
| (xi) Cleaning and blowing down equipment.....                                                                                                                                                                                                                                                                                     |                                                                                             |      |                                |            |      |
| (xii) Attending boiler, incinerator and/or oven.....                                                                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| (xiii) Loading and unloading kilns.....                                                                                                                                                                                                                                                                                           |                                                                                             |      |                                |            |      |
| (xiv) Making tea or other similar beverages.....                                                                                                                                                                                                                                                                                  |                                                                                             |      |                                |            |      |
| (xv) The treatment of timber for preservation.....                                                                                                                                                                                                                                                                                |                                                                                             |      |                                |            |      |
| (xvi) Packing articles into cartons and/or cardboard containers.....                                                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| (xvii) Packing articles into cartons and thereafter filling and closing such cartons and containers.....                                                                                                                                                                                                                          | 1                                                                                           | 17 6 | 1                              | 17 6       |      |
| (xviii) Washing and/or wiping off glue.....                                                                                                                                                                                                                                                                                       |                                                                                             |      |                                |            |      |
| (xix) Stripping second-hand upholstery and bedding.....                                                                                                                                                                                                                                                                           |                                                                                             |      |                                |            |      |
| (xx) Assisting a furniture machinist in handling materials before and after machining.....                                                                                                                                                                                                                                        |                                                                                             |      |                                |            |      |
| (xxi) Cutting metal rods, cutting hinges, metal tubes, metal strips, wire, hoop iron and all similar materials.....                                                                                                                                                                                                               |                                                                                             |      |                                |            |      |
| (xxii) Riveting or making threads on iron bolts and rods.....                                                                                                                                                                                                                                                                     |                                                                                             |      |                                |            |      |
| (xxiii) Operating presses of any type.....                                                                                                                                                                                                                                                                                        |                                                                                             |      |                                |            |      |
| (xxiv) Bailing and dipping of upholstery spring.....                                                                                                                                                                                                                                                                              |                                                                                             |      |                                |            |      |
| (xxv) Attending to dust bags and/or cyclones from sanding machines.....                                                                                                                                                                                                                                                           |                                                                                             |      |                                |            |      |
| (xxvi) Glueing sandpaper discs.....                                                                                                                                                                                                                                                                                               |                                                                                             |      |                                |            |      |
| (xxvii) Wrapping in paper on cardboard.....                                                                                                                                                                                                                                                                                       |                                                                                             |      |                                |            |      |
| (xxviii) Tapeing of veneers and attending veneer press.....                                                                                                                                                                                                                                                                       |                                                                                             |      |                                |            |      |
| (xxix) Removing, washing and/or cleaning off glue and paper from pressed veneers.....                                                                                                                                                                                                                                             |                                                                                             |      |                                |            |      |
| (xxx) Straightening and/or cutting hoop iron used for webbing.....                                                                                                                                                                                                                                                                |                                                                                             |      |                                |            |      |
| (xxxi) Filling of cushions with substances or materials other than spring interiors and/or spring units.....                                                                                                                                                                                                                      |                                                                                             |      |                                |            |      |
| (xxxii) Beating and/or teasing coir by hand and/or machine.....                                                                                                                                                                                                                                                                   |                                                                                             |      |                                |            |      |
| (xxxiii) Spreading glue by hand or machine.....                                                                                                                                                                                                                                                                                   |                                                                                             |      |                                |            |      |
| (xxxiv) Cleaning metal rods.....                                                                                                                                                                                                                                                                                                  |                                                                                             |      |                                |            |      |
| (xxxv) Weighing pillows, bolsters, cushions and quilts.....                                                                                                                                                                                                                                                                       |                                                                                             |      |                                |            |      |
| (15) Miscellaneous—                                                                                                                                                                                                                                                                                                               |                                                                                             |      |                                |            |      |
| (i) Employees engaged in welding.....                                                                                                                                                                                                                                                                                             | 7                                                                                           | 5 0  | 7                              | 7 6        |      |
| (ii) Employee engaged in spot welding.....                                                                                                                                                                                                                                                                                        | 4                                                                                           | 6 3  | 4                              | 6 3        |      |
| (iii) Machinery maintenance mechanic.....                                                                                                                                                                                                                                                                                         | 7                                                                                           | 5 0  | 7                              | 7 6        |      |
| (iv) Driver of motor vehicle.....                                                                                                                                                                                                                                                                                                 | 4                                                                                           | 0 0  | 4                              | 0 0        |      |
| (v) Despatch clerk, storeman, timekeeper.....                                                                                                                                                                                                                                                                                     | 4                                                                                           | 0 0  | 4                              | 0 0        |      |
| (vi) Caretaker, watchman.....                                                                                                                                                                                                                                                                                                     | 3                                                                                           | 4 6  | 3                              | 4 6        |      |
| (vii) Packer.....                                                                                                                                                                                                                                                                                                                 | 3                                                                                           | 0 0  | 3                              | 0 0        |      |
| (viii) Learner packer.....                                                                                                                                                                                                                                                                                                        | 2                                                                                           | 0 0  | 2                              | 0 0        |      |
| (ix) Bending, punching, riveting, drilling and/or assembling metal parts.....                                                                                                                                                                                                                                                     | 1                                                                                           | 17 6 | 1                              | 17 6       |      |
| (x) Employees employed in connection with any of the processes in the construction of spring interiors and/or spring units and the manufacture of their component parts..                                                                                                                                                         | 2                                                                                           | 10 0 | 2                              | 10 0       |      |
| (16) Office Employees.—Notwithstanding anything to the contrary in this agreement the following will be the wages payable to male and female office employees:—                                                                                                                                                                   |                                                                                             |      |                                |            |      |
|                                                                                                                                                                                                                                                                                                                                   | Per Month.                                                                                  |      |                                | Per Month. |      |
| Male—                                                                                                                                                                                                                                                                                                                             | £ s. d.                                                                                     |      | Female—                        | £ s. d.    |      |
| First year of employment.....                                                                                                                                                                                                                                                                                                     | 7                                                                                           | 0 0  | First year of employment.....  | 7          | 0 0  |
| Second year of employment.....                                                                                                                                                                                                                                                                                                    | 10                                                                                          | 0 0  | Second year of employment..... | 8          | 13 4 |
| Third year of employment.....                                                                                                                                                                                                                                                                                                     | 13                                                                                          | 5 0  | Third year of employment.....  | 9          | 10 0 |
| Fourth year of employment.....                                                                                                                                                                                                                                                                                                    | 16                                                                                          | 10 0 | Fourth year of employment..... | 11         | 10 0 |
| Fifth year of employment.....                                                                                                                                                                                                                                                                                                     | 20                                                                                          | 0 0  | Thereafter.....                | 13         | 10 0 |
| Thereafter.....                                                                                                                                                                                                                                                                                                                   | 23                                                                                          | 10 0 |                                |            |      |

## 37. BESOLDIGING.

Die minimum-loon wat deur 'n werkgewer aan elke lid van die ondergenoemde klasse van sy werknemers betaal moet word, is soos hieronder uiteengesit:

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Vir 'n tydperk van<br>12 maande na die<br>datum van<br>inwerkingtreding<br>van hierdie<br>Ooreenkoms. |       | Daarna.   |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------|-----------|-------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Per week.                                                                                             |       | Per week. |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | £                                                                                                     | s. d. | £         | s. d. |
| (1) (a) <i>Meubels maak</i> , wat enige werksaamheid of proses in die vervaardiging en/of inmeekaarsit van meubels beteken, hetsy in die geheel of gedeeltelik, met die hand, met handgereedskap of meganiese toestelle, maar nie die werksaamhede omvat wat in subartikel (b) van hierdie klousule genoem word nie....                                                                                                                                                                                                                                                                                                                                                 | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (b) <i>Diverse werksaamhede</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                       |       |           |       |
| (i) Vasbout van skoolbanke; voustoele: en stoelpote aan stoele van die soort bekend as „Kitchen bentwood”, „Globe”, „Standard”, „Sturdy” en „Super”.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3                                                                                                     | 0 0   | 3         | 0 0   |
| (ii) Maak en/of skerpmaak van houtpenne en -boute met die hand en/of masjien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (iii) Houtpenne met die hand inslaan.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (iv) Skuurpapierbewerking met die hand afgesien daarvan of die artikel wat geskuur word, stilstaan of draai.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (v) Soliede hout met die hand of met 'n meganiese proses buig.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (vi) Lym van meubels verwyder.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (vii) Lym meng, weeg en berei.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (viii) Die aansit van lym en lymhardmakers met die hand, kwas of masjien, maar uitdruklik met uitsondering van die aanmerkaarsit van meubelonderdele.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (ix) Mowwe vir wietjies inslaan.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (x) Gate of barste in meubels met houtvulsel of soortgelyke middels vul.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xi) Bedysters, -knoppe en -wieljies inmeekaarsit.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xii) Met klampwerk-hulp, mits nie meer as een assistent deur 'n vakman gebruik word nie                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (2) <i>In bestek bring</i> , wat beteken die bereiding van 'n plan om meubels te vervaardig, deur middel van 'n stang, plank, lat, roede of strook, gewoonlik volgens vasgestelde lengte gemaak, waarop of die hoogtes, wydtes of enige ander afmeting van die artikels wat vervaardig moet word, afgemerk is.....                                                                                                                                                                                                                                                                                                                                                      | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (3) <i>Afmerk</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                       |       |           |       |
| (a) wat beteken die maak van merke aan hout vir meubelstukke of in die geheel of gedeeltelik volgens afmetings deur middel van duimstok, meetstok, reiplank, leipatroon, stelmasjien, of enige ander toestel vir die doel om masjienwerk, pas- of inmeekaarsitwerk te verrig.....                                                                                                                                                                                                                                                                                                                                                                                       | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (b) Repeteermerk van stoelblokke.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (4) (a) <i>Meubels met masjiene maak</i> , wat enige werksaamheid of proses beteken, verrig deur enige soort of klas masjien by die vervaardiging van meubels te gebruik, hetsy in die geheel of gedeeltelik, met inbegrip van die werking van meervoudige drommasjiene, maar uitgesonderd die ondergenoemde diverse bedrywighede.....                                                                                                                                                                                                                                                                                                                                  | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (b) <i>Diverse masjienwerksaamhede by die maak van meubels</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| (i) Enkeldromskuurder, oopbankskuurder, oopskyfskuurder, spoelskuurder oprig en bedien                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 4                                                                                                     | 12 6  | 4         | 12 6  |
| (ii) Gate boor.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4                                                                                                     | 12 6  | 4         | 12 6  |
| (iii) Skuurpapierrolle of -skywe en -bande vir oopbandskuurder maak en las.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (iv) Enige soort trillende heen-en-weergaande handskuurpapiermasjien wat met die een hand gedraai word, en draagbare skuurder oprig en bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (5) (a) <i>Meubels poleer</i> , wat enige werksaamhede of proses beteken, met die hand of meganiese toestel verrig in die totstandbring van 'n gepoleerde en/of afgewerkte oppervlakte, deur middel van skellak, verf, duco, lakvernis, sellulose, vernis, enemmel, beits, 'n pasta wat as 'n skuurmiddel en/of poleermiddel of albei werk; of soortgelyke stowwe, en dit omvat nie greiner en pas van kleure van alle soorte en klasse meubels, maar uitgesonderd ondergenoemde diverse bedrywighede.....                                                                                                                                                              | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (b) <i>Diverse poleerwerksaamhede</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                       |       |           |       |
| (i) Wasbestryking.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (ii) Die verf en/of vul van rande van reeplaag- en/of laaghout om 'n oppervlakte vir poleerwerk te berei en/of lakverniswerk en/of greinwerk en/of pas van kleure.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (iii) Die verwydering van deure en toebehore voor die bereiding vir poleerwerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (iv) Met gips of ander vulsel vul.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (v) Handskuurwerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (vi) Meubels met sure of enige ander bleikmiddel bleik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (vii) Uitmekaarhaal.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (viii) Beits, vul, olie en/of met die hand alleen herstel, maar nie deur middel van 'n kwas nie                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (ix) Metaal bespuit.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (x) Materiale beits.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xi) Spuittoestelle skoonmaak.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (6) (a) <i>Meubels stoffeer</i> , wat enige werksaamheid of proses beteken by die bedekking van enige soort meubel, of in die geheel of gedeeltelik, ongeag die materiaal gebruik, en dit omvat o.a. die sny van alle oortreksels en los oortreksels, stik en/of met die hand las of met 'n meganiese toestel, vlegwerk wat die in posisie plaas van vlegwerk en plaasvervangers omvat, uitgesonderd hout- of metaallatte en dwarsstawe, vul, rottang vleg, bedek, knope aanwerk, ryg, stapel, beslagnasels inslaan en opstop, eenhede aan rame heg, uitgesonderd bedrame, maar behalwe die werk deur 'n naaister verrig en die ondergenoemde diverse werksaamhede..... | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (b) <i>Diverse stoffeerwerksaamhede i.v.m. meubels</i> —                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                       |       |           |       |
| (i) Vlegwerk en ander plaasvervangers as hout- of metaallatte en dwarsstawe in posisie plaas                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (ii) Eenhede aan ander rame as bedrame heg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (iii) Hout- en metaallatte en dwarsstawe aan rame vir stoffering plaas.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 5                                                                                                     | 0 0   | 5         | 0 0   |
| (iv) Kussings met veerbinnewerk en/of veereenhede vul.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5                                                                                                     | 0 0   | 5         | 0 0   |
| (v) Klaarvervaardigde rottangmatte aansit.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4                                                                                                     | 12 6  | 4         | 12 6  |
| (vi) Riempiewerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (vii) Spiraalvere en/of ketting- en/of „nie-sak”-vere en/of hoepelystet of ander dergelyke materiaal vashaak vir die uitsluitlike doel om te dien as 'n stut vir 'n los kussing of stut vir 'n bedvoetstuk of ateljeerusbank.....                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (viii) Klapperhaar of ander materiaal met die hand uitgepluis.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (ix) Klapperhaar of ander materiaal met 'n masjien uitpluis.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (x) Vulsel in touvorm losdraai.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xi) Bandwerk met stoffeerdere se kraallyste.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1                                                                                                     | 17 6  | 1         | 17 6  |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Vir 'n tydperk van<br>12 maande na die<br>datum van<br>inwerkingtreding<br>van hierdie<br>Ooreenkoms. | Daarna.              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Per week.<br>£ s. d.                                                                                  | Per week.<br>£ s. d. |
| (xii) Knope en klossies maak.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 17 6                                                                                                | 1 17 6               |
| (xiii) 'n Doekspreimasjien laai, stoot en bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2 10 0                                                                                                | 2 10 0               |
| (xiv) Met die hand of masjien deurstik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4 10 0                                                                                                | 4 10 0               |
| (xv) Deurvlegte kussinkies aan veereenhede of met die hand of masjien heg, stik of stapel.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4 10 0                                                                                                | 4 10 0               |
| (xvi) Vulsel op 'n veereenheid spreid.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4 10 0                                                                                                | 4 10 0               |
| (xvii) Stoffeerder help deur oortreksel vas te hou.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 17 6                                                                                                | 1 17 6               |
| Vir die toepassing van hierdie subklousule en subklousule 11 beteken 'n veereenheid 'n onafhanklike inrigting van spiraalvere of deurlopende vere so onderling verbind, verbode of vervaardig om 'n veerfondament en/of binnewerk te verskaf vir gebruik in 'n binneveermatras, kussing, sitplek of enige ander bed- en/of sittoestel.                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                       |                      |
| (7) Meubelsnywerk en/of houtsnijwerk, wat enige werksaamheid of proses beteken, of in die geheel of gedeeltelik, gedoen met die hand, handgereedskap of meganiese toestel om 'n vorm, patroon, medaljon of kopie van enige voorwerp te maak waarvan die doel is om enige soort of klas meubels te versier en/of te verfraai.....                                                                                                                                                                                                                                                                                                                                                                                               | 7 5 0                                                                                                 | 7 7 6                |
| (8) Meubel-houtdraaiwerk, wat enige werksaamheid of proses beteken, met die hand of meganiese proses verrig in die vervaardiging van 'n afgewerkte artikel of onderdeel, of in die geheel of gedeeltelik, gebruik as, of in verband met meubels van alle soorte.....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 7 5 0                                                                                                 | 7 7 6                |
| (9) (a) Meubelfineerwerk, wat enige werksaamheid of proses beteken, met die hand of meganiese toestel verrig, by die bedekking van alle soorte meubels en meubelonderdele, of in die geheel of gedeeltelik, met fineer, sny, inlê, voeg, pas, en pers van fineer, maar omvat nie die ondergenoemde diverse werksaamhede nie.....                                                                                                                                                                                                                                                                                                                                                                                               | 7 5 0                                                                                                 | 7 7 6                |
| (b) Diverse fineerwerksaamhede—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                       |                      |
| (i) Fineer met bande vasheg, -kram en/of -spyker om met hand of masjien geperst te word.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 17 6                                                                                                | 1 17 6               |
| (ii) Masjienvoegwerk sonder bande.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                       |                      |
| (iii) Perse van enige soort bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                       |                      |
| (iv) Vakuumsak en enige soort pers laai en ontlaa.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                       |                      |
| (v) Gom- of ander bande was.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                       |                      |
| (vi) Onderdele na perswerk stapel.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                       |                      |
| (vii) Lym met die hand of masjien spreid.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                       |                      |
| (viii) Lym verwyder.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                       |                      |
| (10) (a) Leerlinge in diens om die klasse werk genoem in subklousules 1 tot en met 9 te leer—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                       |                      |
| Vir die 1ste jaar diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 0 0                                                                                                 | 1 0 0                |
| Vir die 2de jaar diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2 0 0                                                                                                 | 2 0 0                |
| Vir die 3de jaar diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3 0 0                                                                                                 | 3 0 0                |
| Vir die 4de jaar diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4 0 0                                                                                                 | 4 0 0                |
| Daarna teen die skale in subklousules 1 tot en met 9 vir werknemers voorgeskryf.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                       |                      |
| (b) Meerderjarige leerlinge uitsluitlik in diens om die stoffeerprosesse by die vervaardiging van ateljeerusbanke te leer—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                       |                      |
| Vir die 1ste ses maande diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2 0 0                                                                                                 | 2 0 0                |
| Vir die 2de ses maande diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 3 0 0                                                                                                 | 3 0 0                |
| Vir die 3de ses maande diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 4 0 0                                                                                                 | 4 0 0                |
| Vir die 4de ses maande diens.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 5 0 0                                                                                                 | 5 0 0                |
| (11) (a) Beddegoedvervaardiging, beteken die vervaardiging met die hand of meganiese toestel, of in die geheel of gedeeltelik, van alle soorte matrassie gevel met klapperhaar, „hairlock“, flok, kapok, katoen, watte, hare, vesel, wol, vere, gras, kaf, strooi, rubber, of enige ander soortgelyke materiaal; of enige samestelling van veerbinnewerk, alle soorte draadvere, ketting- en/of spiraalvere, vol spiraalvere, maasvere, spiraalvere, alle soorte vere en/of veereenhede, bedkussings, stoelkussings, peule, oortreкке, spreid, die aanslaan en/of -haak aan springveermatrasse, kettingveermase, spiraalvere en spiraalvere aan rame vir bedwerk maar uitgesonderd die ondergenoemde diverse bedrywighede..... | 4 10 0                                                                                                | 4 10 0               |
| (b) Diverse beddegoedwerksaamhede—                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                       |                      |
| (i) Vermaaswerk vleg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 4 10 0                                                                                                | 4 10 0               |
| (ii) Vulsel in matrasoortreкке of met die hand of masjien instop.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4 10 0                                                                                                | 4 10 0               |
| (iii) Sny stik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4 10 0                                                                                                | 4 10 0               |
| (iv) Deurstik, of met die hand of masjien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4 10 0                                                                                                | 4 10 0               |
| (v) Randstikwerkmasjien bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4 10 0                                                                                                | 4 10 0               |
| (vi) Topstikwerkmasjien bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4 10 0                                                                                                | 4 10 0               |
| (vii) Rame en rollers vir die topstikwerkmasjien berei.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4 10 0                                                                                                | 4 10 0               |
| (viii) Deurvlegte kussinkies aan veereenhede, of met die hand of masjien, heg, stik of stapel.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4 10 0                                                                                                | 4 10 0               |
| (ix) Geskikte matrassende aan veereenhede heg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4 10 0                                                                                                | 4 10 0               |
| (x) Vulsel op 'n veereenheid spreid.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 4 10 0                                                                                                | 4 10 0               |
| (xi) Matrasstoppe, hetsy gestik of nie, in posisie heg om 'n voorafvervaardigde binnewerk of springmatras te bou.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 4 10 0                                                                                                | 4 10 0               |
| (xii) Fande aan kante van 'n matras met veerbinnewerk stik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4 10 0                                                                                                | 4 10 0               |
| (xiii) Rolkantwerk met hand of masjien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 4 10 0                                                                                                | 4 10 0               |
| (xiv) Bostukke, rande en oortreksels uitsny.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3 10 0                                                                                                | 3 10 0               |
| (xv) Alle stikwerk nodig by die vervaardiging van bostukke, rande, matrasoortreksels, ateljeerusbankoortreкке en onderdele.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3 10 0                                                                                                | 3 10 0               |
| (xvi) Matrashandvatsels aan rande stik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3 10 0                                                                                                | 3 10 0               |
| (xvii) Randlengtes saamvoeg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3 10 0                                                                                                | 3 10 0               |
| (xviii) Die bek van die matras toewerk, met die hand of masjien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3 10 0                                                                                                | 3 10 0               |
| (xix) Bedkussings, stoelkussings en peule toewerk.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 3 10 0                                                                                                | 3 10 0               |
| (xx) Bedmatrasrame met die hand vasbout.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2 10 0                                                                                                | 2 10 0               |
| (xxi) Spoel vir 'n randstikwerkmasjien berei.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 2 10 0                                                                                                | 2 10 0               |
| (xxii) Gestikte rande volgens lengte sny.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2 10 0                                                                                                | 2 10 0               |
| (xxiii) Gate in matrassende sny.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 2 10 0                                                                                                | 2 10 0               |
| (xxiv) Ventilators en handvatsels aan matrassende aansit.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2 10 0                                                                                                | 2 10 0               |
| (xxv) Deurvlegtingsmasjien voer.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 2 10 0                                                                                                | 2 10 0               |
| (xxvi) Kussinkies uitsny en maak, ongeag die materiaal gebruik.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2 10 0                                                                                                | 2 10 0               |
| (xxvii) Latte, dwarsstawe in posisie plaas of vlegwerk aan matras of bedrame heg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2 10 0                                                                                                | 2 10 0               |
| (xxviii) Matrasrame kleur.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2 10 0                                                                                                | 2 10 0               |
| (xxix) Hingsels aan matrasrame heg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2 10 0                                                                                                | 2 10 0               |
| (xxx) 'n Maas aan 'n matrassame in posisie plaag en heg.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2 10 0                                                                                                | 2 10 0               |
| (xxxi) Oë aan naalde in drukdeurstikmasjien hang.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2 10 0                                                                                                | 2 10 0               |
| (xxxii) Doekspreimasjien laai, stoot en bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2 10 0                                                                                                | 2 10 0               |
| (xxxiii) 'n Pluismasjien bedien.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 17 6                                                                                                | 1 17 6               |

|                                                                                                                                                                                                                                                                                                                                                  | Vir 'n tydperk van<br>12 maande na die<br>datum van<br>inwerkingtreding<br>van hierdie<br>Ooreenkoms. |       | Daarna.   |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------|-----------|-------|
|                                                                                                                                                                                                                                                                                                                                                  | Per week.                                                                                             |       | Per week. |       |
|                                                                                                                                                                                                                                                                                                                                                  | £                                                                                                     | s. d. | £         | s. d. |
| (xxxiv) 'n Oogmaakmasjiën bedien.....                                                                                                                                                                                                                                                                                                            | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xxxv) Oë aan knope of klossies heg.....                                                                                                                                                                                                                                                                                                         | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xxxvi) Bedkussings, stoelkussings en peule met stowwe of materiale, behalwe veerbinnewerke en/of veereenhede, vul.....                                                                                                                                                                                                                          | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xxxvii) Bedkussings, stoelkussings en peule weeg.....                                                                                                                                                                                                                                                                                           | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xxxviii) Beddegoed uitmekaar haal.....                                                                                                                                                                                                                                                                                                          | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xxxix) Wieletjies en mowwe aansit.....                                                                                                                                                                                                                                                                                                          | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xl) Rame vir beddegoed met die hand beits en/of vernis.....                                                                                                                                                                                                                                                                                     | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xli) Geweefde draadmaas en kettingveermaas aan rame vir beddegoed inmekaarsit, aanslaan of vashaak, afgesien van die materiale waarvan dié rame gemaak is.....                                                                                                                                                                                  | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xlii) Ketting-, draad, hoepelyster of enige dergelike materiale vir kettingvere sny.....                                                                                                                                                                                                                                                        | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xliii) Kussings met veereenhede vul.....                                                                                                                                                                                                                                                                                                        | 5                                                                                                     | 0 0   | 5         | 0 0   |
| (xliv) Bedysters aansit.....                                                                                                                                                                                                                                                                                                                     | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (xlv) Klapperhaar of enige ander materiale met die hand uitpluis.....                                                                                                                                                                                                                                                                            | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xlv) Veereenhede aan bedrame heg.....                                                                                                                                                                                                                                                                                                           | 2                                                                                                     | 10 0  | 2         | 10 0  |
| (12) Leerlinge in diens om die klasse werk te leer wat in subklousule (11) genoem word—                                                                                                                                                                                                                                                          |                                                                                                       |       |           |       |
| Vir die 1ste ses maande diens.....                                                                                                                                                                                                                                                                                                               | 1                                                                                                     | 10 0  | 1         | 10 0  |
| Vir die 2de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 0 0   | 2         | 0 0   |
| Vir die 3de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 10 0  | 2         | 10 0  |
| Vir die 4de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 3                                                                                                     | 0 0   | 3         | 0 0   |
| Daarna die loon in subklousule 11 (a) voorgeskryf.                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (13) (a) Meubelnaaier of -naaister, beteken 'n werknemer in diens in enige werksaamheid of proses, of in die geheel of gedeeltelik, met die hand of meganiese toestel gedoen in glipsteek, stik en/of aanmekaarvoeg van oortreksels, klappe, kussings, koorde, gordynvalle, peule of gordyne, maar omvat nie die uitsny van oortreksels nie..... |                                                                                                       |       |           |       |
|                                                                                                                                                                                                                                                                                                                                                  | 3                                                                                                     | 10 0  | 3         | 10 0  |
| (b) Leerlinge in diens om die klas werk te leer wat in paragraaf (a) van hierdie subklousule genoem word—                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| Vir die 1ste ses maande diens.....                                                                                                                                                                                                                                                                                                               | 1                                                                                                     | 5 0   | 1         | 5 0   |
| Vir die 2de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 1                                                                                                     | 15 0  | 1         | 15 0  |
| Vir die 3de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 5 0   | 2         | 5 0   |
| Vir die 4de ses maande diens.....                                                                                                                                                                                                                                                                                                                | 2                                                                                                     | 15 0  | 2         | 15 0  |
| Daarna die lone in subklousule 13 (a) voorgeskryf.                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (14) Arbeid, wat beteken—                                                                                                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| (i) Persele skoonmaak en vee.....                                                                                                                                                                                                                                                                                                                |                                                                                                       |       |           |       |
| (ii) Masjinerie, installasie, gereedskap en gerei skoonmaak.....                                                                                                                                                                                                                                                                                 |                                                                                                       |       |           |       |
| (iii) Masjiene en/of voertuie olie en smeer.....                                                                                                                                                                                                                                                                                                 |                                                                                                       |       |           |       |
| (iv) Witkalk.....                                                                                                                                                                                                                                                                                                                                |                                                                                                       |       |           |       |
| (v) Voertuie laai en/of aflaai.....                                                                                                                                                                                                                                                                                                              |                                                                                                       |       |           |       |
| (vi) Materiale hanteer.....                                                                                                                                                                                                                                                                                                                      |                                                                                                       |       |           |       |
| (vii) Voertuig of handkar stoot of trek.....                                                                                                                                                                                                                                                                                                     |                                                                                                       |       |           |       |
| (viii) Aflewering deur handvoertuie.....                                                                                                                                                                                                                                                                                                         |                                                                                                       |       |           |       |
| (ix) Briewe en pakkette aflewer.....                                                                                                                                                                                                                                                                                                             |                                                                                                       |       |           |       |
| (x) Grondstowwe uitpak, baal en uit bale haal.....                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xi) Uitrusting skoonmaak en -blaas.....                                                                                                                                                                                                                                                                                                         |                                                                                                       |       |           |       |
| (xii) Stoomketel, verbrander en/of oond bedien.....                                                                                                                                                                                                                                                                                              |                                                                                                       |       |           |       |
| (xiii) Oonde laai en leegmaak.....                                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xiv) Tee of ander dergelike drankte maak.....                                                                                                                                                                                                                                                                                                   |                                                                                                       |       |           |       |
| (xv) Die behandeling van hout vir preservering.....                                                                                                                                                                                                                                                                                              |                                                                                                       |       |           |       |
| (xvi) Artikels in kartonne en/of kartonhouers verpak.....                                                                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| (xvii) Artikels in kartonne en/of kartonhouers verpak en daarna die kartonne en houers vul en sluit.....                                                                                                                                                                                                                                         |                                                                                                       |       |           |       |
| (xviii) Lym afwas en/of afvee.....                                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xix) Gebruikte stoffeerwerk en beddegoed uitmekaarhaal.....                                                                                                                                                                                                                                                                                     |                                                                                                       |       |           |       |
| (xx) Meubelmasjiens help om materiale voor en na masjiënwerk te hanteer.....                                                                                                                                                                                                                                                                     | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (xxi) Metaalstawe sny, hingsels, metaalbuise, metaalstrookies, draad, hoepelyster en ander dergelike materiale sny.....                                                                                                                                                                                                                          |                                                                                                       |       |           |       |
| (xxii) Ysterboute en -stawe klink en draadsny.....                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xxiii) Enige soort pers bedien.....                                                                                                                                                                                                                                                                                                             |                                                                                                       |       |           |       |
| (xxiv) Stoffeerwerk baal en indompel.....                                                                                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| (xxv) Sorg vir stofsakke en/of siklones van skuurmasjiene.....                                                                                                                                                                                                                                                                                   |                                                                                                       |       |           |       |
| (xxvi) Skuurpapier skywelym.....                                                                                                                                                                                                                                                                                                                 |                                                                                                       |       |           |       |
| (xxvii) In papier of karton toedraai.....                                                                                                                                                                                                                                                                                                        |                                                                                                       |       |           |       |
| (xxviii) Fineerhout insit en fineerpers bedien.....                                                                                                                                                                                                                                                                                              |                                                                                                       |       |           |       |
| (xxix) Lym en papier van geperste fineerhout verwyder, eas en/of skoonmaak.....                                                                                                                                                                                                                                                                  |                                                                                                       |       |           |       |
| (xxx) Hoepelyster vir vlegwerk gebruik, reguit maak en/of sny.....                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xxxi) Kussings met stowwe of materiale vul, behalwe veerbinnewerke en/of veereenhede.....                                                                                                                                                                                                                                                       |                                                                                                       |       |           |       |
| (xxxii) Klapperhaar met die hand uitklop en/of uitpluis.....                                                                                                                                                                                                                                                                                     |                                                                                                       |       |           |       |
| (xxxiii) Lym met die hand of masjiën sprei.....                                                                                                                                                                                                                                                                                                  |                                                                                                       |       |           |       |
| (xxxiv) Metaalstawe skoonmaak.....                                                                                                                                                                                                                                                                                                               |                                                                                                       |       |           |       |
| (xxxv) Bedkussings, peule, stoelkussings en spreie weeg.....                                                                                                                                                                                                                                                                                     |                                                                                                       |       |           |       |
| (15) Diverse—                                                                                                                                                                                                                                                                                                                                    |                                                                                                       |       |           |       |
| (i) Werknemers wat sweiswerk doen.....                                                                                                                                                                                                                                                                                                           | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (ii) Werknemers wat puntsweiswerk doen.....                                                                                                                                                                                                                                                                                                      | 4                                                                                                     | 6 3   | 4         | 6 3   |
| (iii) Onderhoudswerktuigkundige vir masjinerie.....                                                                                                                                                                                                                                                                                              | 7                                                                                                     | 5 0   | 7         | 7 6   |
| (iv) Bestuurder van motorvoertuig.....                                                                                                                                                                                                                                                                                                           | 4                                                                                                     | 0 0   | 4         | 0 0   |
| (v) Versendingsklerk, magasynmeester, tydopnemer.....                                                                                                                                                                                                                                                                                            | 4                                                                                                     | 0 0   | 4         | 0 0   |
| (vi) Opsigter, wag.....                                                                                                                                                                                                                                                                                                                          | 3                                                                                                     | 4 6   | 3         | 4 6   |
| (vii) Verpakker.....                                                                                                                                                                                                                                                                                                                             | 3                                                                                                     | 0 0   | 3         | 0 0   |
| (viii) Leerling-verpakker.....                                                                                                                                                                                                                                                                                                                   | 2                                                                                                     | 0 0   | 3         | 0 0   |
| (ix) Metaaldele buig, deurslaan, klink, boor en/of inmekaarsit.....                                                                                                                                                                                                                                                                              | 1                                                                                                     | 17 6  | 1         | 17 6  |
| (x) Werknemers in diens in verband met enigeen van die prosesse in die vervaardiging van veerbinnewerke en/of veerbinnewerke en/of veereenhede en die vervaardiging van hul onderdele.....                                                                                                                                                       | 2                                                                                                     | 10 0  | 2         | 10 0  |



(16) *Kantoorwerkers*.—Ondanks andersluidende bepalinge in hierdie Ooreenkoms is onderstaande die lone aan manlike en vroulike kantoorwerknemers betaalbaar:—

| Manlik—                | Per maand. |    |    | Vroulik—               | Per maand. |    |    |
|------------------------|------------|----|----|------------------------|------------|----|----|
|                        | £          | s. | d. |                        | £          | s. | d. |
| Eerste jaar diens..... | 7          | 0  | 0  | Eerste jaar diens..... | 7          | 0  | 0  |
| Tweede jaar diens..... | 10         | 0  | 0  | Tweede jaar diens..... | 8          | 13 | 4  |
| Derde jaar diens.....  | 13         | 5  | 0  | Derde jaar diens.....  | 9          | 10 | 0  |
| Vierde jaar diens..... | 16         | 10 | 0  | Vierde jaar diens..... | 11         | 10 | 0  |
| Vyfde jaar diens.....  | 20         | 0  | 0  | Daarna.....            | 13         | 10 | 0  |
| Daarna.....            | 23         | 10 | 0  |                        |            |    |    |

This Agreement, signed on behalf of the parties, on the 22nd September, 1955.

J. J. COETZEE,  
Chairman of the Industrial Council.

J. J. ANTONIE,  
Vice-Chairman of the Industrial Council.

P. J. C. KIESER,  
Secretary of the Industrial Council.

Hierdie Ooreenkoms namens die partye op 22 September 1955 onderteken.

J. J. COETZEE,  
Voorsitter van die Nywerheidsraad.

J. J. ANTONIE,  
Ondervoorsitter van die Nywerheidsraad.

P. J. C. KIESER,  
Sekretaris van die Nywerheidsraad.

\* No. 2434.] [9 December 1955.  
FACTORIES, MACHINERY AND BUILDING WORK  
ACT, 1941.

FURNITURE INDUSTRY, ORANGE FREE STATE.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, hereby declare the provisions of the Agreement and notice relating to the Furniture Industry, published under Government Notice No. 2433 of the 9th December, 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. 2434.] [9 Desember 1955.  
WET OP FABRIEKE, MASJINERIE EN BOUWERK,  
1941.

MEUBELNYWERHEID, ORANJE-VRYSTAAT.

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalinge van die Ooreenkoms en kennisgewing in verband met die Meubelnywerheid, gepubliseer by Goewermenskennisgewing No. 2433 van 9 Desember 1955, nie vir die persone wie se werkure daarby gereël word, minder gunstig is as die ooreenstemmende bepalinge van genoemde Wet is nie.

J. DE KLERK,  
Minister van Arbeid.

## Statutes of the Union of South Africa, 1954

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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.

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 EXTERNAL AFFAIRS.

\* No. 2435.] [9 December 1955.

It is hereby notified that the following persons are registered in terms of section four of the Diplomatic Privileges Act, No. 71 of 1951, as being entitled to diplomatic immunity under the said Act:—

#### I. The Legation of Argentina.

- (b) Dr. D. S. de Olano.  
Mrs. E. de Olano.  
Master J. M. de Olano.  
Miss P. E. de Olano.  
Master I. R. de Olano.  
Mr. A. F. Dumont.  
Mrs. L. M. T. Dumont.  
Master A. Dumont.  
Miss P. Dumont.  
Miss G. Dumont.  
Mr. S. Duroni.  
Mrs. S. Duroni.

#### II. Office of the High Commissioner for Australia.

- (a) His Excellency Lt.-Col. W. R. Hodgson, C.M.G., O.B.E.
- (b) Mr. H. Gilchrist.  
Mrs. H. Gilchrist.  
Miss A. Gilchrist.  
Master J. Gilchrist.  
Miss Y. Gilchrist.  
Mr. R. A. Woolcott.  
Mrs. B. Woolcott.  
Master P. R. Woolcott.  
Miss B. S. Tyler.

#### IV. The Embassy of Belgium.

- (a) His Excellency Mr. P. van der Stichelen.  
Her Excellency Mrs. P. van der Stichelen.
- (b) Mr. M. Taymans.  
Mrs. R. Taymans.  
Master M. Taymans.  
Miss B. Taymans.  
Master B. Taymans.

#### V. The Legation of Brazil.

- (a) Mr. M. V. Cantuária Guimaraes.  
Mrs. M. V. Cantuária Guimaraes.  
Master A. C. Cantuária Guimaraes.
- (b) Mr. O. de N. Brito.  
Mrs. C. de N. Brito.  
Master O. Brito.

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Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

### DEPARTEMENT VAN BUITELANDSE SAKKE.

\* No. 2435.] [9 Desember 1955.

Hierby word bekendgemaak dat ondergenoemde persone ingevolge artikel vier van die Wet op Diplomatieke Voorregte, No. 71 van 1951, geregistreer is as geregtig tot diplomatieke immunitet kragtens genoemde Wet:—

#### I. Die Gesantskap van Argentinië.

- (b) Dr. D. S. de Olano.  
Mev. E. de Olano.  
Jongheer J. M. de Olano.  
Mej. P. E. de Olano.  
Jongheer I. R. de Olano.  
Mnr. A. F. Dumont.  
Mev. L. M. T. Dumont.  
Jongheer A. Dumont.  
Mej. P. Dumont.  
Mej. G. Dumont.  
Mnr. S. Duroni.  
Mev. S. Duroni.

#### II. Die Kantoor van die Hoë Kommissaris vir Australië.

- (a) Sy Eksellensie Lt.-kol. W. R. Hodgson, C.M.G., O.B.E.
- (b) Mnr. H. Gilchrist.  
Mev. H. Gilchrist.  
Mej. A. Gilchrist.  
Jongheer J. Gilchrist.  
Mej. Y. Gilchrist.  
Mnr. R. A. Woolcott.  
Mev. B. Woolcott.  
Jongheer P. R. Woolcott.  
Mej. B. S. Tyler.

#### IV. Die Ambassade van België.

- (a) Sy Eksellensie mnr. P. van der Stichelen.  
Haar Eksellensie mev. P. van der Stichelen.
- (b) Mnr. M. Taymans.  
Mev. R. Taymans.  
Jongheer M. Taymans.  
Mej. B. Taymans.  
Jongheer B. Taymans.

#### V. Die Gesantskap van Brasilië.

- (a) Mnr. M. V. Cantuária Guimaraes.  
Mev. M. V. Cantuária Guimaraes.  
Jongheer A. C. Cantuária Guimaraes.
- (b) Mnr. O. de N. Brito.  
Mev. C. de N. Brito.  
Jongheer O. Brito.

VI. *The Office of the High Commissioner for Canada.*

- (a) His Excellency Mr. E. W. T. Gill.  
Her Excellency Mrs. E. W. T. Gill.  
Master C. Gill.
- (b) Mr. J. W. L. H. La Vigne.  
Mrs. L. H. La Vigne.  
Mr. W. F. Hoogendyke.  
Mrs. W. F. Hoogendyke.  
Mrs. M. A. Workman.  
Miss W. R. Anderson.

VII. *The Legation of Chile.*

- (a) Mr. E. Palacios.  
Mrs. E. Palacios.

VIII. *The Legation of Egypt.*

- (a) Mr. M. Sami.  
Mrs. S. Sami.  
Miss M. Sami.
- (b) Mr. A. Farid.  
Mr. H. Raafat.

IX. *The Legation of Finland.*

- (a) Mr. A. Yöntilä.  
Mrs. A. Yöntilä.
- (b) Miss T. Jatkola.

X. *The Embassy of France.*

- (a) His Excellency Mr. A. Gazel.  
Her Excellency Mrs. E. Gazel.
- (b) Mr. G. J. L. Soulié.  
Mrs. E. Soulié.  
Miss A. Soulié.  
Miss M. Soulié.  
Miss F. Soulié.  
Mr. C. Cansou.  
Mrs. J. Cansou.  
Miss N. Cansou.  
Mr. R. Massé.  
Mrs. R. Massé.  
Commandant E. J. A. Cortadellas.  
Mr. J. Y. Lederlin.  
Mrs. D. Lederlin.  
Miss C. Lederlin.  
Master J. P. Lederlin.  
Mrs. S. Pechels de Saint Sardos.  
Miss G. Leclerc.  
Mr. J. Martin.

XI. *The Embassy of Germany.*

- (a) His Excellency Dr. G. Strohm.  
Her Excellency Mrs. A. Strohm.  
Miss A. Strohm.  
Miss W. Strohm.  
Master G. Strohm.
- (b) Dr. H. Bielfeld.  
Mrs. E. M. Bielfeld.  
Master H. P. Bielfeld.  
Master E. E. Bielfeld.  
Mr. S. Schmidt-Lademann.  
Mrs. J. Schmidt-Lademann.  
Master F. P. Schmidt-Lademann.  
Miss S. Schmidt-Lademann.  
Master W. P. Schmidt-Lademann.  
Dr. H. Schroeder.  
Mrs. A. Schroeder.  
Master C. Schroeder.  
Dr. H. W. Lippoldes.  
Mrs. V. Lippoldes.  
Mr. M. V. Stegerwald.  
Mr. K. F. Grelle.  
Mrs. R. Grelle.  
Mr. E. Pasche.  
Mrs. R. Pasche.  
Master W. Pasche.  
Miss H. Pasche.  
Mr. V. Bramekamp.  
Mrs. H. Bramekamp.

VI. *Die Kantoor van die Hoë Kommissaris vir Kanada.*

- (a) Sy Eksellensie mnr. E. W. T. Gill.  
Haar Eksellensie mev. E. W. T. Gill.  
Jongheer C. Gill.
- (b) Mnr. J. W. L. H. La Vigne.  
Mev. L. H. La Vigne.  
Mnr. W. F. Hoogendyke.  
Mev. W. F. Hoogendyke.  
Mev. M. A. Workman.  
Mej. W. R. Anderson.

VII. *Die Gesantskap van Chili.*

- (a) Mnr. E. Palacios.  
Mev. E. Palacios.

VIII. *Die Gesantskap van Egipte.*

- (a) Mnr. M. Sami.  
Mev. S. Sami.  
Mej. M. Sami.
- (b) Mnr. A. Farid.  
Mnr. H. Raafat.

IX. *Die Gesantskap van Finland.*

- (a) Mnr. A. Yöntilä.  
Mev. A. Yöntilä.
- (b) Mej. T. Jatkola.

X. *Die Ambassade van Frankryk.*

- (a) Sy Eksellensie mnr. A. Gazel.  
Haar Eksellensie mev. E. Gazel.
- (b) Mnr. G. J. L. Soulié.  
Mev. E. Soulié.  
Mej. A. Soulié.  
Mej. M. Soulié.  
Mej. F. Soulié.  
Mnr. C. Cansou.  
Mev. J. Cansou.  
Mej. N. Cansou.  
Mnr. R. Massé.  
Mev. R. Massé.  
Kommandant E. J. A. Cortadellas.  
Mnr. J. Y. Lederlin.  
Mev. D. Lederlin.  
Mej. C. Lederlin.  
Jongheer J. P. Lederlin.  
Mev. S. Pechels de Saint Sardos.  
Mej. G. Leclerc.  
Mnr. J. Martin.

XI. *Die Ambassade van Duitsland.*

- (a) Sy Eksellensie dr. G. Strohm.  
Haar Eksellensie mev. A. Strohm.  
Mej. A. Strohm.  
Mej. W. Strohm.  
Jongheer G. Strohm.
- (b) Dr. H. Bielfeld.  
Mev. E. M. Bielfeld.  
Jongheer H. P. Bielfeld.  
Jongheer E. E. Bielfeld.  
Mnr. S. Schmidt-Lademann.  
Mev. J. Schmidt-Lademann.  
Jongheer F. P. Schmidt-Lademann.  
Mej. S. Schmidt-Lademann.  
Jongheer W. P. Schmidt-Lademann.  
Dr. H. Schroeder.  
Mev. A. Schroeder.  
Jongheer C. Schroeder.  
Dr. H. W. Lippoldes.  
Mev. V. Lippoldes.  
Mnr. M. V. Stegerwald.  
Mnr. K. F. Grelle.  
Mev. R. Grelle.  
Mnr. E. Pasche.  
Mev. R. Pasche.  
Jongheer W. Pasche.  
Mej. H. Pasche.  
Mnr. V. Bramekamp.  
Mev. H. Bramekamp.



Master K. M. Bramekamp.  
Mr. W. Kremers.  
Mr. L. Lamlé.  
Mrs. H. I. Lamlé.  
Master M. Lamlé.  
Miss G. A. Lamlé.  
Mr. O. Hergenroeder.  
Mrs. O. Hergenroeder.  
Miss I. Bahnemann.  
Miss J. Mayer.  
Mrs. A. Ollesen.  
Miss A. Valles.  
Mr. J. Kullmann.  
Mrs. H. Kullmann.  
Mr. J. Schmitz.

XII. *The Royal Legation of Greece.*

- (a) Mr. G. Kapsambelis.  
Mrs. G. Kapsambelis.  
Miss D. Kapsambelis.
- (b) Mr. S. Boupchidis.  
Mrs. H. Boupchidis.  
Master C. Boupchidis.  
Master S. Boupchidis.  
Mr. N. Theophilis.  
Mrs. N. Theophilis.  
Master A. Theophilis.  
Miss S. Danezi.

XIII. *The Legation of Israel.*

- (a) Mr. I. Bavly.  
Mrs. I. Bavly.

XIV. *The Embassy of Italy.*

- (a) His Excellency Conte Carlo Fecia di Cossato.  
Her Excellency Contessa Fecia di Cossato.
- (b) Dr. G. Fragnito.  
Mrs. M. Fragnito.  
Miss Graziella Fragnito.  
Miss Gigliola Fragnito.  
Miss Gabriella Fragnito.  
Miss Paula Fragnito.  
Mrs. L. Barone.  
Mr. A. Beninca.  
Mrs. G. Beninca.  
Miss G. Beninca.  
Miss C. Beninca.  
Miss E. Beninca.  
Mr. A. Manna.  
Mrs. B. O. Manna.  
Mr. C. Vannuchi.  
Miss M. L. Bullio.

XV. *The Embassy of the Netherlands.*

- (a) His Excellency Mr. J. van den Berg.  
Her Excellency Mrs. E. van den Berg.
- (b) Mr. H. C. Schoch.  
Mrs. C. F. Schoch.  
Miss C. P. L. Schoch.  
Master H. P. Schoch.  
Mr. J. P. Engels.  
Mrs. H. G. Engels.  
Master R. J. Engels.  
Master P. Engels.  
Mr. P. Wessels.  
Mrs. H. Wessels.  
Miss J. C. Fokkinga.  
Mr. P. Korthuys.  
Mrs. A. W. Korthuys.  
Master A. P. Korthuys.  
Mr. P. J. te Winkel.  
Mrs. C. O. te Winkel.  
Miss N. A. te Winkel.  
Miss M. E. te Winkel.

Jongeheer K. M. Bramekamp.  
Mnr. W. Kremers.  
Mnr. L. Lamlé.  
Mev. H. I. Lamlé.  
Jongeheer M. Lamlé.  
Mej. G. A. Lamlé.  
Mnr. O. Hergenroeder.  
Mev. O. Hergenroeder.  
Mej. I. Bahnemann.  
Mej. J. Mayer.  
Mev. A. Ollesen.  
Mej. A. Valles.  
Mnr. J. Kullmann.  
Mev. H. Kullmann.  
Mnr. J. Schmitz.

XII. *Die Koninklike Gesantskap van Griekeland.*

- (a) Mnr. G. Kapsambelis.  
Mev. G. Kapsambelis.  
Mej. D. Kapsambelis.
- (b) Mnr. S. Boupchidis.  
Mev. H. Boupchidis.  
Jongeheer C. Boupchidis.  
Jongeheer S. Boupchidis.  
Mnr. N. Theophilis.  
Mev. N. Theophilis.  
Jongeheer A. Theophilis.  
Mej. S. Danezi.

XIII. *Die Gesantskap van Israel.*

- (a) Mnr. I. Bavly.  
Mev. I. Bavly.

XIV. *Die Ambassade van Italië.*

- (a) Sy Eksellensie conte Carlo Fecia di Cossato.  
Haar Eksellensie contessa Fecia di Cossato.
- (b) Dr. G. Fragnito.  
Mev. M. Fragnito.  
Mej. Graziella Fragnito.  
Mej. Gigliola Fragnito.  
Mej. Gabriella Fragnito.  
Mej. Paula Fragnito.  
Mev. L. Barone.  
Mnr. A. Beninca.  
Mev. G. Beninca.  
Mej. G. Beninca.  
Mej. C. Beninca.  
Mej. E. Beninca.  
Mnr. A. Manna.  
Mev. B. O. Manna.  
Mnr. C. Vannuchi.  
Mej. M. L. Bullio.

XV. *Die Ambassade van die Nederlande.*

- (a) Sy Eksellensie mnr. J. van den Berg.  
Haar Eksellensie mev. J. van den Berg.
- (b) Mnr. H. C. Schoch.  
Mev. C. F. Schoch.  
Mej. C. P. L. Schoch.  
Jongeheer H. P. Schoch.  
Mnr. J. P. Engels.  
Mev. H. G. Engels.  
Jongeheer R. J. Engels.  
Jongeheer P. Engels.  
Mnr. P. Wessels.  
Mev. H. Wessels.  
Mej. J. C. Fokkinga.  
Mnr. P. Korthuys.  
Mev. A. W. Korthuys.  
Jongeheer A. P. Korthuys.  
Mnr. P. J. te Winkel.  
Mev. C. O. te Winkel.  
Mej. N. A. te Winkel.  
Mej. M. E. te Winkel.

Jonkheer H. M. de Kock.  
 Mrs. R. E. de Kock.  
 Mr. J. F. Fokkens.  
 Mrs. J. J. Fokkens.  
 Miss M. Bovens.  
 Miss N. Hendriks.  
 Mr. J. J. Koster.  
 Mrs. A. Koster.  
 Miss C. P. Koster.  
 Miss L. C. Groen.  
 Miss L. M. J. van de Winkel.  
 Mr. J. H. Daman Willems.  
 Mrs. E. G. Daman Willems.  
 Miss C. E. Daman Willems.  
 Master G. A. Daman Willems.  
 Miss L. A. van Zon.

XVI. *The Embassy of Portugal.*

- (a) His Excellency General A. do A. Abranches Pinto.  
 Her Excellency Mrs. A. do A. Abranches Pinto.  
 Miss M. L. Abranches Pinto.  
 (b) Dr. A. C. Lopes.  
 Dr. A. D. Nogueira.  
 Mrs. M. L. A. R. D. Nogueira.  
 Master A. J. A. D. Nogueira.  
 Master J. A. A. D. Nogueira.

XVII. *The Legation of Spain.*

- (a) Don Juan Gomez de Molina, Marquès de Fontana.  
 (b) Mr. J. Taberna Latasa.

XVIII. *The Legation of Sweden.*

- (a) Mr. A. Aminoff.  
 Mrs. M. Aminoff.  
 Miss A. Aminoff.  
 (b) Baron C. Rappe.  
 Mr. T. Bengtson.  
 Mrs. T. Bengtson.  
 Mr. S. O. Annemark.  
 Mrs. V. M. Annemark.  
 Master H. O. Annemark.  
 Master L. O. Annemark.  
 Miss C. H. E. Wettgren.  
 Miss V. Ernberg.

XIX. *The Legation of Switzerland.*

- (a) Mr. J. de Rham.  
 Mrs. I. de Rham.  
 Master S. de Rham.  
 (b) Mr. H. Steiner.  
 Mrs. P. Steiner.  
 Miss J. K. Steiner.  
 Miss A. B. Steiner.  
 Miss V. M. Steiner.  
 Master H. X. Steiner.  
 Miss E. Laesser.

XX. *The Embassy of the United States of America.*

- (a) His Excellency Mr. E. T. Wailes.  
 Her Excellency Mrs. E. T. Wailes.  
 (b) Lt.-Col. K. W. Buchanan.  
 Mrs. E. T. Buchanan.  
 Miss P. L. Buchanan.  
 Master J. E. Buchanan.  
 Master J. K. Buchanan.  
 Lt.-Col. E. O. MacDonald.  
 Mrs. E. MacDonald.  
 Master T. O. MacDonald.  
 Master M. J. MacDonald.  
 Mr. T. V. Graves.  
 Mrs. T. V. Graves.  
 Miss K. Graves.  
 Miss M. Graves.  
 Master T. Graves.  
 Mr. S. L. W. Mellen.  
 Mrs. G. B. Mellen.  
 Master C. S. Mellen.  
 Master P. C. P. Mellen.

Jonkheer H. M. de Kock.  
 Mev. R. E. de Kock.  
 Mnr. J. F. Fokkens.  
 Mev. J. J. Fokkens.  
 Mej. M. Bovens.  
 Mej. N. Hendriks.  
 Mnr. J. J. Koster.  
 Mev. A. Koster.  
 Mej. C. P. Koster.  
 Mej. L. C. Groen.  
 Mej. L. M. J. van de Winkel.  
 Mnr. J. H. Daman Willems.  
 Mev. E. G. Daman Willems.  
 Mej. C. E. Daman Willems.  
 Jongheer G. A. Daman Willems.  
 Mej. L. A. van Zon.

XVI. *Die Ambassade van Portugal.*

- (a) Sy Eksellensie generaal A. do A. Abranches Pinto.  
 Haar Eksellensie mev. A. do A. Abranches Pinto.  
 Mej. M. L. Abranches Pinto.  
 (b) Dr. A. C. Lopes.  
 Dr. A. D. Nogueira.  
 Mev. M. L. A. R. D. Nogueira.  
 Jongheer A. J. A. D. Nogueira.  
 Jongheer J. A. A. D. Nogueira.

XVII. *Die Gesantskap van Spanje.*

- (a) Don Juan Gomez de Molina, Marquès de Fontana.  
 (b) Mnr. J. Taberna Latasa.

XVIII. *Die Gesantskap van Swede.*

- (a) Mnr. A. Aminoff.  
 Mev. M. Aminoff.  
 Mej. A. Aminoff.  
 (b) Baron C. Rappe.  
 Mnr. T. Bengtson.  
 Mev. T. Bengtson.  
 Mnr. S. O. Annemark.  
 Mev. V. M. Annemark.  
 Jongheer H. O. Annemark.  
 Jongheer L. O. Annemark.  
 Mej. C. H. E. Wettgren.  
 Mej. V. Ernberg.

XIX. *Die Gesantskap van Switserland.*

- (a) Mr. J. de Rham.  
 Mev. I. de Rham.  
 Jongheer S. de Rham.  
 (b) Mnr. H. Steiner.  
 Mev. P. Steiner.  
 Mej. J. K. Steiner.  
 Mej. A. B. Steiner.  
 Mej. V. M. Steiner.  
 Jongheer H. X. Steiner.  
 Mej. E. Laesser.

XX. *Die Ambassade van die Verenigde State van Amerika.*

- (a) Sy Eksellensie mnr. E. T. Wailes.  
 Haar Eksellensie mev. E. T. Wailes.  
 (b) Lt.-kol. K. W. Buchanan.  
 Mev. E. T. Buchanan.  
 Mej. P. L. Buchanan.  
 Jongheer J. E. Buchanan.  
 Jongheer J. K. Buchanan.  
 Lt.-kol. E. O. MacDonald.  
 Mev. E. MacDonald.  
 Jongheer T. O. MacDonald.  
 Jongheer M. J. MacDonald.  
 Mnr. T. V. Graves.  
 Mev. T. V. Graves.  
 Mej. K. Graves.  
 Mej. M. Graves.  
 Jongheer T. Graves.  
 Mnr. S. L. W. Mellen.  
 Mev. G. B. Mellen.  
 Jongheer C. S. Mellen.  
 Jongheer P. C. P. Mellen.



Mr. L. M. Smith (Jnr.).  
 Mrs. S. L. Smith.  
 Master L. M. Smith.  
 Miss S. L. Smith.  
 Mr. W. L. Wight.  
 Mrs. W. L. Wight.  
 Miss P. Wight.  
 Master W. Wight.  
 Miss J. Wight.  
 Master J. Wight.  
 Mr. D. H. Blee.  
 Mrs. M. Blee.  
 Master J. O. Blee.  
 Master R. H. Blee.  
 Master D. C. Blee.  
 Miss E. Blee.  
 Mr. E. W. Holmes.  
 Mrs. M. A. Holmes.  
 Master E. Holmes.  
 Miss D. Holmes.  
 Master R. Holmes.  
 Mr. R. H. Adams.  
 Mrs. M. F. Adams.  
 Miss K. Adams.  
 Master R. H. Adams.  
 Major T. H. Mills.  
 Mrs. A. F. Mills.  
 Miss M. Mills.  
 Master M. Mills.  
 Master D. Mills.  
 Mr. R. M. Marr.  
 Mr. C. K. Snyder.  
 Mrs. C. K. Snyder.  
 Miss W. Snyder.  
 Miss J. Snyder.  
 Master D. Snyder.  
 Mr. S. C. Woodard.  
 Mrs. F. Woodard.  
 Miss L. Woodard.  
 Mr. K. F. Rose.  
 Mrs. R. E. Rose.  
 Master L. Rose.  
 Mr. W. S. Emmett.  
 Mrs. V. R. Emmett.  
 Miss J. V. Emmett.  
 Sgt. M. A. Lundy.  
 Mrs. M. E. Lundy.  
 Master M. A. Lundy.  
 Master T. C. Lundy.  
 Mr. A. E. Brown.  
 Mrs. R. Brown.  
 Master D. E. Brown.  
 Miss R. A. Brown.  
 Miss R. Brown.  
 Mr. N. W. Blackwell.  
 Mrs. A. J. Blackwell.  
 Miss J. Blackwell.  
 Master G. Blackwell.  
 Miss C. Blackwell.  
 Mr. F. A. Winslow.  
 Mrs. L. Winslow.  
 Miss D. G. Lamanna.  
 Miss G. M. Bankowski.  
 Miss C. F. Knowles.  
 Miss M. B. Riordan.  
 Miss S. Chalker.  
 Miss N. Batchelder.  
 Miss S. Agnagnos.  
 Mr. W. P. Maddox.  
 Mrs. W. P. Maddox.  
 Mr. R. Hylaman.

Mnr. L. M. Smith (Jnr.).  
 Mev. S. L. Smith.  
 Jongeheer L. M. Smith.  
 Mej. S. L. Smith.  
 Mnr. W. L. Wight.  
 Mev. W. L. Wight.  
 Mej. P. Wight.  
 Jongeheer W. Wight.  
 Mej. J. Wight.  
 Jongeheer J. Wight.  
 Mnr. D. H. Blee.  
 Mev. M. Blee.  
 Jongeheer J. O. Blee.  
 Jongeheer R. H. Blee.  
 Jongeheer D. C. Blee.  
 Mej. E. Blee.  
 Mnr. E. W. Holmes.  
 Mev. M. A. Holmes.  
 Jongeheer E. Holmes.  
 Mej. D. Holmes.  
 Jongeheer R. Holmes.  
 Mnr. R. H. Adams.  
 Mev. M. F. Adams.  
 Mej. K. Adams.  
 Jongeheer R. H. Adams.  
 Majoor T. H. Mills.  
 Mev. A. F. Mills.  
 Mej. M. Mills.  
 Jongeheer M. Mills.  
 Jongeheer D. Mills.  
 Mnr. R. M. Marr.  
 Mnr. C. K. Snyder.  
 Mev. C. K. Snyder.  
 Mej. W. Snyder.  
 Mej. J. Snyder.  
 Jongeheer D. Snyder.  
 Mnr. S. C. Woodard.  
 Mev. F. Woodard.  
 Mej. L. Woodard.  
 Mnr. K. F. Rose.  
 Mev. R. E. Rose.  
 Jongeheer L. Rose.  
 Mnr. W. S. Emmett.  
 Mev. V. R. Emmett.  
 Mej. J. V. Emmett.  
 Sers. M. A. Lundy.  
 Mev. M. E. Lundy.  
 Jongeheer M. A. Lundy.  
 Jongeheer T. C. Lundy.  
 Mnr. A. E. Brown.  
 Mev. R. Brown.  
 Jongeheer D. E. Brown.  
 Mej. R. A. Brown.  
 Mej. R. Brown.  
 Mnr. N. W. Blackwell.  
 Mev. A. J. Blackwell.  
 Mej. J. Blackwell.  
 Jongeheer G. Blackwell.  
 Mej. C. Blackwell.  
 Mnr. F. A. Winslow.  
 Mev. L. Winslow.  
 Mej. D. G. Lamanna.  
 Mej. G. M. Bankowski.  
 Mej. C. F. Knowles.  
 Mej. M. B. Riordan.  
 Mej. S. Chalker.  
 Mej. N. Batchelder.  
 Mej. S. Agnagnos.  
 Mnr. W. P. Maddox.  
 Mev. W. P. Maddox.  
 Mnr. R. Hylaman.

XXI. *The Office of the High Commissioner for the United Kingdom.*

- (a) His Excellency Sir Percivale Liesching,  
 G.C.M.G., K.C.B., K.C.V.O.  
 Her Excellency Lady Liesching.  
 Miss M. Lieching.

XXI. *Die Kantoer van die Hoë Kommissaris van die Verenigde Koninkryk.*

- (a) Sy Eksellensie sir Percivale Liesching,  
 G.C.M.G., K.C.B., K.C.V.O.  
 Haar Eksellensie lady Liesching.  
 Mej. M. Liesching.

- (b) Mr. R. H. Belcher.  
 Mrs. R. H. Belcher.  
 Mr. W. J. Smith.  
 Mrs. M. Smith.  
 Master T. Smith.  
 Miss J. Smith.  
 Mr. F. Mills.  
 Mrs. F. Mills.  
 Mr. H. D. Michell, D.F.C.  
 Mrs. J. Michell.  
 Master D. Michell.  
 Miss J. Michell.  
 Mr. C. Kemp, C.B.E.  
 Mrs. H. B. Kemp.  
 Brigadier H. S. P. Barstow.  
 Mrs. P. Barstow.  
 Master N. Barstow.  
 Miss M. Barstow.  
 Lt.-Col. J. B. B. Ferguson.  
 Mrs. E. Ferguson.  
 Master N. Ferguson.  
 Group Captain P. Haynes, O.B.E., D.F.C.  
 Mrs. K. W. Haynes.  
 Master P. V. Haynes.  
 Wing Commander H. G. Paul, D.F.C.  
 Mrs. V. Paul.  
 Master R. Paul.  
 Master S. Paul.  
 Mr. T. Scrivenor.  
 Mrs. T. Scrivenor.  
 Miss P. E. Scrivenor.  
 Master J. P. Scrivenor.  
 Miss A. N. Scrivenor.  
 Miss G. M. Scrivenor.  
 Mr. C. R. Latimer.  
 Mrs. C. R. Latimer.  
 Master C. G. Latimer.  
 Miss P. J. Latimer.  
 Mr. H. P. Ritchie.  
 Mrs. H. P. Ritchie.  
 Mr. C. D. Stenton.  
 Mrs. C. D. Stenton.  
 Miss M. Stenton.  
 Master E. Stenton.  
 Mr. C. B. O'Beirne.  
 Mrs. C. B. O'Beirne.  
 Master M. J. O'Beirne.  
 Miss N. O'Beirne.  
 Mr. P. Bridges.  
 Mrs. P. Bridges.  
 Master P. N. Bridges.  
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