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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. 1984.] [29 October 1956.
INDUSTRIAL CONCILIATION ACT, 1937.

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

MAIN AGREEMENT.

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

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, upon the employer's organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of those organisations or those unions;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in the said Agreement, excluding sections 1 (2), 2, 24 and 29 of Part I and all the sections of Part IV, shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, upon the other employers and employees engaged or employed in the said Industry in the Union of South Africa; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Union of South Africa and from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, the provisions contained in the said Agreement, excluding sections 2, 24, 26, 28 and 29 of Part I, shall *mutatis mutandis* apply in respect of such persons in the said industry as are not included in the definition of the expression "employee" contained in section one of the said Act.

J. DE KLERK,
Minister of Labour.

GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 1984.] [29 Oktober 1956.
NYWERHEID-VERSOENINGSWET, 1937.

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

HOOFOOREENKOMS

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

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en op die Yster-, Staal-, Ingenieurs- en Metaalnywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf die genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangeaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vakverenigings is;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings in die genoemde Ooreenkoms vervat, uitgesonderd artikels 1 (2), 2, 24 en 29 van Deel I en al die artikels van Deel IV, vanaf die eerste Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerheid in die Unie van Suid-Afrika; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings in genoemde Ooreenkoms vervat, uitgesonderd artikels 2, 24, 26, 28 en 29 van Deel I, vanaf die eerste Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, in die Unie van Suid-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone in genoemde Nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer”, vervat in artikel *een* van genoemde Wet, ingesluit is nie.

J. DE KLERK,
Minister van Arbeid.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.

AGREEMENT

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

Boatbuilders' and Shipwrights' Association of South Africa;
Constructional Engineering Association;
Construction and Road Equipment Manufacturers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;
The Natal Engineering Industries Association;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;

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

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staalbedryfsvereniging;

of the other part (hereinafter referred to as "the employees" or "the trade unions"),

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

PART I.

1. SCOPE OF APPLICATION OF AGREEMENT.

(1) The terms of Parts I, II and III of this Agreement shall be observed throughout the Union of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions, respectively, but shall not apply to—

- (i) the installation, repair and servicing of radios and domestic electrical appliances and the manufacture of radios;
- (ii) incandescent lamp manufacture;
- (iii) welding electrode manufacture;
- (iv) the manufacture of aluminium sheet and/or foil and inter-related operations;
- (v) tungsten carbide (hard metal) manufacture;
- (vi) electrical cable manufacture;
- (vii) lock and latch manufacture;
- (viii) the installation and/or repair and/or maintenance of electrical lifts and escalators;
- (ix) the production of iron and/or steel and/or ferro-alloys in the Provinces of the Cape, Natal and Orange Free State and in the areas occupied by the undertakings of the S.A. Iron and Steel Industrial Corporation, Limited, African Metals Corporation, Limited, and Union Steel Corporation (of South Africa), Limited, in the Magisterial Districts of Pretoria, Vereeniging and Vanderbijlpark; or
- (x) the installation, maintenance and repair of electrical equipment referred to in paragraph (a) of the definition of "electrical engineering industry" in section 2 of Part I, in the Provinces of the Cape, Orange Free State and Natal.

(2) The terms of Part IV of this Agreement shall be observed in the production of iron and/or steel and/or ferro-alloys in the areas occupied by the undertakings of the S.A. Iron and Steel

BYLAE.

NATIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

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

Boatbuilders' and Shipwrights' Association of South Africa;
Constructional Engineering Association;
Construction and Road Equipment Manufacturers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;
The Natal Engineering Industries Association;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;

aan die een kant (hieronder „die werkgewers” of die „werkgewersorganisasies” genoem), en die—

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staalbedryfsvereniging;

aan die ander kant (hieronder „die werknemers” of die „vakverenigings” genoem), wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede.

DEEL I.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van dele I, II en III van hierdie Ooreenkoms moet dwarsdeur die Unie van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede is van die werkgewersorganisasies en vakverenigings; maar is nie van toepassing nie op—

- (i) die installering, herstel en bediening van radio's en huishoudelike elektriese toestelle, en die vervaardiging van radio's;
- (ii) die vervaardiging van gloeilampe;
- (iii) die vervaardiging van elektrodes deur middel van sweising;
- (iv) die vervaardiging van aluminiumplaat en/of -foelie en bedrywighede wat in verband met mekaar staan;
- (v) die vervaardiging van wolframkarbid (harde metaal);
- (vi) die vervaardiging van elektriese kabel;
- (vii) die vervaardiging van slotte en knippe;
- (viii) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;
- (ix) die produksie van yster en/of staal en/of ferro-allooi in die Provinsies die Kaap, Natal en Oranje-Vrystaat en in die gebiede geokkupeer deur die ondernemings van die S.A. Yster en Staal Industriële Korporasie, African Metal Corporation, Limited en Union Steel Corporation (of South Africa), Limited, in die magistraatsdistrikte Pretoria, Vereeniging en Vanderbijlpark; of
- (x) die installering, onderhoud en herstel van elektriese uitrusting genoem in paragraaf (a) van die woordoms krywing van „elektrotegniese ingenieursnywerheid” in artikel 2 van deel I, in die Provinsie die Kaap, Oranje-Vrystaat en Natal.

(2) Die bepalings van deel IV van hierdie Ooreenkoms moet nagekom word in die produksie van yster en/of staal en/of ferro-allooi in die gebiede geokkupeer deur die ondernemings

Industrial Corporation, Limited, African Metals Corporation, Limited, and Union Steel Corporation (of South Africa), Limited, in the Magisterial Districts of Pretoria, Vereeniging and Vanderbijlpark by all employers who are members of the employers' organisations and by all employees who are members of the following trade unions, viz: Amalgamated Engineering Union, Amalgamated Society of Woodworkers, Iron Moulders' Society of South Africa, S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society, S.A. Electrical Workers' Association and the S.A. Engine Drivers' and Firemen's Association.

(3) Notwithstanding the provisions of sub-sections (1) and (2), the terms of this Agreement shall apply to—

- (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder; and
- (b) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. PERIOD OF APPLICATION OF AGREEMENT.

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

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act, and any reference to an act shall include any amendments to such act; further, unless inconsistent with the context—

“abnormally dirty work” means work in connection with diesel engines from the cross-head down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship;

“Act” means the Industrial Conciliation Act, 1937;

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

“Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

“day shift” means, subject to the definition herein covering “two shift system” and “three shift system”, any period of not more than 8½ hours ordinarily worked by an employee between the hours of 6 a.m. and 6 p.m. on Mondays to Fridays inclusive, or any period not exceeding five hours worked between the hours of 6 a.m. and 12 noon on Saturdays; provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than 9½ hours between 6 a.m. and 6 p.m. on Mondays to Fridays inclusive;

“employee” means an employee whose minimum rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council, or an employee employed under a contract of apprenticeship recognised by the Council;

“establishment” means any premises wherein or whereon the industries, or part thereof, as herein defined, is carried on;

“hourly rate” (where a basic rate, additional rate and consolidated rate is specified) means the consolidated rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour of the employee plus the “additional rate per hour” for his class of work; provided that where a consolidated rate “per week” is specified, the hourly rate shall be the “consolidated rate per week” or the actual weekly rate of the employee plus “the additional rate per week” for his class of work, whichever is the greater, divided by the number of ordinary hours worked in the establishment concerned;

“ordinary hourly rate” means the hourly rate for ordinary time;

“Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means the industries concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

van die S.A. Yster en Staal Industriële Korporasie Beperk, African Metals Corporation, Limited en Union Steel Corporation (of South Africa), Limited, in die magistraatsdistrikte Pretoria, Vereeniging en Vanderbijlpark, deur alle werkgewers wat lid van die werkgewersorganisasies is en deur alle werknemers wat lid van die volgende vakverenigings is: Amalgamated Engineering Union, Amalgamated Society of Woodworkers, Iron Moulders' Society of South Africa, S.A. Boilermakers', Iron & Steel Workers' & Shipbuilders' Society, S.A. Electrical Workers' Association en die S.A. Engine Drivers' and Firemen's Association.

(3) Ondanks die bepalings van subartikels (1) en (2) is die bepalings van hierdie Ooreenkoms van toepassing op—

- (a) vakleerlinge slegs in die mate waarin dit nie strydig met die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is nie, ook nie met enige kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel nie; en
- (b) kwekelinge onder die Wet op Opleiding van Vakmanne, 1951, slegs vir sover dit nie strydig met die bepalings van daardie Wet is nie, of met enige voorwaardes daarkragtens vasgestel nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op sodanige datum as wat deur die Minister van Arbeid ingevolge artikel agt-en-veertig van die Wet bepaal kan word en bly van krag vir 'n tydperk van twee jaar of vir sodanige tydperk as wat die Minister kan vasstel.

3. WOORDOMSKRYWINGS.

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

„buitengewone vuil werk”, werk wat in verband met dieselmasjiene van die suierjuk na ondertoe, gebruikte skeepsketels, vlamkaste, inwendige verbrandingskamers, rookkaste, skeepsholtes en in brandstoftanks verrig word;

„Wet”, die Nywerheid-versoeningswet, 1937;

„vakleerling”, 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

„Raad”, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;

„dagskof”, behoudens die woordomskrifwings hierin wat „tweeskoftestelsel” en „drieskoftestelsel” dek—enige tydperk van hoogstens 8½ uur gewoonlik deur 'n werknemer gewerk tussen die ure 6 vm. en 6 nm. van Maandag tot en met Vrydag of enige tydperk van hoogstens vyf uur gewerk tussen die ure 6 vm. en 12-uur middag op Saterdag; met dien verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende enige week te werk nie, dit enige sodanige tydperk van hoogstens 9½ uur tussen besoldiging in die loontabelle van hierdie Ooreenkoms 6 vm. en 6 nm. van Maandag tot en met Vrydag beteken;

„werknemer”, 'n werknemer wie se minimum skaal van besoldiging in die loontabelle van hierdie Ooreenkoms verskyn, 'n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms of op voorwaardes deur die Raad vasgestel in diens is, of 'n werknemer wat ingevolge 'n vakleerlingskapkontrak, deur die Raad erken, in diens is;

„inrigting”, enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan, soos hierin omskryf, uitgeoefen word;

„uurskaal” (waar 'n basiese skaal, bykomende skaal en gekonsolideerde skaal gespesifiseer word), die gekonsolideerde skaal per uur vir die klas werk wat in hierdie Ooreenkoms ingelys is, of, na gelang van die grootste, die werklike skaal per uur van die werknemer plus die „bykomende skaal per uur” vir sy klas werk; met dien verstande dat waar 'n gekonsolideerde skaal „per week” gespesifiseer word, die uurloon die „gekonsolideerde skaal per week” is, of die werklike weekskaal van die werknemer plus „die bykomende skaal per week” vir sy klas werk, na gelang van die grootste, gedeel deur die getal gewone ure gewerk in die betrokke inrigting;

„gewone uurskaal”, die uurskaal vir gewone tyd;

„Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede”, of „Nywerhede”, die nywerhede wat te doen het met die vervaardiging van yster en/of staal en/of allooië en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of allooië uit metaalskuiem en/of afval en/of oorblyfsels; die onderhoud, fabrisering, oprigting of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjiene, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterkings; die vervaardiging van metaalgoedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooië en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en dit omvat die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid, maar nie die motornywerheid nie;

"Electrical Engineering Industry" means—

- (a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the afore-mentioned equipment;
- (b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

"Electrical Contracting Industry" means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

"Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.—

Wearing apparel, bags and handbags, boots, shoes, over-shoes, upholstery coverings and plastic venetian blinds;

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure;

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

"Motor Industry" means—

- (a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—
 - (i) chassis and/or the bodies of motor vehicles;
 - (ii) internal combustion engines and transmission components of motor vehicles;
 - (iii) the electrical equipment connected with motor vehicles, including radios;
- (b) automotive engineering;
- (c) repairing, vulcanising and/or retreading tyres;
- (d) repairing, servicing and reconditioning batteries for motor vehicles;
- (e) the business of parking and/or storing motor vehicles;
- (f) the business conducted by filling and/or service stations;
- (g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;
- (h) the business of motor graveyards;
- (i) the business of assembly establishments;
- (j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;
- (k) vehicle body building;

For the purpose of this definition—

"automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over or aircraft;

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment:—

- (a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;
- (b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;

„elektrotegniese ingenieursnywerheid"—

- (a) die vervaardiging en/of inmeekaarsit van elektriese uitrusting, nl. dinamo's, motore, konvertors, skakelaar-en kontrole-uitrusting uit onderdele (met inbegrip van relais, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese beligtings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels wat gebruik word in die bediening van radio- en elektroniese uitrusting, aanwend, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat die vervaardiging van onderdele van bogenoemde uitrusting;

- (b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo genoem, maar sluit nie die elektrotegniese kontraknywerheid in nie.

„elektrotegniese kontraknywerheid", die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van hierdie installasies, met inbegrip van kabelaswerk en elektriese bedrading wat daarmee in verband staan;

„hyser- en roltrapnywerheid", die vervaardiging en/of inmeekaarsit en/of installering en/of herstel van elektriese hysers en roltrappe;

„plastieknywerheid", die vervaardiging van artikels of gedeeltes van artikels heeltemal of hoofsaaklik van plastiek, maar omvat nie die volgende artikels wat van plastiese materiaal gemaak word, nie, nl. klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeermateriaal en plastiese hortjiesblindings;

„plastika", enigee van die groep stowwe wat, as 'n essensiële bestanddeel, 'n organiese stof van 'n groot molekulêre gewig bevat of daaruit bestaan, en wat in die een of ander stadium in die vervaardiging daarvan geforseer is of kan word deur te vloei, d.i. gegiet, gekalandeer, uitgestoot of gevorm kan word in verskillende vorms, gewoonlik deur die aanwending van slegs hitte en slegs drukking of albei tesame, terwyl dit in die afgewerkte staat solied is;

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

„motornywerheid"—

- (a) inmeekaarsit, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

- (i) die onderstel en/of die bakke van motorvoertuie;
- (ii) binnebrandmasjiene en transmissie-onderdele van motorvoertuie;
- (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

- (b) motoringenieurswerk;

- (c) herstel, vulkanisering en/of versoling van buitebande;

- (d) herstel, bediening en vernuwing van batterye vir motorvoertuie;

- (e) die besigheid van motorvoertuie parkeer en/of opberg;

- (f) die besigheid gedryf deur vul- en/of diensstasies;

- (g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of dié verkoop bestuur word van persele af wat verbonde is aan 'n gedeelte van 'n inrigting waarin die inmeekaarsit van of herstelwerk aan motorvoertuie uitgevoer word, of nie;

- (h) die besigheid van motorslooplekke;

- (i) die besigheid van monterinrigtings;

- (j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of onderdele daarvan vervaardig word;

- (k) die bou van motorvoertuie.

Vir die toepassing van hierdie woordskrywing, beteken—

„motoringenieurswerk", die vernuwing van binnebrandmasjiene of onderdele daarvan vir gebruik in motorvoertuie in inrigtings hoofsaaklik of uitsluitlik aldus werksaam, ongeag of dié inrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie, of nie;

„motorvoertuig", enige voertuig op wiele met meganiese krag (uitgesonderd stoom) of elektrisiteit gedryf en bedoel vir trekdooelendes of die vervoer van persone en/of goedere en/of vrage en dit omvat sleepwaens en karavane maar omvat nie uitrusting wat bedoel is om op vaste spore te loop nie, ook nie sleepwaens bedoel om vrage van oor 20 ton te sleep nie; ook nie vliegtuie nie;

„voertuigbakbou", enigee of almal van ondergenoemde werksaamhede wat in 'n inrigting vir die bou van voertuigbakke uitgevoer word:—

- (a) Die bou, herstel of vernuwing van kappe en/of bakke en/of enige tipe bobou vir enige soort vliegtuig;

- (b) die vervaardiging of herstel van onderdele vir kappe en/of bakke en/of enige bobou en die inmeekaarsit, verstel en installering van onderdele in kappe, bakke of op die bobou van voertuie;

- (c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;
- (d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;
- (e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;
- (f) building of trailers, but not including the manufacture of wheels or axles therefor;
- (g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition "vehicle" does not include an aircraft, and "Motor Industry" as defined above shall not include the following:—

- (i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for any normally producing metal and/or plastic goods of a different character on a substantial scale;
- (ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor cars, motor lorries or motor trucks;
- (iii) the manufacture and/or maintenance and/or repair of—
 - (a) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;
 - (b) agricultural equipment or parts thereof; or
 - (c) equipment designed for use in factories and/or workshops; provided that the purposes of (a), (b) and (c) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;
 - (d) motor vehicle or other vehicle bodies and/or superstructures and/or parts of components thereof made of steel plate of one-eighth of an inch thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale.

"machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

"metal goods" does not include agricultural tractors;

"jig or fixture or stop" means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerances;

"journeyman" means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate 1 in Schedule A of Part III of this Agreement, or an employee who is over 21 years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

"juvenile" means an employee between the age of 16 and 19 years, employed on any of the classes of work specified in clause (d) of Schedule B of Part III of this Agreement;

"N.E.S." means not elsewhere specified;

"night shift" means, subject to the definition herein covering "two shift system" and "three shift system", any period of not more than 9½ hours ordinarily worked by an employee between the hours of 6 p.m. and 6 a.m. from starting time on Monday until starting time on Saturday;

"probationer" means a person who has had no previous experience in any of the classes of work specified in clause (c) of Schedule B of Part III of this Agreement, or a person who has been previously employed as a probationer but who has not completed the period of service stipulated for probationers in terms of this Agreement;

"pupil engineer and/or approved student" means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council, but shall not include a person undergoing prescribed vocational training in the course of his studies.

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piquetberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

- (c) kappe en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig monteer;
- (d) kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel dek of versier;
- (e) die binnewerk van kappe en/of bakke en/of bobou uitrus, toerus en afwerk;
- (f) sleepwaens bou, maar met uitsluiting van die vervaardiging van wiele of aste daarvan;
- (g) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordskrywing omvat „voertuig" nie 'n vliegtuig nie, en „motorwyerheid", soos omskryf, mag nie die onderstaande omvat nie:—

- (i) Die vervaardiging van motorvoertuigonderdele en/of toebehore en/of reserwedele en/of onderdele in inrigtings wat beplan is vir en wat gewoonlik metaal en/of plastiese goedere van 'n ander aard op aansienlike skaal produseer;
- (ii) die inmeekaarsit, oprigting, toets, herstel, verstelling, nasien, bedrading, bespuiting, verf en of vernuwing van landbontrekkers uitgesonderd as dit gedoen word in inrigtings wat dergelike dienste lower ten opsigte van motorkarre, motorvragwaens of motortrokke;
- (iii) die vervaardiging en/of onderhoud en/of herstel van—
 - (a) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan ongeag of dit op wiele gemonteer is of nie;
 - (b) landbou-uitrusting of onderdele daarvan; of
 - (c) uitrusting bedoel vir gebruik in fabriek en/of werksinkels; met dien verstande dat vir die toepassing van (a), (b) en (c) hierbo, dit nie beskou mag word dat „uitrusting" motorkarre, motorvragwaens en/of motortrokke beteken nie;
 - (d) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of dele daarvan gemaak van plaatstaal van een-agtste van 'n duim dik of dikker wanneer uitgeoef in inrigtings wat beplan is vir en wat hulself gewoonlik besighou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op 'n aansienlike skaal;

„masjien", enige toestel ongeag die materiaal waarvan dit gemaak is;

„metaalgoedere" omvat nie landbontrekkers nie;

„stelplaat of skoorstuk", 'n toestel wat die stand van die werk met betrekking tot die gereedskap en/of die gereedskap tot die werk en/of die betreklike stande van onderdele terwyl hulle verbind word, suiwer stel ten einde artikels te vervaardig wat binne sekere toleransies omruilbaar is;

„vakman", 'n werknemer wat 'n vakleerlingskapkontrak ingevolge die Wet op Vakleerlinge, of 'n vakleerlingskapkontrak wat deur die Raad erken word en enige van die klasse werk soos in Tarief 1 in Lys A van deel III van hierdie Ooreenkoms genoem, gedien het, of 'n werknemer oor 21 jaar en wat die houer is van 'n sertifikaat wat deur die Raad erken is en hom in staat stel om as vakman in diens te wees;

„jeugdige", 'n werknemer tussen 16 en 19 jaar oud wat enigeen van die soorte werk in klousule (d) van Lys B van Deel III van hierdie Ooreenkoms genoem, verrig;

„n.e.v.", nie elders vermeld nie;

„nagskof", behoudens die woordskrywings hierin wat „tweeskofte-stelsels" en „drieskofte-stelsels" dek, enige tydperk van hoogstens 9½ uur wat gewoonlik tussen die ure 6 nm. en 6 vm. van die begintyd Maandag tot die begintyd Saterdag deur 'n werknemer gewerk word;

„proefwerker", 'n persoon wat geen vorige ondervinding in enigeen van die soorte werk genoem in klousule (c) van Lys B van deel III van hierdie Ooreenkoms het nie, of 'n persoon wat voorheen as proefwerker in diens was, maar wat nie die dienstryd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel is nie;

„leerling-ingenieur en/of goedgekeurde student", 'n persoon wat in besit is van onderwyskwalifikasies wat deur die Raad erken word en behaal is aan 'n onderwysinrigting wat eweneens deur die Raad erken word, maar nie 'n persoon wat in die loop van sy studies die voorgeskrewe vakkundige opleiding ondergaan nie;

„gebied A", die magistraatsdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hopefield, Knysna, Ladismith (Kaap), Laingburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Wellington, Williston, Worcester en Wynberg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streeksraad), Posbus 4012, Kaapstad;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middelbush, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stocken-stroom, Stutterheim, Tarka, Tsomo, Tsoelo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala) and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)", P.O. Box 27, East London;

"Region C" means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)", P.O. Box 2778, Durban;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Cape), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)", P.O. Box 3051, Port Elizabeth;

"Region E" means the Province of the Transvaal, the Province of the Orange Free State, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taungs, Vryburg en Warrenton, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)", P.O. Box 3998, Johannesburg;

"repetitive work" means work performed by an employee constantly engaged on one or more repetitive processes;

"templet" means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of the work;

"two shift and/or three shift system" means the method of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

"watchman's work" means guarding and/or patrolling property and/or premises.

4. HOURS OF WORK.

(1) (a) The ordinary hours of work shall not exceed 46 in any one week for—

- (i) employees on day shift and/or night shift;
- (ii) employees working on the two and/or three shift systems.

(b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in section 3 of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees, require them to clock in and out of work, and may, before paying to any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work; provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping time of the shift for that day of the week as notified by the employer to his employees in terms of sub-section (8) of this section and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) An employee engaged on incentive bonus work shall be allowed a rest period of ten minutes at as near as possible to the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the consolidated rate for that class of work scheduled in this Agreement.

(4) Unless otherwise authorised by the Council, the maximum overtime that may be worked shall not exceed ten hours per week.

(5) In any establishment working a two-shift or three-shift system, no employee may work at night time for more than 12 consecutive working shifts and no employee may work more than one shift in any period of 24 hours except when a change in the rotation of shifts makes this necessary.

(6) An employee shall not be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour. Periods of work interrupted by an interval of less than one hour shall, for purposes of this section, be deemed to be continuous.

(7) (i) No employee who is a female shall be required or permitted to work—

- (a) between six o'clock p.m. and six o'clock a.m.; or
- (b) after one o'clock p.m. on more than five days in any week.

"gebied B", die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Comfimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middelbush, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stocken-stroom, Stutterheim, Tarka, Tsomo, Tsoelo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala) en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Oos-Londen;

"gebied C", die Provinsie Natal met inbegrip van die magistraatsdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Nataalse Streekraad), Posbus 2778, Durban;

"gebied D", die magistraatsdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Kaap), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3051, Port Elizabeth;

"gebied E", die Provinsie Transvaal, die Provinsie die Oranje-Vrystaat en die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg en Warrenton en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

"herhalingswerk", werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

"leipatroon", 'n toestel om die plekke van gate en/of aanhegtings op die werkstuk en/of die vorm en/of die buite-lyen van die werkstuk aan te dui;

"tweeskofte- en/of drieskofstelsel", die werkmethode in inrigtings wat vir minstens drie maande in 'n enkele tydperk twee of drie skofte in enige tydperk van 24 uur werk;

"wag se werk", die bewaking en/of patroliering van eiendom en/of persele.

4. WERKURE.

(1) (a) Die gewone werkure is hoogstens 46 in 'n week vir—

- (i) werknemers op dagskof en/of op nagskof;
- (ii) werknemers wat volgens die twee- en drieskofte-stelsels werk.

(b) Die gewone ure per skof moet hoogstens die wees soos bepaal in die betrokke woordskrywing van "dagskof" en/of "nagskof" in artikel 3 van hierdie Ooreenkoms.

(2) 'n Werkgever kan vir vergemakliking van die hou van aantekeninge van die begin- en ophoutye van die werkure van sy werknemers, van hulle vereis om in en uit te klok en kan, vóór betaling aan 'n werknemer van loon en/of besoldiging vir vir enige tydperk wat nie deur die klok geregistreer is nie, van so 'n werknemer vereis om bevredigende bewys te lewer dat hy gewerk het; met dién verstande dat 'n werknemer ooreenkomstig hierdie Ooreenkoms besoldig moet word vir elke tyd wat deur die klok geregistreer is en binne die begintyd en ophoutyd van die skof vir daardie dag van die week val waarvan die werkgever sy werknemers ooreenkomstig subartikel (8) van hierdie artikel in kennis gestel het en vir alle tyd wat deur sy werkgever van hom vereis word om te werk en wat nie binne daardie begintyd en ophoutyd val nie.

(3) Aan 'n werknemer wat op prestasiebonuswerk in diens is, moet tien minute rus toegestaan word so na as moontlik aan die middel van elke voor- en namiddag-werktydperk, en sodanige rustye moet as werktyd beskou en daarvoor betaal word teen die gekonsolideerde tarief vir daardie klas werk soos in die Ooreenkoms ingelys.

(4) Tensy dit anders deur die Raad gemagtig word, mag die maksimum oortyd wat gewerk mag word, hoogstens tien uur per week wees.

(5) In enige inrigting waar 'n twee- en en/of drieskofstelsel gewerk word, mag geen werknemer meer as 12 agtereenvolgende werkskofte snags werk nie, en geen werknemer mag meer as een skof in enige tydperk van 24 uur werk nie, uitgesonderd waar 'n verandering in die kringloop van skofte dit nodig maak.

(6) 'n Werknemer kan nie verplig of toegelaat word om 'n ononderbroke tydperk van meer as vyf uur sonder 'n ononderbroke pouse van minstens een uur te werk nie. Vir die toepassing van hierdie artikel moet werktydperke onderbreek deur 'n pouse van minder as een uur, as ononderbroke beskou word.

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

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

(ii) No employee, who is a female shall be required or permitted to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;
- (c) on more than sixty days in any year;
- (d) after completion of her ordinary working hours for more than one hour on any day unless she has—
 - (i) been given notice thereof before midday; or
 - (ii) been provided with an adequate meal before she has to commence overtime; or
 - (iii) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(8) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hours.

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) Except as otherwise provided in this section and in section 6 of this part of the Agreement, time worked by employees after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:—

- (a) At one and one-half times the hourly rate for the first six hours;
- (b) thereafter—at double the hourly rate until the usual starting time of the employees next normal shift; provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and one-half times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at double the hourly rate thereafter.

(2) Whenever an employee is called out on urgent work anytime after six hours of having completed his normal shift, he shall be paid at double his hourly rate for time worked from the time he commenced work until the usual starting time of his next normal shift; provided that an employee who is called out on urgent work shall in any case be paid at double his hourly rate for time worked from midnight until the usual starting time of his next normal shift.

(3) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at double his hourly rate for time worked until the usual starting time of the shift.

(4) In any case in which an employee starts work on Saturday earlier than the usual starting time at his own request, an employee working a five-day week shall be paid at one and one-half times his hourly rate for the first six hours reckoned from when he starts work and at double his hourly rate thereafter, and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of work of a Saturday and be paid thereafter as provided for in sub-section (1) of this section; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at double the hourly rate of the employee. For purposes of this sub-section, "usual starting time" means the usual starting time on an ordinary working day.

(5) Whenever an employee (other than an employee engaged in urgent maintenance and/or urgent repairs) works on a Sunday he shall be paid at double the hourly rate for time worked with a minimum of double payment for the hours of a normal shift; provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him, such employee shall be entitled to payment only for the period actually worked.

(6) Employees engaged on urgent maintenance and/or urgent repairs (referred to hereafter as "urgent work") shall be paid for work on Sundays at not less than double the hourly rate for the hours worked with a minimum payment of not less than three hours pay at double rate.

NOTE.—"Urgent work" means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery and/or Sunday work in connection with ships, where such repairs are necessary to avoid delay to the ship or are essential to the proper functioning thereof.

(7) Whenever in any pay week overtime is worked in excess of twenty hours, payment for overtime after the twentieth hour of overtime in the same pay week shall be calculated at overtime rates on the hourly rate arrived at by deducting the "additional rate per hour" consolidated from cost of living allowance.

NOTE.—The prior permission of the Council must be obtained to work overtime in excess of ten hours per week. See section 4 (4).

(8) The provisions of this section relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two shift or three shift system, which shall be paid for as follows:—

- (a) For the hours worked before midnight—at double the hourly rate of the shift;
- (b) after midnight until completion of the shift—at the ordinary hourly rate of the shift.

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

- (a) langer as twee uur op 'n dag;
- (b) op meer as drie opeenvolgende dae;
- (c) op meer as 60 dae in 'n jaar;
- (d) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag, tensy sy—
 - (i) voor 12-uur middag daarvan in kennis gestel is; of
 - (ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin; of
 - (iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortyd 'n aanvang moet neem.

(8) Elke werkgewer moet in sy inrigting in 'n plek wat vir sy werknemers maklik toeganklik is, 'n kennisgewing vertoon waarop die begin- en ophoutyd van werk vir elke skof of skofte van die werk en die etensure aangegee is.

5. OORTYD EN BESOLDIGING VIR WERK OP SONDAG.

(1) Behalwe soos anders in hierdie artikel en in artikel 6 van hierdie deel van die Ooreenkoms bepaal, moet tyd wat werknemers na die beëindiging van die gewone skof in die betrokke inrigting werk, as oortyd beskou word, en daarvoor moet soos volg betaal word:—

- (a) Teen 1½ maal die gewone loon vir die eerste ses uur;
- (b) daarna teen dubbel die uurskaal tot die gewone begintyd van die werknemer se volgende gewone skof;

met dien verstande dat in die geval van inrigtings wat 'n vyf-daagse week werk, vir tyd wat op Saterdag gewerk word, teen die skaal van 1½ maal die uurskaal betaal moet word vir die eerste ses uur gereken van die begintyd op 'n gewone werkdag af en daarna teen dubbel die uurskaal loon.

(2) Wanneer 'n werknemer enige tyd na 6 uur nadat hy sy gewone skof voltooi het, op dringende werk uitgeroep word, moet hy teen dubbel sy uurskaal betaal word vir tyd gewerk van die tyd af waarop hy begin werk het tot die gewone begintyd van sy volgende gewone skof; met dien verstande dat 'n werknemer wat op dringende werk uitgeroep word, in alle geval teen dubbel sy uurloon betaal moet word vir tyd gewerk van middernag af tot die gewone begintyd van sy volgende gewone skof.

(3) Wanneer 'n werknemer verplig is om hom voor die gewone begintyd vir daardie dag van die week vir werk aan te meld, moet hy teen dubbel sy uurskaal betaal word vir tyd gewerk tot die gewone begin tyd van die skof.

(4) In enige geval waarin 'n werknemer op eie versoek vroeër as die gewone begintyd op Saterdag begin werk, moet 'n werknemer wat 'n vyfdaagse week werk, teen 1½ maal sy uurtarief betaal word vir die eerste ses uur gereken vanaf die tyd waarop hy begin werk en teen dubbel sy uurtarief daarna, en 'n werknemer wat 'n sesdaagse week werk, moet teen sy gewone uurtarief betaal word vir die tydperk van die gewone werkure op 'n Saterdag en daarna betaal word soos in subartikel (1) van hierdie artikel bepaal; met dien verstande dat as die werknemer meer as twee uur vroeër as die gewone begintyd begin werk, vir enige tyd gewerk tot twee uur voor die gewone begintyd, teen dubbel die uurtarief van die werknemer betaal moet word. Vir die toepassing van hierdie subartikel beteken „gewone tyd” die gewone begintyd op 'n gewone werkdag.

(5) Wanneer 'n werknemer (uitgesonderd 'n werknemer wat dringende onderhouds- en/of dringende herstelwerk uitvoer) op 'n Sondag werk, moet hy teen dubbel die uurtarief betaal word vir tyd gewerk, met 'n minimum van dubbele betaling vir die ure van 'n gewone skof; met dien verstande dat waar die werkgewer werk verskaf om die werknemer besig te hou vir die ure van 'n gewone skof, en die werknemer versuim of weier om die volle tyd wat van hom verwag word, te werk, sodanige werknemer slegs geregtig is op betaling vir die tydperk wat werklik gewerk is.

(6) Werknemers op dringende onderhouds- en/of dringende herstelwerk (hieronder „dringende werk” genoem) moet vir werk op Sondag betaal word teen minstens dubbel die uurskaal vir die ure gewerk, met 'n minimum betaling van minstens drie uur se loon teen dubbel tarief.

OPMERKING.—„Dringende werk” beteken, en moet beperk word tot dringende onderhouds- en/of herstelwerk in verband met die werkgewer se eie installasie en/of masjinerie en/of Sondagwerk in verband met skepe, waar sodanige herstelwerk nodig is om oponthoud vir die skip te voorkom of noodsaaklik is vir die behoorlike werking daarvan.

(7) Wanneer daar meer oortyd as 20 uur in enige betaalweek gewerk word, moet betaling vir oortyd na die 20ste uur van die oortyd in dieselfde betaalweek bereken word teen oortydтарыe op die uurskaal wat bereken word deur die „bykomende tarief per uur”, gekonsolideer, van lewenskostetoelae af te trek.

OPMERKING.—Die toestemming van die Raad moet vooraf verkry word vir oortydwerk wat meer as 10 uur per week is. Sien artikel 4 (4).

(8) Die bepalings van dié artikel, betreffende betaling vir werk op Sondag, is nie van toepassing ten opsigte van skofte wat of op Sondag begin in inrigtings wat 'n tweeskof- of drieskofstelsel werk nie, waarvoor soos volg betaal moet word:—

- (a) Vir die ure vóór middernag gewerk—teen dubbel die uurtarief van die skof;
- (b) Ná middernag tot die voltooiing van die skof—teen die gewone uurtarief van die skof.

(9) For purposes of this section—

“a normal shift” is one-fifth of the ordinary weekly hours of work of an establishment working a five-day week or one-sixth of the ordinary weekly hours of work of an establishment working a six-day week;

“usual starting time” means the starting time on an ordinary working day.

6. SHIFT WORK.

(1) Night shift work shall be paid at the ordinary hourly rate plus eight per cent.

(2) In order to be on night shift work, an employee must work three or more consecutive nights between 6 p.m. on Monday and 6 a.m. on Saturday of the same week.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift; provided that an employee may work during such interim period of six hours if overtime is paid at one and one-half times the hourly rate.

(4) In establishments working a two shift system or three shift system, payment shall be as follows:—

(a) Two shift system: Work ordinarily performed on the second shift—

(i) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m., at the ordinary hourly rate plus 8 per cent;

(ii) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m., at the ordinary hourly rate plus 4 per cent until midnight, and after midnight, at the ordinary hourly rate plus 8 per cent.

(b) Three shift system: Work ordinarily performed on the—

(i) second shift, at the ordinary hourly rate plus 4 per cent;

(ii) third shift, at the ordinary hourly rate plus 8 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:—

(a) At one and one-half times the increased hourly rate for the first six hours;

(b) thereafter, at double the increased hourly rate until the usual starting time of the employee's next normal shift.

For purposes of the above, “increased hourly rate” means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

7. SHORT TIME.

(1) An employer may work his employees for a lesser number of hours than the ordinary hours of work of his establishment due to—

(a) a shortage of work and/or materials, in which case an employer shall give his employees two clear working days' notice of his intention to work short time, and shall, as far as practicable spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend; or

(b) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising an employer shall not be required to pay wages to his employees, except for the periods actually worked; provided that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.

(2) Subject to notification thereof being given by the employer to the Council not less than 48 hours before going on to short time under clause (1) (a) or within 24 hours after short time has been worked under clause (1) (b), the cost of living allowance payable in terms of section 30 of this Part of the Agreement may be reduced pro rata to the number of hours worked or payable under this section.

(3) Short shifts worked while working short time shall count as shifts actually worked for purposes of the qualification for the paid holiday referred to in section 12 of this Part of the Agreement.

8. PAYMENT OF EARNINGS.

(1) (a) Wages, incentive bonus earnings and overtime shall be paid weekly, in cash, on Friday. Payment shall be made not later than fifteen minutes after the ordinary stopping time, and shall include all payments due to the employee calculated up to and including the shift completed on the preceding Tuesday of the same week; provided that where employment terminates before the ordinary pay day, all payments due to the employee in terms of this Agreement shall be paid to him upon his employment so terminating.

(b) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions.

(9) Vir die toepassing van hierdie artikel is—

“n „gewone skof” een-vyfde van die gewone weeklikse werksure van 'n inrigting wat 'n vyfdag week werk of een-sesde van die gewone weeklikse werksure van 'n inrigting wat 'n sesdagweek werk;

„gewone begintyd” beteken die begintyd op 'n gewone werkdag.

6. SKOFWERK.

(1) Vir nagskofwerk moet teen die gewone uurtarief plus 8 persent betaal word.

(2) Ten einde op nagskofwerk te wees, moet 'n werknemer drie of meer opeenvolgende nagte tussen 6 nm. op Maandag en 6 vm. op Saterdag van dieselfde week werk.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof; met dien verstande dat 'n werknemer tydens sodanige tussentyd van ses uur mag werk indien hy oortyd teen 1½ maal die uurskaal betaal word.

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

(a) Tweeskofte-stelsel: Werk wat gewoonlik op die tweede skof verrig word—

(i) teen die gewone uurskaal plus 8 persent as die ure vir die volle skof geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val;

(ii) teen die gewone uurskaal as die ure vir die volle skof nie geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val nie, plus 4 persent tot middernag, en na middernag teen die gewone uurskaal plus 8 persent.

(b) Drieskofte-stelsel: Werk wat gewoonlik verrig word op die—

(i) tweede skof—teen die gewone uurskaal plus 4 persent;

(ii) derde skof—teen die gewone uurskaal plus 8 persent.

(5) Tyd deur werknemers op skofstelsels gewerk na die voltooiing van die gewone skof in die betrokke inrigting moet as oortyd gereken word en daarvoor moet soos volg betaal word:—

(a) Teen 1½ maal die verhoogde uurskaal vir die eerste ses uur;

(b) daarna teen dubbel die verhoogde uurskaal tot die gewone begintyd van die werknemer se gewone skof.

Vir die toepassing van bostaande beteken „verhoogde uurskaal” die gewone uurtarief plus die bedrag persent daarop betaalbaar aan die einde van die skof.

7. KORTTYD.

(1) 'n Werkgewer mag sy werknemers 'n kleiner aantal ure as die gewone werksure van sy inrigting laat werk, as gevolg van—

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

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

(2) Mits die werkgewer die Raad minstens 48 uur kennis gee voordat na korttyd oorgeskakel word ingevolge klousule (1) (a) of binne 24 uur nadat korttyd ingevolge klousule (1) (b) gewerk is, mag die lewenskostetoelae betaalbaar kragtens artikel 30 van hierdie deel van die Ooreenkoms eweredig aan die getal ure gewerk of ingevolge hierdie artikel betaalbaar, verminder word.

(3) Kort skofte gewerk terwyl korttyd gewerk word, moet vir doeleindes van kwalifikasie vir die betaalde verlof, genoem in artikel 12 van hierdie deel van die Ooreenkoms, gereken word as skofte wat werklik gewerk is.

8. BETALING VAN VERDIENSTE.

(1) (a) Lone, prestasiebonuslone en oortyd moet weekliks op Vrydag binne 15 minute na die gewone ophoudtyd in kontant betaal word, en moet alle besoldiging omvat wat aan die werknemer verskuldig is, bereken tot en met die skof wat op die voorgaande Dinsdag van dieselfde week voltooi is; met dien verstande dat by beëindiging van diens voor die gewone betaaldag, alle besoldiging wat kragtens hierdie Ooreenkoms aan die werknemer verskuldig is, by daardie diensbeëindiging aan hom betaal moet word.

(b) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: sy totale verdienste, besoldiging vir gewone tyd en oortyd, toelaes en aftrekkings.

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

(3) Except as otherwise provided in this Agreement, no deduction of any description other than the following may be made from the amounts payable in terms of this Agreement to any employee—

- (a) for board or lodging or both in accordance with clause (2) of Part III of this Agreement;
 - (b) for canteen services where the deduction is authorised by stop order terminable by the employee at not more than twenty-eight days' notice of termination of his agreement to this deduction;
 - (c) where an employee is absent from work, including absence during any unpaid holiday granted in extension of the paid holidays provided for in this Agreement, a pro rata amount for the period of such absence;
 - (d) with the written consent of the employee, deductions for sick benefit, insurance, for the purchase of income tax redemption certificates, pension and provident funds or contributions to recreation funds or to a trade union which is a party to this Agreement;
 - (e) contributions to the funds of the Council in terms of section 23 of this Agreement;
 - (f) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee.
- (4) Where in any establishment or place work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

9. CLOSING OF ESTABLISHMENTS ON AN ORDINARY WORKING DAY.

(1) Notwithstanding anything in this Agreement, an establishment may be closed during any period of work specified for that establishment in terms of sub-section (8) of section 4 of this part of the Agreement by a mutual arrangement between the employer and not less than 75 per cent of his employees, where such an arrangement is come to for each specific closing of the establishment.

(2) Whenever an employee is not required to work resultant on the closing of the establishment by a mutual arrangement in terms of sub-section (1), a deduction pro rata for the hours not worked may be made from the amounts payable in terms of this Agreement.

(3) Having regard to the provisions of the Apprenticeship Act of 1944, as amended, the provisions of this section shall not apply to apprentices.

10. INCENTIVE BONUS WORK.

Subject to the general conditions hereafter set out, an employee may work for his employer under the following system of incentive bonus work:—

- (i) The conditions contained in this Agreement relating to overtime, night shift work and work on Sundays and certain public holidays shall apply and be calculated at the consolidated rate for that class of work scheduled in this Agreement.
- (ii) Incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties; provided that incentive bonus work rates in foundries shall be fixed by mutual arrangement by a pricing committee which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to engage on the incentive bonus work.
- (iii) In the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council.
- (iv) Pending an arrangement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council in terms of clause (iii), the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management.
- (v) Any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.
- (vi) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at the consolidated rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings.
- (vii) No payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance.
- (viii) No rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable an average employee engaged on the particular bonus rated work to earn not less than 15 per cent above the basic rate for that class of work scheduled in this Agreement.

(2) Vir die opleiding van 'n werknemer mag geen premie deur 'n werkgewer bereken of aangeneem word nie.

(3) Behalwe soos anders in hierdie Ooreenkoms bepaal, mag geen aftrekking van enige aard, uitgesonderd die volgende, gedoen word van die bedrae wat kragtens hierdie Ooreenkoms aan enige werknemer verskuldig is nie—

- (a) vir losies of inwoning, of albei, ooreenkomstig klousule (2) van deel III van hierdie Ooreenkoms;
 - (b) vir eethuisdienste waar die aftrekking by aftrekorder gemagtig is wat deur die werknemer op kennisgewing van hoogstens 28 dae van beëindiging van sy ooreenkoms ten opsigte van hierdie aftrekking beëindig kan word;
 - (c) ingeval 'n werknemer van die werk afwesig is, insluitende afwesigheid gedurende enige verdere onbetaalde verlof toegestaan afgesien van die waarvoor voorsiening gemaak is in hierdie Ooreenkoms, 'n pro rata bedrag vir die duur van die afwesigheid;
 - (d) met die skriftelike toestemming van die werknemer, aftrekkings vir siekte-, versekerings-, pensioenfondse of bydraes aan 'n vakvereniging wat 'n party by hierdie Ooreenkoms is, of die koop van belastingdelgingsertifikaat;
 - (e) bydraes tot die Raadsfonds ingevolge artikel 23 van hierdie Ooreenkoms;
 - (f) enige bedrag wat deur 'n werkgewer betaal is ingevolge 'n verpligting hom opgelê deur enige wet, ordonnansie of regsgeeding, ten behoeve van 'n werknemer.
- (4) Indien werk in 'n inrigting of plek verrig word deur werknemers wat in spanne of ploee georganiseer is, moet die loon van elke werknemer deur die werkgewer aan hom betaal word.

9. DIE SLUITING VAN INRIGTINGS OP 'N GEWONE WERKDAG.

(1) Ondanks enigiets in hierdie Ooreenkoms mag 'n inrigting gesluit word gedurende enige werkdag wat vir dié inrigting kragtens subartikel (8) van artikel 4 van hierdie deel van die Ooreenkoms gespesifiseer word, by onderlinge Ooreenkoms tussen die werkgewer en minstens 75 persent van sy werknemers, waar sodanige reëling vir elke spesifieke sluiting van die inrigting getref is.

(2) Wanneer daar nie van 'n werknemer vereis word om te werk nie, weens die sluiting van die inrigting by onderlinge ooreenkoms kragtens subartikel (1), kan 'n eweredige vermindering vir die ure wat nie gewerk is nie, gedoen word van die bedrae betaalbaar kragtens hierdie Ooreenkoms.

(3) Met inagneming van die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is die bepalings van hierdie artikel nie op vakleerlinge van toepassing nie.

10. PRESTASIEBONUSWERK.

Onderworpe aan die algemene voorwaardes hieronder uiteengesit, kan 'n werknemer met sy werkgewer ooreenkom om kragtens 'n stelsel van betaling volgens resultate te werk:—

- (i) Die voorwaardes in hierdie Ooreenkoms genoem ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en sekere openbare vakansiedae is van toepassing en moet bereken word teen die gekonsolideerde tarief vir daardie klas werk wat in die Ooreenkoms ingelys is.
- (ii) Die prestasiebonusskaal moet by onderlinge ooreenkoms vasgestel word tussen die werkgewer en die werknemer wat die werk moet verrig, en die werkwinkelverteenvoordiger moet geraadpleeg word indien eenige van die partye dit verlang; met dien verstande dat prestasiebonusskaal in gieterie by onderlinge ooreenkoms vasgestel moet word deur 'n bonusvaststellingskomitee wat uit die werkgewer en/of sy verteenwoordiger en drie werknemers moet bestaan, een waarvan die werkwinkelverteenvoordiger moet wees, en een 'n werknemer wat op prestasiebonuswerk in diens is of daarvolgens in diens geneem moet word.
- (iii) Ingeval van 'n geskil ten opsigte van die prestasiebonusskaal, en by gebrek aan die bereiking van 'n ooreenkoms vir die skikking daarvan tussen die partye, moet die saak onmiddellik deur een of albei die veronregte partye by die Nywerheidsraad aangegee word.
- (iv) Tot tyd en wyl 'n ooreenkoms bereik word ten opsigte van die prestasiebonuswerk, of ingeval die prestasiebonusskaal ingevolge die bepalings van klousule (iii) hiervan by die Nywerheidsraad aangegee is, moet die werknemer voortgaan met die werk ooreenkomstig die prestasiebonusskaal wat deur die bestuur toegelaat word.
- (v) Enige aanpassing wat deur die Raad vasgestel word ten gunste van die werknemer is van toepassing op hom met ingang van die datum waarop die saak by die Raad aange meld is.
- (vi) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy, as dit van hom vereis word om gereed te staan vir werk, teen die gekonsolideerde skaal betaal word vir daardie klas werk wat in die Ooreenkoms ingelys is, met Ooreenkomsvoorwaardes ten opsigte van oortydwerk en nagskofwerk, wanneer dit van toepassing is. Tyd wanneer 'n werknemer gereed staan, moet nie by die berekening van bonusverdienste in aanmerking geneem word nie.
- (vii) Geen betaling word gedoen ten opsigte van verdragings wat normaal in die betrokke inrigting voorkom en wat by die vaststelling van die tydtoelae in aanmerking geneem is nie.
- (viii) Geen skaal waaroor 'n werkgewer en 'n werknemer ooreengekom het, word as bevredigend beskou as so 'n skaal 'n gemiddelde werknemer op 'n prestasiebonusstelsel in diens, nie in staat stel om minstens 15 persent meer te verdien as die basiese loon wat hierin vir die betrokke werk vasgestel is nie.

- (ix) In all cases the employee shall be guaranteed the consolidated rate for his class of work, irrespective of earnings, for the hours worked.
- (x) An employee working on incentive bonus work shall be paid on the normal pay day of each week.
- (xi) Incentive bonus work rates or basis times once established may not be altered except for the following reasons:—
 - (1) A mistake in the calculation of either side; or
 - (2) the material, means or method of production or the quantities are changed; or
 - (3) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.
- (xii) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.

11. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) If an employee does not work on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week; provided that whenever the Day of the Covenant, Christmas Day or New Year's Day fall on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive. For purposes of this sub-section, the ordinary hourly rate of employees employed on incentive bonus work shall be the consolidated rate for the class of work scheduled in this Agreement.

(2) The provisions of sub-section (1) shall not apply to an employee who is on the paid holiday provided for in this part of the Agreement.

(3) Whenever an employee works on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid for the number of hours payable in terms of sub-section (1) hereof to an employee who does not work on such day, and shall be paid in addition at one and one-half times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid at treble the hourly rate until the usual starting time next day.

12. HOLIDAY PAY.

(1) Except in the case of employees employed on incentive bonus work, holiday payments provided for in this section shall be computed at the "hourly rate" as defined in this Agreement which the employee is receiving at the date of qualification for his paid holiday.

(2) Holiday payments of employees employed on incentive bonus work shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked on incentive bonus work prior to the holiday becoming due or, whichever is the lesser period, over the number of weeks actually worked during the period of employment on incentive bonus work.

(3) Each employee shall be entitled under this Agreement to three consecutive weeks' paid holiday, subject to the following conditions:—

(a) The qualification for the paid holiday (whether worked for one or more employers) shall be 292 shifts, exclusive of overtime, actually worked on a six-day week basis, or 243 shifts exclusive of overtime, actually worked on a five-day week basis; provided that—

(i) subject to paragraph (ii) hereof employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday; provided that an employee whose employment terminates after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis, as the case may be, shall be credited for purposes of the paid holiday with the number of shifts actually worked;

(ii) where an employee's service is broken in terms of (i) hereof and he resumes work for the same employer he shall be credited for purposes of the paid holiday with the total number of shifts worked with such employer; provided he does not work for another employer in the interim;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for paid leave, shall count for the paid holiday; provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes if such accident has been admitted as falling within the provisions of the Workman's Compensation Act, and the periods of absence counting for purposes of the paid holiday shall be the periods of disablement admitted by the said Act;

(ix) Die werknemer moet in elke geval die gekonsolideerde skaal gewaarborg word, afgesien van vriedienste, vir die ure gewerk.

(x) 'n Werknemer in diens op 'n prestasiebonusstelsel moet op die gewone betaaldag van elke week betaal word.

(xi) Geen prestasiebonusskaal of basiese tye wat eenmaal vasgestel is, mag gewysig word nie uitgesonderd om ondervermelde redes:—

- (1) 'n Fout in die berekening aan enige kant; of
- (2) verandering van die materiaal, wyse of metode van produksie, of die hoeveelhede; of
- (3) 'n onderlinge ooreenkoms aangegaan tussen die werkgewer en werknemer op dieselfde wyse as wat 'n nuwe loonskaal vasgestel word.

(xii) Om enige rede wat hy goedvind, kan die Raad enige inrigting verbied om prestasiebonuswerk te laat verrig of om enige stelsel te werk wat die Raad as 'n stelsel van prestasiebonuswerk beskou.

11. BETALING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) As 'n werknemer nie op Goeie Vrydag, Gelofte-dag, Kersdag of Nuwejaarsdag werk nie, moet hy teen sy gewone uurtarief vir die gewone werke vir daardie dag van die week betaal word; met dien verstande dat so dikwels as wat Gelofte-dag, Kersdag of Nuwejaarsdag op 'n Saterdag val, moet 'n werknemer wat nie op sodanige dag werk nie, teen sy gewone uurtarief betaal word vir die getal ure waarvoor hy betaal sou geword het as die vakansiedag binne die tydperk van Maandag tot en met Vrydag geval het. Vir die toepassing van hierdie subartikel is die gewone uurtarief van werknemers op prestasiebonuswerk die gekonsolideerde tarief vir die klas wat in hierdie Ooreenkoms ingelys is.

(2) Die bepalinge van subartikel (1) is nie van toepassing op 'n werknemer wat op die betaalde vakansie is waarvoor voorsiening in hierdie deel van die Ooreenkoms gemaak word nie.

(3) So dikwels as wat 'n werknemer op Goeie Vrydag, Gelofte-dag, Kersdag of Nuwejaarsdag werk, moet hy betaal word vir die aantal ure wat betaalbaar is ingevolge subartikel (1) hiervan aan 'n werknemer wat nie op sodanige dag werk nie, en hy moet daarbenewens teen 1½ maal die uurtarief betaal word vir tyd tot die genoemde aantal ure gewerk; daarna moet hy teen driemaal die uurloon betaal word tot die gewone begintyd die volgende dag.

12. VERLOFBETALING.

(1) Behalwe in die geval van werknemers op prestasiebonuswerk, moet die verlofbetalings waarvoor voorsiening in hierdie artikel gemaak word, bereken word teen die „uurskaal” soos in hierdie Ooreenkoms omskryf, wat die werknemer ontvang op die datum waarop hy vir sy betaalde verlof kwalifiseer.

(2) Verlofbetalings vir werknemers op prestasiebonuswerk moet bereken word op die gemiddelde weeklikse verdienste, oortyd uitgesonderd, oor die laaste drie maande wat werklik op prestasiebonuswerk gewerk is voordat die verlof verskuldig geword het of, na gelang van die kortste tydperk, oor die aantal weke werklik gewerk gedurende die diens tyd op prestasiebonuswerk.

(3) Elke werknemer is kragtens hierdie Ooreenkoms en met inagneming van onderstaande bepalinge, geregtig op drie agter-eevolgende weke verlof met volle besoldiging:—

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

(i) behoudens paragraaf (ii) hiervan, diens by dieselfde werkgewer van minder as 30 skofte op 'n basis van 'n week van ses dae, of 25 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte op 'n basis van 'n week van ses dae, of na 15 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, geskors word, gekrediteer moet word met die aantal skofte wat hy werklik gewerk het;

(ii) wanneer 'n werknemer se diens ingevolge (i) hiervan onderbreek is en hy by dieselfde werkgewer werk hervat, hy vir doeleindes van die betaalde verlof met die totale getal skofte wat hy by die werkgewer gewerk het, gekrediteer moet word, met dien verstande dat hy in die tussentyd nie vir 'n ander werkgewer werk nie;

(iii) tydperke van afwesigheid weens siekte wat in die geheel nie 52 skofte op grond van 'n week van ses dae of 43 skofte op grond van 'n week van vyf dae, na gelang van die geval, in enige afsonderlike kwalifiseertyd vir betaalde verlof te bowe gaan nie, word vir doeleindes van die betaalde verlof meegereken; met dien verstande dat 'n werkgewer daarop geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter staving van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevolg van 'n ongeluk wat ontstaan uit of in die loop van die werknemer se diens, moet vir verlof doeleindes meegereken word; met dien verstande dat aangeneem word dat die ongeluk binne die bepalinge van die Ongevallewet val en die tydperke van afwesigheid wat vir verlofdoeleindes meegereken word, is die tydperke van onbekwaamheid wat kragtens genoemde Wet erken word;

- (iv) provided notification of such absence is given by the employer in writing to the Council within seven days of such absence, any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift lost by him during such absence, forfeit five shifts on a six-day week basis or four and one-sixth on a five-day week basis, as the case may be, worked towards his paid holiday qualification, with a maximum penalty in any one qualifying period for paid leave of 30 shifts on a six-day week basis or 25 shifts on a five-day week basis as the case may be;
- (v) periods of absence on the additional week's leave or accumulations thereof provided for in section 13 of this part of the Agreement shall count for purposes of the paid holiday to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.
- (b) The holiday shall include four weekends and be for one unbroken period.
- (c) Should either Good Friday, the Day of the Covenant, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.
- (d) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid holiday, the holiday shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.
- (e) Application for the holiday shall be made by an employee within one month of the date he becomes entitled thereto.
- (f) The holiday shall be granted by the employer so as to commence within a period of four months of due date.
- (g) An employee shall be entitled to and shall take his holiday within a period of four months from due date, unless exemption be granted by the Council.
- (h) No employee shall engage in any employment for gain during the period of his holiday.
- (4) (a) When an employee is about to take his paid holiday, the moneys payable to him for purposes thereof shall be paid to him in cash by his employer on his ceasing work to go on holiday.
- (b) The employer shall at the time of making the payment referred to in (a) and in sections 13 and 14 of this part of the Agreement, forward to the Council a holiday receipt voucher drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.
- (5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (3) of this section he shall be credited according to whether the establishment works a six-day week or a five-day week with the proportionate number of shifts worked. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Council the money equivalent of the holiday to which the employee is so entitled computed as provided for in sub-section (1) or sub-section (2) of this section, whichever is applicable.
- (6) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of holiday pay shall be payable to his estate or himself, as the case may be.
- (7) (a) After not less than 49 weeks have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industries shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the Region of origin to payment thereon of any unpaid balance standing to his credit on the books of the Council.
- (b) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall on the expiration of such period accrue to the funds of the Council; provided, however, that the Council shall consider any claim that may be made by any such employee after the expiration of the said period, and may in its discretion make *ex gratia* payment from the funds of the Council to such employees as are referred to herein.
- (8) Except as otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or, whichever is the later, the date on which he last became entitled to a paid holiday, and includes any period in which an employee compulsorily undergoes peace training in terms of the South Africa Defence Act, 1912.

- (iv) mits kennis van sodanige afwesigheid skriftelik binne sewe dae van sodanige afwesigheid deur die werkgewer aan die Raad gegee word, moet 'n werknemer wat sonder voldoende rede ter bevrediging van sy werkgewer van die werk wegby, ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloor, vyf skofte verbeur op grond van 'n week van ses dae of $4\frac{1}{2}$ op grond van 'n week van vyf dae, na gelang van die geval, wat hy vir sy betaalde verlofkwalifikasie gewerk het, met 'n maksimum straf van 30 skofte in enige kwalifiseertydperk vir verlof met besoldiging van 30 skofte op grond van 'n week van ses dae of 25 skofte op grond van 'n week van vyf dae, na gelang van die geval;
- (v) tye van afwesigheid ten opsigte van die bykomende week verlof of ophopings daarvan; waarvoor voorsiening in artikel 13 van hierdie deel van die Ooreenkoms gemaak is, tel vir doeleindes van verlofkwalifikasie ten getalle van die skofte wat gewoonlik gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het.
- (b) Die verlof moet vier naweke insluit en moet nie onderbreek word nie.
- (c) Ingeval of Goie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag binne die verloftyd val, word die tyd verleng met een dag teen volle besoldiging vir elk van daardie dae.
- (d) Ingeval 'n werknemer wat deur sy werkgewer verplig word om weg van sy gewone woonplek af te werk, op die punt staan om sy betaalde verlof te neem, moet die verlof, mits die werknemer na sy woonplek teruggaan, by die woonplek van daardie werknemer begin en eindig.
- (e) 'n Werknemer moet binne een maand vanaf die datum waarop hy op verlof geregtig word, aansoek daarom doen.
- (f) Die verlof moet binne vier maande vanaf die datum waarop dit verskuldig word, deur die werkgewer toegestaan word.
- (g) 'n Werknemer moet sy verlof neem en is daarop geregtig binne 'n tydperk van vier maande vanaf die datum waarop dit aan hom toekom, tensy vrystelling deur die Raad verleen is.
- (h) Geen werknemer mag, solank hy op verlof is, enige loontrekkende werk verrig nie.
- (4) (a) As 'n werknemer op die punt staan om met betaalde verlof te gaan, moet die geld aan hom verskuldig vir doeleindes van die verlof, onmiddellik voordat hy met sy werk ophou om met verlof te gaan, deur sy werkgewer in kontant aan hom betaal word.
- (b) Wanneer die besoldiging in (a) en in artikels 13 en 14 van hierdie deel van die Ooreenkoms voorgeskryf, betaal word, moet die werkgewer aan die Raad 'n bewys van verlofbesoldiging stuur, opgestel in 'n vorm aanneemlik vir die Raad en deur die werknemer onderteken as 'n bewys vir bogenoemde betaling.
- (5) Indien die diens van 'n werknemer eindig voordat hy op verlof met betaling ingevolge subartikel (3) van hierdie artikel geregtig is, moet hy volgens die vraag of die inrigting 'n sesdag- of 'n vyfdagweek werk, gekrediteer word met die eweredige aantal skofte gewerk. Die werkgewer moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die getal skofte gewerk wat vir verlofdoeleindes gereken word, aangedui is, en onmiddellik aan die Sekretaris van die Raad die geld-ekwivalent van die verlof stuur waarop die werknemer reg het, bereken soos bepaal in subartikel (1) of subartikel (2) van hierdie artikel, naamlik met dié een wat van toepassing is.
- (6) Ingeval 'n werknemer sterf of in die loop van sy diens onbekwaam raak om sy beroep uit te oefen, is die bedrag aan hom verskuldig ten opsigte van verlof, betaalbaar aan sy boedel of aan homself, na gelang van die geval.
- (7) (a) Na verloop van minstens 49 weke, gereken van die datum af waarop die tydperk van diens begin wat deur die bewys gedek word, het enige persoon aan wie 'n bewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die nywerheid in diens is nie, reg, onderworpe aan paragraaf (b) van hierdie subartikel op aanbieding van die bewys aan die Raad in die streek van oorsprong vir betaling daarop van enige onbetaalde saldo waarmee hy in die Raad se boeke gekrediteer staan.
- (b) Enige bewys wat kragtens subartikel (5) van hierdie artikel aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar van die datum van die laaste skof wat deur dié werknemer gewerk is, en bedrae op krediet van 'n werknemer in die boeke van die Raad moet na verstryking van dié tydperk aan die fondse van die Raad toekom; met dien verstande egter dat die Raad enige eis wat deur so 'n werknemer na die verstryking van genoemde tyd gemaak word, in oorweging moet neem, en kan hy na goeddunke 'n *ex gratia* betaling aan dié werknemers wat hierin genoem word, uit die fondse van die Raad doen.
- (8) Behalwe soos anders hierin bepaal, moet dit vir die toepassing van hierdie artikel beskou word dat diens begin van die datum af waarop 'n werknemer in die werkgewer se diens gaan of, na gelang van die jongste, die datum waarop hy laas geregtig geword het op betaalde verlof, en omvat enige tydperk waarin 'n werknemer verpligte vredestrydse opleiding ingevolge die Zuid Afrika Verdedigings Wet, 1912, meemaak.

(9) The Council may make reciprocal arrangements with any other Industry for the interchange of leave vouchers to the benefit of employees leaving the Industries.

13. ADDITIONAL HOLIDAY PAY.

(1) Whenever an employee who has completed 12 or more year's continuous service with an employer qualifies for a paid holiday in terms of section 12 (3) of this part of the Agreement, he shall, while employed by the same employer, be entitled to an extra week's leave at the employer's convenience or to receive the equivalent value thereof; provided that by mutual arrangement between the employer and employee—

- (i) the paid holiday referred to in section 12 (3) of this part of the Agreement may be extended by an extra week; or
- (ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such extra weeks' paid holiday.

(2) Whenever the employer and employee come to the arrangement provided for in paragraph (1) (ii) and the employee has qualified for three such extra week's paid holiday (hereinafter referred to as "the accumulated leave"), the employer shall grant and the employee shall take the accumulated leave when he is given and takes the paid holiday provided for in section 12 (3) of this part of the Agreement, unless, as may be, the employer and employee agree to the accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated leave within such period his title thereto shall cease.

(3) Whenever the employment of an employee terminates who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this section he shall be paid upon his employment so terminating for such extra paid leave as he has qualified for and not received.

14. HOLIDAY AND SPECIAL BONUS.

For purposes of this section—

"holiday qualification" shall be the qualification for the paid holiday prescribed in section 12 of this part of the Agreement;

"qualified employee" means any employee who is not employed as a learner or who, if remunerated according to experience, has qualified for the rate for his class of work specified as payable thereafter.

(1) Whenever an employee to whom this section applies is paid his holiday leave pay he shall at the same time be paid bonus as follows:—

Class.	Bonus Payable.
Class A—	
(i) Qualified employees whose basic rate specified in this Agreement is the equivalent of 2s. 5d. per hour or more at date of qualification for their paid holiday;	A holiday bonus of £32. 10s. per annum calculated pro rata to the holiday qualification completed after the date on which the employee last qualified for holiday leave or, whichever is the later, from the date of his engagement.
(ii) employees employed at the date of coming into operation of this Agreement as learners or employed in occupations remunerated according to experience whose basic rate specified in this Agreement is the equivalent of 2s. 5d. per hour or more at date of qualification for their paid holiday;	<i>Note.</i> —Shifts or periods of absence which count for holiday purposes in terms of section 12 (3) (a) (iii) of this part of the Agreement must be included in the calculation of the bonus due.
(iii) employees (other than newcomers) employed as probationers in metal window and/or door and/or flyscreen manufacture on work classified at Rates 2, 3 or 4 in Division D/11.	
Class B.	
All other employees not included in Class A hereof (other than apprentices, employees employed on work classified at Rates 8 to 12 or watchmen).	An amount calculated at the rate of 8 per cent of the employee's basic rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.

(9) Die Raad kan wederkerige reëlings met enige ander nywerheid tref vir die uitruil van verlofbewyse tot voordeel van werknemers wat die nywerhede verlaat.

13. EKSTRA VERLOFBETALING.

(1) Wanneer 'n werknemer wat 12 of meer jare ononderbroke diens by 'n werkgever voltooi het, vir betaalde verlof ingevolge artikel 12 (3) van hierdie deel van die Ooreenkoms in aanmerking kom, is hy, terwyl hy by dieselfde werkgever in diens is, geregtig op 'n ekstra week verlof, as dit vir die werkgever geskik is, of om die ekwivalente waarde daarvan te ontvang; met dien verstande dat daar by onderlinge ooreenkoms tussen werkgever en werknemer—

- (i) die verlof met besoldiging in subartikel (3) van hierdie artikel voorgeskryf, met 'n ekstra week verleng kan word; of
- (ii) die ekstra week verlof vir die kwalifiseerjaar uitgestel kan word en die werknemer dit kan laat ooploop totdat hy vir drie van daardie ekstra weke verlof met besoldiging kwalifiseer.

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

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

14. VERLOF EN SPESIALE BONUS.

Vir die toepassing van hierdie artikel is—

"verlofkwalifikasie", die kwalifikasie vir die besoldigde verlof voorgeskryf in artikel 12 van dié deel van die Ooreenkoms, en beteken;

"gekwalfiseerde werknemers" werknemers wat nie as leerlinge in diens is nie, of wat vir die loonskaal vir sy klas werk wat as betaalbaar „daarna" gespesifiseer is, gekwalifiseer het, indien hy volgens ondervinding besoldig word.

(1) Wanneer sy verlofbesoldiging aan 'n werknemer betaal word op wie hierdie artikel van toepassing is, moet 'n bonus soos volg terselfdertyd aan hom betaal word:—

Klas.	Bonus betaalbaar.
Klas A—	
(i) Gekwalifiseerde werknemers wie se basiese skaal in hierdie Ooreenkoms gespesifiseer, gelykstaan met 2s. 5d. per uur of meer op die datum van kwalifikasie vir hulle betaalde vakansie;	'n Vakansiebonus van £32. 10s. per jaar bereken <i>pro rata</i> teen die verlofkwalifikasie voltooi na die datum waarop die werknemer laas vir verlof gekwalifiseer het of, na gelang van die jongste datum, van die datum van sy indiensneming af.
(ii) werknemers as leerlinge in diens op die datum waarop hierdie Ooreenkoms van krag word, of in diens in bedrywe waarvoor besoldiging volgens ondervinding geskied, wie se basiese loonskaal in hierdie Ooreenkoms gespesifiseer, gelykstaan met 2s. 5d. per uur of meer op die datum waarop hulle vir hulle besoldigde vakansie kwalifiseer;	<i>Opmerking.</i> —Skofte of tydperke van afwesigheid wat ingevolge artikel 12 (3) (a) (iii) van dié deel van die Ooreenkoms tel moet by die berekening van die verskuldigde bonus ingesluit word.
(iii) werknemers (uitgesonderd nuwelinge) in diens as proefwerkers in die vervaardiging van metaalvensters en/of deure en/of gaaskerms, op werk geklassifiseer teen Tariewe 2, 3 of 4 in Afdeling D/11.	
Klas B—	
Alle ander werknemers wat nie by Klas A hiervan ingesluit is nie (uitgesonderd vakleerlinge, werknemers in diens op werk geklassifiseer in Tariewe 8 tot 12, of wagt)	'n Bedrag bereken teen die tarief van 8. persent van die werknemer se basiese tarief vir sy bedryf ingelys in hierdie Ooreenkoms vir die ure, uitgesonderd oortyd, wat hy werklik gewerk het vir sy verlofkwalifikasie na die datum waarop hy laas vir verlof gekwalifiseer het, of die datum van sy indiensneming, na gelang van die jongste.

(2) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts credited to him for holiday purposes or, as the case may be, an amount calculated at the rate of 8 per cent of the employee's basic rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council together with the money equivalent of the paid holiday entitlement.

(3) Whenever the bonus is remitted to the Council in terms of sub-section (2), the provisions of sub-sections (6) and (7) of section 12 and of section 15 of this part of the Agreement relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

(4) No bonus shall be credited for periods of employment which in terms of section 12 (3) (a) (i) of this part of the Agreement do not count towards the paid holiday.

(5) This section shall not apply to apprentices, employees employed on work classified at Rates 8 to 12 inclusive or watchmen.

15. PAYMENT DURING UNEMPLOYMENT.

(1) Whenever an employee is unemployed and the period of unemployment between one engagement and another is more than six days, an employee on presenting his voucher or vouchers to the Council shall be entitled during each week of unemployment to payment from the amount standing to his credit of such sum as may be determined by the Council from time to time or, whichever is the lesser, the amount standing to his credit; provided that unless the amount standing to his credit is a lesser amount, the sum an employee shall be entitled to receive under this section shall be not less than half of the ordinary weekly remuneration he was receiving when unemployment started. Should the employee obtain employment before the amount standing to his credit has been exhausted, the unpaid amount shall remain to his credit in the books of the Council and shall be available to him either when he next qualifies for leave or becomes unemployed for a longer period than six days.

(2) An employee claiming and receiving payment in terms of sub-section (1) shall, on obtaining further employment in the Industries, commence to qualify for leave as from the date of such employment; provided that if there is any unclaimed balance standing to his credit in terms of sub-section (1), the leave equivalent of such balance shall be credited to him.

16. ALLOWANCES.

(A) *Travelling and Subsistence Allowances.*—(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with second-class rail accommodation except over suburban lines, when the accommodation shall be first-class, or suitable transport to and from the job; provided that third-class rail accommodation may be provided in the case of employees whose work is scheduled in this Agreement at Rates 8 to 12 inclusive.

(2) When an employee is required to travel in terms of sub-section (1) he shall be paid at ordinary rates during ordinary hours of work and at half rates outside of ordinary hours of work, pay in any circumstances not to exceed twelve hours' pay per cycle of 24 hours or part thereof reckoned from the time the journey commences; provided that an employee who has been working on the day on which the journey commences shall be entitled to receive only up to a maximum of 12 hours' full pay which shall include the wages earned by him in respect of such day, and for purposes of any further payment in terms of this sub-section each cycle of 24 hours shall be reckoned from the time at which the employee started work on the day on which the journey commences.

(3) An employee shall be paid for meals and bed on the train.

(4) Where an employee by reason of his employment away from his usual working place is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job.

(5) For purposes of this section, Sunday shall be considered to be an ordinary working day.

(6) Whenever employment terminates while at the requirement of the employer an employee is working away from his usual place of domicile, he shall be entitled to be provided with the rail accommodation specified in sub-section (1) to his place of domicile, or suitable transport thereto.

(7) Notwithstanding the aforementioned, the following special provisions shall apply in cases where an employee is engaged on the particular site or working place of the job being undertaken:—

(a) In the event of the employer no longer requiring the services of the employee on the job in question, but being prepared to employ the same employee on another job at a different place, the employer shall—

(i) advise the employee, in writing, that further employment is available at a different place;

(2) Wanneer die diens van 'n werknemer eindig voordat hy geregtig word op verlof met besoldiging moet die werknemer met 'n aandeel van die bonus vir sy klas gespesifiseer, gekrediteer word in verhouding tot die getal skofte wat vir verlofdoeleindes aan hom gekrediteer word, of, na gelang van die geval, 'n bedrag bereken teen 8 persent van die werknemer se basiese tarief vir sy bedryf soos in die lys opgegee in hierdie Ooreenkoms vir die ure, uitgesonderd oortydure, wat hy werklik vir sy verlof-kwalifikasie gewerk het. Die werkgewer moet die betrokke bedrag op die bewys inskryf wat aan die werknemer gegee moet word, waarop die getal skofte wat vir verlofdoeleindes tel, aangedui word en onmiddellik die geldekwivalent van die bonus aan die Sekretaris van die Raad, tesame met die geldekwivalent van die betaalde verlofkrediet stuur.

(3) Wanneer die bonus ingevolge die bepalings van subartikel (2) aan die Raad gestuur word, is die bepalings van subartikels (6) en (7) van artikel 12 en van artikel 15 van dié deel van die Ooreenkoms met betrekking tot die geldekwivalent van die verlofkrediet met besoldiging, *mutatis mutandis* van toepassing.

(4) Geen bonus moet gekrediteer word vir dienstydsperke wat ingevolge artikel 12 (3) (a) (i) van hierdie deel van die Ooreenkoms nie vir die betaalde verlof tel nie.

(5) Hierdie artikel is nie op vakleerlinge, werknemers in diens op werk geklassifiseer teen Tariewe 8 tot en met 12 of wage van toepassing nie.

15. BETALING TYDENS WERKLOOSHEID.

(1) Wanneer 'n werknemer werkloos is en die tyd van werkloosheid tussen een indiensneming en 'n ander langer as ses dae duur, is 'n werknemer, wanneer hy sy bewys of bewyse aan die Raad voorleë, geregtig gedurende elke week van werkloosheid op betaling uit die bedrag in sy krediet van sodanige bedrag as wat die Raad van tyd tot tyd oor kan besluit of, na gelang van die kleinste, die bedrag in sy krediet; met dien verstande dat tensy die bedrag in sy krediet 'n kleiner bedrag is, die bedrag waarop 'n werknemer kragtens hierdie artikel geregtig is, nie minder moet wees as helfte van die gewone weeklikse besoldiging wat hy ontvang het toe die werkloosheid begin het nie. Indien die werknemer werk kry voordat die bedrag in sy krediet uitgeput is, moet die onbetaalde bedrag in sy krediet in die boeke van die Raad bly staan en beskikbaar wees vir hom, of wanneer hy die volgende keer vir verlof kwalifiseer of vir 'n langer tydperk as ses dae werkloos word.

(2) Enige werknemer wat betaling ingevolge subartikel (1) eis en ontvang, moet, wanneer hy weer werk in die nywerhede kry, begin om te kwalifiseer vir verlof van die datum van sodanige werkverkryging af; met dien verstande dat as daar enige onopge-eiste balans in sy krediet ingevolge subartikel (1) staan, die verlof-ekwivalent van sodanige balans aan hom gekrediteer moet word.

16. TOELAES.

(A) *Toelaes vir reis- en verblyfskoste.*—(1) waar werk weg van die werkgewer se inrigting of van die werknemer se gewone werkplek verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om die werk te verrig, voorsien word van 'n tweedeklas-treinkaartjie, uitgesonderd oor voorstedelike lyne waarvoor die akkommodasie eerste klas of behoorlike vervoer na en van die werk moet wees; met dien verstande dat 'n derdeklas-treinkaartjie verskaf kan word in die geval van werknemers wie se werk in hierdie Ooreenkoms by tariewe 8 tot en met 12 ingelys is.

(2) Wanneer van 'n werknemer ingevolge (1) hiervan vereis word om te reis, moet hy gedurende gewone werkeure teen die gewone loonskaal besoldig word en teen die helfte van die gewone loonskaal buite die gewone werkeure; betaling moet in geen geval 12 uur se besoldiging gedurende 'n tydperk van 24 uur of gedeelte daarvan, bereken vandat die reis begin, te bowe gaan nie; met dien verstande dat as 'n werknemer gewerk het op die dag waarop die reis begin, hy slegs daarop geregtig is om 'n maksimum van 12 uur se besoldiging te ontvang, insluitende die loon wat ten opsigte van daardie dag deur hom verdien is, en vir die doeleindes van enige verdere betaling ingevolge hierdie subartikel moet elke kringloop van 24 uur bereken word van die tyd waarop die werknemer begin werk het op die dag waarop die reis begin.

(3) 'n Werknemer moet vir etes en slaapplek op die trein betaal word.

(4) As 'n werkgewer van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, weg van sy gewone woonplek te woon, moet vir losies en inwoning betaal word of dit moet by die werk verskaf word.

(5) Vir die toepassing van hierdie artikel word Sondag as 'n gewone werkdag beskou.

(6) Wanneer diens eindig terwyl van 'n werknemer deur 'n werkgewer vereis word om weg van sy gewone woonplek te werk, is hy daarop geregtig om voorsien te word van die treinkaartjie genoem in subartikel (1) na sy woonplek toe, of geskikte vervoer soontoe.

(7) Onderstaande spesiale bepalings is, ondanks bostaande, van toepassing in gevalle waar 'n werknemer in diens geneem word op die besondere perseel of werkplek van die werk wat onderneem word—

(a) indien die werkgewer nie meer die werknemer se dienste by die betrokke werk vereis nie, maar bereid is om dieselfde werknemer op 'n ander werk op 'n ander plek in diens te neem, moet die werkgewer—

(i) die werknemer skriftelik in kennis stel dat verdere werk op 'n ander plek verkrygbaar is;

(iii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of clause (i) the cost of rail accommodation for the journey undertaken on the basis set out in (A) (1) of this section.

(b) In the event of an employer failing to give notification in terms of clause (i), but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in clause (a) (ii).

(B) *Abnormally Dirty Work Allowance* (for "abnormally dirty work" as in this Agreement defined).—(1) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance in addition to any other remuneration to which he is entitled under this Agreement of 1s. 6d. per shift or part thereof.

(2) Where an employee has completed the hours of an ordinary shift on abnormally dirty work, he shall, when he works overtime on abnormally dirty work for not less than four hours, be paid a further 1s. 6d.

(C) *Height Allowance*.—Whenever an employee who does not customarily work aloft is required to work on ships at a height of over 20 feet above top deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement; and for the period for which he is so occupied or for one hour, whichever is the greater, be paid an allowance of 10 per cent of his hourly rate less the "additional rate per hour" consolidated from cost of living allowance, if any.

17. TERMINATION OF EMPLOYMENT.

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service; provided that this shall not affect—

(a) the right of an employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;

(b) any agreement between an employer and employee providing for a longer period of notice than one clear working day; and further provided that an employer may pay to an employee wages for and in lieu of the prescribed or agreed period of notice.

(2) Whenever the contract of service is terminable by one clear working day's notice and the employee fails to give the notice or work such notice period, the employer may deduct pay and cost of living allowance for the hours of an ordinary shift in the establishment concerned.

(3) For the purpose of this section, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to midday on Friday.

18. OUTWORK.

No employer shall require or allow an employee to undertake any class of work covered by this Agreement elsewhere than in his establishment except where such work is in execution or completion of any order placed with that employer, and no employee shall solicit or take orders for or undertake any class of work covered by the Agreement for sale and/or for gain either on his own account or on behalf of any other persons or firm whilst he is in the service of an employer engaged in the Industries.

19. EMPLOYMENT OF JUVENILES AND ISSUE OF CERTIFICATES, ETC.

(1) No employer shall employ a juvenile under Clause (d) of Schedule B of Part III of this Agreement without obtaining the prior approval of the Council, and a certificate from the Council in such form as it may prescribe.

(2) Any permission given in terms of sub-section (1) may be withdrawn by the Council for any good and sufficient reason it deems fit, and on receipt of notification from the Council the employer shall forthwith discontinue the services of the juvenile to whom the notification refers or, as the case may be, retain the juvenile's service at the full rate prescribed for the class of work performed.

(3) When permission is withdrawn in terms of sub-section (2) the employer shall forthwith return the certificate to the Council for cancellation.

(4) No employer shall after one month from the date of coming into operation of this Agreement employ any person on work classified at Rate 1 other than an employee who has completed his apprenticeship under a contract in terms of the Apprenticeship Act or any other contract recognised by the Council in any one of the classes of work specified under Rate 1, unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman; provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on the work classified at Rate 1 appearing in his certificate.

(ii) by beëindiging van een maand diens of voltooiing van die werk, na gelang van die eerste, aan 'n werknemer wat hom ingevolge klousule (i) vir diens aanbied, die koste van 'n treinkaartjie terugbetaal vir die reis wat onderneem is, op die basis in (A) (1) van die artikel verduidelik.

(b) Indien 'n werkgewer in gebreke bly om ingevolge klousule (i) kennis te gee, maar die werknemer nietemin binne die tydperk van een maand op 'n ander plek in diens niem is die werknemer geregtig op die terugbetaling soos in klousule (a) (ii) uiteengesit.

(B) *Toelae vir buitengewone vuil werk* (vir „buitengewone vuil werk" soos in die Ooreenkoms omskryf).—(1) As 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens is) buitengewone vuil werk moet verrig, moet hy, benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms reg het, 'n toelae van 1s. 6d. per skof of gedeelte daarvan betaal word.

(2) As 'n werknemer die ure van 'n gewone skof aan buitengewone vuil werk gewerk het, moet hy, as hy minstens vier uur oortyd aan buitengewone vuil werk werk, nog 1s. 6d. betaal word.

(C) *Hoogtetoelae*.—Wanneer 'n werknemer wat gewoonlik nie bo die begane grond werk nie, op skepe moet werk op 'n hoogte van 20 voet bo die bodem en onder omstandighede wat die gebruik van 'n veiligheidsgordel nodig maak, moet hy, benewens die besoldiging waarop hy kragtens hierdie Ooreenkoms reg het en vir die tydperk wat hy aldus werksaam is, of, na gelang van die langste, een uur, 'n toelae van 10 persent bo sy uurloon betaal word, min die „bykomende skaal per uur", gekonsolideer, van die lewenskostetoelae, as daar een is.

17. DIENSBEÏNDIGING.

(1) 'n Werkgewer of werknemer moet minstens een volle dag vooraf die diens opse; met dien verstande dat dit geen inbreuk op die volgende maak nie:—

(a) Die reg van 'n werkgewer of 'n werknemer om die diens sonder opsegging te beëindig weens enige gegronde rede wat deur die Wet as voldoende erken word;

(b) enige ooreenkoms tussen 'n werkgewer en werknemer waarby voorsiening vir 'n langer diensopseggingstyd as een volle werkdag gemaak word;

en voorts met dien verstande dat 'n werkgewer aan 'n werknemer 'n loon kan betaal in plaas van die diensopseggingstyd waarvoor ooreengekom is, na te kom.

(2) Wanneer die kontrak beëindig kan word deur een volle werkdag se kennis te gee, en die werknemer versuim om die kennis te gee of sodanige opseggingstyd te werk, kan die werkgewer loon en lewenskostetoelae vir die ure van 'n gewone skof in die betrokke inrigting aftrek.

(3) Vir die toepassing van hierdie artikel moet Saterdag nie as 'n volle werkdag beskou word nie. Opsegging om 'n dienskontrak te beëindig by die ophoudtyd op Saterdag moet voor 12-uur middag op Vrydag gegee word.

18. BUITEWERK.

Geen werkgewer mag 'n werknemer verplig of toelaat om enige klas werk, deur hierdie Ooreenkoms gedek, op enige ander plek as in sy inrigting te onderneem nie, behalwe waar sodanige werk gedoen word ter uitvoering of voltooiing van enige bestelling wat by daardie werkgewer geplaas is, en geen werknemer mag bestellings werf of neem vir enige klas werk, deur die Ooreenkoms gedek, vir verkoop en/of vir wins nie, hetsy vir eie rekening of ten behoeve van enige ander persone of firma terwyl hy in die diens is van 'n werkgewer in die nywerhede.

19. INDIENSNEEMING VAN JEUGDIGES EN UITREIKING VAN SERTIFIKATE, ENS.

(1) Geen werkgewer mag 'n jeugdige ingevolge klousule (d) van Lys B van deel III van hierdie Ooreenkoms in diens neem alvorens hy die toestemming van die Raad en 'n sertifikaat van die Raad in die vorm wat hy voorskryf, verkry het nie.

(2) Enige toestemming ingevolge subartikel (1) hiervan kan deur die Raad om enige goeie en genoegsame rede na goedduke ingetrek word en die werkgewer moet by ontvangs van kennisgewing van die Raad onmiddellik die jeugdige, na wie die kennisgewing verwys, uit diens ontslaan, of na gelang van die geval, die jeugdige in diens hou teen die volle loon wat vir die betrokke klas werk voorgeskryf is.

(3) Wanneer toestemming ingevolge subartikel (2) hiervan ingetrek word, moet die werkgewer onmiddellik die sertifikaat vir intrekking aan die Raad stuur.

(4) Geen werknemer mag na een maand van die datum waarop hierdie Ooreenkoms in werking tree, enige persoon op werk teen Tarief 1 geklassifiseer, in diens neem nie, uitgesonderd 'n werknemer wat sy vakleerlingskap in enigeen van die soorte werk in Tarief 1 genoem, voltooi het onder 'n kontrak ingevolge die Wet op Vakleerlinge, of enige ander kontrak deur die Raad erken, tensy die werknemer 'n sertifikaat besit wat deur die Raad uitgegeë is en wat hom toelaat om as 'n vakman in diens te wees; met dien verstande dat 'n werkgewer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom sal toelaat om as 'n vakman in diens te wees, en as daardie sertifikaat aan hom uitgereik word, kan hy daarna vir die werk wat in die sertifikaat onder Tarief 1 geklassifiseer is, in diens wees.

20. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE.

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

21. INSURANCE OF TOOLS.

Every employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be £25 (twenty-five pounds) per employee stated above.

22. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of this Agreement to any employer or employee. Applications for exemption shall be made to the Secretary of the Regional Council of the area concerned.

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

(3) The Council shall cause to be issued to every person to whom exemption has been granted, a licence, duly signed, setting out—

- (a) the full name of the person concerned;
 - (b) the provisions of the agreement from which exemption is granted;
 - (c) the conditions subject to which such exemption is granted;
 - (d) the period during which the exemption shall operate.
- (4) The Council shall cause—
- (a) all licences issued to be numbered consecutively;
 - (b) a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector of Labour of the area in respect of which the licence is issued;
 - (c) a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

23. EXPENSES OF THE COUNCIL.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided for in the following manner:—

- (1) From the payments to be made to each of his employees affected by this Agreement (other than employees employed on work classified at Rates 8 to 12 inclusive, watchmen, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944, as amended), and at the time of payment thereof, every employer shall deduct an amount of 3d. per week including weeks on which an employee is absent on paid leave. To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council.
- (2) In any establishment in which the amount payable to the Council in terms of sub-section (1) is less than 10s. per month, the employer shall make the amount up to 10s. for each month and forward that sum to the Council.
- (3) In any establishment in which there are no employees liable to the deduction of the amount specified in sub-section (1), the employer shall, for each month in which he employs five or more persons whose wages are scheduled in this Agreement, pay to the Council the sum of 10s.
- (4) The amount payable each month in terms of sub-section (1), (2) or (3) shall be forwarded to the Council not later than the fifteenth day of the month immediately following, as follows:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

Every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

Every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

Every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 3051, Port Elizabeth;

Every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

together with a statement in such form as may from time to time be prescribed.

- (5) Regardless of whether any amount is payable to the Council in terms of this Section, every employer shall, by not later than the 15th day of each month, forward to the Council in respect of the preceding month and in the manner indicated therein, the statement referred to in sub-section (4).

20. INDIENSNEMING VAN PERSONE ONDER 15 JAAR.

Geen werkgever mag 'n persoon onder die ouderdom van 15 jaar in diens neem nie.

21. VERSEKERING VAN GEREEDSKAP.

Elke werkgever moet by 'n geregistreerde versekeringsmaatskappy 'n polis uitneem vir versekering teen skade of vernietiging, deur brand op die werkgever se persele, van gereedskap wat die eiendom van sy vakman-, vakleerling- en masjiniwerknemers is. Die maksimum dekking vir versekering van gereedskap kragtens hierdie artikel is £25 (vyf-en-twintig pond) per bogenoemde werknemer.

22. VRYSTELLING.

(1) Die Raad kan vrystelling aan enige werkgever of werknemer van enigeen van die bepalinge van hierdie Ooreenkoms verleen. Aansoek om vrystelling moet aan die Sekretaris van die Gebiedsraad vir die betrokke gebied gerig word.

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

(3) Die Raad moet aan elke persoon aan wie vrystelling verleen word, 'n behoorlik ondertekende sertifikaat uitreik waarin vermeld word—

- (a) die naam van die betrokke persoon voluit;
 - (b) die bepalinge van die ooreenkoms waarvan vrystelling verleen word;
 - (c) die voorwaardes waarop vrystelling verleen word;
 - (d) die tydperk waarvoor vrystelling geldig is.
- (4) Die Raad moet—
- (a) alle sertifikate wat uitgereik word, in volgorde laat nummer;
 - (b) 'n afskrif van elke sertifikaat wat uitgereik word laat hou, en 'n afskrif van elke uitgereikte sertifikaat aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is, laat stuur;
 - (c) ingeval vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgever laat stuur.

23. UITGAWES VAN DIE RAAD.

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

- (1) Van die betalings wat gemaak moet word aan elkeen van sy werknemers wat deur hierdie Ooreenkoms geraak word, (uitgesonderd werknemers op werk geklassifiseer by Tariewe 8 tot en met 12, wagte, vakleerlinge of minderjarige gedurende die tydperk waarin sodanige minderjarige sonder 'n vakleerlingskapkontrak onder die Wet op Vakleerlinge, 1944, soos gewysig, in diens geneem kan word) en wanneer dit betaal word, moet elke werkgever 'n bedrag van 3d. per week aftrek, met inbegrip van weke waarin die werknemer met betaalde verlof afwesig is. By die bedrag aldus afgetrek moet die werkgever 'n gelyke bedrag voeg en die totale bedrag vir elke maand aan die Raad stuur.
- (2) In enige inrigting waarin die bedrag wat ingevolge subartikel (1) aan die Raad betaalbaar is, minder as 10s. per maand is, moet die werkgever die bedrag tot 10s. vir elke maand aanvul en dié bedrag aan die Raad stuur.
- (3) In enige inrigting waarin daar geen werknemers is van wie die bedrag afgetrek kan word wat in subartikel (1) gespesifiseer word nie, moet die werkgever vir elke maand waarin hy vyf of meer persone in diens het vir wie lone in hierdie Ooreenkoms genoem word, die som van 10s. aan die Raad betaal.
- (4) Die bedrag wat iedere maand ingevolge subartikel (1), (2) of (3) betaalbaar is, moet op of voor die 15de dag van die maand wat onmiddellik volg, soos volg aan die Raad gestuur word:—

Elke werkgever in streek A, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 4012, Kaapstad;

Elke werkgever in streek B, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Gos-Londen;

Elke werkgever in streek C, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 2778, Durban;

Elke werkgever in streek D, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3051, Port Elizabeth;

Elke werkgever in streek E, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

tesaam met 'n staat in 'n vorm wat van tyd tot tyd voorgeskryf kan word.

- (5) Ongeag die feit of enige bedrag ingevolge hierdie artikel aan die Raad betaalbaar is, moet elke werkgever op of voor die 15de dag van elke maand, die staat genoem in subartikel (4) aan die Raad stuur ten opsigte van die vorige maand en op die wyse daarin verduidelik.

24. EMPLOYMENT OF TRADE UNION LABOUR.

(1) Save as is provided for in sub-section (2) and (3) hereof, no employee who is not a member of one of the trade unions shall be employed by an employer who is a member of one of the employers' organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations; provided that this sub-section shall be limited in its application to—

- (a) employees performing work scheduled in this Agreement at Rate 1; and
- (b) employees for whom a basic rate of 2s. 5d. per hour or more is specified in this Agreement, if such employees have been employed in the Industries for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) No employer in the foundry trade shall employ any person on any of the classes of work marked with asterisks in Wage Division D/8 (Foundry and Castings General and Manufacturing Division) or Wage Division D/27 (Shell Moulding Division) who is not a member of the Iron Moulders' Society of South Africa, and no person who is a member of the Iron Moulders' Society of South Africa shall work for an employer in the foundry trade who is not a member of one of the employers' organisations; provided that these provisions shall not apply to employees other than journeymen for the first three months of employment in the Industries.

(3) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Union of South Africa; provided that if any immigrant has at any time after the first three months of his employment in the Industries refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(4) The Council may grant exemption from the provisions of sub-sections (1) and (2) hereof for any good and sufficient reason, and further, the said sub-sections shall not apply to persons who in the opinion of the Council are refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

25. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in or at the place where his employees are working, a legible copy of this Agreement in both official languages.

26. REGISTRATION OF EMPLOYERS.

(1) (a) Every employer who has not already done so in pursuance of any previous agreement shall within one month from the date on which this Agreement comes into operation; and

(b) Every employer entering the Industry after that date shall within one month of operation by him, in addition to complying with the provisions of sub-section (c) (i) hereof, forward to the Secretary of the Regional Council of the area concerned the following particulars:—

- (i) Full name;
- (ii) address;
- (iii) trades or operations carried out by him.

(c) (i) Every employer engaged in the Industry at the date of coming into operation of this Agreement who has not already done so in pursuance of any previous Agreement and every employer entering the Industry after the date of coming into operation of this Agreement shall, prior to applying the special conditions relating to manufacturing activities contained in Schedules C and D of Part III of this Agreement, make application to and obtain from the Council a certificate of registration of his establishment or part thereof, as the case may be, as a "manufacturing engineering establishment". Application for such registration shall be made to the Secretary of the Regional Council of the area concerned.

For purposes of this section—

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

(ii) Any employer who fails to register with the Council in terms of paragraph (i) shall be deemed to be conducting a "general engineering establishment".

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

27. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement.

28. WORKING PARTNERS.

All working partners and/or employers in the Industries shall observe the recognised hours prescribed for employees in this Agreement.

24. INDIENSNEEMING VAN VAKVERENIGINGARBEIDERS.

(1) Behoudens soos bepaal in subartikels (2) en (3) hiervan, mag geen werknemer wat nie lid van een van die vakverenigings is nie, deur 'n werkgever wat lid van een van die werkgevers-organisasies is, in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, by 'n werkgever wat nie lid van een van die werkgeversorganisasies is, in diens tree nie; met dien verstande dat die toepassing van hierdie subartikel in sy bestek beperk is tot—

- (a) werknemers wat werk verrig wat in hierdie Ooreenkoms onder Tarief 1 ingelys is; en
- (b) ander werknemers vir wie 'n tarief van 2s. 5d. per uur of meer in die Ooreenkoms voorgeskryf is as sodanige werknemers vir 'n tydperk van minstens ses maande in die nywerhede in diens was en vir lidmaatskap van een van die vakverenigings in aanmerking kom in ooreenstemming met hul onderskeidelike konstitusies.

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

(3) Die bepaling van hierdie artikel is nie gedurende die eerste jaar na die datum van 'n immigrant se binnekoms in die Unie van Suid-Afrika op hom van toepassing nie; met dien verstande dat wanneer die immigrant te eniger tyd na die eerste drie maande van sy indiensneming in die nywerheid weier om op versoek van die betrokke vakvereniging aansoek om lidmaatskap daarvan te doen, die bepaling van hierdie artikel onmiddellik van toepassing word.

(4) Die Raad kan vrystelling van die bepaling van subartikels (1) en (2) hiervan om enige goeie en voldoende rede verleen en verder is genoemde subartikels nie van toepassing op prsone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is nie en die applikant sodanige weiering aan die Raad gerapporteer het.

25. VERTONING VAN OOREENKOMS.

Elke werkgever moet in of by die plek waar sy werknemers werk 'n leesbare kopie van hierdie Ooreenkoms in albei amptelike tale aanplak en aangeplak hou.

26. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkgever wat dit nie reeds in ooreenstemming met enige vorige ooreenkoms gedoen het nie, moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree; en

(b) Elke werkgever wat na daardie datum in die nywerheid kom, moet binne een maand nadat hy met werksaamhede begin, bo en behalwe nakoming van die regulasies van subartikel (c) (i) hiervan, aan die Sekretaris van die Streekraad vir die betrokke gebied onderstaande besonderhede verstrek:—

- (i) Naam voluit;
- (ii) adres;
- (iii) bedrywe of werksaamhede deur hom uitgeoefen.

(c) (i) Elke werkgever wat op die datum van inwerkingtrekking van hierdie Ooreenkoms die nywerhede uitoefen en dit nie reeds kragtens enige vorige ooreenkoms gedoen het nie, en elke werkgever wat na die datum van inwerkingtrekking van hierdie Ooreenkoms in die nywerheid begin werk, moet, voor hy die bepaalde voorwaardes met betrekking tot die vervaardigingsbedrywighede vervat in Lyste C en D van deel III van hierdie Ooreenkoms toepas, by die Raad aansoek doen om en van hom 'n sertifikaat van registrasie van sy besigheid verkry, of, na gelang van die geval, van 'n gedeelte daarvan as 'n „ingenieursvervaardigings-inrigting". Aansoek om hierdie registrasie moet by die Sekretaris van die Streekraad vir die betrokke gebied gedoen word.

Vir die toepassing van hierdie artikel beteken—

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

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

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

27. TOEPASSING VAN DIE OOREENKOMS.

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

28. WERKENDE VENNOTE.

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

29. AGENTS.

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of wages paid, time worked and payment made for overtime and incentive bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

30. COST OF LIVING ALLOWANCES.

(1) (i) The consolidated rates scheduled in this Agreement shall be deemed to include any cost of living allowance payable in accordance with the provisions of War Measure No. 43 of 1942, as amended from time to time, in addition to which and to any other remuneration to which the employee is entitled, every employer shall pay to each of his employees (other than apprentices) serving under contracts registered under the Apprenticeship Act of 1944, as amended, and employees for whom special provisions have been made in Part II of this Agreement) a cost of living allowance as follows:—

Class.	Wage Group.	Allowance per week when Index = 205.5.	Adjustments.
I	Exceeding £7. 6s. 0d. per week— (i) In Regions "A", "C" and "E" (ii) In Regions "B" and "D"	£ s. d. 3 15 1 3 11 4	±7d. for each completed .5 of a point variation in Index above or below 205.5.
II	Exceeding £5. 8s. 4d. per week but not exceeding £7. 6s. 0d. per week	3 5 8	±6d. for each completed .5 of a point variation in Index above or below 205.5.
III	Exceeding £3. 3s. 0d. per week but not exceeding £5. 8s. 4d. per week	1 13 6	±3d. for each completed .5 of a point variation in Index above or below 205.5.
IV	£3. 3s. 0d. per week and under	1 12 6	±3d. for each completed .5 of a point variation in Index above or below 205.5.

(ii) The weekly allowance payable to an employee under this section may be reduced pro rata according to any period of absence from work; provided that if the absence is due to illness or a disablement falling within the provisions of the Workmen's Compensation Act and the employee concerned is not covered by the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund, no reduction shall be made in respect of the first week of such absence.

(iii) No employee to whom the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund applies shall be entitled to cost of living allowance in terms of this section in respect of any period in which he is absent from work due to illness or disablement; provided that in the case of an employee whose absence from work is due to a disablement falling within the provisions of the Workmen's Compensation Act, cost of living allowance shall be payable pro rata for any day or days not recognised as compensable in terms of the said Act up to a maximum of three days cost of living allowance.

(iv) Any employer who is required to pay any allowances in respect of any period of absence due to illness may require the employee to produce a medical certificate in respect of such absence before payment is made.

(v) Cost of living allowances shall be payable—

- during any period of paid annual leave, each employer during the qualifying period paying a pro rata proportion thereof; and
- for Good Friday, the Day of the Covenant, Christmas Day and New Year's Day pro rata to the ordinary hours of work of the establishment for that day of the week.

(vi) When an employee leaves one employer any holiday leave credit of that employee shall include a credit of the cost of living allowance payable in respect of that portion of the period of annual leave covered by the holiday leave credit, calculated at the rate payable at the date when the employment terminates.

(2) Any adjustment in the rate of the cost of living consequent upon a variation of the index figure shall be effected on the first pay day in the month after publication of the Press release statement reflecting such variation.

29. AGENTE.

Die Raad moet een of meer aangewese persone aanstel as agente om by die uitvoering van die bepaling van hierdie Ooreenkoms behulpsaam te wees. 'n Agent is geregtig om enige inrigting te betree en enige werkgewer of werknemer te ondervra en die aantekeninge van lone wat betaal, tyd wat gewerk en bedrae wat vir oortyd en prestasiebonuswerk betaal word, na te sien ten einde te kan bepaal of aan die bepaling van hierdie Ooreenkoms voldoen word.

30. LEWENSKOSTETOELAES.

(1) (i) Dit moet beskou word dat die gekonsolideerde tariewe wat in hierdie Ooreenkoms ingelys is, die lewenskostetoelae insluit wat betaalbaar is ingevolge die bepaling van Oorlogsmaatreef No. 43 van 1942, soos van tyd tot tyd gewysig, en benewens dié en benewens enige ander besoldiging waarop die werknemer reg het, moet elke werkgewer aan elkeen van sy werknemers (uitgesonderd vakleerlinge wat onder 'n kontrak dien wat by die Wet op Vakleerlinge, 1944, soos gewysig, geregistreer is, en werknemers vir wie spesiale bepalinge in deel II van hierdie Ooreenkoms gemaak is), 'n lewenskostetoelae soos volg betaal:—

Klas.	Loongroep.	Toelae per week as indeks-syfer = 205.5.	Aanpassings.
I	Bo £7. 6s. per week— (i) In gebiede „A“, „C“ en „E“ (ii) In gebiede „B“ en „D“	£ s. d. 3 15 1 3 11 4	±7d. vir elke ±volle 0.5 punte verskil in indeks of onder 205.5.
II	Bo £5. 8s. 4d. per week, maar nie bo £7. 6s. per week nie	3 5 8	±6d. vir elke ±volle 0.5 punte verskil in indeks bo of onder 205.5.
III	Bo £3. 3s. per week, maar nie bo £5. 8s. 4d. per week nie	1 13 6	±3d. vir elke ±volle 0.5 punte verskil in indeks bo of onder 205.5.
IV	£3. 3s. per week en minder	1 12 6	±3d. vir elke ±volle 0.5 punte verskil in indeks of onder 205.5.

(ii) Die weeklikse toelae betaalbaar aan 'n werknemer onder hierdie artikel kan eweredig verminder word volgens enige afwesigheid van werk; met dien verstande dat as die afwesigheid te wyte is aan siekte of 'n arbeidsongeskiktheid wat binne die bestek van die bepaling van die Ongevallewet val en die betrokke werknemer nie deur die siektebystandsfonds van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid gedek is nie, geen vermindering ten opsigte van die eerste week van sodanige afwesigheid gemaak moet word nie.

(iii) Geen werknemer op wie die siektebystandsfonds van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van toepassing is, is geregtig op 'n lewenskostetoelae ingevolge hierdie artikel ten opsigte van enige tydperk waarin hy van sy werk afwesig is as gevolg van siekte of ongeskiktheid nie; met dien verstande dat in die geval van 'n werknemer wie se afwesigheid van werk te wyte is aan 'n ongeskiktheid wat binne die bepaling van die Ongevallewet val, lewenskostetoelae eweredig betaalbaar is vir enige dag of dae wat nie erken word as vergoedbaar ingevolge genoemde Wet tot 'n maksimum van drie dae se lewenskostetoelae nie.

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

(v) Lewenskostetoelaes is betaalbaar—

- gedurende enige tydperk van jaarlikse verlof, en elke werkgewer betaal 'n eweredige gedeelte daarvan gedurende die kwalifiseertyd;
- vir Goeie Vrydag, Geloftedag, Kersdag en Nuwejaarsdag eweredig met die gewone werkure van die inrigting vir daardie dag van die week.

(vi) Wanneer 'n werknemer een werkgewer verlaat, moet enige verlofkrediet van daardie werknemer 'n krediet van die lewenskostetoelae insluit wat betaalbaar is ten opsigte van daardie gedeelte van die tydperk van jaarlikse verlof wat deur die verlofgredit gedek word, bereken teen die tarief betaalbaar op die datum wanneer die diens eindig.

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

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

(4) "Index figure" means the weighted average index number for all items for the nine principal urban areas in the Union of South Africa as assessed and published by the Bureau of Census and Statistics in the monthly Press release statement on the basis: "each area compared with the weighted average of the nine areas in 1938 = 100".

(5) For the purpose of ascertaining into which wage group an employee shall be deemed to fall, the consolidated rate scheduled for the class of work of that employee multiplied by 46 shall be his wage.

31. UNAUTHORISED EMPLOYMENT.

Notwithstanding anything to the contrary in this Agreement no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited, and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

32. PROHIBITION OF CESSION.

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

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Notwithstanding anything in these provisions contained, the provisions relating to "Hours of Work" (section 4), "Overtime and Payment for Work on Sundays" (section 5), "Night Shift Work" (section 6), "Payment for Certain Public Holidays" (section 11), "Holiday Pay" (section 12), "Additional Holiday Pay" (section 13), "Payment during Unemployment" (section 15) and "Cost of Living Allowances" (section 30) of Part I of this Agreement shall not apply to employees employed on work classified at Rates 8 to 12 inclusive and/or employed on watchman's work, to whom, except as otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply. (The special provisions to obtain and have preference in the event of any conflict between them and the said remaining provisions of Part I).

1. HOURS OF WORK.

(1) Save as is otherwise provided in this Part of the Agreement, no employer shall require or permit an employee (other than a watchman)—

- (a) to work for more than 46 hours, excluding meal times, in any one week; or
- (b) to work more than eight hours, excluding meal times, on any one day; provided that in any establishment in which—
 - (i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or
 - (ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work-day be required or permitted to work for an additional period not exceeding one and a quarter hours.

(2) Unless otherwise authorised by the Council, the maximum overtime that may be worked shall not exceed ten hours per week.

(3) An employee shall not be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour. Periods of work interrupted by an interval of less than one hour shall, for purposes of this section, be deemed to be continuous.

(4) Notwithstanding the provisions of this section—

- (i) no employee who is a female, shall be required or permitted to work—
 - (a) between six o'clock p.m. and six o'clock a.m.; or
 - (b) after one o'clock p.m. on more than five days in any week;
- (ii) no employee who is a female, shall be required or permitted to work overtime—
 - (a) for more than two hours on any day;
 - (b) on more than three consecutive days;
 - (c) on more than sixty days in any year;
 - (d) after completion of her ordinary working hours for more than one hour on any day unless she has—
 - (i) been given notice thereof before midday; or
 - (ii) been provided with an adequate meal before she has to commence overtime; or
 - (iii) been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

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

(4) „Indekssyfer” beteken die beswaarde gemiddelde indeks-syfer vir alle items vir die nege vernaamste stedelike gebiede in die Unie van Suid-Afrika soos deur die Buro van Sensus en Statistiek bepaal en gepubliseer in die maandelikse sensusverslag op die basis: „elke gebied vergeleke met die beswaarde gemiddelde van die nege gebiede in 1938 = 100”.

(5) Ten einde vas te stel in welke loongroep dit beskou moet word dat 'n werknemer val, moet die gekonsolideerde tarief, ingelys vir die klas werk van daardie werknemer, vermenigvuldig deur 46, sy loon wees.

31. ONGEMAGTIGDE INDIENSNEMING.

Ondanks andersluidende bepalinge in hierdie Ooreenkoms, word geen bepalinge wat die indiensneming van 'n werknemer in enige klas werk of op enige voorwaardes verbied, beskou dat dit die werkgever onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as die indiensneming nie verbied was nie, en die werkgever moet voortgaan om die besoldiging te betaal en die voorwaardes na te kom asof die indiensneming nie verbied was nie.

32. VERBOD OF AFSTAND.

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

DEEL II.

SPESIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalinge, is die bepalinge met betrekking tot „Werkure” (artikel 4), „Oortyd en besoldiging vir werk op Sondae” (artikel 5), „Nagskofwerk” (artikel 6), „Betaling vir sekere Openbare Vakansiedae” (artikel 11), „Verlofbetaling” (artikel 12), „Bykomende verlofbetaling” (artikel 13), „Betaling gedurende Werkloosheid” (artikel 15) en „Lewenskostoelae” (artikel 30) van deel I van die Ooreenkoms nie van toepassing nie op werknemers wat in diens is op werk geklassifiseer teen Tariewe 8 tot en met 12 en/of die werk van 'n wag op wie, behoudens soos andersins hierin bepaal, die orige bepalinge van deel I en die volgende spesiale bepalinge toegepas moet word. (Die spesiale bepalinge het voorrang, en moet voorrang geniet, ingeval van teenstrydigheid tussen hulle en genoemde orige bepalinge van deel I.)

1. WERKURE.

(1) Geen werkgever mag, uitgesonderd soos andersins bepaal in hierdie deel van die Ooreenkoms, van 'n werknemer (uitgesonderd 'n wag), vereis of hom toelaat nie om—

- (a) langer as 46 uur, uitgesonderd etenstye, in 'n week te werk; of
- (b) langer as agt uur, uitgesonderd etenstye, op 'n dag te werk; met dien verstande dat in 'n inrigting waarin—
 - (i) die gewone werkure op een dag per week hoogstens vyf is, 'n werknemer verplig of hy toegelaat kan word om vir 'n verdere tyd van hoogstens 'n halfuur op elkeen van die ander dae van die week te werk; of
 - (ii) die werknemers gewoonlik of hoogstens vyf dae per week werk, 'n werknemer op enige werkdag verplig of toegelaat kan word om vir 'n verdere tydperk van hoogstens 1½ uur te werk.

(2) Die maksimum oortyd wat gewerk kan word, mag nie tien uur per week te bowe gaan nie, tensy magtiging anders deur die Raad gegee word.

(3) 'n Werknemer kan nie verplig of toegelaat word om vir 'n ononderbroke tyd van langer as vyf uur sonder 'n onafgebroke pouse van minstens een uur te werk nie; met dien verstande dat werktye wat deur 'n pouse van minder as een uur onderbreek word, vir die toepassing van hierdie artikel as onafgebroke beskou word.

(4) Ondanks die bepalinge van hierdie artikel—

- (i) kan 'n vroulike werknemer nie verplig of toegelaat word om—
 - (a) tussen 6-uur nm. en 6-uur vm.; of
 - (b) na 1-uur nm. op meer as vyf dae per week te werk nie;
- (ii) kan 'n vroulike werknemer nie verplig of toegelaat word om oortyd soos volg te werk nie—
 - (a) as twee uur op 'n dag;
 - (b) op meer as drie agtereenvolgende dae;
 - (c) op meer as 60 dae in 'n jaar;
 - (d) na voltooiing van haar gewone werkure vir meer as een uur op dag tensy sy—
 - (i) voor 12-uur middag daarvan in kennis gestel is, of
 - (ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin;
 - (iii) belyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortydwerk 'n aanvang neem.

(5) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hour.

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and be paid for at not less than one and one-third times the ordinary rate per hour of the employee concerned.

(2) Whenever an employee works on a Sunday, he shall—

- (i) receive not less than double the rate payable in respect of a shift ordinarily worked on a week day; or
- (ii) receive not less than one and one-third times his ordinary rate per hour in respect of the total period worked on such day and in addition, one day's holiday within seven days thereof on full pay at the rate of one ordinary shift for that particular day of the week;

provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him or works a lesser period at his own request, such employee shall receive payment at double rates only for the period actually worked.

(3) The provisions of sub-section (2) relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid for as follows:—

- (a) For the hours worked before midnight—at double the ordinary rate per hour of the employee concerned;
- (b) after midnight until completion of the shift—at the ordinary rate per hour of the employee concerned.

(4) The provisions of this section shall not apply to employees employed on watchmen's work; provided that whenever a watchman works longer than a shift of twelve hours at a time or works for seven consecutive days, time so worked after completion of a twelve-hour shift and all time worked on a seventh consecutive day shall be regarded as overtime for which the watchman shall be paid at the rate of not less than one and one-third times his normal rate calculated on an hourly basis.

3. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) If an employee does not work on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(2) Whenever an employee works on Good Friday, the Day of the Covenant, Christmas Day and New Year's Day, he shall receive not less than the ordinary rates for one shift for that particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter the overtime rate prescribed in sub-section (1) of section (2) of this Part of the Agreement shall apply.

(3) The provisions of this section shall not apply to employees employed on watchman's work.

4. PAID LEAVE.

(1) Every employer shall grant to every employee leave of absence on full pay of not less than two consecutive weeks in respect of each period of twelve months' employment and not later than two months after the termination of the said period; provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment, or is undergoing training under the South Africa Defence Act, 1912 (Act No. 13 of 1912); and
- (b) if Good Friday, the Day of the Covenant, Christmas Day or New Year's Day fall within the period of such leave, such days shall be added to the said period as a further period of leave on full pay.

(2) Every employee to whom leave is granted under sub-section (1) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.

(3) Upon the termination of employment, the employer shall pay to the employee his full pay—

- (a) in respect of any period of leave which has accrued to him but was not granted before the termination of the employment; and
 - (b) for one day in respect of each completed month of employment with the employer after the date on which he last became entitled to leave in terms of sub-section (1) or in the case of an employee who has been employed for less than twelve months after the commencement of his employment.
- (4) Any period during which an employee—
- (a) is on leave in terms of sub-section 1; or
 - (b) undergoes peace training under the South Africa Defence Act, 1912; or
 - (c) is absent from work on the instructions or at the request of the employer; or
 - (d) is absent from work owing to illness;

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

2. OORTYD EN BESOLDIGING VIR WERK OP SONDAE.

(1) Tyd gewerk deur werknemers na voltooiing van die gewone skof moet as oortyd beskou en daarvoor moet betaal word teen minstens 1½ maal die gewone skaal per uur van die betrokke werknemer.

(2) As 'n werknemer, op Sondag werk—

- (i) moet hy minstens dubbel die loon ontvang wat betaal is t.o.v. 'n skof wat gewoonlik op 'n weekdag gewerk word; of
- (ii) minstens 1½ maal sy gewone loon ontvang t.o.v. die totale tyd op dié Sondag gewerk, plus een dag vakansie binne sewe dae met volle besoldiging, bereken teen die skaal van een gewone skof vir daardie besondere dag van die week;

met dien verstande dat waar die werkgewer werk verskaf om die werknemer vir die ure van 'n gewone skof besig te hou en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk, of op eie versoek 'n korter tydperk werk, sodanige werknemer betaling teen dubbele tariewe slegs vir die tydperk wat werklik gewerk is, moet ontvang.

(3) Die bepalinge van subartikel (2) betreffende betaling vir werk op Sondag is nie van toepassing ten opsigte van skofte wat op Sondag begin in inrigtings wat 'n tweeskof- of drieskofstelsel werk nie, waarvoor soos volg betaal moet word:—

- (a) Vir die ure voor middernag gewerk—teen dubbel die gewone uurskaal van die betrokke werknemer;
- (b) na middernag tot die voltooiing van die skof—teen die gewone tarief per uur van die betrokke werknemer.

(4) Die bepalinge van hierdie artikel is nie van toepassing op werknemers wat wagte se werk doen nie; met dien verstande dat wanneer 'n wag langer as 'n skof van 12 uur op 'n slag werk of sewe agtereenvolgende dae werk, tyd aldus gewerk na voltooiing van 'n 12-uurskof en alle tyd gewerk op 'n sewende agtereenvolgende dag, as oortyd beskou moet word waarvoor die wag teen minstens 1½ maal sy gewone tarief, bereken op 'n uurbasis, betaal moet word.

3. BETALING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) As 'n werknemer nie op Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer hom t.o.v. so 'n dag besoldiging betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op dié dag, sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(2) As 'n werknemer op Goeie Vrydag, Geloftedag, Kersdag en Nuwejaarsdag werk, moet hy minstens die gewone tariewe vir een skof vir daardie besondere dag van die week ontvang, en hierbenewens moet hy die gewone tariewe vir tyd werklik gewerk tot die voltooiing van die skof ontvang, en daarna is die oortyd-tarief voorgeskryf in subartikel (1) van artikel 2 van hierdie deel van die Ooreenkoms van toepassing.

(3) Die bepalinge van hierdie artikel is nie van toepassing op werknemers wat die werk van 'n wag doen nie.

4. VERLOF MET BETALING.

(1) Elke werkgewer moet verlof aan elke werknemer met volle besoldiging van minstens twee agtereenvolgende weke toestaan t.o.v. elke tydperk van 12 maande diens en nie later as twee maande na die beëindiging van genoemde tydperk nie; met dien verstande dat—

- (a) die tydperk van die afwesigheid nie mag saamval met enige tydperk waarin die werknemer onder diensopsegging staan of opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), meemaak nie; en
- (b) as Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag binne die tydperk van dié verlof val, die dae by genoemde tydperk as 'n verdere tydperk van verlof met volle besoldiging gevoeg moet word.

(2) Elke werknemer aan wie verlof kragtens subartikel (1) toegestaan is, moet besoldiging van die werkgewer t.o.v. dié verlof op of voor die laaste werkdag voor die aanvang van genoemde tydperk ontvang.

(3) By diensbeëindiging moet die werkgewer sy werknemer sy volle besoldiging betaal—

- (a) t.o.v. enige tydperk van verlof wat vir hom opgehoop het maar nie voor diensbeëindiging toegestaan is nie; en
- (b) vir een dag t.o.v. elke voltooiende maand diens by die werkgewer na die datum waarop hy laas op verlof ingevolge subartikel (1) geregtig geword het, of in die geval van 'n werknemer wat minder as 12 maande na die aanvang van sy diens gewerk het.

(4) Enige tydperk waarin 'n werknemer—

- (a) op verlof ingevolge subartikel (1) is; of
- (b) vredestrydse opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912, meemaak; of
- (c) op las of op versoek van die werkgewer van sy werk afwesig is; of
- (d) as gevolg van siekte van werk afwesig is;

shall be deemed to be employment for the purposes of sub-sections (1) and (3); provided that the provisions of paragraph (d) shall not apply in respect of any period of absence owing to illness of more than three consecutive days if the employee fails after request for such certificate by the employer to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work, or in respect of that portion of any total period of absence on account of illness during twelve months of employment which is in excess of thirty days; provided that if the employer is by any law required to provide for the care and treatment of his employees while sick such employees shall not be required to submit a medical certificate.

(5) Any amount paid to an employee in terms of sub-section (2) or sub-section (3) shall be calculated at the rate of remuneration which shall include the cost of living allowance payable in terms of section 5 of Part II of this Part of the Agreement which the employee was receiving immediately prior to the date upon which the leave became due or his employment terminated, as the case may be.

(6) For the purpose of calculating leave due under this section, employment shall be deemed to commence from the date upon which an employee enters an employer's service or from the date on which he last became entitled to annual leave, whichever date is the later.

5. COST OF LIVING ALLOWANCE.

Every employer shall pay to each of his employees, in addition to any other remuneration to which the employee is entitled, and at the same time the employee ordinarily receives his other remuneration, a cost of living allowance proclaimed as payable in terms of War Measure No. 43 of 1942 as continued by the War Measures Further Continuation Act (Act No. 58 of 1956) and as may be amended from time to time.

6. CERTIFICATES OF SERVICE.

An employer shall, when requested by an employee upon the termination of his employment, supply such employee with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination; provided that where in this Agreement the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to his new employer on change of employment, in order to become entitled to such remuneration prescribed for length of service.

PART III.

WAGES AND/OR EARNINGS.

(1) Notwithstanding any wage specified in the following schedules, a journeyman as defined in this Agreement and employed as such on the 18th October, 1951, shall be entitled to receive the wage specified for work classified at Rate 1.

(2) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from his employer the employer may, subject to sub-section (3) hereof, deduct not more than eight shillings per week when board and lodging is provided or not more than five shillings per week for board only or three shillings per week for lodging only; provided such lodging has been approved by the Council and the local authority concerned.

(3) The provisions of sub-section (2) shall not operate to reduce the remuneration any employee employed on general labouring is receiving at the date of coming into operation of this Agreement, while such employee remains in the service of the same employer.

(4) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation; provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employees shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(5) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(6) No employer shall pay to employees (other than apprentices) engaged on any of the classes of work hereinafter specified in the following wage schedules, wages and/or earnings lower than those stated against such classes, and no employee shall accept wages and/or earnings lower than those stated against such classes.

moet vir die toepassing van subartikels (1) en (3) as diens beskou word; met dien verstande dat die bepaling van paragraaf (d) nie van toepassing is t.o.v. 'n tydperk van afwesigheid as gevolg van siekte, van meer as drie agtereenvolgende dae nie, as die werknemer versuim om, op versoek om so 'n sertifikaat deur die werkgever, aan die werkgever 'n sertifikaat van 'n mediese praktisyn voor te lê dat hy deur siekte verhinder is om sy werk te doen, of t.o.v. daardie gedeelte van enige totale tydperk van afwesigheid as gevolg van siekte gedurende 12 maande diens, wat meer as 30 dae is; met dien verstande dat as die werkgever by 'n wet verplig is om te sorg vir die versorging en behandeling van sy werknemers terwyl hulle siek is, dit nie van dié werknemers vereis word om 'n doktersertifikaat in te dien nie.

(5) Enige bedrag wat aan 'n werknemer ingevolge subartikel (2) of subartikel (3) betaal word, moet bereken word teen 'n besoldigingskaal wat lewenskostoelae moet insluit, ingevolge artikel 5 van deel II van hierdie Ooreenkoms betaalbaar, wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword het of sy diens beëindig is, na gelang van die geval.

(6) Vir doeelindes van die berekening van verlof wat ingevolge hierdie artikel verskuldig is, moet dit beskou word dat diens begin van die datum af waarop die werknemer by sy werkgever in diens tree of van die datum af waarop hy laas op jaarlikse verlof geregtig geword het, na gelang van die jongste datum.

5. LEWENSKOSTETOELAE.

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

6. DIENSSERTIFIKAAT.

'n Werkgever moet, wanneer hy by beëindiging van sy diens daarom deur 'n werknemer versoek word, dié werknemer van 'n dienssertifikaat voorsien wat die name van die werkgever en werknemer voluit aangee, die aard van die diens, die datums van aanvang en beëindiging van die kontrak en die besoldigingskaal op die datum van dié beëindiging; met dien verstande dat as die loon van enige werknemer in hierdie Ooreenkoms deur duur van diens bepaal word, dit die plig van die werknemer is om 'n sertifikaat van diens aan sy nuwe werkgever by diensverandering voor te lê ten einde geregtig te word op dié besoldiging wat vir duur van diens voorgeskryf word.

DEEL III.

LONE EN/OF VERDIENSTE.

(1) Ondanks enige loon in die volgende lyste genoem, is 'n vakman, soos in hierdie Ooreenkoms omskryf en as sodanig op 18 Oktober 1951 in diens, geregtig op die loon genoem vir werk ingedeel onder Tarief 1.

(2) Van geen werknemer kan dit as deel van sy dienskontrak vereis word om losies en inwoning of albei van sy werkgever aan te neem of om goedere van sy werkgever te koop of eiendom van hom te huur nie, maar ingeval 'n werknemer instem om losies of inwoning of albei van sy werkgever aan te neem, mag sy werkgever, behoudens subartikel (3) hiervan, hoogstens agt sjielings per week aftrek wanneer losies en inwoning verskaf word of hoogstens vyf sjielings per week slegs vir losies of drie sjielings per week slegs vir inwoning mits sodanige inwoning deur die Raad of die betrokke plaaslike owerheid goedgekeur is;

(3) Die bepalinge van subartikel (2) kan nie die besoldiging verminder wat enige werknemer in diens op algemene arbeiderswerk ontvang op die datum waarop hierdie Ooreenkoms in werking tree terwyl sodanige werknemer in die diens van dieselfde werkgever bly nie.

(4) Geen werknemer mag in 'n week teen verskillende skale in diens wees op meer as een bedryf wat in hierdie Ooreenkoms ingelys is nie, tensy besoldiging betaal word asof so 'n werknemer vir daardie hele week in diens was op die hoogste besoldigde bedryf; met dien verstande dat ingeval 'n laer besoldigde werknemer tydelik die plaasvervanger is van 'n hoër besoldigde werknemer wat van sy werk afwesig is en nie elders in die inrigting in diens is nie, moet die plaasvervangende werknemer teen die hoër tarief besoldig word vir slegs die tyd wat hy werklik op die hoër besoldigde bedryf gewerk het. Enige plaasvervangende tyd van minder as helfte van 'n skof altesaam in 'n week word nie gereken vir besoldiging teen die hoër tarief nie.

(5) 'n Werknemer wat op die datum van die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word vir die klas werk waarop hy in diens is, moet steeds die hoër tarief ontvang terwyl hy by dieselfde werkgever in diens is op dieselfde werk of enige ander werk waarvoor 'n laer tarief voorgeskryf word.

(6) Geen werkgever mag aan werknemers (uitgesonderd vakleerlinge) wat in diens is op enigen van die klasse werk wat hieronder in die volgende loonskale genoem word, lone en/of verdienste betaal wat laer is as dié genoem teenoor hierdie klasse, en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié wat teenoor hierdie klasse genoem word nie.

SCHEDULE A.

WAGE PROVISIONS APPLICABLE IN GENERAL ENGINEERING.

For the purpose of this Schedule—

“general engineering” means the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, ship, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, but does not include work defined as “manufacturing engineering” in section 26 of Part I of this Agreement.

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

(a) General.

Rate 1 (n.e.s.).

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
Angle and plate smithing.....			
Architectural and/or ornamental metal working.....			
Assembling, requiring the use of instruments in making fitting adjustments....			
Blacksmithing.....			
Boilermaking.....			
Bricklaying and/or refractory bricklaying and/or masonry work.....			
Carpentry.....			
Caulking (pressure vessels).....			
Constructural steel working.....			
Coppersmithing.....			
Cropping and/or punching and/or shearing and/or guillotine shearing.....			
Die and/or jig and/or tool and/or gauge making.....			
Down hand mild steel welding under supervision on material 1½ inch thick or over in a single finished run involving no change in procedure in respect of amperage (which shall not exceed 300), or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G.			
Electrical maintenance work and/or installation.....			
Erecting and/or assembling (supervisory work in the field).....	s. d. 3 11	s. d. 1 0	s. d. 4 11
Fitting and/or turning and/or machining inspecting when performed by inspectors having journeyman qualifications.....			
Instrument making and/or repairing.....			
Locksmithing.....			
Machine tool setting up and/or toolsetting			
Marking out.....			
Metal spinning.....			
Motor mechanic's work.....			
Millwrighting.....			
Patternmaking.....			
Plumbing.....			
Rigging.....			
Roll turning.....			
Scale making and/or repairing.....			
Sheet metal working.....			
† Ship's plumbing.....			
Templet making.....			
Welding and/or brazing.....			

† NOTE.—Ship's plumbing means work on ships for all sanitary purposes and/or water services and for domestic heating, washing or drinking purposes.

Rate 2.

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
Drilling machine work, n.e.s.....	s. d. 3 8	s. d. 1 0	s. d. 4 8
† Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal millers), grinding (excluding universal grinders) and the operation of gear cutting and rotary machine tools (excluding centre lathes and boring mills):—			
First year of learnership:—			
First six months.....	1 6	0 6	2 0
Second six months.....	1 9	0 10	2 7
Second year of learnership.....	2 3	1 0	3 3
Third year of learnership.....	3 0	1 0	4 0
Thereafter (Rate 2).....	3 8	1 0	4 8

LYS A.

LOONBEPALINGS VAN TOEPASSING IN ALGEMENE INGENIEURSWERK.

Vir toepassing van hierdie lys beteken—

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

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

(a) Algemeen.

Tarief 1 (n.e.v.)—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Hoek- en plaatsmidswerk.....			
Argitektoniese en/of ornamentele metaalwerk.....			
Inmeekaarsit, wat die gebruik van instrumente vereis om verstellings te doen...			
Groefmidswerk.....			
Ketelmakery.....			
Baksteenmesselwerk en/of messel met vuurvaste stene en/of klipmesselwerk.....			
Timmerwerk.....			
Kalfaterwerk (druktostelle).....			
Konstruksiestaalwerk.....			
Kopersmidswerk.....			
Afsny- en/of ponswerk en/of afskeer en/of met valbyl.....			
Stempels en/of stelmasjiene en/of gereedskap en/of meters maak.....			
Afwaartse sweiswerk met die hand onder toesig op materiaal ½ duim dik of dikker in 'n enkele voltooide reeks wat geen verandering van werkwyse, t.o.v. stroomsterkte meebring (wat 300 ampères nie moet oorskry nie), nóg tempo van afsetting of grootte en soort staaf; met dien verstande dat stawe van eien-domsmerk moet wees en No. 6 S.W.G. nie moet oorskry nie.....	s. d. 3 11	s. d. 1 0	s. d. 4 11
Elektrotegniese onderhoud en/of installering.....			
Oprigting en/of inmeekaarsit (opsigterswerk in die veld).....			
Pas- en/of draaiwerk en/of masjienbewerking.....			
Inspeksiewerk wanneer gedoen deur inspekteurs met vakmansbevoegdheid....			
Instrumente maak en/of heelmaak.....			
Slotte maak.....			
Masjiengereedschap opstel en/of gereedschap stel.....			
Afmerkwark.....			
Metaalspinwerk.....			
Motorwerktuigkundige se werk.....			
Meule maak.....			
Modelle maak.....			
Loodgieterswerk.....			
Touwerk.....			
Roldraaiwerk.....			
Skale maak en/of herstel.....			
Plaatmetaalwerk.....			
† Loodgieterswerk op skepe.....			
Leipatrone maak.....			
Sweis- en/of hardsoldeerwerk.....			

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

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Boormasjienwerk, n.e.v.....	s. d. 3 8	s. d. 1 0	s. d. 4 8
† Masjiniswerk (n.e.v.), nl., fatsoeneer, gleuwe boor, skaaf, uitslyp (met uitsondering van universele slypers), slyp (uitgesonderd universele slypers) en die bediening van ratsny- en rolmasjiengereedschap (uitgesonderd senterdraai-banke en boormeule):—			
Eerste leerjaar—			
Eerste ses maande.....	1 6	0 6	2 0
Tweede ses maande.....	1 9	0 10	2 7
Tweede leerjaar.....	2 3	1 0	3 3
Derde leerjaar.....	3 0	1 0	4 0
Daarna (Tarief 2).....	3 8	1 0	4 8

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Smelting and/or melting (other than in steel works production)—chargehand's work.....	3 8	1 0	4 8
Supervisory work in case and/or tool hardening.....	3 8	1 0	4 8
Tube fitting and/or expanding (excluding repair work)—			
First six months of experience.....	3 3	1 0	4 3
Thereafter (Rate 2).....	3 8	1 0	4 8

† NOTES.

(1) Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. Learners shall be trained to set up their own work, grind and set their own tools and work to and with precision measuring instruments.

(2) No employer shall employ any person thereon at a rate of pay of less than the consolidated rate of 4s. 8d. per hour, except with the prior consent of the Council and under a Learnership Contract. Such contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any Contract that the learner shall be given facilities to undergo such approved technical instruction.

Rate 3.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Platelaying to S.A.R. gauge (supervisory work).....	3 5	1 0	4 5
Riveting (pressure vessels).....	3 5	1 0	4 5
Sheeting.....	3 5	1 0	4 5

Rate 4.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Arc and/or gas cutting, n.e.s.....	3 2	1 0	4 2
Chipping for welding and/or caulking...	3 2	1 0	4 2
Flattening and/or straightening only....	3 2	1 0	4 2
Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....	3 2	1 0	4 2
Riveting (n.e.s.).....	3 2	1 0	4 2
Riveting and/or caulking (liquid vessels).....	3 2	1 0	4 2

Rate 5.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Cold sawing (other than repetition cutting off).....	2 11	1 0	3 11
Drilling with templets or without templets where the marking off is done by a Rate 1 employee.....	2 11	1 0	3 11
Drilling (n.e.s.) and/or counter-sinking (fabricating work), including sharpening of drills up to 1 1/8 inch diameter.....	2 11	1 0	3 11
Forging under power hammer, using forming dies.....	2 11	1 0	3 11
Marking off to templets (machine shop work).....	2 11	1 0	3 11
Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs where the setting up of the machine and/or tools is done by a Rate 1 employee.....	2 11	1 0	3 11
Operating broaching machine.....	2 11	1 0	3 11
Operating oxy-acetylene profiling machine and/or straight line cutting machines...	2 11	1 0	3 11
Rough grinding, including tool grinding in jigs.....	2 11	1 0	3 11
Welding as specified below, viz.—			
Hand welding by mechanically-fed electrodes.....	2 11	1 0	3 11
Preliminary tack welding for positioning (runs of not more than one inch in length).....	2 11	1 0	3 11
Welding in jigs involving no change in procedure in respect of amperage, size or type of rod or rate of deposition.....	2 11	1 0	3 11

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Uitsmelt en/of smelt (uitgesonderd in staalwerkeproduksie)—werk van onderbaas	3 8	1 0	4 8
Opsigterswerk in dop-en/of gereedskapherhaling.....	3 8	1 0	4 8
Pype aansit en/of uitsit (uitgesonderd herstelwerk)—			
Eerste ses maande ondervinding.....	3 3	1 0	4 3
Daarna (Tarief 2).....	3 8	1 0	4 8

† OPMERKINGS—

(1) Werknemers op masjiniwerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en werk volgens en met fynmeetinstrumente, met inbegrip van liniale, passers en dergelike. Leerlinge moet opgelei word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met fynmeetinstrumente te werk.

(2) Geen werkgewer mag enigiemand daarop in diens neem teen 'n loonskaal van minder as 4s. 8d. per uur nie, uitgesonderd met voorafgaande toestemming van die Raad en kragtens 'n leerling-skapkontrak. Hierdie kontrakte, wat in die vorm moet wees wat van tyd tot tyd deur die Raad voorgeskryf en met en aan die Hoofkantoor van die Raad geregistreer is, moet die groep masjien-gereedskap beskryf waarvan die aanwending deur die leerling aangeleer moet word. Leerlinge moet dié goedgekeurde tegniese onderrig geniet wat dwarsdeur die leertyd deur die Raad bepaal word, en dit moet 'n voorafgaande voorwaarde in die goedkeuring van enige kontrak wees dat die leerling in die geleentheid gestel moet word om hierdie goedgekeurde tegniese onderrig te ondergaan.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Baanaanlegwerk volgens S.A.S.-mate (opsigterswerk).....	3 5	1 0	4 5
Klinkwerk (druktoestelle).....	3 5	1 0	4 5
Plaatwerk.....	3 5	1 0	4 5

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Boog- en/of gassnywerk (n.e.v.).....	3 2	1 0	4 2
Afkap vir sweis- en/of kalfaterwerk.....	3 2	1 0	4 2
Slegs plat en/of reguit maak.....	3 2	1 0	4 2
Warm en/of koud buig en/of fatsoeneer volgens stelmasjiene en/of stoppe in persrem- en/of voumasjiene.....	3 2	1 0	4 2
Klinkwerk (n.e.v.).....	3 2	1 0	4 2
Klink- en/of kalfaterwerk (vloei-stof-toestel).....	3 2	1 0	4 2

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Koudsaagwerk (uitgesonderd herhalings-afsaag).....	2 11	1 0	3 11
Met leipatrone boor of sonder leipatrone, as die afmerk deur 'n Tarief 1-werknemer gedoen is.....	2 11	1 0	3 11
Boor- (n.e.v.) en/of verskinkboorwerk (vervaardiging) met inbegrip van bore skerpmaak tot en met 1 1/8 deursnee.....	2 11	1 0	3 11
Onder kraghamer smee met gebruik van vormstempels.....	2 11	1 0	3 11
Volgens leipatrone afmerk (masjiengewerk).....	2 11	1 0	3 11
Masjiengewerk op herhalingswerk deur middel van stelmasjiene en/of stoppe en/of afsluiters as die masjiene en/of gereedskap deur 'n Tarief 1-werknemer opgestel word.....	2 11	1 0	3 11
'n Ruimmasjiene bedien.....	2 11	1 0	3 11
Oksiasetileen-profielmasjiene en/of reguitlynsmylmasjiene bedien.....	2 11	1 0	3 11
Ruwe slypwerk, met inbegrip van gereedskap in stelmasjiene slyp.....	2 11	1 0	3 11
Sweis soos hieronder uiteengesit:—			
Handswaiswerk deur middel van meganiesegevoerde elektrodes.....	2 11	1 0	3 11
Voorlopige heg-sweiswerk vir plekbepaling (reekse van hoogstens een duim in lengte).....	2 11	1 0	3 11
Sweis in stelmasjiene wat geen verandering van werkwysse t.o.v. stroomsterkte, grootte of tipe stafie of snelheid van afsetting meebring nie.....	2 11	1 0	3 11

Rate 6.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solid- ated Rate per Hour.
Acetylene (burning (marine work).....	s. d.	s. d.	s. d.
Assembling to jigs in fabricating work....	2 8	1 0	3 8
Operating arc, gas or cold welding machine			

Rate 7.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solid- ated Rate per Hour.
Drilling with jigs and/or fixtures.....	s. d.	s. d.	s. d.
Drill sharpening by machine.....	2 5	1 0	3 5
Hydraulic machine riveting (cold).....			
Reaming holes, using bridge reamers....			
Saw sharpening on fully automatic machine, excluding setting up.....			

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy.....	Rate per hour as for Rate 8 in clause (b) of Schedule B.
Operating mechanised internal transporters and/or stackers and/or handling equip- ment not requiring a licence.....	
Pointing and / or sharpening and / or straightening used agricultural imple- ment parts.....	

Rate 9.

Attending automatic machines.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Driving power hammer.....	
Fly and/or treadle and/or manual pressing and/or notching where work is operated	
Attending automatic machines.....	
Driving power hammer.....	
Fly and/or treadle and/or manual pressing and/or notching where work is operated upon with pre-set dies, other than setting of dies.....	
Drop forging using dies.....	
Operating power-driven hoist either fixed or moved by hand or power (not under supervision).....	
Operating spot welding machine.....	
Power pressing where the work is operated upon with pre-set dies, other than setting of dies.....	
Striking by hand hammer (other than in steel works production departments) for blacksmith's and/or anglesmith's work	

Rate 10.

Affixing slings (employees exclusively so employed).....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Application of anti-corrosive or protective coatings to all work, including boats and/or ships.....	
Boiler stoking.....	
Cutting off and as applied to steel works production departments and cutting off scrap.....	
De-scaling by chipping and/or scraping of boats and/or ships and/or the boilers thereof.....	
Hydraulic testing and/or testing by air..	
Metal buffing and/or polishing.....	
Metal coating and/or dipping under super- vision.....	
Oiling and/or greasing (full time employ- ment).....	
Reclaiming and/or re-threading with die heads and/or taps.....	
Repetition cutting off to stops.....	
Rivet heating.....	
Screwing machine operating, excluding setting up.....	
Straightening and/or flattening of gussets and/or cleats.....	
Stripping forgings, using dies.....	

Rate 11.

Dipping in enamel and/or paint.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Fettling by hand and/or by grinding and/ or by portable power tools.....	

Rate 12.

General labouring.....	Rate per hour as for Rate 12 in Schedule B.
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Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
Asetileensnywerk (skeepswerk).....	s. d.	s. d.	s. d.
Volgens stelmasjiene in fatsoeneerwerk inmekaarsit.....	2 8	1 0	3 8
Boog-, gas- of koude weismasjiene bedien....			

Tarief 7—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
Met stelmasjiene en/of skoorstukke boor	s. d.	s. d.	s. d.
Bore met masjiene skerpmaak.....	2 5	1 0	3 5
Hidrouliese masjiene klinkwerk (koud)....			
Gate ruim met brugruimers.....			
Sae op geheel outomatiese masjiene skerp- maak, uitgesonderd opstel.....			

Tarief 8—

Toesig hou oor werknemers op klasse werk laer as Tarief 8 ingelys wanneer as baas- jong aangestel.....	Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.
Gemeeniseerde binnevervoertoestelle en/ of stapelaars en/of hanteeruitrusting, waarvoor geen lisensie nodig is nie, bedien.....	
Gebruikte landbou-implemente punte aan- sit, en/of skerpmaak en/of reguit maak	

Tarief 9—

Outomatiese masjiene bedien.....	Skaal per uur soos vir Tarief 9 in klou- sule (b) van lys B.
Kraghamer bedien.....	
Hefboom- en/of trap- en/of handpers- en/of keepwerk as werk met gestelde stempels gedoen word, maar nie die stel van stempels nie.....	
Stampsmeewerk met gebruik van stempels	
Kraghistoestel bedien, of 'n vaste of een wat met die hand of met krag beweeg (nie onder toesig).....	
Puntweismasjiene bedien.....	
Kragperswerk as werk met gestelde stem- pels gedoen word, maar nie stel van stempels.....	
Met handhamer slaan (uitgesonderd in produksieafdeling van staalwerke) vir grofsmids- en/of hoeksmidswerk.....	

Tarief 10—

Slingers aansit (werknemers uitsluitlik so in diens).....	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Die aansit van roeswerende of beskermende lae aan alle werk met inbegrip van bote en/of skepe.....	
Stoomketels stook.....	
Afsny en soos van toepassing in produksie- afdelings van staalwerke en op sny van afval.....	
Skaal verwyder van bote en/of skepe en/of die stoomketels daarvan deur dit af te kap en/of te skraap.....	
Hidrouliese en/of met lug toets.....	
Metaal polys en/of poleer.....	
Metaal onder toesig bedek en/of indompel. Olie en/of smeer (volydse diens).....	
Herwinning en/of vernuwe van draad met s'empelkoppe en/of tappe.....	
Herhalingsafsny volgens stoppe.....	
Klinknaels verhit.....	
Skrœfmasjiene bedien, uitgesonderd dit opstel.....	
Hoekplate en/of klampe reguit of plat maak.....	
Smeestukke deur middel van stempels afstroop.....	

Tarief 11—

In en emmel en/of verf indompel.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Poets, met die hand en/of met slyp- en/of... draagbare kraggereedskap.....	

Tarief 12—

Algemene arbeid.....	Skaal per uur soos vir Tarief 12 in lys B.
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(b) Electrical Installation, Maintenance, Repair and/or Servicing Work.

Rate 1.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Armature winding.....			
† Electrical communications technician's work.....			
Electrical fitting.....			
Erecting overhead power lines (supervisory work in the field).....			
Installing electrical generation, distribution and motive power equipment, including cable jointing.....	s. d.	s. d.	s. d.
Telephone electrician's work.....	3 11	1 0	4 11
X-ray and electro medical mechanic's work			

† NOTE.—In respect of electrical communications technician's work the provisions of this Agreement relating to overtime, shift work and work on public holidays shall not apply to work on totalisators.

Rate 2.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
† Intercommunication telephone installing (excluding electronic equipment)—			
First six months of experience.....	2 9	1 0	3 9
Second six months of experience.....	3 0	1 0	4 0
Third six months of experience.....	3 3	1 0	4 3
Thereafter (Rate 2).....	3 8	1 0	4 8

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

Rate 3.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Operating balancing machine.....	3 5	1 0	4 5

Rate 7.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
† All armature winding operations using preformed coils (excluding connecting up and/or testing) required in the re-winding of generators and motors exceeding 250 lb., but not exceeding 750 lb. (gross weight of finished product) or alternatively machines whose horsepower shall not be greater than determined by the expression "H.P. = RPM" and H.P. = $\frac{RPM}{30}$.			
	2 5	1 0	3 5

Rate 7 (b).

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
† All armature winding operations in the re-winding of generators and motors of 250 lb. and less (gross weight of finished product) or alternatively machines whose horsepower shall not be greater than determined by the expression "H.P. = $\frac{RPM}{100}$ "			
Taping and/or wrapping of coils and/or tubes.....	1 7	0 6	2 1

Rate 9.

Winding and/or pulling of stator and/or rotor loops by hand and/or by power machines where the machine is prepared and set up by a Rate 1 employee.....

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

Rate 10.

Annealing and varnishing of covered wire Baking and/or pressing mica and/or insulation tubes and/or bars and/or coils Brading cotton and/or glass.....

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

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

Tarief 1—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Ankerwikkeling.....			
† Elektrotegniese verbindingstegnikus se werk.....			
Elektrotegniese paswerk.....			
Kragluglyne oprig (opsigterswerk te velde)			
Uitrusting oprig, met inbegrip van kables las, vir die opwekking van elektrisiteit, distribusie en dryfkrag.....	s. d.	s. d.	s. d.
Telefoonelektrisiën se werk.....	3 11	1 0	4 11
X-straal- en elektro-mediese werktuigkundige se werk.....			

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

Tarief 2—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
† Installering van intertelefone (uitgesonderd elektroniese uitrusting)—			
Eerste ses maande ondervinding....	2 9	1 0	3 9
Tweede ses maande ondervinding....	3 0	1 0	4 0
Derde ses maande.....	3 3	1 0	4 3
Daarna (Tarief 2).....	3 8	1 0	4 8

† OPMERKING.—Installering van intertelefone beteken van installering van binnetelefone en omvat nie die opspoor van defekte en onderhoud nie.

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Balanseermasjien bedien.....	3 5	1 0	4 5

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
† Alle bedrywighede i.v.m. ankerwikkeling deur gebruik te maak van voorafgevormde spoele (uitgesonderd verbind en/of toets) wat nodig is vir die herwikkeling van generators en motors van oor 250 lb. maar van hoogstens 750 lb. (bruto gewig van afgewerkte produk) of anders masjiene waarvan die perdekrag bepaal is deur die uitdrukking: $P.K. = \frac{R.P.M.}{100}$ en $P.K. = \frac{R.P.M.}{30}$.			
	2 5	1 0	3 5

Tarief 7 (b)—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
† Alle ankerwikkeling in die herwikkeling van generators en motors van 250 lb. en minder (bruto gewig van afgewerkte produk) of anders masjiene waarvan die perdekrag nie groter moet wees as die bepaal deur die uitdrukking: $P.K. = \frac{R.P.M.}{100}$			
Spoele en/of buise met band toebind en/of toedraai.....	1 7	0 6	2 1

Tarief 9—

Opvol en/of trek van stator- en/of rotorleë met die hand en/of kragmasjiene wanneer masjiene deur 'n Tarief 1-werknemer gereedgemaak en opgestel word

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

Tarief 10—

Uitgloe en vernis van bedekte draad.... Mika- en/of isoleerpype en/of -stange en/of rolle bak en/of pers..... Katoen en/of glas vleg.....

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

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

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

Rate 11.

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

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

Rate 12.

General labouring including the following,
viz.—
Cleaning of machines.....
Cleaning of laminations.....
Stripping insulation from wire ends
Stripping of old windings.....
Tinning in solder pot.....

Rate per hour as
for Rate 12 in
Schedule B.

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

SCHEDULE B.

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

(a) General.

Rate 1 (n.e.s.).

* Cost of living allowance consolidated at index figure of 205.5.

Angle and plate smithing.....
Architectural and/or ornamental metal
working.....
Assembling requiring the use of instru-
ments in making fitting adjustments..
Blacksmithing.....
Boilermaking.....
Bricklaying and/or refractory bricklaying
and/or masonry work.....
Carpentry.....
Caulking (pressure vessels).....
Constructural steel working.....
Coppersmithing.....
Cropping and/or punching and/or shear-
ing and/or gillotine shearing.....
Die and/or jig and/or tool and/or gauge
making.....
Down hand mild steel welding under super-
vision on material 3/16" thick or over in a
single finished run involving no change
involving no change in procedure in
respect of amperage (which shall not
exceed 300), or rate of deposition or
size and type of rod; provided that rods
shall be of a proprietary brand and not
exceed No. 6 S.W.G.....
Electrical maintenance work and/or in-
stallation.....
Erecting and/or assembling (supervisory
work in the field).....
Fitting and/or turning and/or machining
Inspection when performed by Inspectors
having journeyman qualifications.....
Instrument making and/or repairing.....
Locksmithing.....
Machine tool setting up and/or toolsetting
Marking out.....
Metal spinning.....
Motor mechanic's work.....
Millwrighting.....
Patternmaking.....
Plumbing.....
Rigging.....
Roll turning.....
Scale making and/or repairing.....
Sheet metal working.....
† Ship's plumbing.....
Templet making.....
Welding and/or brazing.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
s. d.	s. d.	s. d.
3 11	1 0	4 11

† NOTE.—Ship's plumbing means work on ships for all sanitary
purposes and/or water services and for domestic heating, washing or
drinking purposes.

Lamellerings met masjien opdraai.....
Geleiers met katoen en/of glas en/of
papier bedek.....
Koperdraad deur stempels trek.....
Gate met masjien in lamelleerogies stamp
Motore en/of spoel bespuit.....

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

Tarief 11—

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

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

Tarief 12—

Algemene arbeid met inbegrip van onder-
staande—
Masjiene skoonmaak.....
Lamellerings skoonmaak.....
Isolering van draadente afstroop.....
Ou windsels afstroop.....
In soldeerpot vertin.....

Skaal per uur soos vir
Tarief 12 in lys B.

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

LYS B.

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

(a) Algemeen.

Tarief 1 (n.e.v.)—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Hoek- en plaatsmidwerk.....
Argitektoniese en/of ornamentele metaal-
werk.....
Innekaarsit, wat die gebruik van instru-
mente vereis om verstellings te doen....
Grofsmidwerk.....
Ketelmakery.....
Baksteenmessel en/of messel met vuur-
vastestene en/of klipsteenwerk.....
Timmerwerk.....
Kalfaterwerk (druktoestelle).....
Staalkonstruksiewerk.....
Kopersmidwerk.....
Afsny en/of ponswerk en/of afskeer en/of
afskeer met valbyl.....
Stempels en/of stelmasjien en/of gereed-
skap en/of meters maak.....
Afwaartse sweiswerk met die hand onder
toesig op materiaal 3/8 duim dik of dikker
in 'n enkele voltooiende reeks wat geen
verandering van werkwyse t.o.v. stroom-
sterkte meebring (wat 300 ampères nie
moet oorskry nie), nog tempo van afset-
ting of grootte en soort staaf, met dien
verstande dat stawe van eiendomsmerk
moet wees en No. 6 S.W.G. nie moet
oorskry nie.....
Elektrotegniese onderhoud en/of instal-
lering.....
Oprigting en/of innekaarsit (opsigters-
werk in die veld).....
Pas- en/of draaiwerk en/of masjienbe-
werking.....
Inspeksiewerk, wanneer dit gedoen word
deur inspekteurs met vakmansbevoegd-
heid.....
Instrumente maak of heelmaak.....
Slotte maak.....
Masjiengereedskap opstel en/of gereed-
skap stel.....
Afmerkwark.....
Metaalspinwerk.....
Motorwerktuigkundige se werk.....
Meule maak.....
Modelle maak.....
Loodgieterswerk.....
Touwerk.....
Roldraaiwerk.....
Skale maak en/of herstel.....
Plaatmetaalwerk.....
†Loodgieterswerk op skepe.....
Leipatrone maak.....
Sweis- en/of hardsoldeerwerk.....

Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
s. d.	s. d.	s. d.
3 11	1 0	4 11

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

Rate 2.

* Cost of living allowance consolidated at index figure of 205.5.

† Machinist's work (n.e.s.) viz., shaping, slotting, planing, milling (excluding universal millers), grinding (excluding universal grinders) and the operation of gear cutting and rotary machine tools excluding centre lathes and boring mills).—	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
First year of learnership—			
First six months.....	1 6	0 6	2 0
Second six months.....	1 9	0 10	2 7
Second year of learnership.....	2 3	1 0	3 3
Third year of learnership.....	3 0	1 0	4 0
Thereafter (Rate 2).....	3 8	1 0	4 8
Smelting and/or melting (other than in steel works production)—chargehand's work.....	3 8	1 0	4 8
Supervisory work in case and/or tool hardening.....			

† NOTES.

(1) Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. Learners shall be trained to set up their own work, grind and set their own tools and work to and with precision measuring instruments.

(2) No employer shall employ any person thereon at a rate of pay of less than the consolidated rate of 4s. 8d. per hour, except with the prior consent of the Council and under a learnership Contract. Such Contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any Contract that the learner shall be given facilities to undergo such approved technical instruction.

Rate 5.

* Cost of living allowance consolidated at index figure of 205.5.

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs where the setting up of the machine and/or tools is done by a Rate 1 employee.....	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
	s. d.	s. d.	s. d.
	2 11	1 0	3 11

Rate 8.

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

Rate 12.

General labouring.....	† Rate per hour.
† Rate per hour excluding the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, The Strand and Somerset West.....	9d. per hour.
† Rate per hour in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, The Strand and Somerset West.....	9½d. per hour.
(b) †Rate per hour for work classified in the Agreement at Rates 8, 9, 10 and 11 (n.e.s.)—	

Rate 8.

First six months of experience.....	1s. 0½d. per hour.
Thereafter.....	1s. 3d. per hour.

Rate 9.

First six months of experience.....	0s. 11d. per hour.
Thereafter.....	1s. per hour.

Rate 10.

First six months of experience.....	0s. 9½d. per hour.
Thereafter.....	0s. 10½d. per hour.

Rate 11.

Rate 11.....	0s. 9½d. per hour.
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Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

† Masjiniwerk (n.e.v.), nl., fatsoeneer, gleuwe boor, skaaf, uitslyp (met uitsondering van universele slypers), slyp (behalwe universele slypers) en die bediening van ratsny- en rolmasjiengereedskap (uitgesonderd senterdraaibanke en boormeule)—	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Eerste leerjaar—			
Eerste ses maande.....	1 6	0 6	2 0
Tweede ses maande.....	1 6	0 10	2 7
Tweede leerjaar.....	2 3	1 0	3 3
Derde leerjaar.....	3 0	1 0	4 0
Daarna (Tarief 2).....	3 8	1 0	4 8
Uitsmelt en/of smelt (uitgesonderd in staalwerkeproduksie)—werk van onderbaas.....	3 8	1 0	4 8
Opsigterswerk in dop- en/of gereedskap-verharding.....			

† OPMERKINGS.

(1) Werknemers op masjiniwerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en werk volgens en met fynmeetinstrumente, met inbegrip van liniale, passers en dergelyke. Leerlinge moet opgelei word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met fynmeetinstrumente te werk.

(2) Geen werkgever mag enigemend daarop in diens neem teen 'n loonskaal van minder as 4s. 8d. per uur nie, uitgesonderd met voorafgaande toestemming van die Raad en kragtens 'n leerling-skapkontrak. Hierdie kontrakte, wat in die vorm moet wees wat van tyd tot tyd deur die Raad voorgeskryf en met en aan die Hoofkantoor van die Raad geregistreer is, moet die groep masjiengereedskap beskryf waarvan die aanwending deur die leerling aangeleer moet word. Leerlinge moet dié goedgekeurde tegniese onderrig geniet wat dwarsdeur die leertyd deur die Raad bepaal word, en dit moet 'n voorafgaande voorwaarde in die goedkeuring van enige kontrak wees dat die leerling in die geleentheid gestel moet word om hierdie goedgekeurde tegniese onderrig te ondergaan.

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Masjienbewerking by herhaling deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters, as die masjiene en/of die gereedskap deur 'n Tarief 1-werknemer opgestel word.....	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
	2 11	1 0	3 11

Tarief 8—

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

Tarief 12—

Algemene arbeid.....	† Tarief per uur.
† Tarief per uur, uitgesonderd die magistraatsdistrikte Die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede Paarl, Wellington, Somersetstrand en Somerset-Wes.....	9d. per uur.
† Tarief per uur in die magistraatsdistrikte Die Kaap, Wynberg, Simonstad, Bellville, Stellenbosch en die munisipale gebiede Paarl, Wellington, Somersetstrand, Somerset-Wes.....	9½d. per uur.

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

Tarief 8—

Eerste ses maande ondervinding.....	1s. 0½d. per uur.
Daarna.....	1s. 3d. per uur.

Tarief 9—

Eerste ses maande ondervinding.....	0s. 11d. per uur.
Daarna.....	1s. per uur.

Tarief 10—

Eerste ses maande ondervinding.....	0s. 9½d. per uur.
Daarna.....	0s. 10½d. per uur.

Tarief 11—

Tarief 11.....	0s. 9½d. per uur.
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Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Crane driving—floor-operated power crane, powered in all three directions and controlled by one man so employed for the greater amount of time in any one week.....	2 11	1 0	3 11

Rate 9—

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

(f) Vehicle Driving.

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Week.	*Addi- tional Rate per Week.	Con- solidated Rate per Week.
	£ s. d.	£ s. d.	£ s. d.
Driving of steam wagon.....	7 16 11	2 6 0	10 2 11
Driving of any other vehicle authorised to carry a pay load up to and including—			
One ton.....	3 0 0	1 3 0	4 3 0
Over one ton and up to three tons.....	3 10 0	1 3 0	4 13 0
Over three tons and up to five tons.....	4 17 0	1 18 4	6 15 4
Over five tons and up to seven tons.....	6 6 2	2 6 0	8 12 2
Over seven tons.....	7 16 11	2 6 0	10 2 11

NOTE.—For purposes of this sub-section—

- (a) the hourly rate shall be calculated by dividing the weekly wage herein specified by 46;
- (b) "pay load" means the net carrying capacity or the net load which a vehicle may carry on haul in terms of any Motor Carrier's Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such Certificate, the load specified in a Certificate issued by the Council;
- (c) "vehicle" means a conveyance propelled by other than human or animal power and includes a tractor;

(g) Locomotive Engine Driver.

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control)—			
(i) Government Certificated.....	3 11	1 0	4 11
(ii) Not Government Certificated—			
First three months of experience	2 6	1 0	3 6
Thereafter.....	3 8	1 0	4 8
Where other than labourers are employed as firemen and shunters—			
(i) Government Certificated.....	3 8	1 0	4 8
(ii) Not Government Certificated....	3 5	1 0	4 5

(h) Stationary Engines.

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Attendant employed in full-time capacity in charge of hydraulic and/or compressor plant or plants over 10 horsepower—			
(i) Government Certificated.....	3 8	1 0	4 8
(ii) Not Government Certificated—			
First three months of experience	2 3	1 0	3 3
Second three months of experience.....	2 6	1 0	3 6
Third three months of experience.....	2 9	1 0	3 9
Fourth three months of experience.....	3 0	1 0	4 0
Thereafter.....	3 5	1 0	4 5

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Hyskrane bedien—kraghyskraan van vloer af bedien, met kragvermoë in al drie rigtings en beheer deur een man aldus in diens oor die grootste gedeelte van 'n week.....	2 11	1 0	3 11

Tarief 9—

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

(f) Bestuur van voertuie.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per week.	*Byko- mende skaal per week.	Gekon- solideerde skaal per week.
	£ s. d.	£ s. d.	£ s. d.
Dryf van 'n stoomwa.....	7 16 11	2 6 0	10 2 11
Dryf van enige ander voertuig wat gemagtig is om vrage tot die volgende grense te vervoer—			
1 ton.....	3 0 0	1 3 0	4 3 0
Oor 1 ton en met 3 ton.....	3 10 0	1 3 0	4 13 0
Oor 3 ton tot en met 5 ton..	4 17 0	1 18 4	6 15 4
Oor 5 ton tot en met 7 ton..	6 6 2	2 6 0	8 12 2
Oor 7 ton.....	7 16 11	2 6 0	10 2 11

OPMERKING.—Vir die doel van hierdie subartikel—

- (a) moet die uurloon bereken word deur die hieringenoemde weekloon deur 46 te deel;
- (b) „loonvrag” beteken die netto draagvermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig die bepalings van enige motorvervoersertifikaat of vrystellingsertifikaat wat ten opsigte van so 'n voertuig deur 'n plaaslike motortransportraad uitgereik is ingevolge die Motortransportwet, 1930, met inbegrip van enige sleepwa daaraan vas, of by gebrek aan so 'n bepaling in enige sodanige sertifikaat, die vrag soos in 'n deur die Raad uitgereikte sertifikaat bepaal;
- (c) „voertuig” beteken enige vervoermiddel wat deur ander krag as menslike of aierlike krag voertbeweeg word, met inbegrip van 'n trekker.

(g) Lokomotief-masjinis.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Waar arbeiders as stokers en rangeerders in diens is (masjins moet verantwoordelik wees vir pligte insake verkeersbeheer)—			
(i) Met 'n Regeringsertifikaat.....	3 11	1 0	4 11
(ii) Sonder 'n Regeringsertifikaat—			
Eerste drie maande ondervinding	2 6	1 0	3 6
Tweede drie maande ondervinding	3 8	1 0	4 8
Waar persone, uitgesonderd arbeiders, as stokers en rangeerders in diens is—			
(i) met 'n Regeringsertifikaat.....	3 8	1 0	4 8
(ii) sonder 'n Regeringsertifikaat.....	3 5	1 0	4 5

(h) Vaste masjiene.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Bediener in 'n voltydse hoedanigheid in diens in beheer van 'n hidrouliese en/of kompressorinstallasie of -installasies bo 10 perdekras—			
(i) met 'n Regeringsertifikaat.....	3 8	1 0	4 8
(ii) sonder 'n Regeringsertifikaat—			
Eerste drie maande ervaring.....	2 3	1 0	3 3
Tweede drie maande ondervinding	2 6	1 0	3 6
Derde drie maande ondervinding	2 9	1 0	3 9
Vierde drie maande ondervinding	3 0	1 0	4 0
Daarna.....	3 5	1 0	4 5

(i) Pupil Engineers and/or Approved Students.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Week.	*Addi- tional Rate per Week.	Consoli- dated Rate per Week.
	£ s. d.	£ s. d.	£ s. d.
First year of pupilage.....	3 0 0	1 3 0	4 3 0
Second year of pupilage.....	4 0 0	1 18 4	5 18 4
Third year of pupilage and there- after.....	5 0 0	1 18 4	6 18 4

(i) Watchman's Work.

Watchman's Work..... £2. 10s. per week.

- (a) The ordinary hours of work shall not exceed 12 hours per shift per day for a six-day week.
(b) In the event of a lesser number of hours being worked than prescribed in (a) above, the rate per week shall be reduced *pro rata*.

SCHEDULE C.

Wage provisions applicable in respect of manufacturing activities not otherwise scheduled in a special Wage Division or not specifically excluded from the scope of this Agreement, viz.—

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work (not less than one employee with supervisory knowledge to be employed in each department)...	3 5	1 0	4 5

Rate 4—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Arc and/or gas cutting (n.e.s.).....	3 2	1 0	4 2
Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....			
Riveting (n.e.s.).....			

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Arc and/or gas cutting to marks and/or templates.....	2 11	1 0	3 11
Drilling (n.e.s.) including drill sharpening by hand.....			
Hand welding by mechanically fed electrodes.....			
Preliminary tack welding for positioning (runs of not more than one inch in length).....			

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Assembling (wagon manufacture).....	2 8	1 0	3 8
Bending of tubes and/or sections in manually-operated machine to sketch...			
Operating automatic arc, gas or cold welding machine (n.e.s.).....			
Operating oxy-acetylene profiling machine and/or straight line cutting machine....			
Punching and/or shearing and/or cropping to jigs and/or stops.....			
Repetition roller forming of plate.....			
Repetition welding to jigs and/or gas welding where the weld is effected by fusion of the parts to be joined and/or bronze welding and/or brazing.....			

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Drilling with jigs and/or fixtures.....	2 5	1 0	3 5
Drill sharpening by machine.....			
Hydraulic machine riveting.....			
Reaming using bridge reamers.....			

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

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per week.	*Byko- mende skaal per week.	Gekon- solideer- de skaal per week.
	£ s. d.	£ s. d.	£ s. d.
Eerste jaar van leerlingskap.....	3 0 0	1 3 0	4 3 0
Tweede jaar van leerlingskap....	4 0 0	1 18 4	5 18 4
Derde jaar van leerlingskap en daarna	5 0 0	1 18 4	6 18 4

(j) Werk van 'n wag.

Werk van 'n wag..... £2. 10s. per week.

- (a) Die gewone werkure is hoogstens 12 uur per skof per dag vir 'n week van ses dae.
(b) Indien minder ure gewerk word as wat in (a) voorgeskryf word, word die loonskaal per week *pro rata* verlaag.

LYS C.

Loonbepalings van toepassing ten opsigte van vervaardiging wat nie anders in 'n spesiale loonafdeling ingelys of nie bepaald van die bestek van hierdie Ooreenkoms uitgesluit is nie, nl.—

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Gekon- solideer- de skaal per uur.
	s. d.	s. d.	s. d.
Opsigtterswerk (minstens een werknemer met kennis van opsigtterswerk moet in elke afdeling in diens wees).....	3 5	1 0	4 5

Tarief 4—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Gekon- solideer- de skaal per uur.
	s. d.	s. d.	s. d.
Boog-en/of gassnywerk (n.e.v.).....	3 2	1 0	4 2
Warm en/of koud buig en/of volgens stelmasjiene en/of stoppe in persrem-en/of voumasjiene fatsoeneer.....			
Klinkwerk (n.e.v.).....			

Tarief 5—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Gekon- solideer- de skaal per uur.
	s. d.	s. d.	s. d.
Boog- en/of gassnywerk volgens merke en/of leipatrone.....	2 11	1 0	3 11
Boorwerk (n.e.v.) met inbegrip van bore met die hand skerpmaak.....			
Handswiswerk deur middel van meganiese gevoerde elektrodes.....			
Voorlopige hegswis vir plekbepaling (op afstande van hoogstens een duim)....			

Tarief 6—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Gekon- solideer- de skaal per uur.
	s. d.	s. d.	s. d.
Inmeakaarsit (wamakery).....	2 8	1 0	3 8
Pype en/of stukke volgens skets in hand-masjiene buig.....			
Outomatiese boog-, gas- of koudswis-masjiene bedien (n.e.v.).....			
Oksiasietileenprofiel- en/of reguitlynsny-masjiene bedien.....			
Volgens stelmasjiene en/of stoppe deur-slaan en/of afskeer en/of afknip.....			
Rolvorming van plaat met herhalingsewrk Herhalingsweis volgens stelmasjiene en/of gassweis as die las bewerkstellig word deur saamsmelt van die dele wat gelas moet word en/of bronsweis en/of hard-soldeer.....			

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Gekon- solideer- de skaal per uur.
	s. d.	s. d.	s. d.
Met stelmasjiene en/of skoorstukke boor..	2 5	1 0	3 5
Bore met masjiene skerpmaak.....			
Hidrouliese masjieneklinkwerk.....			
Ruimwerk deur middel van brugruimers..			

Rate 8—

Repetition operation of or attendance on semi-automatic machines or machines adapted for semi-automatic operations where the work cycle is power-driven and the end joint is controlled by automatically operating stops so that manual operations are limited to loading, unloading, starting, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (n.e.s.)—

First six months of experience..... 1s. 0½d. per hour.
Thereafter..... 1s. 3d. per hour.

Rate 9—

Attending automatic machines, including the use of fixed gauges.....
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting.....
Bending and/or forming to jigs and/or dies and/or stops.....
Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies.....
Hand and/or machine riveting (rivets ½ inch diameter and less).....
Manually operating machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.....
Operating a butt and/or flash and/or spot welding machine.....
Repetition marking-off to jigs and/or templates.....
Striking by hand hammer for blacksmith's and/or anglesmith's work.....
Tack welding.....

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

Rate 10—

Application of anti-corrosive coatings..
Cutting off to templates and/or marks and/or stops and/or jigs and/or length gauges.....
Fettling by hand/or by grinding and/or by portable power tools.....
Holding up for riveting.....
Metal buffing and/or polishing.....
Metal cleaning by pickling and/or degreasing.....
Rivet heating.....
Screwing machine operating, excluding setting-up.....
Spraying of enamel and/or paint.....

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

Rate 11—

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

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

SCHEDULE D.

Wage provisions applicable in establishments engaging in activities specified in one or more of the following Wage Divisions:—

DIVISION D/1.

Agricultural Implement and/or Irrigation Machinery (including Windmills), Manufacturing, Erecting and Assembling Division.

The following operations in the manufacture, erection and assembly of agricultural implements and/or irrigation machinery including windmills, viz.—

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work (sectional supervisors, n.e.s.).....	3 5	1 0	4 5

Tarief 8—

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

Eerste ses maande ondervinding..... 1s. 0½d. per uur.
Daarna..... 1s. 3d. per uur.

Tarief 9—

Toesig hou oor outomatiese masjiene insluitende die gebruik van vasgestelde mate.....
Outomaties reguit en/of rond en/of kleiner en/of groter maak en/of uithaal.....
Buig en vorm volgens stelmasjiene en/of stempels en/of stoppe.....
Hefboom- en/of trap- en/of keep- en/of kragperswerk, as die werk met voorafge- stelde stempels gedoen word, uitgeson- derd stempels stel.....
Hand- en/of masjienklinkwerk (klinknaels ½ duim in deursnee en kleiner).....
Bediening van handmasjiene, wat slegs vir een bewerking beplan of permanent aan- gepas is, waarby die bediener nie vereis word om die werk met die hand te sen- traliseer of suiwer te stel nie.....
Bediening van stomp- en/of flits- en/of puntsweismasjiene volgens stelmasjiene en/of leipatrone.....
Met handhamer slaan by grofsmids- en/of hoeksmidswerk.....
Hegswaiswerk.....

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

Tarief 10—

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

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

Tarief 11—

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

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

LYS D.

Loonbepalings van toepassing in inrigtings waarin die werksaamhede plaasvind wat in een of meer van onderstaande loonafdelings genoem word.

AFDELING D/1.

Afdeling vir die vervaardiging van landbouwerktuie en/of besproeiings- masjinerie (met inbegrip van windpompe), oprigting en inmeekaarsit.

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

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Ge- kon- solideerde skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk (afdelingsopsigters) (n.e.v.)	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Die-setting on production machines....	s. d.	s. d.	s. d.
Drilling to jigs and/or marks on radial machines.....	2 11	1 0	3 11
Drill sharpening by machine.....			
Erection and assembly in the field where no atting is required.....			
Heat treatment (supervisory work).....			
Oxy-acetylene and/or electric welding on production other than flash, but and/or spot welding.....			
Repetition forge welding by hammer using dies.....			
Repetition machine punching (n.e.s.).....			
Repetition oxy-acetylene profiling and/or cutting to templates.....			
Repetition pointing and swaging of harrow teeth and similar parts under hammer, using dies.....			
Repetition sizing of keys on key-grinding machines in assembling of components from stock.....			
Repetition shearing and/or trimming of angle shares to marks after forging.....			
Repetition swaging under hammer without dies.....			
Repetition tapering of plough beams.....			

Rate 9.

	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Assembling of pre-manufactured components from stock requiring no fitting or adjustments.....	
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting (n.e.s.).....	
Driving power hammer.....	
Drop forging using dies.....	
Fly and/or treadle and/or manual pressing where the work is operated upon with pre-set dies other than setting of dies..	
Power pressing where the work is operated upon with pre-set dies other than setting of dies.....	
Repetition bending of plough beams under full-time supervision of a Rate 5 employee.....	
Repetition drilling and/or countersinking reaming, using jigs and/or marks and/or gauges and/or stops.....	
Repetition flash and/or butt and/or spot welding.....	
Repetition frazing and/or pointing machine work.....	
Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops	
Repetition hot and/or cold blanking on presses.....	
Repetition hot and/or cold riveting by machine.....	
Repetition machine punching to jigs and/or dies and/or stops and/or gauges and/or marks.....	
Repetition marking to jigs and/or templates	
Repetition shearing and/or trimming to pre-set dies of plough shares after forging	
Striking by hand hammer under direction of blacksmith.....	

Rate 10.

	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Application of anti-corrosive coatings by means of brush.....	
Cutting off to jigs and/or stops and/or length gauges and/or marks and/or templates and/or cutting of scrap.....	
Fettling by hand and/or by grinding and/or by portable power tools.....	
Metal buffing and/or polishing.....	
Oiling and/or greasing machinery (full-time employment).....	
Repetition and riveting.....	
Repetition screwing with die-heads and/or taps by machine and/or by hand.....	
Sand and/or shot blasting.....	
Spraying of enamel and/or paint.....	
Straightening.....	
Stripping drop forgings and similar parts using dies.....	

Rate 11.

	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Dipping in enamel and/or paint.....	
Touching up with paint and/or dipping and/or prime coating.....	

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese Skaal per uur.	*Bykomende Skaal per uur.	Gekonsolideerde Skaal per uur.
Stempels op vervaardigingsmasjiene stel..	s. d.	s. d.	s. d.
Volgens stelmasjiene en/of merke op radiaalmasjiene boor.....	2 11	1 0	3 11
Bore met masjien skerpmaak.....			
In die veld oprig en inmeekaarsit as geen paswerk nodig is nie.....			
Hittebehandeling (opsigterswerk).....			
Oksiasetileen- en/of elektriese sweiswerk op vervaardiging, uitgesonderd flits-, stomp- en/of puntsweis.....			
Herhalingsmeesweiswerk met hamer deur gebruik van stempels.....			
Herhalingsponswerk met masjien (n.e.v.)			
Herhalingsprofielnsnywerk met oksiasetileen en/of volgens leipatrone sny.....			
Egtande en dergelike onderdele onder hamer deur middel van stempels met herhalingswerk punte aansit en vorm smeewerk.....			
Spieë by herhalings volgens grootte op spieslypmasjiene uitslyp by inmeekaarsit van onderdele uit voorraad.....			
Hoekskare volgens merke na smeewerk met herhalingsproses afsny en/of reg sny			
Herhalingsvormsmeewerk onder hamer sonder stempels.....			
Ploegbalke met herhalingswerk spits maak			

Tarief 9—

	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Vervaardigde onderdele van voorraad inmeekaarsit as geen paswerk of verstelings nodig is nie.....	
Outomaties reguit en/of rond en/of kleiner en/of groter maak en/of uithaal (n.e.v.)	
Kraghamer bedien.....	
Stampsmeewerk met stempels.....	
Hefboom- en/of trap- en/of handeperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....	
Kragperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....	
Herhalingsbuig van ploegbalke onder voltydse toesig van Tarief 5-werknemer..	
Herhalingsboor en/of ruim vir versinkboor met behulp van stelmasjiene en/of merke en/of mate en/of stoppe.....	
Herhalingsflits- en/of stomp- en/of puntsweis.....	
Herhalingsfreess- en/of puntmasjiene werk	
Herhalingswarm- en/of koudbuig en/of fatsoeneer volgens stelmasjiene en/of stempels en/of stoppe.....	
Blinde stukke op perse warm en/of koud uitslaan (herhalingswerk).....	
Warm en/of koudklinkwerk met masjien (herhalingswerk).....	
Herhalingsmasjieneponswerk met stelmasjiene en/of volgens stempels en/of stoppe en/of mate en/of merke.....	
Herhalingswerk met stelmasjiene en/of leipatrone.....	
Herhalingsafskoor en/of reg sny van ploegskare volgens gestelde stempels nadat dit gesmee is.....	
Met handhamer onder toesig van grofsmid slaan.....	

Tarief 10—

	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Roeswerende lae met kwas aansit.....	
Volgens stelmasjiene en/of stoppe en/of lengtemate en/of merke en/of leipatrone afsny en/of afval opsny.....	
Poets met die hand en/of slyp- en/of met draagbare kraggereedskap.....	
Metaal polys en/of poleer.....	
Masjinerie olie en smeer (voltydse diens).....	
Herhalingsklinkwerk met die hand.....	
Herhalingskroefwerk met stempelkoppe en/of trappe met masjien en/of hand	
Sand- en/of skrootblaaswerk.....	
Enemmel en/of verf spuit.....	
Reguit maak.....	
Stampsmeewerk en dergelike onderdele met behulp van stempels afstroop.....	

Tarief 11—

	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
In enemmel en/of verf indompel.....	
Met verf afwerk en/of indoop en/of eerste laag aansit.....	

DIVISION D/2.

Bolt and/or Nut and/or Screw and/or Rivet and Allied Products and/or Detachable Bit Manufacturing Division.

The following operations in the manufacture of bolts and/or nuts and/or screws and/or rivets and allied products and/or detachable bits—

Rate 3.

* Cost of living allowance consolidated at index figure of 205·5.

Setting up and operating chaser sharpening machine; supervisory work including setting up on any of the following operations:—	Basic Rate per Hour.	* Additional Rate per Hour.	Consolidated Rate per Hour.
(i) Bolts and/or nuts and/or screws and/or rivets: hot or cold forging of bolts or rivets, hot or cold trimming of bolts or rivets or screws, screwing or pointing bolts, tapping or frazing nuts, cropping pins.			
(ii) Detachable bits: Cropping slugs, forging, frazing, drilling, rough grinding—	s. d.	s. d.	s. d.
First three months of experience	2 3	1 0	3 3
Second three months of experience	2 6	1 0	3 6
Third three months of experience	2 9	1 0	3 9
Fourth three months of experience	3 0	1 0	4 0
Thereafter (Rate 3).....	3 5	1 0	4 5

Rate 10—

Hot dip galvanising operator.....	First three months of experience 9d. per hour. Thereafter 10½d. per hour.
Electro and spray galvanising operator..	
Operating the following machines, viz.—	
Bolt and/or nut and/or screw and/or rivet forging machine.....	
Bolt and/or rivet heading and/or cold trimming machine.....	
Detachable bit forging and/or frazing and/or grinding machine.....	
Bolt and/or rivet hot stripping machine..	
Nut tapping machine.....	
Bolt and/or rod screwing machine.....	
Detachable bit punching and/or drilling and/or quenching machine.....	
Hand-fed thread rolling machine (hot or cold).....	

Rate 11—

Detachable bit slug heating.....	9d. per hour.
Heating treatment furnace loading.....	
Bolt and/or rivet and/or bar heating.....	
Detachable bit inspection.....	
Hot dip and electro and spray galvanising operator's helper.....	
Operating tumbling barrel.....	
Operating the following machines, viz.—	
Bolt and/or rivet and/or detachable bit cropping machine.....	
Bolt pointing machine.....	
Nut frazing machine.....	
Bolt facing machine.....	
Automatic feed thread rolling and cutting machine.....	
Automatic nutting machine.....	
Automatic slotting, nicking and profiling machine.....	

DIVISION D/3.

Chain Manufacturing Division.

The following operations in the manufacture and/or fabrication of chains and/or attachments, viz.—

(a) Automatic Forming and/or Welding Department.

Rate 2.—

* Cost of living allowance consolidated at index figure of 205·5.

Operating of automatic forming and/or welding machines, including setting up of machines and/or operations incidental thereto, viz.—	Basic Rate per Hour.	* Additional Rate per Hour.	Consolidated Rate per Hour.
First year of experience.....	s. d.	s. d.	s. d.
Second year of experience.....	1 9	0 10	2 7
Third year of experience.....	2 3	1 0	3 3
Thereafter (Rate 2).....	3 0	1 0	4 0
Thereafter (Rate 2).....	3 8	1 0	4 8

NOTE.—All repairs and/or overhauls other than operating adjustments shall be done by a Rate 1 employee.

AFDELING D/2.

Afdeling vir die vervaardiging van boute en/of moere en/of skroewe en/of klinknaels en verwante produkte en/of los boorysters.

Ondergemelde werksaamhede by die vervaardiging van boute en/of moere en/of skroewe en/of klinknaels en verwante produkte en/of los boorysters:—

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Masjiene om skroefstaal skerp te maak, opstel en bedien; opsigterswerk met inbegrip van opstel vir eenige van ondergenoemde werksaamhede:—	Basiese skaal per uur.	* Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
(i) Boute en/of moere en/of skroewe en/of klinknaels: warm- of koude smeerwerk van boute of klinknaels, warm- of koudafwerking van boute of klinknaels of skroewe, skroefdraad in boute sny of punte aansit, moere tap of frees, penne afsny;			
(ii) Los boorysters: Pontstukke afsny, smeerwerk, freeswerk, Boorwerk, slypwerk—	s. d.	s. d.	s. d.
Eerste drie maande ondervinding	2 3	1 0	3 3
Tweedriede maande ondervinding	2 6	1 0	3 6
Derde drie maande ondervinding	2 9	1 0	3 9
Vierde drie maande ondervinding	3 0	1 0	4 0
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 10—

Operateur by warmindompelgalvanisering	Eerste drie maande ondervinding 9d. per uur. Daarna 10½d. per uur.
Operateur by elektro- en spuitgalvanisering	
Masjiene vir ondergenoemde doeleindes bedien—	
Boute en/of moere en/of skroewe en/of klinknaels smee.....	
Boute en/of klinknaelkoppe maak en/of koudafwerk.....	
Los boorysters smee en/of frees en/of slyp	
Boute en/of klinknael warm afstroop...	
Moere tapsny.....	
Boute en/of stange skroef.....	
Los boorysters deurslaan en/of boor en/of blus.....	
Handgevoerde draadjierolmasjiene (warm of koud).....	

Tarief 11—

Verhitting van los boorysters.....	9d. per uur.
Laai van oond vir hittebehandeling.....	
Verhitting van boute en/of klinknaels en/of moerstawe.....	
Inspeksie van los boorysters.....	
Operateurshulp by warmindompel- en elektro- en spuitgalvanisering.....	
Tuimelaarvat bedien.....	
Masjiene vir ondergenoemde doeleindes bedien—	
Boute en/of klinknaels en/of los boorysters afknip.....	
Boute punte aansit.....	
Moere frees.....	
Boute vlakke aansit.....	
Outomaties gevoerde draadjierol- en afsnymasjiene.....	
Moere outomaties maak.....	
Gleuwe, kepe en profiele outomaties uitsny.....	

AFDELING D/3.

Afdeling vir die vervaardiging van kettings.

Ondergenoemde werksaamhede by die vervaardiging van kettings en/of aanhegels:—

(a) Afdeling vir outomatiese fatsoeneer en/of sweis.

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Outomatiese fatsoeneer- en/of sweisma-sjiene bedien, met inbegrip van die opstel van masjiene en/of werksaamhede in verband daarmee:—	Basiese skaal per uur.	* Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Eerste jaar ondervinding.....	s. d.	s. d.	s. d.
Tweede jaar ondervinding.....	1 9	0 10	2 7
Derde jaar ondervinding.....	2 3	1 0	3 3
Daarna (Tarief 2).....	3 0	1 0	4 0
Daarna (Tarief 2).....	3 8	1 0	4 8

OPMERKING.—Alle herstelwerk en/of opknapping, uitgesonderd bedryfsverstellings, moet deur 'n Tarief 1-werknemer gedoen word.

(b) Fire Welding Department.

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
(i) Bar winding and/or cutting and/or welding (coke and oil fires) and/or testing and/or gauging and/or inspection of completed chains and/or attachments; and			
(ii) Manufacturing and/or fabricating trek hooks and/or chain attachments under drop and/or air and/or steam and/or pneumatic and/or mechanical hammers, viz.—			
First year of experience.....	s. d. 1 9	s. d. 0 10	s. d. 2 7
Second year of experience.....	2 3	1 0	3 3
Third year of experience.....	3 0	1 0	4 0
Thereafter (Rate 2).....	3 8	1 0	4 8

(c) Chain Processing Department.

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Hand welding and/or testing and/or inspecting and/or twisting and/or stretching and/or gauging and/or case hardening of all chains and/or attachments, viz.—			
First six months of experience.....	s. d. 1 6	s. d. 0 6	s. d. 2 0
Second six months of experience.....	2 0	0 10	2 10
Third six months of experience.....	2 6	1 0	3 6
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 8—

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy..... } Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9—

Attending only on four-slide and/or "Tenso" type coil machine..... } Rate per hour as for Rate 9 in clause (b) of Schedule B.

Driving power hammer.....

Pickling.....

Repetition drilling of chain attachments to jigs.....

Rate 10—

Assisting operatives in automatic forming and/or welding department..... } Rate per hour as for Rate 10 in clause (b) of Schedule B.

Hand feeding of chains to semi-automatic and/or fully automatic twisting machines where the diameter of the chain is $\frac{3}{4}$ inch or less.....

Power pressing where the work is operated upon with pre-set dies (other than setting of the dies) including cutting of chain to stops.....

Repetition sawing of rings or attachments on power saw.....

Stripping of hooks and/or attachments under power press with pre-set dies....

Winding of rings and/or attachments....

Rate 11—

Operating coke crushing machine..... } Rate per hour as for Rate 11 in clause (b) of Schedule B.

Attending furnaces other than general labouring.....

Attending on tumblers and/or coppering plant.....

Bending of trek hooks and/or chain attachments to jigs.....

Rate 12—

General labouring including assembling of chains and/or attachments under supervision of qualified operators employed under (a), (b) or (c) of this Schedule..... } Rate per hour as for Rate 12 in Schedule B.

NOTE.—"Repetition sawing of rings and/or attachments on power saw" (Rate 10 work) shall be deemed to include "sawing of the rings by hand hacksaw".

DIVISION D/4.

Commercial hardware and/or Ironmongery Manufacturing Division (N.E.S.).

The following operations (n.e.s.) in the manufacture of commercial hardware and/or ironmongery where the complete article manufactured does not exceed 10 lb. in weight:—

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Supervisory work (not less than one employee with supervisory knowledge to be employed in each department).....	s. d. 3 5	s. d. 1 0	s. d. 4 5

(b) Afdeling vir vuursweis.

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
(i) Stawe draai en/of afsny en/of sweis (kooks- en olievure) en/of toets en/of meet en/of voltooië kettings en/of aanhegels inspekteer; en			
(ii) Trekhaak en/of kettingaanhegels onder val- en/of lug- en/of stoom- en/of lugdruk- en/of meganiese hammers vervaardig:—			
Eerste jaar ondervinding.....	s. d. 1 9	s. d. 0 10	s. d. 2 7
Tweede jaar ondervinding.....	2 3	1 0	3 3
Derde jaar ondervinding.....	3 0	1 0	4 0
Daarna (Tarief 2).....	3 8	1 0	4 8

(c) Afdeling vir prosesbewerking van kettings.

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Handswais en/of toets en/of inspekteer en/of draai en/of rek en/of meet en/of dopverhard van alle kettings en/of aanhegels:—			
Eerste ses maande ondervinding.....	s. d. 1 6	s. d. 0 6	s. d. 2 0
Tweede ses maande ondervinding.....	2 0	0 10	2 10
Derde ses maande ondervinding.....	2 6	1 0	3 6
Daarna (Tarief 4).....	3 2	1 0	4 2

Tarief 8—

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 ingelys wanneer as baasjong aangestel } Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9—

Slegs oppas van vierplaat- en/of „Tenso"- tipe rolvormmasjiene..... } Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Kragkamer bedien.....

Met sure skoonmaak.....

Herhalingsboorwerk van kettingaanhegels in stelmasjiene.....

Tarief 10—

Werksmenne wat in outomatiese fatsoeneer en/of sweisafdelings help..... } Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Halfoutomatiese en/of geheel outomatiese opdraaimasjiene met die hand met kettings voer waar deursnee van kettings $\frac{3}{4}$ duim of minder is.....

Kragperswerk as werk met gestelde stempels gedoen word (uitgesonderd stempels stel) met inbegrip van kettings volgens stoppe afsny.....

Herhalingsssaag van ringe of aanhegels met kragssaag.....

Hake en/of aanhegels onder kragpers met gestelde stempels afstroop.....

Ringe en/of aanhegels opdraai.....

Tarief 11—

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

Oonde bedien, uitgesonderd algemene arbeid.....

Tuimelaars en/of verkoperingsinstallasie oppas.....

Trekhaak en/of kettingaanhegels in stelmasjiene buig.....

Tarief 12—

Algemene arbeid met inbegrip van inmeekaarsit van kettings en/of aanhegels onder toesig van gekwalifiseerde bedieners in diens kragtens (a), (b) of (c) van hierdie lys. } Skaal per uur soos vir Tarief 12 in lys B.

OPMERKING.—„Herhalingsssaag van ringe en/of aanhegels met kragssaag" (werk onder Tarief 10) moet beskou word as werk wat „die ringe met handystersaag saag" insluit.

AFDELING D/4.

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

Die volgende werksaamhede (n.e.v.) by die vervaardiging van kommersiële harde ware en/of ysterware waar die voltooië, vervaardigde artikel hoogstens 10 lb. weeg—

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Opsigterswerk (minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees).....	s. d. 3 5	s. d. 1 0	s. d. 4 5

Rate 8A—

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

1s. 5d. per hour.

Rate 8—

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

First six months of experience..... 1s. 0½d. per hour.
Thereafter..... 1s. 3d. per hour.

Rate 9—

Attending automatic machines including the use of fixed gauges.....
Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of dies.....
Drop stamping, using dies.....
Manually operating machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.....
Repetition operating of drilling machine.....
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufacturing lines.....
Screw and/or pin slotting.....
Soldering.....
Spot and/or flash and/or resistance welding.....
Trimming and/or beading and/or rolling.....

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

Rate 10—

Application of anti-corrosive coatings
Assembling components and/or affixing with rivets or screws.....
Bending and/or forming to jigs and/or stops and/or fixtures.....
Coating with metal by hot dipping.....
Coating and/or galvanising.....
Metal buffing and/or polishing.....
Metal cleaning by pickling and/or degreasing.....
Repetition cutting off to jigs and/or stops and/or length gauges and/or marks and/or templets.....
Rethreading with die-heads and/or taps
Screwing machine operating, excluding setting up.....
Spraying of enamel and/or paint.....

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

Rate 11—

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

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

DIVISION D/5.

Cycle Manufacturing Division.

The following operations in cycle manufacture, viz.—

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
Supervisory work inclusive of toolsetting..	s. d. 3 11	s. d. 1 0	s. d. 4 11

Tarief 8 A—

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

1s. 5d. per uur.

Tarief 8—

Herhalingsbediening of toesighou oor half-automatiese masjiene, of masjiene wat vir outomatiese of halfoutomatiese werk reggestel is, waar die kringloop kragaan-gedrewe is en die eindpunt beheer word deur outomatiese werkende stoppe, sodat die werk wat met die hande gedoen word, beperk is tot laai, aflaai, aansit van masjiene, stop, vooruit- en agteruitstel of uithaal van gereedskap, voor of nadat die kragkringloop in werking kom (n.e.v.):—

Eerste ses maande ondervinding..... 1s. 0½d. per uur.
Daarna..... 1s. 3d. per uur.

Tarief 9—

Toesighou oor outomatiese masjiene, insluitende die gebruik van vasgestelde mate.....
Hefboom- en/of trap- en/of hand- en/of keep- en/of kragperswerk, waar die werk verrig word met gestelde stempels maar nie die stel van stempels nie.....
Stampsmeewerk met gebruik van stempels
Masjiene met die hand bedien, waar die masjiene beplan is vir, of permanent aangepas is vir slegs een bewerking, en waar dit nie van die bediener vereis word om die werk met die hand te sentraliseer of suiwer te hou nie.....
Herhalingsbediening van 'n boormasjien..
Herhalingspinwerk, waar die werknemer uitsluitlik aldus besig is met hoeveelheidsproduksie van standaardvervaardigde lyne.....
Skroef- en/of gleufvorming.....
Soldeerwerk.....
Punt- en/of flits- en/of weerstandswiswerk.....
Afsny- en/of omsoom- en/of uitrolwerk..

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

Tarief 10—

Die aansit van roeswerende lae.....
Onderdele inmeekaarsit en/of aanheg met klinknaels of skroewe.....
Buig- en/of vormwerk volgens stelmasjiene en/of stoppe en/of skoorstukke.....
Met metaal bedek deur warm indoping...
'n Laag oplê en/of galvaniseer.....
Metaal opvryf en/of poleer.....
Metaal skoonmaak deur bytstof te gebruik en/of deur vetterigheid te verwyder....
Herhalingsafsnijwerk met gebruik van stelmasjiene en/of stoppe en/of lengtemate en/of merke en/of stempels.....
Skroefdraad weer aansit met gebruik van stempelkoppe en/of tappe.....
Bediening van skroefmasjiene, uitgesonderd die opstel daarvan.....
Met enommel en/of verf spuit.....

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

Tarief 11—

In enommel en/of verf indoop.....

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

AFDELING D/5.

Afdeling vir die vervaardiging van fietse.

Ondervermelde werksaamhede in die vervaardiging van fietse—

Tarief 1—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Opsigterswerk met inbegrip van gereed-skap stel.....	s. d. 3 11	s. d. 1 0	s. d. 4 11

Rate 8—

Brazing and/or tack welding bridges and/or loop lugs and/or struts in jigs.....
Brazing pre-loaded forks and/or handle-bars on hearth.....
Dip brazing.....
Final adjustment to finished cycles.....
Operating and/or minding a machine designed for or adapted for a single operation where the operator only has to load, operate and unload.....
Repetition oxy-acetylene profile cutting or rear plate working to templates.....
Repetition lining with lining box.....
Tack welding of frame tubing and/or bottom bracket shell and/or back plate using jigs.....
Truing wheels to jigs.....

First three months of experience 1s. 1d. per hour.
Thereafter 1s. 3d. per hour.

Rate 9—

Affixing name plates.....
Assembling (n.e.s.).....
Assembling and pegging frames and/or forks and/or handle-bars in jigs.....
Attending automatic grinding machine.....
Attending cold heading machine.....
Buffing and/or mopping and/or abrasive polishing by machine and/or hand.....
Butt and/or flash and/or spot welding..
Fettling and/or filing and/or removing surplus brass by machine and/or hand..
Machine riveting.....
Operating forging machine.....
Power and/or manual pressing and/or notching with pre-set dies, other than setting of dies.....
Repetition operation and/or attending on automatic or semi-automatic machines or machines adapted for automatic or semi-automatic operations where the tools operate according to stops or are mechanically or electrically controlled or are stationary, and where no measuring or gauging is performed and where the operative's duties are confined to loading and unloading and stop/start.....
Repetition coning of tube bends in drilling machine to jigs.....
Repetition drilling and/or tapping and/or countersinking using jigs and/or marks and/or gauges and/or pops in the mass production of cycle components and/or accessories.....
Repetition welding of tacked frame and/or bottom bracket shell and/or back plate, using jigs.....
Repetition welding of seat pillars in jigs..
Running up nipples and tensioning of spokes in jigs.....
Spraying of enamel and/or paint.....
Tube bending to formers and stops.....

First three months of experience 10½d. per hour.
Thereafter 1s. per hour.

Rate 10—

Application of transfers.....
Assembly of mudguard components.....
Assembling and nailing in crates (in jigs)
Cleaning and/or degreasing and/or etching bath attendant.....
Debrassing vat attendant.....
Dip enamelling and stove attendant.....
Fitting tyres and/or inflating.....
Frame flattening (1st and 2nd coats enamel)
Grinding ends of spokes in jig.....
Loading and unloading annealing furnace
Loading and unloading hardening furnace
Plating bath attendant.....
Repetition stamping of manufacturer's numbers in sequence.....
Rust-proofing vat attendant.....
Shot blasting.....

First three months of experience 9d. per hour.
Thereafter 10½d. per hour.

Rate 11—

Cleaning frames for enamelling.....
Crating and/or wrapping for despatch.....
Inserting liners in tubes.....
Tumbling barrel attendant.....
Wiring and/or unwiring (plating operations).....

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

Tarief 8—

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

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

Tarief 9—

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

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

Tarief 10—

Sjablone gebruik.....
Modderskermonderdele innekaarsit.....
Innekaarsitwerk en in kratte toespyker (met stelmasjiene).....
Bediener by skoonmaakwerk en/of vetverwydering en/of etsbad.....
Bediener van ont koperingsvat.....
Bediener van enemmelproses met indompeling en van stoof.....
Buitebande aansit en/of oppomp.....
Dowwe laag aan raam verf (eerste en tweede lac enemmel).....
Speekente met stelmasjiene afslyp.....
Uitgloei-oond laai en leegmaak.....
Temperoord laai en leegmaak.....
Bediening van vertinningsvat.....
Herhalingsinstampwerk van fabrikante se nommers in volgorde.....
Bediening van vat vir roesvrymaakproses
Skrootblaaswerk.....

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

Tarief 11—

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

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

DIVISION D/6.

Edge Hand and/or Small Tools (Other than Precision and/or Machine Tools) and/or Saw Manufacturing Division.

Part A.—The following operations in the manufacture of edge hand and/or small tools, other than precision and/or machine tools.

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work (general).....	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Assistant supervisory work (general).....			
Die and/or knife and/or cutter setting on production machines.....			
Drawing of edge-hand and/or small tools			
Heat treatment of edge-hand and/or small tools—supervisory work.....			
Repetition fire welding of edge-hand and/or small tools.....	2 11	1 0	3 11

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervising any or all classes of work scheduled below Rate 7.....			
Welding of edge-hand and/or small tools in jigs.....	2 5	1 0	3 5

Rate 9—

	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops	
Repetition fazing and/or pointing machine work.....	
Repetition hot and/or cold blanking using guides and/or jigs and/or stops and/or dies.....	
Repetition hot and/or cold punching using guides and/or jigs and/or stops and/or dies.....	
Repetition drilling and/or countersinking using jigs and/or marks and/or gauges and/or pops.....	
Repetition marking to jig and/or templet.....	
Repetition operating electric butt and/or spot welding machines.....	

Rate 10—

	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Grinding and/or polishing of edge-hand and/or small tools, other than precision and/or machine tools.....	
Scrap cutting.....	

Rate 11—

	Rate per hour as for Rate 11 in clause (b) of Schedule B.
All handle-making operations.....	
All tool assembling operations.....	
Applications of paints and/or lacquers by means of dipping and/or spraying and/or brushing.....	

Part B.—The following operations in saw manufacture, viz.—

Rate 2—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Tensioning, smithing and blocking of saws larger than 24-inch—			
First year of experience—			
First six months.....	1 6	0 6	2 0
Second six months.....	1 9	0 10	2 7
Second year of experience.....	2 3	1 0	3 3
Third year of experience.....	2 9	1 0	3 9
Fourth year of experience.....	3 3	1 0	4 3
Thereafter (Rate 2).....	3 8	1 0	4 8

AFDELING D/6.

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

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

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk (algemeen).....	3 5	1 0	4 5

Tarief 5—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Werk van assistent-opsigters (algemeen)....			
Stel van stempels en/of messe en/of beitels op produksiemasjiene.....			
Handsny- en/of klein gereedskap trek....			
Hittebehandeling van handsny- en/of klein gereedskap—opsigterswerk.....			
Herhalingsvuursweis van handsny- en/of klein gereedskap.....	2 11	1 0	3 11

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Toesig hou oor enigeeen of alle soorte werksaamhede wat laer as Tarief 7 ingelys is.....			
Handsny- en/of klein gereedskap met stel- masjiene sweis.....	2 5	1 0	3 5

Tarief 9—

	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Herhalingswarm- en/of -koudbuig en/of fatsoeneer met stelmasjiene en/of volgens stempels en/of stoppe.....	
Herhalingswerk met masjiene vir frees en/of punte aansit.....	
Blinde stukke by herhaling warm- en/of koud uitslaan met behulp van leistukke en/of stelmasjiene en/of stoppe en/of stempels.....	
Herhalingswarm- en/of koudpons met behulp van leistukke en/of stelmasjiene en/of stoppe en/of stempels.....	
Herhalingsboor en/of versinkboor volgens stelmasjiene en/of merke en/of mate en/of kort boorgate.....	
Herhalingsafmerk met stelmasjiene en/of leipatrone.....	
Herhalingsbediening van elektriese stomp- en/of puntsweismasjiene.....	

Tarief 10—

	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Handsny- en/of klein gereedskap, uitge- sonderd fyn- en/of masjiengereedskap, slyp en/of poleer.....	
Afval op sny.....	

Tarief 11—

	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Alle werk in verband met handvatsels maak	
Alle werk in verband met gereedskap inmekaarsit.....	
Verf en/of lak deur middel van indomp- peling en/of aanspuit en/of met 'n kwas aansit.....	

DEEL B.—Ondergemelde werksaamhede in vervaardiging van sae:—

Tarief 2—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Styfmaakwerk, smids- en blokwerk van sae van oor 24 duim—			
Eerste jaar ondervinding—			
Eerste ses maande.....	1 6	0 6	2 0
Tweede ses maande.....	1 9	0 10	2 7
Tweede jaar ondervinding.....	2 3	1 0	3 3
Derde jaar ondervinding.....	2 9	1 0	3 9
Vierde jaar ondervinding.....	3 3	1 0	4 3
Daarna (Tarief 2).....	3 8	1 0	4 8

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Finishing band saws after welding.....	3 5	1 0	4 5
Grinding to fixed gauges.....			
Supervisory work (supervising all opera- tions below Rate 3).....			
Tensioning, smithing and blocking of saws up to and including 24-inch—			
First year of experience—			
First six months.....	1 6	0 6	2 0
Second six months.....	1 9	0 10	2 7
Second year of experience.....	2 3	1 0	3 3
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 3).....	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervising, hardening and tempering operations.....	2 11	1 0	3 11

Rate 9—

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

Rate 10—

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

Rate 11—

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

DIVISION D/7.

Electroplating Division.

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Electroplating (supervisory and technical work).....	3 11	1 0	4 11

Rate 10—

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

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- iese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Bandsae afwerk na sweiswerk.....	3 5	1 0	4 5
Volgens vaste mate slyp.....			
Opsigterswerk (toesig hou oor alle werk- saamhede laer as Tarief 3).....			
Styfmaak-, smids- en blokwerk van sae tot en met 24 duim—			
Eerste jaar ondervinding—			
Eerste ses maande.....	1 6	0 6	2 0
Tweede ses maande.....	1 9	0 10	2 7
Tweede jaar ondervinding.....	2 3	1 0	3 3
Derde jaar ondervinding.....	2 9	1 0	3 9
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- iese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Toesighou oor verhardings- en temperwerk	2 11	1 0	3 11

Tarief 9—

Stompsweismasjiën bedien.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Verdiepers bedien, uitgesonderd opstel....	
Puntswemmasjiën bedien.....	
Herhalingsuitslaanwerk aan blinde stukke op perse, uitgesonderd stempels en/of gereedskap stel.....	
Herhalingshefboom- en/of trap- en/of handkrapperswerk as werk met gestelde stempels gedoen word, uitgesonderd die stel van stempels en/of gereedskap.....	
Herhalingsmasjiënponswerk met stoppe en/of stelmasjiëne en/of stempels en/of mate.....	
Alle soorte houtbewerkingsae by herhaling met die hand en/of outomaties stel en/of skerpmaak.....	

Tarief 10—

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

Tarief 11—

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

AFDELING D/7.

Afdeling vir elektroplatering.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- iese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Elektroplatering (opsigters- en tegniese- werk).....	3 11	1 0	4 11

Tarief 10—

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

Rate 11—	
Preparation of buffs.....	} Rate per hour as for Rate 11 in clause (b) of Schedule B.
Scouring and/or scratch brushing.....	
Vat degreasing.....	

DIVISION D/8.

Foundry and Casting (General and Manufacturing) Division.
(A) General Establishments.

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
†Moulding and/or coremaking (n.e.s.).....	3 11	1 0	4 11
Patternmaking (n.e.s.).....			

Rate 2—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
†Making runner cups (excluding placing)	3 8	1 0	4 8
Smelting and/or melting (other than in steel works production)—charge-hand's work.....			

Rate 3—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Die-casting machines—supervisory work...	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Cupola attendant—supervisory work.....	2 11	1 0	3 11

Rate 9—

Operating die-casting machine.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
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Rate 10—

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

Rate 11—

Fettling by hand and/or grinding and/or by portable power tools.	Rate per hour as for Rate 11 in clause (b) of Schedule B.
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(B) Manufacturing Establishments.

For purposes of this Section (B)—

“Production moulding” means the production by special application to the job of green sand castings on a quantity production basis in a production plant which is a separate establishment or department or in such a manner on a separate part of the foundry floor to that upon which moulding and/or coremaking (n.e.s.) is carried on that the employer or his representative is able to show at any time the part of the floor on which such moulding and/or coremaking (n.e.s.) is carried on and the separate part devoted to production moulding.

“Production plant” means a plant wherein plate patterns only are employed and wherein production moulders and/or learner production moulders are employed to make the complete job by the use of mechanical aids and/or manual means; and includes the use of tools and the application of refractory coatings and the making and laying of cores by the said employees.

“Production moulder” is an employee over 19 years of age employed in a production plant on plate moulding and/or coremaking and/or corelaying.

“Learner production moulder” is an employee over 17½ years of age employed in a production plant learning production moulding and/or coremaking and/or corelaying for a period of 18 months, provided that such learner shall be employed for the first twelve months of the learnership exclusively on hand production work.

NOTE.—Corelaying shall be performed by production moulders or learner production moulders.

Tarief 11—

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

AFDELING D/8.

Afdeling vir smelt- en gietwerk (algemeen en vervaardiging).

(A)—Algemene inrigtings.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
†Vorms en/of kerns maak (n.e.v.).....	3 11	1 0	4 11
Modelle maak (n.e.v.).....			

Tarief 2—

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
†Gietkanale maak (uitgesonderd plasing daarvan.....)	3 8	1 0	4 8
Uitsmelt- en/of smeltwerk (uitgesonderd in produksie-afdeling van staalwerke)— onderbaas se werk.....			

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Stempelgietsmasjiene—opsigterswerk.....	3 5	1 0	4 5

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Koepelbediener—opsigterswerk.....	2 11	1 0	3 11

Tarief 9—

Stempelgietsmasjiens bedien.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
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Tarief 10—

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

Tarief 11—

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

Vir die toepassing van hierdie afdeling (B) beteken—

„Massagietwerk”, die vervaardiging, spesiaal bestem vir die werk, van groensandgiestukke op ’n hoeveelheidsgrondslag in ’n produksie-installasie wat ’n afsonderlike inrigting of afdeling is of op so ’n wyse op ’n afsonderlike gedeelte van die gieteryvloer as dié waarop gietwerk en/of maak van kerns (n.e.v.) uitgevoer word, dat die werkgever of sy verteenwoordiger in staat is om te eniger tyd daardie gedeelte van die vloer aan te wys waarop dié gietwerk en/of maak van kerns (n.e.v.) uitgevoer word, asook die afsonderlike gedeelte waarop produksiegietwerk uitgevoer word.

„Produksie-installasie”, ’n installasie waarin slegs plaatmodelle gebruik word en waarin produksiegieters en/of leerling-produksiegieters in diens is om die hele werk deur middel van meganiese hulpmiddels en/of met die hand uit te voer, en dit omvat die gebruik van gereedskap en die aanwending van vuurvaste lae en die maak en aanlê van kerns deur genoemde werknemers.

„Produksiegieters”, ’n werknemer oor 19 jaar oud in diens in ’n produksie-installasie, wat plate giet en/of kerns maak en/of kerns lê.

„Leerling-produksiegieters”, ’n werknemer oor 17½ jaar oud in diens in ’n produksie-installasie om oor ’n tydperk van 18 maande produksiegiet en/of maak van kerns en/of kerns lê te leer; met dien verstande dat so ’n leerling dié eerste 12 maande van die leertyd uitsluitlik oor handproduksiewerk onderrig word.

OPMERKING.—Kerns moet gelê word deur produksiegieters of leerling-produksiegieters.

"Special application to the job" means the utilisation of purpose-made pattern plates and purpose-made moulding boxes, having machined pins and drilled lug holes, and adapted to the moulding machines, in which any reinforcement of the mould is effected by the construction of the boxes.

"Plate patterns" are patterns so constructed that the pattern, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates, and used in conjunction with snap or pop off flasks or moulding boxes which are so constructed as to be closed by labourers using correctly registering pins or hinges, provided that labourer's work on closing moulding boxes shall be limited to the operation of lowering the top moulding box into position on the drag moulding box.

(1) The following operations and/or classes of work in manufacturing establishments, viz.—

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
†Moulding and/or coremaking (n.e.s.)...	s. d.	s. d.	s. d.
Patternmaking (n.e.s.).....	3 11	1 0	4 11

Rate 2—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
†Production moulding.....	s. d.	s. d.	s. d.
†Repetition insertion of cores into perma- nent moulds (non-ferrous work).....	3 8	1 0	4 8
Smelting and/or melting (other than in steel works production) chargehand's work.....			
†Spin-casting machines where sand is included—supervisory work.....			

Rate 3—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
Die-casting machines—supervisory work..	s. d.	s. d.	s. d.
†Spin-casting machines where sand is excluded—supervisory work.....	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
Cupola attendant—supervisory work.....	s. d.	s. d.	s. d.
	2 11	1 0	3 11

Rate 9—

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

Rate 10—

Casting of ferrous metals into permanent moulds including coating.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Cutting of risers.....	
Making runner cups by machine for perma- nent mould.....	
Operating spin-casting machine.....	
Pouring and/or skimming in continuous casting operations.....	
Repetition inserting of cores into moulds using fixed locating devices (metal to metal) other than into sand prints.....	
Sand and/or shot and/or hydro blasing..	

Rate 11—

Fettling by hand and/or by grinding and/ or by portable power tools	Rate per hour as for Rate 11 in clause (b) of Schedule B.
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„Spesiaal bestem vir die werk”, die gebruikmaking van spesiaal bestemde modelplate en spesiaal bestemde gietkaste, met masjienvervaardigde penne en geboorde oorgate en verander om by die gietmasjiene gebruik te word, waarin enige versterking van die gietvorm teweeggebring word deur die bouwvorm van die kaste.

„Plaatmodelle”, modelle so gevorm dat die model, openings en kanale, uitgesonderd uitlaatkanale, aan die plate gemonteer of vasgesit is of 'n integrerende deel van die plate uitmaak, en gebruik word i.v.m. splyt- of gietkaste wat so gemaak is dat hulle gesluit kan word deur arbeiders wat penne of skarniere, wat reg pas, gebruik; met dien verstande dat arbeiders se werk aan die sluit van gietkaste beperk moet wees tot die neerlaat van die boonste gietkis op sy plek op die onderste gietkis.

(1) Ondergenoemde werksaamhede en/of klasse werk in vervaardigingsinrigtings—

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
†Gietwerk en/of kerns maak (n.e.v.).....	s. d.	s. d.	s. d.
Modelle maak.....	3 11	1 0	4 11

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
†Produksiegietwerk.....	s. d.	s. d.	s. d.
†Herhalingsinsit van kerns in vaste giet- vorms—(nie-ysterhoudende stowwe)....	3 8	1 0	4 8
Uitsmelt- en/of smeltwerk (uitgesonderd in produksieafdelings van staalwerke)— onderbaas se werk.....			
†Spingietmasjiene as sand inbegrepe is— opsigterswerk.....			

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
Stempelgietmasjiene—opsigterswerk.....	s. d.	s. d.	s. d.
†Spingietmasjiene as sand nie inbegrepe is nie—opsigterswerk.....	3 5	1 0	4 5

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
Koepelbediender—opsigterswerk.....	s. d.	s. d.	s. d.
	2 11	1 0	3 11

Tarief 9—

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

Tarief 10—

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

Tarief 11—

Poets met die hand en/of met slyp en/of met draagbare kraggereedskap	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
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(2) Learnership conditions for production moulding.

* Cost of living allowance consolidated at index figure of 205.5

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
First six months of experience.....	2 3	1 0	3 3
Second six months of experience.....	2 6	1 0	3 6
Third six months of experience.....	3 0	1 0	4 0
Thereafter.....	3 8	1 0	4 8

NOTES—

(1) No employer shall employ any person on production moulding at a rate of pay of less than the consolidated rate of 4s. 8d. per hour, except with the prior consent of the Council and under a learnership contract in such form as may be determined by the Council from time to time. Applications to employ learner production moulders shall be made to the Regional Council for the Area concerned.

(2) The minimum age for learner production moulders shall be 17½ years of age, and no employer shall employ any person under 19 years of age as a production moulder.

DIVISION D/9.

Gate and/or Fence Manufacturing and Contracting Division.

The following operations in the manufacture and/or fabrication of wrought iron and/or tubular gates and/or fencing posts and/or burglar proofing and/or garden furniture, viz.—

(A) Manufacturing and/or Fabricating Operations (n.e.s.).

Rate 1 (n.e.s.)—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Blacksmithing and/or welding including marking off.....	3 11	1 0	4 11

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Annealing (supervisory work).....	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Drilling (n.e.s.) including sharpening of drills.....	2 11	1 0	3 11
Welding by hand of tubular gates and/or fittings.....			

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Arc and/or gas welding to jigs and/or arc and/or gas welding of parts so formed and/or located to obviate the need for a jig.....	2 8	1 0	3 8
Operating automatic arc, gas or cold welding machine.....			

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Cold sawing other than repetition cutting off.....	2 5	1 0	3 5
Making of eyes, collars and hangers (n.e.s.).....			
Punching flat sections.....			

(2) Leervoordes vir produksiegieters—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Eerste ses maande ondervinding.....	2 3	1 0	3 3
Tweede ses maande ondervinding.....	2 6	1 0	3 6
Derde ses maande ondervinding.....	3 0	1 0	4 0
Daarna.....	3 8	1 0	4 8

OPMERKINGS—

(1) Geen werkgewer mag iemand by handproduksiegieter in diens neem teen 'n loon van minder as 4s. 8d. per uur nie, tensy die Raad vooraf sy toestemming daartoe verleen het en kragtens 'n leerkontrak in 'n vorm wat die Raad van tyd tot tyd kan vasstel. Aansoeke om leerling-produksiegieters in diens te neem, moet aan die streeksraad van die betrokke gebied gerig word.

(2) Die minimum ouderdom vir leerling-produksiegieters is 17½ jaar, en geen werkgewer mag iemand onder 19 jaar as 'n produksiegieter in diens neem nie.

AFDELING D/9.

Afdeling vir die vervaardiging van omheinings en/of hekke en kontrakwerk.

Ondergenoemde werksaamhede in die vervaardiging van gesmede yster- en/of pyphekke en/of heiningpale en/of dielskerms en/of tuinmeubels.

(A) Vervaardiging (n.e.v.).

Tarief 1 (n.e.v.)—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Grofsmid- en/of sweiswerk met inbegrip van merk.....	3 11	1 0	4 11

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Uitgloeierwerk (opsigterswerk).....	3 5	1 0	4 5

Tarief 5—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Boorwerk (n.e.v.) met inbegrip van bore skerpmaak.....	2 11	1 0	3 11
Pyphekke en/of-toebehore met die hand sweis.....			

Tarief 6—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Boog- en/of gassweiswerk met stelmasjiene en/of boog- en/of gassweis van onderdele aldus gevorm en/of geplaas om die nodigheid van 'n stelmasjien uit te sny..	2 8	1 0	3 8
Bediening van outomatiese boog-, gas- of koudsweismasjiene.....			

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Koudsaagwerk, uitgesonderd herhalings-afsnijwerk.....	2 5	1 0	3 5
Oë, krae en hangers (n.e.v.) maak.....			
Platseksies deurslaan.....			

Rate 8—

Hand welding of fencing poles..... Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9—

Automatic machine minding (n.e.s.).....
Cold riveting.....
Drilling to pops and/or marks.....
Drilling with jigs and/or fixtures.....
Drilling with templates.....
Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies, other than the setting of dies.....
Operating spot and/or tack welding machine.....
Power pressing where the work is operated upon with pre-set dies other than the setting of dies.....
Striking by hand hammer for blacksmith's work.....
Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10—

Application of anti-corrosive coatings....
Bending to stops of piping and/or tubing by power-operated bending machine....
Bending to stops and/or marks by manual bending machine of tubes and/or piping marked to size.....
Cold bending and/or forming to jigs and/or dies and/or stops and/or marks....
Cropping and/or shearing and/or cutting to templates and/or marks and/or stops and/or jigs and/or length gauges.....
Operating screwing machine excluding setting up.....
Repetition machine punching to stops and/or jigs and/or gauges and/or dies and/or marks.....
Repetition marking off to jigs and/or templates.....
Rethreading with die-heads and/or taps
Wiring of gates.....
Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11—

Dipping in paint.....
Fettling by hand and/or by grinding and/or by portable power tools.....
Operating wire butt welding machine.....
Rate per hour as for Rate 11 in clause (b) of Schedule B.

(B) Wire Working and/or Weaving and/or Fabricating by Hand.

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- tional soli- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work including marking out and/or setting up of bench work from drawings and/or dimensional sketches.	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- tional soli- dated Rate per Hour.
	s. d.	s. d.	s. d.
Assistant supervisory work including marking out and/or setting of bench work to templates.....	2 11	1 0	3 11

Rate 10—

Making screens to size already drawn down by either Rate 3 or 5 employees
Operating automatic straightening machine
Repetition wire working and/or fabrica- ting (n.e.s.) including setting up of bench work to jigs.....
Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11—

Attending automatic crimping machine...
Weaving by hand.....
Rate per hour as for Rate 11 in clause (b) of Schedule B.

Tarief 8—

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

Tarief 9—

Outomatiese masjiene bedien (n.e.v.)....
Koudklinkwerk.....
Boorwerk volgens vlak boorgate en/of merke.....
Boorwerk met stelmasjiene en/of skoor- stukke.....
Boorwerk met leipatrone.....
Hefboom- en/of trap- en/of handperswerk en/of inkeep as werk met gestelde stem- pels gedoen word, uitgesonderd stempels stel.....
Bediening van punt- en/of hegsweismasjiën
Kragperswerk as werk gedoen word met gestelde stempels, uitgesonderd stempels stel.....
Met handhamer vir grofsmidswerk slaan.
Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10—

Roeswerende lae aansit.....
Pype en/of buise volgens stoppe met krag- buigmasjiene buig.....
Pype en/of buise volgens stoppe en/of merke met handbuigmasjiene na grootte buig.....
Koudbuig- en/of -vormwerk met stel- masjiene en/of stempels en/of stoppe en/ of merke.....
Met leipatrone en/of merke en/of stoppe en/of met stelmasjiene en/of na lengte- mate en/of stoppe afknip en/of afsny en/of sny.....
Skroefsnymasjiën bedien, uitgesonderd masjiën opstel.....
Herhalingsponswerk met masjiën volgens stoppe en/of met stelmasjiene en/of na mate en/of stempels en/of merke.....
Herhalingsafmerkwerk in stelmasjiene en/ of volgens leipatrone.....
Vernuwing van skroefdraad met stempel- koppe en/of tappe.....
Draad aan hekke sit.....
Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11—

In verf indompel.....
Poets met die hand en/of met slyp- en/of draagbare kraggereedskap.....
Bediening van draadstompweismasjiën..
Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

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

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- soli- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van afmerk en/of bankwerk van tekenings en/of dimensiesketse gereedmaak.....	3 5	1 0	4 5

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- soli- deerde skaal per uur.
	s. d.	s. d.	s. d.
Werk van assistent-opsigter met inbegrip van afmerk en/of bankwerk volgens lei- patrone voorberei.....	2 11	1 0	3 11

Tarief 10—

Skermers volgens grootte maak wat reeds deur of Tarief 3- of Tarief 5-werknemers afgemerks is.....
Bediening van outomatiese reguitmaak- masjiën.....
Herhalingsdraadwerk en/of -vervaardiging (n.e.v.) met inbegrip van bankwerk met stelmasjiene opstel.....
Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.

Tarief 11—

Bediening van outomatiese krimpmasjiën.
Met die hand weef.....
Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.

(C) Wire Working and/or Weaving and/or Fabricating by Machine.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work.....	3 5	1 0	4 5

Rate 8—

Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process) Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9—

Automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process) Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10—

Square and/or other mesh screen weaving into rolls and/or sheets on hand operated machine, i.e. feeding machine Rate per hour as for Rate 10 in clause (b) of Schedule B.

(D) Welding when performed in Wire Working and/or Weaving and/or Fabricating Operations

Rate 8—

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

Rate 9—

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

(E) Erection Work in Gate and/or Fence and/or Burglar Proofing Contracting.

Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work.....	2 11	1 0	3 11

(F) General Labouring.

Rate 12—

General labouring including—

- (i) Assisting with manual bending lever
- (ii) Assisting in wiring of gates.....
- (iii) Operating handle of hand-shearing machine and/or handle of pipe-cutter.....
- (iv) Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh).....
- (v) Assisting machine operatives.....

Rate per hour as for Rate 12 in Schedule B.

DIVISION D/10.

Lead Products Manufacturing Division.

The following operations in lead products manufacture, viz.—

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work including setting up (at least one employee with supervisory knowledge of the following operations to be employed in each establishment)	3 5	1 0	4 5
Operating power-driven mill rolling sheet lead from slabs.....	3 5	1 0	4 5

Rate 7—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Operating trap extrusion press.....	2 5	1 0	3 5

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

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk.....	3 5	1 0	4 5

Tarief 8—

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

Tarief 9—

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

Tarief 10—

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

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

Tarief 8—

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

Tarief 9—

Bediening van punt- en/of stompsweis-masjien Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(E)—Oprigwerk in hek- en/of heining- en/of diefskermkontrakwerk.

Tarief 5—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk.....	2 11	1 0	3 11

(F)—Algemene arbeid.

Tarief 12—

Algemene arbeid met inbegrip van—

- (i) Met handbuighefboom help.....
- (ii) Help met draadspan aan hekke....
- (iii) Slinger van handsnymasjien en/of slinger van pypsnier draai.....
- (iv) Oorskietdraad afsny en/of beveilig en/of klink (skerm- en/of diamant-maas).....
- (v) Masjienwerksmanne help.....

Skaal per uur soos vir Tarief 12 in lys B.

AFDELING D/10.

Afdeling vir die vervaardiging van loodprodukte.

Ondergemelde werksaamhede in die vervaardiging van lood-produkte—

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstel (minstens een werknemer met kennis van opsigterswerk in ondergenoemde werksaamhede wat in elke inrigting plaasvind).....	3 5	1 0	4 5
Bediening van kragwils wat loodvelle van platstukke uitrol.....	3 5	1 0	4 5

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Bediening van val-uitstootpers.....	2 5	1 0	3 5

Rate 8—

Repetition fusing other than by soldering bolt of components in jigs in the manufacture of lead pipes and/or traps and/or stair treads.....
Machine wiping of lead joints in the manufacture of standard lines.....

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

Rate 9—

Permanent mould casting, wherein sand is entirely excluded.....
Hand and/or power pressing.....
Manufacturing jig drilling of traps.....
Trimming and/or cutting off to stops and/or marks.....
Repetition lead soldering by soldering bolt and/or assembling components in the manufacture of lead pipes and/or traps and/or stair treads.....
Operating extrusion press to pre-set dies

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

DIVISION D/11.

Metal Window and/or Door and/or Flyscreen Manufacture.

(1) The following operations, viz.—

Rate 2—

* Cost of living allowance consolidated at index figure of 205.5.

Assembling universal windows and assembling doors.....
Inspecting and supervisory work.....
Repairing and/or altering and/or adjusting windows on site or built in.....
Setting out and/or marking off.....
Outside service men (supervisory work).....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 8	1 0	4 8

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

Arc welding.....
Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar.....
Setting gauges and/or stops.....
Setting tools and/or dies, other than running adjustments.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Rate 4—

* Cost of living allowance consolidated at index figure of 205.5.

Assembling finished component parts into complete flyscreens, including inserting gauze by hand.....
Coupling of bays and/or non-standard windows.....
Final positioning of vents to frames of cottage windows.....
Roller bending other than repetition bending.....
Squaring frames and/or sashes before positioning.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 2	1 0	4 2

Rate 5—

* Cost of living allowance consolidated at index figure of 205.5.

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

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
2 11	1 0	3 11

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

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

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
2 8	1 0	3 8

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

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

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
2 5	1 0	3 5

Rate 8—

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

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

Tarief 8—

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

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

Tarief 9—

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

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

AFDELING D/11.

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

(1) Ondergemelde werksaamhede—

Tarief 2—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

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

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
3 8	1 0	4 8

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

Boogswiswerk.....
Finale reguitmaak en/of pas met gebruik van hamer en/of sethamer en/of wig-yster.....
Mate en/of stoppe stel.....
Gereedskap en/of stempels stel, uitgesonderd lopende verstellings.....

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Tarief 4—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

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

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
3 2	1 0	4 2

Tarief 5—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

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

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
2 11	1 0	3 11

Tarief 6—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

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

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
2 8	1 0	3 8

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

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

Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-konsolideerde skaal per uur.
s. d.	s. d.	s. d.
2 5	1 0	3 5

Tarief 8—

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

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

Rate 9—

Clamping mitre and/or butt joints into jigs on welding tables.....
Coupling of standard windows previously prepared.....
Drilling to jigs and/or fixtures.....
Hand and/or machine tapping.....
Machine riveting ($\frac{1}{4}$ inch or under).....
Press operating where the whole die completes its function in one stroke.....
Putting and/or wood and/or other filling of frames previously prepared, including rough positioning and clamping of ventilators.....
Repetition countersinking to jigs and/or marks and/or gauges.....
Repetition roller bending.....
Screwing and/or riveting of ventilators to industrial windows already prepared after final positioning of ventilators....
Spot welding.....
Tenon riveting machine work.....

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

Rate 10—

Attaching essential fittings to windows already prepared and/or removing and/or replacing fittings on site or built in..
Bending of wire and/or forming same to jigs and/or stops and/or fixtures in fly-screen manufacture.....
Clearing and/or retapping holes already drilled and tapped.....
Removing dust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting.....
Removing welding burrs and/or scarf and/or sprue by hand and/or grinding and/or by portable power tools and/or by press.....
Repetition cold sawing to stops.....
Repetition cutting through of faulty mitre joints after welding.....
Screwing on burglar bars and/or weather bars.....
Springing in of glazing bars for cottage windows only.....
Stretching and/or rough straightening by hand and/or machine of bars.....
Threading only of fenestra joints for standard windows and closing same.....
Weighing materials and/or finishing goods

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

Rate 11—

Cutting off gauze by hand to jigs and/or stops.....
Grading of scrap metal.....
Labelling.....
Painting and/or spraying and/or dipping and/or brushing of antirust coatings...

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

Tarief 9—

Verstek- en/of stompvoë met stelmasjiene op sweistafels vasklamp.....
Voltooide standaardvensters koppel.....
Volgens stelmasjiene en/of skoorstukke boor.....
Tappe met die hand en/of masjiene sny.
Klinknaels met masjiene klink ($\frac{1}{4}$ duim of minder).....
Perswerk as die hele stempel sy werk met een slag voltooi.....
Voltooide rame met stopverf en/of hout en/of ander vulsel bewerk, met inbegrip van ru-insit en vasklamp van lugkokers
Versinkboogwerk by herhaling met stelmasjiene en/of merke en/of mate....
Herhalingsrolbuigwerk.....
Lugkokers aan voltooide fabrieksvensters vasskroef en/of klink nadat kokers finaal ingesit is.....
Puntswaiswerk.....
Tapmasjienerk.....

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

Tarief 10—

Noodsaaklike toebehore aan voltooide vensters aansit en/of toebehore verwyder en/of terugplaas op die perseel of ingebou.....
Draad met stelmasjiene en/of volgens stoppe en/of skoorstukke in vervaardiging van vlieëskerms buig en/of vorm.
Gate reeds geboor en van skroefdraad voorsien, skoonmaak en skroefdraad vernuwe.....
Stof en/of skaal met draadwiele en/of skuurmiddels en/of sand- en/of skrootblaas verwyder.....
Sweisbaard en/of -skilfers en/of -sproei met die hand en/of met skuur- en/of met draagbare kraggereedskap en/of met pers verwyder.....
Herhalingskoudsaagwerk volgens stoppe.
Herhalingsdeursnywerk van defekte verstekvoë na sweis.....
Dieftralie en/of waterkeerders aanskroef
Vensterstange slegs vir huisvensters laat inspring.....
Stange met die hand en/of masjiene rek en/of ru reguitmaak.....
Fenestravoeë van standaardvensters slegs van draad voorsien en dit sluit.....
Materiaal en/of vervaardigde goedere weeg.....

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

Tarief 11—

Gaasdraad met die hand volgens stelmasjiene en/of stoppe afsny.....
Afvalmetaal gradeer.....
Etiket aansit.....
Roeswerende lae aanverf en/of aanspuit en/of indompel en/of aansmeer.....

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

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

Class of Work.	EXPERIENCE.									THEREAFTER.		
	First Six Month.			Second Six Month.			Third Six Month.			Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.			
Rate 2—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 3	1 0	3 3	2 6	1 0	3 6	3 0	1 0	4 0	3 8	1 0	4 8
Employees promoted from Rate 3.....	3 5	1 0	4 5	—	—	—	—	—	—	3 8	1 0	4 8
Employees promoted from Rates 4, 5 or 6.....	3 2	1 0	4 2	3 3	1 0	4 3	—	—	—	3 8	1 0	4 8
Employees promoted from Rate 7.....	2 5	1 0	3 5	2 6	1 0	3 6	3 0	1 0	4 0	3 8	1 0	4 8
Rate 3—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 3	1 0	3 3	2 6	1 0	3 6	3 0	1 0	4 0	3 5	1 0	4 5
Employees promoted from Rate 4.....	3 2	1 0	4 2	—	—	—	—	—	—	3 5	1 0	4 5
Employees promoted from Rate 5 or 6.....	2 11	1 0	3 11	3 0	1 0	4 0	—	—	—	3 5	1 0	4 5
Employees promoted from Rate 7.....	2 5	1 0	3 5	2 6	1 0	3 6	3 0	1 0	4 0	3 5	1 0	4 5
Rate 4—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 3	1 0	3 3	2 6	1 0	3 6	—	—	—	3 2	1 0	4 2
Employees promoted from Rates 5 or 6.....	—	—	—	—	—	—	—	—	—	3 2	1 0	4 2
Employees promoted from Rate 7.....	2 6	1 0	3 6	—	—	—	—	—	—	3 2	1 0	4 2
Rate 5—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 3	1 0	3 3	—	—	—	—	—	—	2 11	1 0	3 11
Rate 6—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 3	1 0	3 3	—	—	—	—	—	—	2 8	1 0	3 8
Rate 7—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Newcomers.....	2 0	1 0	3 0	—	—	—	—	—	—	2 5	1 0	3 5

* Cost of living allowance consolidated at index figure 205.5.

(2) Proeftyd en Loonskaal daarvoor:—

Klas werk.	ONDERVINDING.									DAARNA.		
	Eerste ses maande. f			Tweede ses maande.			Derde ses maande.			Basiese skaal per uur.	*By-komende skaal per uur.	Gekon-solideerde skaal per uur.
	Basiese skaal per uur.	*By-komende skaal per uur.	Gekon-solideerde skaal per uur.	Basiese skaal per uur.	*By-komende skaal per uur.	Gekon-solideerde skaal per uur.	Basiese skaal per uur.	*By-komende skaal per uur.	Gekon-solideerde skaal per uur.			
Tarief 2—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 3	1 0	3 3	2 6	1 0	3 6	3 0	1 0	4 0	3 8	1 0	4 8
Werknemers bevorder van Tarief 3.....	3 5	1 0	4 5	—	—	—	—	—	—	3 8	1 0	4 8
Werknemers bevorder van Tarief 4, 5 of 6.....	3 2	1 0	4 2	3 3	1 0	4 3	—	—	—	3 8	1 0	4 8
Werknemers bevorder van Tarief 7.....	2 5	1 0	3 5	2 6	1 0	3 6	3 0	1 0	4 0	3 8	1 0	4 8
Tarief 3—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 3	1 0	3 3	2 6	1 0	3 6	3 0	1 0	4 0	3 5	1 0	4 5
Werknemers bevorder van Tarief 4.....	3 2	1 0	4 2	—	—	—	—	—	—	3 5	1 0	4 5
Werknemers bevorder van Tarief 5 of 6.....	2 11	1 0	3 11	3 0	1 0	4 0	—	—	—	3 5	1 0	4 5
Werknemers bevorder van Tarief 7.....	2 5	1 0	3 5	2 6	1 0	3 6	3 0	1 0	4 0	3 5	1 0	4 5
Tarief 4—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 3	1 0	3 3	2 6	1 0	3 6	—	—	—	3 2	1 0	4 2
Werknemers bevorder van Tarief 5 of 6.....	—	—	—	—	—	—	—	—	—	3 2	1 0	4 2
Werknemers bevorder van Tarief 7.....	2 6	1 0	3 6	—	—	—	—	—	—	3 2	1 0	4 2
Tarief 5—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 3	1 0	3 3	—	—	—	—	—	—	2 11	1 0	3 11
Tarief 6—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 3	1 0	3 3	—	—	—	—	—	—	2 8	1 0	3 8
Tarief 7—	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Nuwelinge.....	2 0	1 0	3 0	—	—	—	—	—	—	2 5	1 0	3 5

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

NOTES.

(1) Where no wage is stated in any column in the foregoing table, the wage specified in the last column (headed "thereafter") shall apply.

(2) Any employee employed at and qualified for a stated rate shall suffer no reduction in the rate he is receiving on promotion as a probationer when the rate indicated in the foregoing table for the new occupation is lower than the rate he is receiving at the time.

DIVISION D/12.

Manufacture of Carbon Brushes.

The following operations in carbon brush manufacture, viz.—

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi-tional Rate per Hour.	Con-soli-dated Rate per Hour.
	s. d.	s. d.	s. d.
Carbon grinding using "go" and "no go" gauges.....	2 8	1 0	3 8

Rate 8—

Block and brush grinding by machine to stops excluding setting up

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

Rate 9—

Operating drilling machine to jigs, fixtures and stops.....
Shaping of brushes on special purpose tool
Spinning rivets.....
Tamping by machine.....

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

Rate 10—

Block cutting by machine.....
Tamping by hand.....

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

OPMERKINGS.

(1) Waar geen loon in 'n kolom in bostaande tabel genoem is nie, is die loon in die laaste („Daarna") kolom genoem van toepassing.

(2) Geen werknemer in diens teen en gekwalifiseer vir 'n vasgestelde tarief mag 'n vermindering ly van die tarief wat hy ontvang by bevordering as 'n proefwerker indien die tarief wat in bostaande tabel vir die nuwe bedryf genoem is, laer is as die tarief wat hy op daardie tydstop ontvang.

AFDELING D/12.

Vervaardiging van koolborsels.

Ondergenoemde werksaamhede in die vervaardiging van kool borsels:—

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko-mende skaal per uur.	Ge-kon-solideerde skaal per uur.
	s. d.	s. d.	s. d.
Kool slyp met behulp van „gaan"- en „stop"-mate.....	2 8	1 0	3 8

Tarief 8—

Blok- en borsel uitslyp met masjien volgens stoppe, uitgesonderd opstel

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

Tarief 9—

Boormasjien volgens stelmasjiene, skoorstukke en stoppe bedien.....
Borsels en spesiale gereedschap vorm.....
Klinknaels uitspin.....
Met masjien vasstamp.....

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

Tarief 10—

Blokke met masjien sny.....
Met die hand vasstamp.....

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

Rate 11—

Trade symbol and grade marking.....	} Rate per hour as for Rate 11 in clause (b) of Schedule B.
Metal coating of brushes.....	
Sweating of terminals by dipping.....	
Fixing flexible insulation, springs and terminal ends.....	
Cutting and/or cropping flexible connections by manual guillotine.....	

DIVISION D/13.

Manufacture and/or Remanufacture of Electrical Equipment.

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

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Armature winding.....	3 11	1 0	4 11
Electrical fitting.....	3 11	1 0	4 11

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work in case and/or tool hardening.....	3 8	1 0	4 8

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
High potential testing (n.e.s.).....	3 5	1 0	4 5

Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Brazing of located parts.....	2 11	1 0	3 11
Setting up of guillotine and/or power saw and/or tube bending machine.....	2 11	1 0	3 11
Die-setting.....	2 11	1 0	3 11
Drilling (n.e.s.).....	2 11	1 0	3 11

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Automatic machine welding and/or repetition welding to jigs and/or welding parts so formed and/or located as to obviate the need for a jig.....	2 8	1 0	3 8
Repetitive production balancing.....	2 8	1 0	3 8
Operating oxy-acetylene profiling machine and/or straight line cutting machine..	2 8	1 0	3 8
Repetition wiring where the course of the wires is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used....	2 8	1 0	3 8
Coupling up standard machines on running test beds.....	2 8	1 0	3 8
Setting up of pipe bending machines....	2 8	1 0	3 8
Undercutting commutators (excluding turning).....	2 8	1 0	3 8

Tarief 11—

Bedryfsimbool- en graadmerkwerk.....	} Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Borsels met metaal bedek.....	
Eindpunte deur indompeling aansweet....	
Elastiese isolering, vere en eindpunte vassit	
Elastiese verbindings met handvalmes sny en/of afknip.....	

AFDELING D/13.

Elektriese uitrusting vervaardig en hervervaardig.

Die volgende werk in die vervaardiging en/of hervervaardiging van elektriese uitrusting, nl. elektriese motore, transformators, skakelaar en/of kontrole- en/of sekeringstoestelle en/of -toebehore—

Tarief 1.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Ge-konsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Ankerwikkeling.....	3 11	1 0	4 11
Elektriese paswerk.....	3 11	1 0	4 11

Tarief 2.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Ge-konsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Toesig hou oor dop- en/of gereedskap-verharding.....	3 8	1 0	4 8

Tarief 3.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Ge-konsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Hoogspanningstoetswerk (n.e.v.).....	3 5	1 0	4 5

Tarief 5.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Ge-konsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Bepaalde plekke hardsoldeer.....	2 11	1 0	3 11
Valmestoezel en/of kragstaag en/of pyp-buigmasjiene opstel.....	2 11	1 0	3 11
Stempels stel.....	2 11	1 0	3 11
Boorwerk (n.e.v.).....	2 11	1 0	3 11

Tarief 6.

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Bykomende skaal per uur.	Ge-konsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Sweiswerk met outomatiese masjiene en/of herhalingsweis met stelmasjiene en/of sweisdele aldus gevorm en/of die plek daarvan bepaal om die gebruik van 'n stelmasjiene uit te skakel.....	2 8	1 0	3 8
Herhalingsvervaardiging van balanseertoestelle.....	2 8	1 0	3 8
Bediening van oksiasetileen-profielmasjiene en/of reguitlynsmasjiene....	2 8	1 0	3 8
Herhalingsbedrading waar die baan van die drade deur klempe en/of lyne en/of saalklempe en/of skoorstukke gemerk is, en waar geen bedradingsdiagram gebruik word nie.....	2 8	1 0	3 8
Standaardmasjiene op lopende toetsbanke verbind.....	2 8	1 0	3 8
Pypbuigmasjiene opstel.....	2 8	1 0	3 8
Kommutators ondersny (uitgesonderd draaiwerk).....	2 8	1 0	3 8

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Assembling (n.e.s.).....	s. d.	s. d.	s. d.
Cutting up material for insulating and packing.....	2 5	1 0	3 5
Cutting to jigs and/or fixtures and/or templents (n.e.s.).....			
Repetition pressing together of gauged pieces.....			

Rate 7 (b)—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
All operations in the manufacture and assembly of windings and/or insula- tions and connecting and/or sweating of leads and/or ends, including routine testing (n.e.s.).....	s. d.	s. d.	s. d.
Capstan and/or wire feed machine opera- ting where the setting up is done by a Rate 1 employee—all operations invol- ving the use of non-ferrous bar and/or mild steel rod up to $\frac{3}{8}$ inch diameter or the equivalent cross sectional area for the making of screws and/or pins and/or nuts and/or pinions and/or blocks...	1 7	0 6	2 1
Gauging with "go" and/or "no go" and/or fixed gauges.....			
Operating engraving machine.....			
Repetition wiring with pre-formed wires			
Routine testing (n.e.s.).....			

Rate 9—

Assembling parts (excluding fitting)....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Assembling to jigs and/or fixtures and/or assembling self-locating parts.....	
Attending die-casting machine.....	
Hand and/or machine tapping.....	
Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less).....	
Machine broaching.....	
Operating single-purpose machines other than machine tools.....	
Operating spot welding machine.....	
Repetition drilling to pops and/or marks and/or with jigs and/or fixtures, including countersinking.....	
Repetition marking to templents.....	
Repetition operation on automatic or semi-automatic machines or machines adapted for automatic or semi-automatic operations, where the tools operate according to stops or are mechanically or electrically controlled or are sta- tionary and where no measuring or gauging is performed and the operative's duties are confined to loading and unloading and stop/start (n.e.s.).....	
Soldering by machine and/or hand.....	
Spinning, using formers.....	
Stamping name plates.....	

Rate 10—

Cutting to marks and/or stops and/or length gauges.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Clearing threads with die-heads and/or taps.....	
Despatch packing.....	
Hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....	
Machine punching with pre-set dies to marks and/or stops and/or jigs and/or gauges.....	
Making springs to formers.....	
Manual straightening.....	
Metal buffing and/or polishing.....	
Metal coating and/or plating.....	
Operating power and/or hand press to pre-set dies excluding setting of the dies	
Operating screwing machine, excluding setting up.....	
Operating wire-covering machine.....	
Oven attendant.....	
Pressing winding insulation in moulds..	
Repetition cutting and pre-forming sets of wires to jigs and/or fixtures.....	
Repetition sweating on of thimbles to attachments.....	
Routine leak testing.....	
Sand and/or shot blasting.....	
Spraying of enamel and/or paints and/or insulating medium and/or anti-corrosive coatings.....	
Varnishing machine attendant.....	
Winding and/or bending and/or stretching coils.....	

Tarief 7.

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Inmeekaarsitwerk (n.e.v.).....	s. d.	s. d.	s. d.
Materiaal vir isolering en verpakking op sny	2 5	1 0	3 5
Volgens stelmasjiene en/of skoorstukke			
en/of leipatrone (n.e.v.) sny.....			
Afgemete stukke by herhaling saampers..			

Tarief 7 (b).

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Alle werk in verband met die vervaardiging en inmeekaarsit van windsels en/of isolering en die verbinding en/of las van geleiding en/of eindpunte met inbegrip van roetine-toets (n.e.v.).....	s. d.	s. d.	s. d.
Bediening van kaapstander en/of draad- voermasjiene wanneer dit opgestel word deur werknemer onder Tarief 1—alle werk waarby die gebruik van nie- ysterhoudende staaf en/of sagte staal- stang tot $\frac{3}{8}$ deursnit ingesluit word, of die ekwivalent-deursneegebied vir die maak van skroewe en/of penne en/of boute en/of dryfrat en/of blokke.....	1 7	0 6	2 1
Mate met „gaan” en/of „stop” en/of vasgestelde mate meet.....			
Bediening van graveermasjiene.....			
Herhalingsbedrading met voorafgevormde drade.....			
Roetine-toetswerk (n.e.v.).....			

Tarief 9.

Dele inmeekaarsit (uitgesonderd monter- werk).....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
Volgens stelmasjiene en/of skoorstukke in- meekaarsit en/of selfbepalende plekke inmeekaarsit.....	
Stempelgietsmasjiene oppas.....	
Met die hand of masjiene tap.....	
Met die hand of masjiene klink (klinknaels $\frac{3}{8}$ deursnit en minder).....	
Met masjiene ruim.....	
Eendoelmasjiene uitgesonderd masjiene- reedskap bedien.....	
Puntswelmasjiene bedien.....	
Herhalingsboor volgens vlak boorgate en/ of merke en/of met stelmasjiene en/of skoorstukke met inbegrip van versink- boor.....	
Herhalingsmerk volgens leipatrone.....	
Herhalingsmerk op outomatiese of half- outomatiese masjiene of masjiene wat verander is vir outomatiese of halfouto- matiese werk, waar die gereedskap vol- gens stoppe werk of wat meganiese of elektries beheer word of wat vas is en waar geen meetwerk gedoen of mate ge- neem word nie, en die werksman se pligte beperk word tot die laai en aflaai en stop/aansit (n.e.v.).....	
Met die hand en/of masjiene soldeer.....	
Spin, met die gebruik van vormers.....	
Naamplaatjies instamp.....	

Tarief 10.

Volgens merke en/of stoppe en/of lengte- mate sny.....	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
Skroefdrade weereens met stempelkoppe en/of tappe sny.....	
Verpakking vir wegstuur.....	
Warm- en/of koudbuig en/of fatsoen- ner met stelmasjiene en/of stempels en/of stoppe.....	
Deurslaan met masjiene met gestelde stem- pels volgens merke en/of stoppe en/of stelmasjiene en/of meters.....	
Vere volgens vormers maak.....	
Met die hand reguit maak.....	
Metaal poets en/of poleer.....	
Metaal bedek en/of plateer.....	
Krag- en/of handpers volgens gestelde stempels bedien, uitgesonderd die stel van stempels.....	
Skroefmasjiene bedien, behalwe opstel....	
Draadbekledingsmasjiene bedien.....	
Oondoppasser.....	
Isolering in vorms pers.....	
Herhalingsny- en voorafvormwerk van stelle drade in stelmasjiene en/of skoor- stukke.....	
Herhalingsaansweet van vingerhoede aan aanhagsels.....	
Roetine-toets vir lekkes.....	
Sand- en/of skroothlaaswerk.....	
Enemmel en/of verf en/of isoleringsme- diuim en/of roeswerende lae aanspuit...	
Vernismasjienebediener.....	
Spoele wikkel en/of buig en/of rek.....	

Rate 11—

Applying transfers.....
 Attending straightening machine.....
 Bedding brushes to jigs.....
 Boiler stoking.....
 Cleaning and/or tinning conductors.....
 Compound filling.....
 De-burring and/or dressing laminations
 by hand and/or machine.....
 Dipping and/or impregnating in insulating
 medium and/or enamel and/or paint..
 Fettling by hand and/or grinding and/or
 by portable power tools.....
 Forming insulations by machine.....
 Inserting bars in squirrel-cage rotors....
 Making connector clips by hand in jigs.
 Stacking laminations.....

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

DIVISION D/14.

*Manufacture and Assembly of Cooking and Heating Appliances
 (excluding Pressure Heaters).*

For purposes of this Division—

“Assembling (n.e.s.)” means the uniting of sub-assemblies to form a complete appliance.

“Sub-assembly” means the performance of any or all operations listed thereunder.

The following operations in the manufacture and assembly of cooking and heating (excluding pressure heaters), viz.—

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
Assembling (n.e.s.).....	s. d.	s. d.	s. d.
Standard electrical testing of equipment and/or components during and after assembly.....	2 8	1 0	3 8

Rate 8—

Sub-assembly, namely Mica type elements
 —winding and/or assembling and/or
 cutting mica shapes to odd types and
 forms.....
 Repetition high voltage “no load” (neon
 type tester) earth testing to present
 point.....

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

Rate 9—

Sub-assembly, namely—
 Assembling and/or wiring mica type
 elements (n.e.s.).....
 Assembling components and/or affixing
 with rivets and/or screws.....
 Assembling and/or wiring resistances on-
 to or into insulated bases.....
 Assembling and/or winding resistance
 spirals.....
 Bending and/or forming wire to jigs....
 Drilling and countersinking, threading
 and tapping to jigs, stops or predeter-
 mined marks or gauges.....
 Eyeletting.....
 Operating a spot welding machine.....
 Preparation and assembly of compo-
 nents before final assembly.....
 Packing or filling cavities or double-
 walled sections with heat insulating
 material.....
 Repetition Ohm testing of elements to
 pre-set setting of Ohmmeter.....
 Soldering by hand or machine.....
 Wiring and/or connecting of pre-formed
 wire or element leads to terminal
 blocks and/or fuses and/or switches
 Winding single resistances direct onto
 pre-designed spaced ceramic and/or
 porcelain.....

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

Rate 10—

Application of anti-corrosive coatings...
 Filling and/or topping of ceramic insulat-
 ing paste into and/or onto preformed
 housing by gauge.....
 Forming grooves into ceramic paste and/
 or covering by dies to jigs or stops by
 means of a press.....

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

Tarief 11.

Sjablone gebruik.....
 Reguitmaakmasjiën oppas.....
 Ryvlakke aan borsels volgens stelmasjiëne
 sit.....
 Stoomketels stook.....
 Geleiers skoonmaak en/of vertin.....
 Met komposisie vul.....
 Lamellerings met die hand of masjiën af-
 haal of afwerk.....
 In isoleermiddel en/of enemmel en/of verf
 indoop en/of deurweek.....
 Met die hand en/of met slyp- en/of draag-
 bare kraggereedskap gelykskuur.....
 Isolering met die masjiën vorm.....
 Stawe in kooirotors insit.....
 Verbindingsklemme met die hand volgens
 stelmasjiëne maak.....
 Lamellerings opmekarpak.....

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

AFDELING D/14.

*Vervaardiging en inmeekaarsit van kook- en verhitingsstoestelle (uitge-
 sonder drukverwarmers).*

Vir die toepassing van hierdie afdeling beteken—

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

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

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

Tarief 6—

* Lewenskostoelae teen indeksyfer van 205.5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Inmeekaarsitwerk (n.e.v.).....	s. d.	s. d.	s. d.
Uitrusting en/of onderdele aan elektriese standaardtoetse onderwerp terwyl of nadat dit inmeekaarsit is.....	2 8	1 0	3 8

Tarief 8—

Onderdele gedeeltelik inmeekaarsit, nl.—
 Mika-tipe elemente—mikavorms volgens
 buitengewone tipes en vorms wikkell
 en/of inmeekaarsit en/of sny.....
 Aardingstoetse by herhaling van hoë
 voltspanning sonder belasting (neon-
 tipe toetstoestel) tot huidige punt.....

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

Tarief 9—

Onderdele gedeeltelik inmeekaarsit, nl.—
 Mika-tipe elemente inmeekaarsit en/of
 bedraad (n.e.v.).....
 Onderdele inmeekaarsit en/of met klink-
 naels en/of skroewe vassit.....
 Weerstandstoestelle op of in geïsoleerde
 voetstukke inmeekaarsit en/of bedraad
 Weerstandspirale inmeekaarsit en/of wikkell
 Draad met stelmasjiëne buig en/of vorm...
 Volgens stelmasjiëne, stoppe of vooraf-
 bepaalde merke of mate boor en versink,
 skroefdraad sny en tap.....
 Ogies insit.....
 ’n Puntswelmasjiën bedien.....
 Onderdele voorberei en inmeekaarsit voor
 finale inmeekaarsit daarvan.....
 Holtes of afdelings of dubbele mure met
 warmte-isoleringsmateriaal toepak of
 opvul.....
 Ohm-toets van elemente by herhaling vol-
 gens gestelde stel van Ohmmeter.....
 Met die hand of masjiën soldeer.....
 Voorafgevormde draad of elementgeleiers
 bedraad en/of verbind met eindpunt-
 blokke en/of sekerings en/of skakelaars
 Enkele weerstandstoestelle regstreeks op
 voorafontwerpte gespaseerde keramiek
 en/of porselein wikkell.....

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

Tarief 10—

Roeswerende lae aansit.....
 Keramickisoleerpasta in en/of op gevorm-
 de hulsels volgens mate volmaak en/of
 aanvul.....
 Gluwe in keramiekpasta vorm en/of toe-
 maak deur stempels in stelmasjiëne of
 stoppe deur middel van ’n pers.....

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

Rate 11—

Cutting and/or stripping wire.....
Cleaning and/or tapping holes already drilled and tapped.....
Cleaning, scraping and/or spraying of pre-formed resistance housings.....
Fettling by hand and/or by grinding and/or polishing by machine and/or hand.....
Preparation and/or mixing of ceramic constituents to gauge.....
Stamping and/or affixing identification plates and labels.....
Sub-assembly, namely—
(1) Inserting screws and nuts to ceramics and nut retainers to other metal parts (excluding connecting of leads).....
(2) Placing into position of base plates and terminal blocks into and/or onto heating units (excluding connecting of leads).....
(3) Reinforcing element lead wires.....
(4) Threading insulators to lead wires....

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

DIVISION D/15.

Neon Signs and Hot and Cold Cathode Fluorescent Lighting Manufacturing, Assembling, Installation, Repair and Servicing Division.

The following operations in the manufacture, assembling, installation, repair and servicing of neon signs and hot and cold cathode fluorescent lighting:—

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

Bending glass tubes (n.e.s.).....	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
Erection of signs on site.....	s. d.	s. d.	s. d.
Final wiring and/or assembling of signs....	3 11	1 0	4 11
Layout work.....			
Servicing and/or maintaining of signs.....			
Sheet metal working (n.e.s.).....			
Signwriting.....			

Learnership in respect of the above (other than designated trades), viz.—

	Basic Rate per Week.	*Additional Rate per Week.	Consolidated Rate per Week.
	£ s. d.	£ s. d.	£ s. d.
First year of experience.....	1 0 0	0 19 2	1 19 2
Second year of experience....	1 10 0	0 19 2	2 9 2
Third year of experience....	2 5 0	1 3 0	3 8 0
Fourth year of experience....	3 5 0	1 3 0	4 8 0
Thereafter.....	As for Rate-1 above.		

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

Baking coated glass tubes.....	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
Evacuating and/or filling glass tubes (n.e.s.).....	s. d.	s. d.	s. d.
Final wiring and/or assembling and/or testing of hot and cold cathode fluorescent lighting units.....	2 8	1 0	3 8
Welding to jigs and/or welding parts so formed and/or located as to obviate the need for jig.....			

Rate 7—

* Cost of living allowance consolidated at index figure of 205.5.

Applying fluorescent coating to glass tubes	Basic Rate per Hour.	*Additional Rate per Hour.	Consolidated Rate per Hour.
Assembling electrodes.....	s. d.	s. d.	s. d.
Bending of glass tubes to jigs and/or moulds.....	2 5	1 0	3 5
Evacuating and/or filling of prepared glass tubes by automatic or semi-automatic machine.....			
Sealing machine operating.....			
Sign face masking.....			
Tracing in the lay-out department.....			
Welding of electrodes to glass tubes.....			

Rate 9—

Beading and/or seaming and/or grooving and/or locking double side top or bottom.....
Circular cutting and/or flanging and/or slitting by machine.....
Cutting and/or cropping and/or shearing to templates and/or marks and/or stops and/or jigs and/or length gauges.....
Cutting glass tubes to length.....

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

Tarief 11—

Draad sny of strook.....
Gate reeds geboor en getap, weereens sny en/of tap.....
Gevormde weerstandhuissels skoonmaak, skraap en/of spuit.....
Met die hand poets en/of met 'n masjien en/of die hand skuur en/of poleer.....
Keramiekbestanddele volgens mate voorberei en/of meng.....
Identifikasieplaatjies en -etikette stempel en/of vassit.....
Onderdele gedeeltelik inmeekaarsit, nl.—
(1) Skroewe en moere in keramiek insit en moerhouers in ander metaaldele (uitgesonderd die verbinding van loodsoorte).....
(2) Grondplate en eindblokke in en/of op verhitte eenhede in posisie plaas (uitgesonderd die verbinding van geleiers).....
(3) Geleiers van elemente versterk.....
(4) Isolators volgens geleiers sny.....

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

AFDELING D/15.

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

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

Tarief 1—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

Glasbuis buig (n.e.v.).....	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Reklameborde op persele oprig.....	s. d.	s. d.	s. d.
Reklameborde finaal bedraad en/of inmeekaarsit.....	3 11	1 0	4 11
Rangskikking.....			
Reklameborde bedien en/of onderhou....			
Plaatmetaalwerk (n.e.v.).....			
Letterskilderwerk.....			

Leerlingskap t.o.v. bogenoemde (behalwe aangewese bedrywe), nl.—

	Basiese skaal per week.	*Bykomende skaal per week.	Gekonsolideerde skaal per week.
	£ s. d.	£ s. d.	£ s. d.
Eerste jaar ondervinding....	1 0 0	0 19 2	1 19 2
Tweede jaar ondervinding....	1 10 0	0 19 2	2 9 2
Derde jaar ondervinding....	2 5 0	1 3 0	3 8 0
Vierde jaar ondervinding....	3 5 0	1 3 0	4 8 0
Daarna.....	Soos vir Tarief 1 hierbo		

Tarief 6—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

Bedekte glasbuis bak.....	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Glasbuis leeg en/of volmaak.....	s. d.	s. d.	s. d.
Warm en koue fluoresserende katodelig-eenhede finaal bedraad en/of inmeekaarsit en/of toets.....	2 8	1 0	3 8
In stelmasjiene en/of sweisdele sweis wat aldus gevorm is en/of waarvan die plek bepaal is om die noodsaaklikheid van 'n stelmasjien uit te skakel.....			

Tarief 7—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

Fluoresserende lae aan glasbuis aansit...	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Elektrodes inmeekaarsit.....	s. d.	s. d.	s. d.
Glasbuis in stelmasjiene en/of gietvorms buig.....	2 5	1 0	3 5
Voorbereide glasbuis met outomatiese of halfoutomatiese masjien leeg- en/of volmaak.....			
Verseëlmasjien bedien.....			
Voorraansig van reklametekens maskeer....			
Natrek in die tekenafdeling.....			
Elektrodes aan glasbuis sweis.....			

Tarief 9—

Dubbele kante en bo- en onderkante omkraal en/of omsom en/of groef en/of sluit.....
Rondsny en/of flense sny en/of oopsny met masjien.....
Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kortsny en/of skuinsny.....
Glasbuis in lengtes sny.....

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

Hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....
 Hot and/or cold blanking by press.....
 Operating press.....
 Operating spot and/or butt welding machine.....
 Preparing and/or spraying of sign boxes for reception of sign faces.....
 Punching to marks and/or stops and/or jigs and/or gauges by hand and/or machine.....
 Repetition operation of a drilling machine.....
 Riveting by hand and/or machine.....
 Roller bending.....
 Seam welding.....
 Soldering.....
 Spraying of vitreous enamel (sign faces)....

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

Rate 10—

Assembling connector blocks.....
 Cutting wiring connections to set lengths and fitting eyelets.....
 Fixing ballasts to wiring channels.....
 Dismantling of old signs (in shop).....
 Metal cleaning by pickling and/or degreasing by vat and/or tank.....

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

Rate 11—

Dipping in enamel and/or paint.....
 Washing and/or rinsing and/or drying of glass tubes.....

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

DIVISION D/16.

Plastics Manufacturing Division.

The following operations, viz.—

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

Setting up and adjusting pelleting machines (including changing of punches and/or dies and/or adjustments for different sized pellets).....
 Attaching and/or removing pre-set plastic moulds in moulding machines.....

Basic Rate per Hour.	* Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Rate 8—

Bossing employees employed on classes of work scheduled below Rate 8 when appointed as boss boy

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

Rate 9—

Assisting chemical compounding of plastic materials and the application of such compounds.....
 Automatic machine operating.....
 Calendering machine operating.....
 Closure lining machine operating.....
 Extrusion machine operating.....
 Heat seaming and/or heat jointing by hand and/or machine.....
 Injection moulding machine operating.....
 Moulding press operating—compression and/or transfer.....
 Mixing and/or rolling machine operating.....
 Repetitive cutting and/or machining of plastic materials.....
 Scrap grinding machine operating.....

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

Rate 10—

Assembling components and/or affixing with rivets and/or screws.....
 Buffing and/or polishing by hand and/or power.....
 Cementing.....
 Colour filling embossed or de-bossed mouldings.....
 Trimming by hand and/or power tools.....
 Guillotine operating.....
 Hand and/or power press operating.....
 R.F. heater operating.....
 Repetition drilling and/or tapping and/or thread clearing.....

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

Rate 11—

Tablet machine operating, including running adjustments.....
 Inserting linings in closures.....
 Operating shaking barrel.....

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

Warm- en/of koudbuig en/of vormwerk met stelmasjiene en/of stempels en/of stoppe.....
 Blinde stukke warm en/of koud met perse uitslaan.....
 Perse bedien.....
 Punt- en/of stompsweismasjiene bedien.....
 Neonkiste voorberei en/of spuit om die reklametekens daarop te monteer.....
 Met die hand en/of masjiens volgens merke en/of stoppe en/of stelmasjiene en/of meters pons.....
 Herhalingsbediening van boormasjiene..
 Klinkwerk met die hand en/of masjiens doen.....
 Rolbuigwerk.....
 Naatsweiswerk.....
 Soldeerwerk.....
 Verglasing spuit (reklametekens).....

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

Tarief 10—

Verbindingsblokke inmeekaarsit.....
 Bedradingsverbindings volgens vasgestelde lengtes sny en ogies monteer.....
 Ballas aan bedradingskanale vasmaak...
 Ou reklameborde (in werkwinkel) uitmekaarhaal.....
 Metaal met suur skoonmaak en/of verwydering van vetterigheid in vat en/of tenk.....

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

Tarief 11—

In enommel en/of verf indoop.....
 Glasbuis was en/of uitspoel en/of droogmaak.....

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

AFDELING D/16.

Afdeling vir die vervaardiging van plastiekgoed.

Die volgende werksaamhede, nl.—

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

Korrelmasjiene opstel en verstel (met inbegrip van persers en/of stempels en/of die verstellings verander vir korrels van verskillende groottes).....
 Gestelde gietvorms vir plastiekgoed in vormmasjiene vassit en/of verwyder....

Basiese skaal per uur.	* Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Tarief 8—

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 aangegee, wanneer as baasjong aangestel

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

Tarief 9—

Help met chemiese samestelling van plastiese stowwe en die aanwending van hierdie samestellings.....
 Outomatiese masjiens bedien.....
 Kalandeermasjiens bedien.....
 Masjiens om sluiters uit te voer, bedien.....
 Uitstootmasjiens bedien.....
 Met hitte by nate las en/of hittelaswerk met die hand en/of masjiens doen.....
 Injeksigietmasjiens bedien.....
 Vormpers bedien—kompressie en/of sjablone.....
 Meng- en/of rolmasjiens bedien.....
 Herhalingsafsnijwerk en/of masjiensbewerking van plastiese stowwe.....
 Afvalmeule bedien.....

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

Tarief 10—

Onderdele inmeekaarsit en/of vassit met klinknaels en/of skroewe.....
 Poets en/of poleer met die hand en/of krag Aanmekaarlymwerk.....
 Geëmbosseerde of reliëfgietvorms met kleure opvul.....
 Afwerking met die hand en/of kraggereedskap.....
 Valmes bedien.....
 Hand- en/of kragpers bedien.....
 R.F.-verwarmer bedien.....
 Herhalingsboor en/of tap en/of skroefdraad weereens sny.....

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

Tarief 11—

Tabletmasjiens bedien met inbegrip van lopende verstelwerk.....
 Voerings in sluiters insit.....
 Tuimelaarvat bedien.....

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

DIVISION D/17.

Sheet-Metal Fabricating and Manufacturing Division.

All operations involving the use of metal of 10 gauge and thinner and/or light metal sections not exceeding $\frac{1}{4}$ inch in thickness and tubular sections, but excluding lines manufactured principally from tinplate and—

- (i) the manufacture by mass production methods from sheet-metal of a gauge not heavier than 14 Birmingham wire gauge of—
 - (a) commercial, plain or lithographed containers for the packaging of general merchandise and the manufacture of such containers by any person for the packaging of his own products;
 - (b) bottle, jar and other container closures;
 - (c) plain or lithographed metal toys;
 - (d) plain or lithographed display tablets;
- (ii) the manufacture by mass production methods of other commodities, plain or lithographed, and including the manufacture of trunks and other containers designed to hold personal effects; sporting kit, tools and documents, from tinplate not heavier than 27 standard gauge;
- (iii) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	* Additional Rate per Hour.	Consolidated Rate per Hour.
Setting of dies and/or guides and/or stops on production machinery.....	s. d. 3 5	s. d. 1 0	s. d. 4 5
Supervisory work (not less than one employee with supervisory knowledge to be employed in each department).....			

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	* Additional Rate per Hour.	Consolidated Rate per Hour.
Assembling (n.e.s.).....	s. d. 2 8	s. d. 1 0	s. d. 3 8
Welding and/or brazing to jigs and/or welding and/or brazing to parts so formed and/or located as to obviate the need for a jig.....			

Rate 8—

Affixing of dies and/or die sets where positive location is provided

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

Rate 9—

Assembling parts.....
 Attending automatic soldering machine, excluding feeding and/or taking off....
 Automatic machine minding.....
 Automatic straightening and/or rounding and/or reducing and/or expanding and/or contracting and/or extruding.....
 Beading and/or seaming and/or grooving and/or locking double side top or bottom.....
 Butt and/or flash welding.....
 Circular cutting and/or flanging and/or slitting by machine.....
 Cutting and/or cropping and/or shearing to templates and/or marks and/or stops and/or jigs and/or length gauges.....
 Grazing and/or pointing and/or swaging..
 Hot and/or cold bending and/or forming to jigs and/or dies and/or stops.....
 Hot and/or cold blanking by press.....
 Hot dip coating and/or galvanising.....
 Jennying.....
 Marking off to jigs and/or templates.....
 Operating press to pre-set dies, excluding setting of dies.....
 Operating spot welding machine.....
 Operating wire fed machine.....
 Punching to marks and/or stops and/or jigs and/or gauges by hand and/or machine.....
 Repetition operating of drilling machine..
 Repetition spinning, using formers.....
 Riveting by hand and/or machine.....
 Roller bending.....
 Screwing on special purpose machine.....
 Seam welding.....
 Soldering and/or sweating by hand.....
 Tack welding.....
 Trimming and/or rolling and/or corrugating and/or body forming.....

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

AFDELING D/17.

Afdeling vir die vervaardiging van plaatmetaal.

Alle werksaamhede wat die gebruik van metaal van 10-dikte en dunner en/of ligte metaalseksies van hoogstens $\frac{1}{4}$ duim dik en buisvormige seksies meebring, maar uitgesonderd ware hoofsaaklik uit tinplaat vervaardig en—

- (i) die massevervaardiging van plaatmetaal van 'n gewig van hoogstens 14-Birminghamdraaddikte van—
 - (a) handels-, blanko- of gelitografeerde houers vir die verpakking van algemene handelsware, en die vervaardiging van hierdie houers deur enigiemand vir die verpakking van sy eie ware;
 - (b) bottel-, kruik- en ander houers se sluitmiddels;
 - (c) blanko- of gelitografeerde metaalspeelgoed;
 - (d) blanko- of gelitografeerde vertoonplate.
- (ii) die massevervaardiging van ander kommoditeite, blanko of gelitografeer, van tin nie swaarder as 27-standaarddikte nie, en met inbegrip van die vervaardiging van reiskoffers en ander houers wat ontwerp is om persoonlike besittings, sportgerei, gereedskap en dokumente te bevat;
- (iii) die vervaardiging van blanko- of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	* Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Stempels en/of leistikke en/of stoppe aan die produksiemasjinerie stel.....	s. d. 3 5	s. d. 1 0	s. d. 4 5
Opsigterswerk (minstens een werknemer met kennis van toesig moet in elke afdeling aangestel word).....			

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	* Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
Inmeekaarsit (n.e.v.).....	s. d. 2 8	s. d. 1 0	s. d. 3 8
Met stelmasjiene sweis en/of hardsoldeer en/of volgens dele aldus gevorm en/of waarvan die plek bepaal is om noodsaaklikheid van 'n stelmasjiene uit te skakel, sweis en/of hardsoldeer.....			

Tarief 8—

Stempels en/of stempelstelle vassit waar die bepaalde plek aangewys word

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

Tarief 9—

Onderdele inmeekaarsit.....
 Outomatiese soldeermasjiene oppas, uitgesonderd dit voer of daarvan afhaal....
 Outomatiese masjiene bedien.....
 Outomatiese reguit- en/of rond- en/of kleiner en/of groter maak en/of laat inkrimp en/of uitdruk.....
 Dubbele kante, bo- en onderkante omkraal en/of omsoom en/of groewe maak en/of sluit.....
 Stomp- en/of flitsweiskwerk.....
 Rondsny en/of flense sny en/of oopsny met masjiene.....
 Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kort sny en/of skuins sny.....
 Frees en/of punte aansit en/of saalsmee..
 Warm- en/of koudbuig en/of vorm met stelmasjiene en/of volgens stempels en/of stoppe.....
 Blinde stukke warm- en/of koud met pers uitslaan.....
 Lae aansit deur middel van warmteindompeling en galvaniseer.....
 „Jenny“-werk.....
 Volgens stelmasjiene en/of leipatrone afmerk.....
 Pers volgens gestelde stempels bedien, uitgesonderd die stel van die stempels....
 Puntswaasmassasjiene bedien.....
 Draadvoermassasjiene bedien.....
 Met die hand en/of masjiene volgens merke en/of stoppe en/of stelmasjiene en/of meters pons.....
 Herhalingsbediening van boormasjiene....
 Herhalingsdraaiwerk met gebruik van vormers.....
 Met die hand of masjiene klink.....
 Rolbuigwerk.....
 Skroefwerk op spesiale masjiene.....
 Naatsweiskwerk.....
 Met die hand soldeer en/of aansweet....
 Hegswaismwerk.....
 Afwerk en/of rol en/of golf en/of bakke maak.....

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

Rate 10—

Application of anti-corrosive and/or protective coatings.....
 Dipping in enamel and/or paint.....
 Fettling by hand and/or by grinding and/or by portable power tools.....
 Furnace loading and/or unloading.....
 Hydraulic and/or air testing.....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or degreasing by vat and/or tank.....
 Oiling and greasing of machinery and/or plant (full time employment).....
 Preparing work for painting and/or soldering and/or brazing.....
 Rethreading with die-heads and/or taps..
 Scrap cutting and/or baling.....
 Straightening.....
 Testing finished products other than by pressure.....
 Wiring by machine and/or by hand.....

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

DIVISION D/18.

Spring Manufacturing Division.

The following operations in the manufacture of springs:—

(1) Cold Spring Making.

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 11	1 0	4 11

Supervisory work.....

Rate 4—

* Cost of living allowance consolidated at index figure of 205.5.

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.

Springmakers—

First three months of experience.....
 Second three months of experience....
 Third three months of experience.....
 Thereafter (Rate 4).....

Rate 8—

Bomb and/or shell fuse making..... Rate per hour as for
 Rate 8 in clause (b)
 of Schedule B.

Rate 9—

Drilling with jigs and/or fixtures and/or templates and/or to pops and/or marks
 Hand coiling and/or machine minding
 and/or bending and/or straightening
 and/or crimping and/or trimming....
 Grinding.....

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

Rate 11—

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

(2) Hot Spring Making (Laminated Springs).

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 11	1 0	4 11

Forging main blades and/or buckles....
 Hammer work—nibbing and/or ribbing
 and/or spear pointing and/or scarfing,
 including setting and/or assembling...

Rate 4—

* Cost of living allowance consolidated at index figure of 205.5.

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.

Machine work—ribbing and/or nibbing
 and/or spear pointing and/or scarfing
 and/or forging main blades—
 First three months of experience....
 Second three months of experience....
 Third three months of experience...
 Thereafter (Rate 4).....

1 10	0 10	2 8
2 3	1 0	3 3
2 9	1 0	3 9
3 2	1 0	4 2

Tarief 10—

Roeswerende en/of beskermende lae aansit
 In enommel en/of verf inkoop.....
 Met die hand en/of met slyp- en/of met
 draagbare kraggereedskap gelykskuur..
 Oonde laai en/of leegmaak.....
 Hidrouliese en/of lugtoetse.....
 Metaal poets en/of poleer.....
 Metaal met suur skoonmaak en/of vetterig-
 heid in vat of tenk verwyder.....
 Masjinerie en/of installasie olie en smeer
 (voltydse werk).....
 Werk vir verf en/of soldeer en/of hard-
 soldeer voorberei.....
 Skroefdraad met stempelkoppe en/of tappe
 vernuwe.....
 Afval sny en/of baal.....
 Reguitmaakwerk.....
 Klaar produkte toets, uitgesonderd met
 drukking.....
 Met die hand of masjien bedraad.....

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

AFDELING D/18.

Afdeling vir die vervaardiging van springvere.

Die volgende werksaamhede by die vervaardiging van springvere:—

(1) Koudvervaardiging van vere.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.

Opsigterswerk.....

3 11	1 0	4 11
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Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.

Veermakers—

Eerste drie maande ondervinding.....
 Tweede drie maande ondervinding....
 Derde drie maande ondervinding.....
 Daarna.....

1 10	0 10	2 8
2 3	1 0	3 3
2 9	1 0	3 9
3 5	1 0	4 5

Tarief 8—

Vervaardiging van bom- en/of granaatbuis Skaal per uur soos vir
 Tarief 8 in klousule
 (b) van lys B.

Tarief 9—

Volgens stelmasjiene en/of skoorstukke
 en/of leipatrone en/of kort boorgate
 en/of merke boor.....
 Met die hand opdraai en/of 'n masjien
 bedien en/of buig en/of reguitmaak en/
 of krimp en/of afwerk.....
 Slypwerk.....

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

Tarief 11—

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

(2) Hittevervaardiging van vere (bladvere).

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.
3 11	1 0	4 11

Hoofblaai en/of beuels smee.....
 Hamerwerk—penne en/of ribbes en/of
 speerpunte vorm en/of swaelsterte maak
 met inbegrip van stel en/of inmeekaarsit

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205.5 gekonsolideer.

Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.

Masjienwerk—penne en/of ribbe en/of
 speerpunte en/of swaelsterte en/of hoof-
 blaai vorm—
 Eerste drie maande ondervinding....
 Tweede drie maande ondervinding...
 Derde drie maande ondervinding...
 Daarna.....

1 10	0 10	2 8
2 3	1 0	3 3
2 9	1 0	3 9
3 2	1 0	4 2

Rate 9—

Drilling with jigs and/or fixtures and/or templates and/or to pops and/or marks
Driving power hammer.....
Grinding.....
Making and/or attending fires.....
Striking by hand hammer under direction of spring maker.....

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

(3) Hot Spring Making (Coil Springs).

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- soli- dated Rate per Hour.
	s. d.	s. d.	s. d.
Pointing under hammer.....	3 11	1 0	4 11

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- soli- dated Rate per Hour.
	s. d.	s. d.	s. d.
Machine work—			
First three months of experience.....	1 10	0 10	2 8
Second three months of experience....	2 3	1 0	3 3
Third three months of experience.....	2 9	1 0	3 9
Thereafter.....	3 2	1 0	4 2

Rate 9—

Drilling with jigs and/or fixtures and/or templates and/or to pops and/or marks
Driving power hammer.....
Grinding.....
Striking by hand hammer under direction of spring maker.....
Making and/or attending fires.....

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

DIVISION D/19.

Steel Reinforcement Division.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- soli- dated Rate per Hour.
	s. d.	s. d.	s. d.
Bending (n.e.s.), fixing, supervisory work and/or setting up of machines to carry out operations scheduled below—			
Employees under 21 years of age—			
First year of experience.....	1 6	0 6	2 0
Second year of experience.....	2 0	0 10	2 10
Third year of experience.....	2 6	1 0	3 6
Thereafter (Rate 3).....	3 5	1 0	4 5
Employees over 21 years of age—			
First year of experience.....	2 0	0 10	2 10
Second year of experience.....	2 6	1 0	3 6
Thereafter (Rate 3).....	3 5	1 0	4 5

NOTE.—No employer shall employ any person at a rate of pay less than the consolidated rate of 4s. 5d. per hour in the occupations set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

Rate 9—

Bending slab rods to jigs and/or stops..
Cranking (offsetting) only of column rods to jigs and/or stops.....
Hooking only of beam rods to jigs and/or stops.....
Repetition bending of stirrups and/or repetitive automatic spiralling to jigs and/or stops.....
Repetition cutting off to jigs and/or stops.....

First six months of experience, 10½d. per hour.
Thereafter 1s. per hour.

Tarief 9—

Volgens stelmasjiene en/of skoorstukke en/of leipatrone en/of kort boorgate en/of merke boor.....
Kraghamerwerk.....
Slypwerk.....
Vure maak en/of aan die gang hou.....
Met handhamer slaan onder bevel van veremaker.....

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

(3) Hittevervaardiging van vere (spiraalvere).

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- soli- deerde skaal per uur.
	s. d.	s. d.	s. d.
Puntwerk onder hamer.....	3 11	1 0	4 11

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- soli- deerde skaal per uur.
	s. d.	s. d.	s. d.
Masjienwerk—			
Eerste drie maande ondervinding.....	1 10	0 10	2 8
Tweede drie maande ondervinding....	2 3	1 0	3 3
Derde drie maande ondervinding.....	2 9	1 0	3 9
Daarna.....	3 2	1 0	4 2

Tarief 9—

Volgens stelmasjiene en/of skoorstukke en/of leipatrone en/of kort boorgate en/of merke boor.....
Kraghamer laat werk.....
Slypwerk.....
Met handhamer slaan onder bevel van veermaker.....
Vure maak en/of aan die gang hou.....

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

AFDELING D/19.

Afdeling staalversterking.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- soli- deerde skaal per uur.
	s. d.	s. d.	s. d.
Buig (n.e.v.), vasmaak, opsigterswerk en/of opstel van masjiene om die volgende lys werksaamhede uit te voer—			
Werknemers onder 21 jaar—			
Eerste jaar ondervinding.....	1 6	0 6	2 0
Tweede jaar ondervinding.....	2 0	0 10	2 10
Derde jaar ondervinding.....	2 6	1 0	3 6
Daarna.....	3 5	1 0	4 5
Werknemers oor 21 jaar—			
Eerste jaar.....	2 0	0 10	2 10
Tweede jaar.....	2 6	1 0	3 6
Daarna.....	3 5	1 0	4 5

OPMERKING.—Geen werkgewer moet enige persoon teen 'n tarief van minder as die gekonsolideerde skaal van 4s. 5d. per uur in diens neem in die bedrywe wat hierbo genoem word sonder om vooraf die toestemming van die Raad te kry nie, wat die voorwaardes waaronder toestemming vir sodanige indiensneming gegee word, moet voorskryf.

Tarief 9—

Plaatstange volgens stelmasjiene en/of stoppe buig.....
Kolomstange slegs draai (buig) volgens stelmasjiene en/of stoppe.....
Balkstange slegs haak volgens stelmasjiene en/of stoppe.....
Beuels by herhaling buig en/of herhalende outomatiese spiraalvorming volgens stelmasjiene en/of stoppe.....
Herhalingsafsnijwerk, volgens stelmasjiene en/of stoppe.....

Eerste ses maande ondervinding, 10½d. per uur; daarna 1s. 0d. per uur.

DIVISION D/20.

Tube and/or Pipe Manufacturing Division.

The following operations in the manufacture of tubes and/or pipes, viz.—

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Reconditioning of mandrel bars.....	s. d.	s. d.	s. d.
Reconditioning and radiusing of reducing mill and/or push bench rolls on machine specially designed therefor.....	3 8	1 0	4 8
Rough grinding of push bench dies in machines specially designed therefor and using vernier scales.....			

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Annealing boiler tubes (supervisory work), attending pumphouse (employees em- ployed as pumphouse attendants), at- tending ring bed using vernier scales and including roll changing case and/or tool hardening and/or heat treatment (supervisory work), continuous billet heating—chargehand, drop stamping, finished tube inspection (boiler tubes only), hand bending of tubes, push bench driving, repetition metal spinning as applied to tubular products, smelting and/or melting (chargehand and/or supervisory work), supervisory work (draw bench) using micrometer, super- visory work (reducing mills) including roll changing, supervisory work—super- visory operations classified at Rates 4 to 7 inclusive—	s. d.	s. d.	s. d.

First year of experience—

First six months..... 2 6 1 0 3 6

Second six months..... 2 8 1 0 3 8

Second year of experience—

First six months..... 2 10 1 0 3 10

Second six months..... 3 0 1 0 4 0

Thereafter (Rate 3)..... 3 5 1 0 4 5

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Weld inspection.....	s. d.	s. d.	s. d.
	3 2	1 0	4 2

Rate 5—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Assembling by means of jigs and/or templates.....			
Assembling and/or tacking by means of oxy-acetylene and/or electric welding..			
Assembling of expansion joints.....			
Assistant supervisory work in respect of the following plant and/or operations—			
Continuous billet heating.....			
Draw and/or push bench.....			
Galvanising.....			
Reducing Mills.....			
Screwing and/or cutting tubes and/or tapping of tube fittings (including die and/or cutter setting).....			
Automatic cutting with oxy-acetylene apparatus including profiling machine			
Bending of tubes and/or sections in manually and/or power-operated ma- chines to sketch.....			
Cold sawing other than repetition cutting off.....			
Drilling with templates and/or where marking off is done by a Rate 1 employee			
Hot and/or cold forming of flat bars into ring flanges.....	2 11	1 0	3 11
Metal spraying.....			
Operating plate edge planing machine...			
Operating flanged pipe facing machine...			
Operating repetition and/or continuous automatic welding machines, gas and/or electric.....			
Punching and/or shearing and/or cropping to jigs and/or stops.....			
Repetition forming of plate and/or strip in rolls or press brake.....			
Rough grinding, including tool grinding in jigs.....			
Supervising shot blasting machine.....			

AFDELING D/20.

Afdeling vir die vervaardiging van buise en/of pype.

Die volgende werksaamhede in die vervaardiging van buise en/of pype, nl.—

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- konsolideerde skaal per uur.
Draaibankspille vernuwe.....	s. d.	s. d.	s. d.
Reduseermeule en/of stootbankrolle ver- nuwe en straalmate herstel aan masjiene spesiaal daarvoor ontwerp.....	3 8	1 0	4 8
Stootbankstempels ruslyp in masjiene spe- siaal daarvoor ontwerp en met gebruik van vernierskale.....			

Tarief 3—

* Lewens kostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- konsolideerde skaal per uur.
Stoomketelpype uitgloe (opsigterswerk), pomphuis oppas (werknemers in diens as pomphuisoppassers), ringbed oppas met gebruik van vernierskale en met inbegrip van rolverandering, dop- en/of gereed- skapverharding en/of hittebehandeling (opsigterswerk), ononderbroke blokver- hitting—onderbaas, met valhamer smee, afgewerkte pype inspekteer (slegs ketel- pype), pype met die hand buig, stoot- bank laat werk, metaal by herhaling laat draai soos toegepas op buisvormige produkte, uitsmelt en/of smelt (onder- baas en/of opsigter), opsigterswerk (trekbank) met gebruik van mikrometer, opsigterswerk (reduseermeule) met inbe- grip van rolle verander, opsigterswerk— toesig hou oor werksaamhede teen Tariewe 4 tot en met 7 ingedeel—	s. d.	s. d.	s. d.
Eerste jaar ondervinding—			
Eerste ses maande.....	2 6	1 0	3 6
Tweede ses maande.....	2 8	1 0	3 8
Tweede jaar ondervinding—			
Eerste ses maande.....	2 10	1 0	3 10
Tweede ses maande.....	3 0	1 0	4 0
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- konsolideerde skaal per uur.
Sweiswerk inspekteer.....	s. d.	s. d.	s. d.
	3 2	1 0	4 2

Tarief 5—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- konsolideerde skaal per uur.
Deur middel van stelmasjiene en/of lei- patrone inmeekaarsit.....			
Deur middel van oksiasetileen en/of elek- triese sweiswerk inmeekaarsit en/of heg			
Uitsitvoë inmeekaarsit.....			
Assistent-opsigters t.o.v. ondergenoemde installasie en/of werksaamhede—			
Ononderbroke blokverhitting.....			
Trek- en/of stootbank.....			
Galvaniseerwerk.....			
Reduseermeulwerk.....			
Skroefdraadsny en/of buise sny en/of buis toebehore tap (met inbegrip van stempels en/of beitels stel).....			
Automaties sny met oksiasetileentoestel met inbegrip van profielsnymasjiene...			
Buise en/of seksies volgens sketse in hand- en/of kragmasjiene buig.....			
Koudsaag behalwe herhalingsafsnij.....			
Boor met leipatrone en/of waar merkwark deur Tarief 1-werknemer gedoen is...			
Warm- en/of koudvorming van platstawe in ringfiense.....	2 11	1 0	3 11
Metaal bespuit.....			
Plaatrandskaafmasjiene bedien.....			
Pypfiensmasjiene bedien.....			
Herhalings- en/of ononderbroke outoma- tiese sweismasjiene, gas- en/of elektries, bedien.....			
Volgens stelmasjiene en/of stoppe pons en/of afsny en/of afknip.....			
Herhalingsvorm van plaat en/of strook in rolle of perse.....			
Ru slyp met inbegrip van gereedskap slyp in stelmasjiene.....			
Toesig hou oor skrootblaasmasjiene.....			

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

Assistant supervisory work in respect of the following operations—

Dipping in steel pipes in hot bitumastic solution.....
External sheathing of steel pipes with hot bitumastic coating.....
Hydraulic testing machine work.....
Hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints.....
Spun lining with bitumen.....
Spun lining with concrete.....
Preparation of pipes for welding by means of pneumatic tools.....
Supervising slinging.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- idated Rate per Hour.
s. d.	s. d.	s. d.
2 8	1 0	3 8

Rate 7—

* Cost of living allowance consolidated at index figure of 205·5.

Saw sharpening on fully automatic machine

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- idated Rate per Hour.
s. d.	s. d.	s. d.
2 5	1 0	3 5

Rate 8—

Assembling of pre-manufactured components from stock requiring no fitting and/or adjustment.....
Lining of specials with bitumastic solution by hand.....
Stress normalising welded joints.....
Trueing of pipes and/or sections longitudinally and/or diametrically, manually and/or by means of hydraulic presses
Wrapping specials with mastic by hand..

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

Rate 9—

Attending automatic machine (automatic machine operator).....
Driving power hammer.....
Drop forging using dies.....
Expanding of tubes.....
Feeding cold draw bench, including removing, cleaning and replacing dies....
Hydraulic and/or pneumatic and/or mechanical staving.....
Operating tagger hammer.....
Operating seam-forming machine.....
Power pressing where the work is operated upon with pre-set dies, other than setting of dies.....
Paraffin testing.....
Piercing press work using pre-set dies....
Repetition screwing with die heads and/or taps.....
Repetition drilling and/or counter-sinking using jigs.....
Repetition boring and/or bevelling of sockets and/or flanges prior to tapping
Resistance butt welding (joining rods up to ½ inch diameter).....
Skimming of billets.....
Screening in the application of bitumastic sheathing.....
Setting sections on submerged arc automatic welding machine.....
Spot welding.....

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

Rate 10—

Application of anti-corrosive coatings....
Assisting storeman (storemen's boy) other than general labouring.....
Automatic straightening and/or rounding and/or reducing and/or extracting.....
Boiler stoking and/or attending stokers
Coating and/or galvanising.....
Draw bench operating.....
Drop stamp stripping.....
Dismantling of assembly rings.....
Fettling by hand and/or by grinding and/or by portable power tools.....
Flux drying.....
Gasket cutting by use of templates.....
Metal buffing and/or polishing.....
Oiling and greasing of plant and machinery (full-time employment).....
Operating flux coating machine.....
Operating rod mill in electrode manufacture.....
Operating tube cuttings and/or parting-off machine.....
Repetition sawing and/or cutting, cold and/or hot.....
Sand and/or shot blasting.....
Striking by hand hammer for blacksmith's work.....

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

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Assistent-opsigterswerk t.o.v. onderstaande—
Staalpype in warm bitumastieke oplossing indoop.....
Staalpype aan die buitekant met warm bitumastieke lae omhul.....
Hidrouliese toetsmasjiën bedien.....
Hidrouliese en/of meganiese perswerk en/of pypente en/of kraagringlasse in rolle vorm.....
Draaibekleding met bitumen.....
Draaibekleding met beton.....
Pype vir sweiswerk deur middel van lugdrukgereedskap voorberei.....
Toesig oor slingerwerk hou.....

Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
s. d.	s. d.	s. d.
2 8	1 0	3 8

Tarief 7—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Sae skerpmaak op masjiën wat heeltemal outomaties werk.....

Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
s. d.	s. d.	s. d.
2 5	1 0	3 5

Tarief 8—

Voorafvervaardigde onderdele van voorraad inmeekaarsit wat geen verdere monterwerk en/of verandering nodig het nie
Spesiale voorwerpe met bitumastieke oplossing met die hand beklee.....
Sweislasse onder druk normaliseer.....
Pype en/of seksies in die lengte en/of in deursnit reguitmaak met die hand en/of deur middel van hidrouliese perse.....
Spesiale werk met mastiek met die hand toedraai.....

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

Tarief 9—

Outomatiese masjiën oppas (outomatiese masjiënbediener).....
Kraghamerwerk.....
Valsmeewerk met gebruik van stempels..
Buisse groter maak.....
Koue trekbank voer, met inbegrip van stempels verwyder, skoonmaak en vervang.....
Hidrouliese en/of lugdruk- en/of meganiese buigwerk.....
Saalsmeehamer bedien.....
Naatvormmasjiene bedien.....
Kragperswerk waar die werk gedoen word deur middel van gestelde stempels, behalwe die stel van stempels.....
Paraffien-toetswerk.....
Ponsperswerk met gebruik van gestelde stempels.....
Herhalingskroefsnwywerk met stempelkoppe en/of tappe.....
Herhalingsboorwerk en/of versinkboor met gebruik van stelmasjiene.....
Herhalingsboorwerk en/of afskuins van sokke en/of flense voordat dit getap word
Weerstandstompsweis (stawe tot ½ duim las).....
Blokke afskuim.....
Versnippering vir aanbring van bitumastieke lae.....
Seksies op versonke outomatiese boog-sweismasjiën plaas.....
Puntswaiswerk.....

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

Tarief 10—

Aansit van roeswerende lae.....
Magasynmeester help (magasynmeestersjong) met ander werk behalwe algemene arbeid.....
Outomatiese reguit en/of rond en/of kleiner maak en/of uittrek.....
Ketel stook en/of stooktoestel bedien.....
Lae aansit en/of galvaniseer.....
Trekbank bedien.....
Met valhamer afstroop.....
Monteerlinge afneem.....
Met die hand en/of met slyp- en/of draagbare kraggereedskap gelykskuur.....
Smeltmiddels droogmaak.....
Pakkings met behulp van leipatrone uitsny
Metaal vryf en/of poleer.....
Installasie en masjinerie olie en smeer (voltydse werk).....
Masjiën wat smeltmiddellae aansmeer, bedien.....
Staafmeul vir elektrodevervaardiging bedien.....
Buissny- en/of afsnymasjiën bedien.....
Herhalingsaagwerk en/of sny, koud en/of warm.....
Sand- en/of skrootblaaswerk.....
Met handhamer slaan vir grofsmid se werk.....

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

Rate 11—

Assisting the operator of a tacking machine
Charging pots for the melting of bitumen
Dipping in enamel and/or paint.....
Furnace re-heating.....
Opening and/or closing dies in socket forming.....

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

DIVISION D/21.

Tungsten Carbide Tipped Drill Steel Manufacturing Division.

Rate 2—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
General supervisory work (at least one supervisor must be employed in each establishment and be in charge of operations on each shift).....	3 8	1 0	4 8

Rate 6—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervising crown forging operations, including setting up (at least one supervisor to be employed in each establishment on each shift).....	2 8	1 0	3 8
Repetition finishing of tips in jigs prior to bonding.....			

Rate 9—

Operating machine set up for and performing one operation (excluding setting up).....
Bonding of tip to shank by heating other than by direct heating by torch.....
Drilling of the flush (other than the grinding and setting of the drill).....
Operating spot welding machine.....

First three months of
experience 10½d. per
hour. Thereafter
1s. 0d. per hour.

Rate 10—

Operating crown and/or shank forging machine.....
Cutting off drill steel to stops.....
Rough grinding corners of the shank....
Inserting tungsten carbide tips.....
Rough grinding (n.e.s.) and/or polishing

First three months of
experience 9d. per
hour. Thereafter,
10½d. per hour.

Rate 11—

Pointing and/or marking trade symbols.

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

DIVISION D/22.

Vitreous Enamelling Division.

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Application of enamel by means of dusting or sieving dry enamel powder on to heated ware, viz.—			
(a) First duster—			
First year of experience—			
First six months.....	2 0	0 10	2 10
Second six months.....	2 3	1 0	3 3
Second year of experience....	2 6	1 0	3 6
Third year of experience.....	3 3	1 0	4 3
Thereafter (Rate 2).....	3 8	1 0	4 8
(b) Second duster (including direct dusting on enamel work other than baths)—			
First year of experience—			
First six months.....	2 0	0 10	2 10
Second six months.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Thereafter (Rate 5).....	2 11	1 0	3 11

Tarief 11—

Bediener van die hegmasjiën help.....
Potte laai vir die smelt van bitumen.....
In enemmel en/of verf indoop.....
Vuuroid weers eens warm maak.....
Stempels oop- en/of toemaak vir die vorming van sokke.....

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

AFDELING D/21.

Afdeling vir die vervaardiging van staal vir bore met punte van wolfram-karbid.

Tarief 2—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Algemene opsigterswerk (minstens een opsigter moet in elke inrigting in diens wees en moet toesig hê oor werksaamhede op elke skof).....	3 8	1 0	4 8

Tarief 6—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Toesig hou oor kroonsmeewerk met inbegrip van opstel (minstens een opsigter moet in diens wees in elke inrigting op elke skof).....	2 8	1 0	3 8
Herhalingspoleerwerk aan punte met stelmasjiene voor verbinding.....			

Tarief 9—

Masjiene bedien wat vir een werk opgestel is en die een werk verrig (uitgesonderd die opstel daarvan).....
Punt met skag verbind deur verhitting, behalwe met direkte verhitting met sweislamp.....
Verkoelkanaal boor (behalwe die slyp en stel van die boor).....
Puntswiesmasjiën bedien.....

Eerste drie maande
ondervinding, 10½d.
per uur, daarna
1s. 0d. per uur.

Tarief 10—

Kroon- en/of skagsmeemasjiën bedien..
Boorstaal volgens stoppe afsny.....
Hoeke van die skag ru slyp.....
Wolframkarbidpunte insit.....
Ru slyp (n.e.v.) en/of polcer.....

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

Tarief 11—

Punte aansit en/of handelsimbole aanmerk

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

AFDELING D/22.

Afdeling Verglasing.

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Enemmel aanbring deur middel van bestuiwing of deur droë enemmelpoëier deur 'n sif op verhitte artikels te strooi, nl.—			
(a) Eerste strooier—			
Eerste jaar ondervinding—			
Eerste ses maande.....	2 0	0 10	2 10
Tweede ses maande.....	2 3	1 0	3 3
Tweede jaar ondervinding.....	2 6	1 0	3 6
Derde jaar ondervinding.....	3 3	1 0	4 3
Daarna (Tarief 2).....	3 8	1 0	4 8
(b) Tweede strooier (met inbegrip van strooiwerk direk op enemmelwerk behalwe op badde)—			
Eerste jaar ondervinding—			
Eerste ses maande.....	2 0	0 10	2 10
Tweede ses maande.....	2 3	1 0	3 3
Tweede jaar ondervinding....	2 6	1 0	3 6
Daarna (Tarief 5).....	2 11	1 0	3 11

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Vitreous enamelling (general supervisory work)—			
First year of experience—	2 0	0 10	2 10
First six months.....	2 3	1 0	3 3
Second six months.....	2 6	1 0	3 6
Second year of experience.....	3 3	1 0	4 3
Third year of experience.....	3 8	1 0	4 8
Thereafter (Rate 2).....			

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Furnacemen (supervisory work).....	3 5	1 0	4 5

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Overseeing (overseer of any one of the following operations or plant where so appointed), viz.—			
Pickling and/or de-greasing and/or de-enamelling plant.....	2 8	1 0	3 8
Milling and/or mill room plant.....			
Brushing.....			
Dipping and/or slushing.....			
Spraying.....			
Sign brushing.....			
Silk screening.....			

Rate 8—

Individual sign brushing (removal of surplus material on edges) and/or silk screening. Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9—

Spraying under supervision.....
Charging fork operating.....
Repetition edge brushing, other than hollowware.....
Stoning and/or filling of enamelware in process.....
Rate per hour as for Rate 9 in clause (b) of Schedule B.

Rate 10—

Application of ground and/or cover coating by dipping and/or slushing Brushing and/or beading hollowware Dipping and/or slushing enamelware to be finished in ground coat only—
First six months of experience..... 9d. per hour.
Thereafter (Rate 10)..... 10½d. per hour.

Rate 11—

Furnace loading and/or unloading..... Rate per hour as for Rate 11 in clause (b) of Schedule B.

DIVISION D/23.

Wire Drawing and/or Weaving and/or Forming Manufacturing Division.

The following operations in wire drawing and/or weaving and/or forming manufacture—

(1) Wire Drawing Plant.

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting and/or adjustments and changing of attachments.....	3 8	1 0	4 8

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Verglasing (algemene opsigtterswerk)—			
Eerste jaar ondervinding—	2 0	0 10	2 10
Eerste ses maande.....	2 3	1 0	3 3
Tweede ses maande.....	2 6	1 0	3 6
Tweede jaar ondervinding.....	3 3	1 0	4 3
Derde jaar ondervinding.....	3 8	1 0	4 8
Daarna (Tarief 2).....			

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Oondman (opsigtterswerk).....	3 5	1 0	4 5

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigtterswerk (opsigter van enigeen van die volgende werksaamhede of installasie waar hulle aldus aangestel is), nl.—			
Installasie vir skoonmaak met sure en/of verwydering van vetterigheid en/of enemmel.....	2 8	1 0	3 8
Maal- en/of meulkamerinstallasie.....			
Kwaswerk.....			
Indoop en/of grondlaag aansit.....			
Spuutwerk.....			
Reklamebord met kwas bewerk.....			
Syskermwerk.....			

Tarief 8—

Individuele kwaswerk aan reklametkens (verwydering van oortollige stowwe aan rande) en/of syskermwerk Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9—

Onder toesig spuit.....
Laaivurk bedien.....
Herhølingsafwerking van rande met kwas, behalwe hol artikels.....
Enemmelware in die proses met steen skuur en/of opvul.....
Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

Tarief 10—

Grond- en/of buitenste laag aanbring deur in te doop en/of daaroor te giet.....
Hol artikels met kwas afwerk en/of met krale omlys.....
Enemmelware wat net in die grondlaag afgewerk moet word indompel en/of daaroor giet—
Eerste ses maande ondervinding..... 9d. per uur.
Daarna (Tarief 10)..... 10½d. per uur.

Tarief 11—

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

AfDELING D/23.

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

Ondergenoemde vervaardigingswerksaamhede by draadtrek en/of -weef en/of -vorm—

(1) Draadtrekinstallasie.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigtterswerk met inbegrip van aanhegsels stel en/of verstel en verander.....	3 8	1 0	4 8

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments—

Die assembly, cutting and/or polishing; wire drawing, including cleaning and heat treatment plants; wire testing—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
First year of experience.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 9—

Attending rod pickling plant when appointed as rod pickling plant attendant.....

Operating a rod and wire straightening machine.....

Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.....

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

Rate 10—

Attending heat treatment plant when appointed as heat treatment plant attendant.....

Rough grinding of die polishing needles and buffing of dies.....

Operating of die battering hammer.....

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

Rate 11—

Operating rod and wire torsion testing machine

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

(2) Wire netting Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

Supervisory work, including setting up and/or adjustments.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Rate 8—

Operating wire netting plant.....

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

(3) Barbed Wire Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

Supervisory work, including setting up and/or adjustments.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Rate 9—

Operating barbed wire plant.....

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

(4) Wire Nail Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

Supervisory work, including setting up and/or adjustments.....

Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Rate 9—

Operating nail making machine.....

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

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of help met die toetsig daaroor, met inbegrip van die opstel en/of verstel en verander van aanhegels—

Stempels inmeekaarsit, sny en/of poleer; draadtrek, met inbegrip van installasies vir skoonmaak en hittebehandeling; draad toets—

Eerste jaar ondervinding.....

Tweede jaar ondervinding.....

Derde jaar ondervinding.....

Daarna (Tarief 4).....

Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.
2 3	1 0	3 3
2 6	1 0	3 6
2 9	1 0	3 9
3 2	1 0	4 2

Tarief 9—

Stangsuurbadinstallasie bedien indien aangestel as bediener van stangsuurbadinstallasie.....

'n Stang- en draadreguitmaakmasjien bedien.....

'n Draadtrekbank onder toetsig bedien, met inbegrip van stang en draad met masjien stomplas.....

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

Tarief 10—

Hittebehandelingsinstallasie bedien indien aangestel as bediener van hittebehandelingsinstallasie.....

Poleernaalde ru-slyp en stempels opvryf....

Stempelbreekhamer bedien.....

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

Tarief 11—

Stang- en draadtorsietoetsmasjien bedien..

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

(2) Ogiesdraadinstallasie.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Opsigterswerk met inbegrip van opstelling en/of verstelling.....

Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Tarief 8—

Ogiesdraadinstallasie bedien.....

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

(3) Doringdraadinstallasie.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Opsigterswerk met inbegrip van opstelling en/of verstelling.....

Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Tarief 9—

Doringdraadinstallasie bedien.....

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

(4) Draadspykerinstallasie.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Opsigterswerk met inbegrip van opstelling en verstelling.....

Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
s. d.	s. d.	s. d.
3 5	1 0	4 5

Tarief 9—

Draadspykermasjien bedien.....

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

(5) Automatic Wire Forming Machine Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 5	1 0	4 5

Rate 9—

Operating wire forming machine..... Rate per hour as for Rate 9 in clause (b) of Schedule B.

(6) Wire Coiling, Braiding and Preparing Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 5	1 0	4 5

Rate 10—

Coiling and reeling.....
Operating wire and strand winding and measuring machine, including welding and brazing of wire by machine.....
Stranding wires, including welding and brazing of wire by machine.....

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

Rate 11—

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

(7) Wire Working and/or Weaving and/or Fabricating by Machine.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work.....	3 5	1 0	4 5

Rate 8—

Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process). Rate per hour as for Rate 8 in clause (b) of Schedule B.

Rate 9—

Automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process). Rate per hour as for Rate 9 in clause (b) of Schedule B.

(8) Wire Weaving—Automatic Looms.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 5	1 0	4 5

Rate 9—

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

Rate 10—

Warp beam filling.....
Prin filling.....

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

(5) Outomatiese draadvormmasjieninstallasie.

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstelling en verstelling.....	3 5	1 0	4 5

Tarief 9—

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

(6) Draadrol-, vleg- en bereidingsinstallasie.

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstelling en verstelling.....	3 5	1 0	4 5

Tarief 10—

Oprol- en opdraaiwerk.....
Draad- en stringopwen- en meetmasjien bedien, met inbegrip van draad met 'n masjien sweis en hardsoldeer.....
Drade vleg, met inbegrip van draad met masjien sweis en hardsoldeer.....

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

Tarief 11—

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

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

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk.....	3 5	1 0	4 5

Tarief 8—

Kettingskakel- en/of diamantmaasmasjien bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak) Skaal per uur soos vir Tarief 8 in klousule (b) van lys B.

Tarief 9—

Outomatiese kettingskakel- en/of diamantmaasmasjien bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak) Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

(8) Draadweef—Outomatiese weefstoelstele.

Tarief 3—

* Lewenskostoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstel en/of verstel.....	3 5	1 0	4 5

Tarief 9—

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

Tarief 10—

Kettingboom van draad voorsien.....
Spoele vul.....

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

Rate 11—

Robbin filling.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Warp beam minding.....	

(9) Wire Weaving—Semi-Automatic Looms.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 5	1 0	4 5

Rate 9—

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

(10) Wire Weaving—Hand-operated Machines.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 5	1 0	4 5

Rate 10—

Square and/or other mesh screen weaving
into rolls and/or sheets on hand op-
erated machine, i.e. feeding machine Rate per hour as for
Rate 10 in clause (b)
of Schedule B.

(11) Crimping Wire for Semi-Automatic and Hand-Operated Looms

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjusting crimping rollers.....	3 5	1 0	4 5

Rate 11—

Swift minding, including stopping and/or
starting machine Rate per hour as for
Rate 11 in clause (b)
of Schedule B.(12) Welding when performed in Wire Working and/or Weaving
and/or Fabricating Operations.

Rate 9—

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

(13) Metal Coating.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work.....	3 5	1 0	4 5

Rate 9—

Attending metal coating plant other than
general labouring Rate per hour as for
Rate 9 in clause (b)
of Schedule B.

Rate 12—

General labouring including—

(a) Assisting operators.....	Rate per hour as for Rate 12 in Schedule B.
(b) Locking, clinching and/or selvaging	
(c) Cutting off waste wire.....	
(d) Operating handle of shearing machine.....	

NOTE.—Probationary periods in current Agreement to apply to
operations classified at Rate 8 to 11, inclusive.

Tarief 11—

Spoel met draad vul.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Kettingboom oppas.....	

(9) Draadweef—Halfoutomatiese weefstoestelle.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstel- ling en/of verstelling.....	3 5	1 0	4 5

Tarief 9—

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

(10) Draadweef—Handmasjiene.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstelling en/of verstelling.....	3 5	1 0	4 5

Tarief 10—

Vierkantige en/of ander maasvorms in
rolle en/of plate weef met handmasjien,
d.i. masjien voer Skaal per uur soos vir
Tarief 10 in klousule
(b) van lys B.

(11) Draad krimp vir halfoutomatiese en handweefstoestelle.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van krimp- rollers opstel en/of verstel.....	3 5	1 0	4 5

Tarief 11—

Drom bedien, met inbegrip van masjien
stop en/of aansit Skaal per uur soos vir
Tarief 11 in klousule
(b) van lys B.(12) Sweis wanneer die verrig word by draadwerk en/of -weef
en/of vervaardig.

Tarief 9—

Punt- en/of stomplas- en/of hegswaiswerk Skaal per uur soos vir
Tarief 9 in klousule
(b) van lys B.

(13) Metaallae aansit.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk.....	3 5	1 0	4 5

Tarief 9—

Metaallaaginstallasie bedien, behalwe alge-
mene arbeid Skaal per uur soos vir
Tarief 9 in klousule
(b) van lys B.

Tarief 12—

Algemene arbeid, insluitende—

(a) Bedieners help.....	Skaal per uur soos vir Tarief 12 in lys B.
(b) Beveiliging, klank en/of selfkante maak.....	
(c) Afvaldraad afsny.....	
(d) Slinger van afsnymasjien draai.....	

OPMERKING.—Proeflye in lopende Ooreenkoms moet van toe-
passing wees op werksaamhede ingedeel onder Tarief 8 tot en met
Tarief 11.

DIVISION D/24.

Wire and Wire Rope Manufacturing Division.

The following operations in the manufacture of wire and/or wire ropes—

(1) Cable Stranding Plant.

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting-up and/or adjustments and changing of attachments.....	3 11	1 0	4 11

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Work in cable stranding plant (n.e.s.) and/or assisting in the supervision thereof, including setting-up and/or adjustments and changing of attachments—			
First year of experience.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 10—

Operating a wire stranding machine, including but welding or brazing of wire machine..... Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11—

Operating an automatic wire winding machine, including butt welding of wire by machine.....
Operating hand-fed wire winding plant.. } Rate per hour as for Rate 11 in clause (b) of Schedule B.

(2) Fibre Core Making Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting-up and/or adjustments and changing of attachments.....	3 5	1 0	4 5

Rate 10—

Operating a fibre rope house machine..
Operating a fibre yarn preparing machine (goods machine and drawing frame).. } Rate per hour as for Rate 10 in clause (b) of Schedule B.

Rate 11—

Operating a fibre yarn winding machine.. Rate per hour as for Rate 11 in clause (b) of Schedule B.

(3) Wire Drawing Plant.

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting-up and/or adjustments and changing of attachments.....	3 11	1 0	4 11

AFDELING D/24.

Afdeling vir die vervaardiging van draad en draadtu.

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

(1) Kabelvleginstallasie.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk, met inbegrip van opstel en/of verstel en verandering van aanhegels.....	3 11	1 0	4 11

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
In kabelvleginstallasie (n.e.v.) werk en/of met toesig daarvoor help, met inbegrip van opstel en/of verstel en verander van aanhegels—			
Eerste jaar ondervinding.....	2 3	1 0	3 3
Tweede jaar ondervinding.....	2 6	1 0	3 6
Derde jaar ondervinding.....	2 9	1 0	3 9
Daarna (Tarief 4).....	3 2	1 0	4 2

Tarief 10—

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

Tarief 11—

'n Outomatiese draadopwenmasjien be-
dien, met inbegrip van stompseiswerk
aan draad met masjien..... } Skaal per uur soos vir
Handgevoerde draadopwenmasjien bedien } Tarief 11 in klousule
(b) van lys B.

(2) Installasie vir vervaardiging van veselkerns.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk, insluitende die opstelling en/of verstelling en verandering van aanhegels.....	3 5	1 0	4 5

Tarief 10—

Veseldraadhuismasjien bedien.....
Veseldraadbereidingmasjien bedien (arti-
kelmasjien en trekraam)..... } Skaal per uur soos vir
Veseldraadsponmasjien bedien..... } Tarief 10 in klousule
(b) van lys B.

Tarief 11—

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

(3) Draadtrekinstallasie.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- sol- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk, insluitende aanhegels op- stel en/of verstel en verander.....	3 11	1 0	4 11

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting-up and/or adjustments and changing of attachments—

Die assembly, cutting and/or polishing; wire drawing, including cleaning and heat treatment plants; wire testing—

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
First year of experience.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 9—

Attending rod pickling plant when appointed as rod pickling plant attendant.....

Operating a rod and wire straightening machine.....

Operating a wire drawing bench under supervision, including butt welding of rod and wire machine.....

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

Rate 10—

Attending heat treatment plant when appointed as heat treatment plant attendant.....

Rough grinding of die polishing needles and buffing of dies.....

Operating of die battering hammer.....

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

Rate 11—

Operating steel rod and wire torsion testing machine and/or copper wire testing machine.....

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

(4) Wire Galvanising Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

Supervisory work, including setting-up and/or adjustments and changing of attachments—

First year of experience.....

Thereafter (Rate 3).....

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
First year of experience.....	3 0	1 0	4 0
Thereafter (Rate 3).....	3 5	1 0	4 5

Rate 9—

Attending galvanising plant when appointed as galvanising plant attendant.....

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

(5) Wire Rope Making Plant.

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

Supervisory work, including setting up and/or adjustments.....

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work, including setting up and/or adjustments.....	3 11	1 0	4 11

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

Assisting in the supervision of all or any of the operations classified at Rates 4, 6, 9, 10 and 11 hereinafter set out, including setting up and/or adjustments and changing of attachments.....

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
	s. d.	s. d.	s. d.
Assisting in the supervision of all or any of the operations classified at Rates 4, 6, 9, 10 and 11 hereinafter set out, including setting up and/or adjustments and changing of attachments.....	3 5	1 0	4 5

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of met toesig daarvoor help, met inbegrip van opstelling en/of verstelling en verandering van aanhegels—

Stempels inmeekaarsit, sny en/of poleer, draadtrek, insluitende skoonmaak- en hittebehandelingsinstallasies; draad toets—

Eerste jaar ondervinding.....

Tweede jaar ondervinding.....

Derde jaar ondervinding.....

Daarna (Tarief 4).....

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Eerste jaar ondervinding.....	2 3	1 0	3 3
Tweede jaar ondervinding.....	2 6	1 0	3 6
Derde jaar ondervinding.....	2 9	1 0	3 9
Daarna (Tarief 4).....	3 2	1 0	4 2

Tarief 9—

Suurbadinstallasie vir stange bedien wanneer as bediener van suurbadinstallasie aangestel.....

Masjien vir stange en draad reguitmaak, bedien.....

Draadtrembank onder toesig bedien, met inbegrip van stompsweis van stang- en draadmasjien.....

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

Tarief 10—

Hittebehandelingsinstallasie bedien wanneer as bediener van hittebehandelingsinstallasie aangestel.....

Stempelpoleernaalde ru slyp en stempels opvryf.....

Stempelbreekmasjien bedien.....

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

Tarief 11—

Staalstand- en draadtorsietoetsmasjien en/of koperdraadtreesmasjien bedien.....

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

(4) Draadgalvaniseerinstallasie.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

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

Eerste jaar ondervinding.....

Daarna (Tarief 3).....

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Eerste jaar ondervinding.....	3 0	1 0	4 0
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 9—

Galvaniseerinstallasie bedien wanneer aangestel as bediener van galvaniseerinstallasie.....

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

(5) Installasie vir vervaardiging van draadtoe.

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Opsigterswerk met inbegrip van opstel en/of verstelwerk.....

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk met inbegrip van opstel en/of verstelwerk.....	3 11	1 0	4 11

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

Help met toesig oor almal of enigeen van die werksaamhede ingedeel in die volgende Tariëwe hieronder vermeld: 4, 6, 9, 10 en 11, met inbegrip van aanhegels opstel en/of verstel en verander.....

	Basiese skaal per uur.	*Bykomende skaal per uur.	Gekonsolideerde skaal per uur.
	s. d.	s. d.	s. d.
Help met toesig oor almal of enigeen van die werksaamhede ingedeel in die volgende Tariëwe hieronder vermeld: 4, 6, 9, 10 en 11, met inbegrip van aanhegels opstel en/of verstel en verander.....	3 5	1 0	4 5

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Operating stranding and closing machines, including setting up and/or adjustments and changing of attachments (n.e.s.)—			
First year of experience.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Crane operation—loading and/or unloading.....	2 8	1 0	3 8

Rate 9—

Operating a "round strand" closing machine for ropes up to and including $\frac{3}{4}$ inches in diameter.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
Operating a "round strand" stranding machine for ropes not exceeding $1\frac{1}{4}$ inch in diameter, including butt welding or brazing of wire by machine.....	
Swaging, using dies.....	

Rate 10—

Operating an automatic wire winding machine, including butt welding of wire by machine and/or brazing.....	Rate per hour as for Rate 10 in clause (b) of Schedule B.
Operating a strand winding machine.....	

Rate 11—

Application of rope dressing.....	Rate per hour as for Rate 11 in clause (b) of Schedule B.
Assisting operator of a "triangular or flattened strand stranding machine".....	
Attending grease plant when appointed as grease plant attendant.....	
Operating a hand-fed wire winding machine.....	

(6) Wire Rope Splicing Plant.

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work.....	3 5	1 0	4 5

Rate 9—

Assisting in rope splicing under supervision.....	Rate per hour as for Rate 9 in clause (b) of Schedule B.
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(7) Drum Making Plant.

Rate 4—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Cutting of timber for drums, battons, segments and flanges on woodworking machines—			
First year of experience.....	2 3	1 0	3 3
Second year of experience.....	2 6	1 0	3 6
Third year of experience.....	2 9	1 0	3 9
Thereafter (Rate 4).....	3 2	1 0	4 2

Rate 10—

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

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Vesel- en afsluitmasjiene bedien, met inbegrip van aanhegels opstel en/of verstel en verander (n.e.v.)—			
Eerste jaar ondervinding.....	2 3	1 0	3 3
Tweede jaar ondervinding.....	2 6	1 0	3 6
Derde jaar ondervinding.....	2 9	1 0	3 9
Daarna (Tarief 4).....	3 2	1 0	4 2

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Hyskraan bedien—op- en/of aflaai.....	2 8	1 0	3 8

Tarief 9—

'n „Rondestring”-afsluitmasjiene bedien vir toue tot en met $\frac{3}{4}$ duim deursnee....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
'n „Rondestring”-vlegmasjiene bedien vir toue van hoogstens $1\frac{1}{4}$ duim in deursnee, met inbegrip van stompseis van draad met masjiene en/of hardsoldeer.....	
Saalsmee met behulp van stempels.....	

Tarief 10—

'n Outomatiese draadopwenmasjiene bedien, met inbegrip van stompseis van draad met masjiene en/of hardsoldeer..	Skaal per uur soos vir Tarief 10 in klousule (b) van lys B.
'n Stringopwenmasjiene bedien.....	

Tarief 11—

Tousmeersel aansit.....	Skaal per uur soos vir Tarief 11 in klousule (b) van lys B.
Bediener van „driehoekige of plat”-stringmasjiene help.....	
Smeerinstallasie bedien wanneer aangestel as bediener van smeerinstallasie.....	
Handgevoerde draadopwenmasjiene bedien.....	

(6) Installasie vir splits van draadtou.

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk.....	3 5	1 0	4 5

Tarief 9—

Onder toesig met tousplitslas help.....	Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.
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(7) Installasie vir die vervaardiging van dromme.

Tarief 4—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Bas- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
	s. d.	s. d.	s. d.
Hout vir dromme, dwarsplankies, stukke en flense op houtwerkmasjiene sny:—			
Eerste jaar ondervinding.....	2 3	1 0	3 3
Tweede jaar ondervinding.....	2 6	1 0	3 6
Derde jaar ondervinding.....	2 9	1 0	3 9
Daarna (Tarief 4).....	3 2	1 0	4 2

Tarief 10—

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

(8) Miscellaneous.

Rate 11—

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

Rate 12—

General labouring, including loading } Rate per hour as for
and/or unloading and transporting of } Rate 12 in clause (b)
materials by hand and/or mechanical } of Schedule B.
appliances

GENERAL NOTE.—Not less than one employee with supervisory knowledge to be employed in each department.

NOTE.—Probationary periods in current Agreement to apply to operations classified at Rates 8 to 11 inclusive.

DIVISION D/25.

Boatbuilding and/or Shipwrighting Division.

For purposes of this Division—

“Boatbuilding and/or shipwrighting” means the work performed mainly in wood in connection with the construction, alteration and repair of boats and/or ships, either in part or whole, using hand, mechanical or power tools, i.e.—

- (i) cutting, shaping, bending in steam press or with clamps the keel and main timbers, constructing framework and affixing internal and external planking, decking, battens and covering by means of rivets, screws, bolts or tree-nails; constructing rudder, thwarts, seats, stretchers, coamings, cabins, spars, masts and all wooden components and accessories, movable and immovable, which go into or are required for a boat or ship; and
- (ii) fitting prepared pieces of timber according to drawings or plans provided to form framework or structural part of ships or boats; putting side planks and deck timbers on framework, and/or caulking same; supervising shoring up ship in dry dock or slipway; supervising laying of launchways or launching and generally fitting out boat or ship; supervising erection and maintenance of staging;

including general woodwork undertaken in connection with ship repairs.

“Experience” means the total periods of employment in the occupation of “boatbuilding and/or shipwrighting” as in this Agreement defined; both before and after the coming into force of this Agreement, and includes any period of experience and/or training which the employer took into account in fixing the commencing wage of an employee.

“Sailmaking” means the designing, cutting by hand or with bank knife, sewing by palm and needle or by machine, boat or ship sails, covers and deck awnings.

“rigging and/or splicing” means hemp or wire running and standing rigging, falls, mooring and gangway ropes by hand, pliers or marlinspike, seizing sheets and tackle for use or by boats and/or ships.

“Woodworking machinist” means an employee engaged in the act of cutting and/or forming and/or shaping wood on power-driven machines.

(a) In the Cape Province; the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the Municipal Areas of Paarl, Wellington, The Strand, Somerset West, Port Elizabeth, Walmer, Uitenhage and East London.

In Natal; the Municipal Areas of Durban, Pinetown and Pietermaritzburg and the Local Administration and Health Board Areas of Westville and Malvern.

In the Orange Free State; the Municipal Area of Bloemfontein.

In the Transvaal; the Municipal Areas of Krugersdorp, Randfontein, Roodepoort-Maraiburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria and Hercules.

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Boatbuilding and/or shipwrighting.....	s. d.	s. d.	s. d.
Rigging and/or splicing.....	3 11	1 0	4 11
Sailmaking.....			
Woodworking machinist.....			

Rate 3—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating....	s. d.	s. d.	s. d.
	3 5	1 0	4 5

(b) In all other areas in the Union of South African, excluding those areas specified in (a) above.

(8) Diverse.

Tarief 11—

Baalpers vir afvalmateriaal en/of 'n bon- } Skaal per uur soos
delmasjiën bedien..... } vir Tarief 11 in
Metaaletikette stempel..... } klousule (b) van
lys B.

Tarief 12—

Algemene arbeid, met inbegrip van op- } Skaal per uur soos
en/of aflaai en vervoer van materiaal } vir Tarief 12 in
met die hand en/of werktuigkundige } lys B.
toestelle.

ALGEMENE OPMERKING.—Minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees.

OPMERKING.—Proeftye in lopende Ooreenkoms is van toepassing op werksaamhede ingedeel in Tarief 8 tot en met 11.

AFDELING D/25.

Afdeling bootbou en/of skeepsbou.

Vir die toepassing van hierdie afdeling, beteken—

„bootbou en/of skeepsbou”, die werk wat hoofsaaklik met hout gedoen word in verband met die bou, ombou en herstel van bote en/of skepe, ditsy gedeeltelik of geheel, met behulp van hand-, meganiese of kraggereedskap nl.—

- (i) saag, fatsoeneer, buig in stompers of met klampe, van die kiel en hoofbalke; samestelling van die geraamte en ribbes en aanbring van inwendige en uitwendige plankwerk, dekplanke, dwarsbalke, en bedekking met behulp van klinknaels, skroewe, boute, of houtpenne; samestelling van roer, roeibankies, sitplekke, voetstutte, skeerlatte, kajuite, ra's, maste en alle houtbestanddele en bybehore, los en vas, wat vir 'n boot of skip nodig is of vereis word; en
- (ii) montering van voorafgevormde houtdele ooreenkomstig tekenings of planne wat verskaf word vir die maak van die geraamte of samestellende dele van skepe of bote; syplanke en dekplanke aan geraamte aanbring en/of kalfaterwerk daaraan; toesig hou op die ondersteuning van skepe in droogdok of op sleephelling; toesig hou op die lê van afloopbeddings of die van stapel laat loop en algemene uitrusting van boot of skip; toesig hou op die oprigting en instandhouding van steierwerk;

met inbegrip van algemene houtbewerking wat in verband met skeepsherstellings onderneem word.

„ondervinding”, die totale tydperk of tydperke diens in die bedryf „bootbou en/of skeepsbou” soos in hierdie Ooreenkoms bepaal, sowel voor as na die inwerkingtreding van hierdie Ooreenkoms en omvat elke tydperk van ondervinding en/of opleiding wat deur die werkgewer in aanmerking geneem is by vasstelling van die werknemer se aanvangsloon;

„seilmaakwerk”, ontwerp, uitsny met die hand of met bandmes, naai met die leerpalm of met masjiën, van seile, dekseile en dekente vir boot of skip;

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

„houtbewerkingsmasjiën”, 'n werknemer wat hout met 'n kragmasjiën saag en/of vorm en/of fatsoeneer.

(a) In die Kaapprovinsie: in die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede van Paarl, Wellington, Die Strand, Somerset-Wes, Port Elizabeth, Walmer, Uitenhage en Oos-Londen.

In Natal: in die munisipale gebiede van Durban, Pinetown en Pietermaritzburg en die Plaaslike Administrasie en Gesondheids-raadgebiede Westville en Malvern.

In die Oranje-Vrystaat: in die munisipale gebied van Bloemfontein.

In Transvaal: in die munisipale gebiede van Krugersdorp, Randfontein, Roodepoort-Maraiburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria en Hercules.

Tarief 1—

* Lewenskostoelae teen indeksyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Bootbou en/of skeepsbou.....	s. d.	s. d.	s. d.
Takelwerk en/of splitswerk.....	3 11	1 0	4 11
Seilmaakwerk.....			
Houtbewerkingsmasjiën.....			

Tarief 3—

* Lewenskostoelae teen indeksyfer van 205.5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Skilder en/of poleer en/of beits en/of vernis en/of fineerwerk vir binnenshuise mon- tering en/of versiering.....	s. d.	s. d.	s. d.
	3 5	1 0	4 5

(b) In alle ander gebiede in die Unie van Suid-Afrika, uitgesonderd daardie gebiede wat in (a) hierbo bepaal word.

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Boatbuilding and/or shipwrighting.....	s. d.	s. d.	s. d.
Rigging and/or splicing.....	3 8	1 0	4 8
Sailmaking.....			
Woodworking machinist.....			

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating....	s. d.	s. d.	s. d.
	3 5	1 0	4 5

(c) Learners Employed on Boatbuilding and/or shipwrighting—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Week.	*Addi- tional Rate per Week.	Con- solidated Rate per Week.
First year of experience.....	£ s. d.	£ s. d.	£ s. d.
Second year of experience.....	1 6 11	0 19 2	2 6 1
Third year of experience.....	1 17 8	0 19 2	2 16 10
Fourth year of experience.....	2 13 10	1 3 3	3 17 1
Fifth year of experience.....	3 15 4	1 18 4	5 13 8
Thereafter.....	4 16 11	1 18 4	6 15 3

The rates of pay set out for boatbuilding and/or shipwrighting in sub-section (a) or (b) hereof, as the case may be.

DIVISION D/26.

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

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

Rate 1—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Knife forging and/or fire welding.....	s. d.	s. d.	s. d.
	3 11	1 0	4 11

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Knife and tool hardening and heat treatment, knife filing to templet, special design knives—	s. d.	s. d.	s. d.
First three months of experience.....	2 6	1 0	3 6
Second three months of experience.....	3 0	1 0	4 0
Thereafter (Rate 3).....	3 5	1 0	4 5

Rate 6—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- solidated Rate per Hour.
Knife filing to templet, standard knives..	s. d.	s. d.	s. d.
Knife grinding, including tool grinding to jigs.....	2 8	1 0	3 8
Knife profiling and/or machine broaching			
Bending to templet only but not fire welding.....			
Making from 22 gauge flat sheet iron patterns to paper templates.....			

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Bootbou en/of skeepsbou	s. d.	s. d.	s. d.
Takelwerk en/of splitswerk.....	3 8	1 0	4 8
Seilmaakwerk.....			
Houtbewerkingsmasjinijs.....			

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Skilder- en/of poleer- en/of beits- en/of vernis- en/of fineerwerk vir binnenshuise montering en/of versiering.....	s. d.	s. d.	s. d.
	3 5	1 0	4 5

(c) Leerlinge in diens vir bootbou en/of skeepsbou—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per week.	*Byko- mende skaal per week.	Gekon- solideerde skaal per week.
Eerste jaar ondervinding.....	£ s. d.	£ s. d.	£ s. d.
Tweede jaar ondervinding.....	1 6 11	0 19 2	2 6 1
Derde jaar ondervinding.....	1 17 8	0 19 2	2 16 10
Vierde jaar ondervinding.....	2 13 10	1 3 3	3 17 1
Vyfde jaar ondervinding.....	3 15 4	1 18 4	5 13 8
Daarna.....	4 16 11	1 18 4	6 15 3

Die skale van besoldiging soos vasgestel vir bootbou en/of skeepsbou in subartikel (a) of (b) hiervan, na gelang van die geval.

AFDELING D/26.

Afdeling vir die vervaardiging van skoelisdrukmesse en -druksnyers en van skoeliselnaels en -spykers.

(A) Die volgende werksaamhede by die vervaardiging van skoelisdrukmesse en -druksnyers—

Tarief 1—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Messe smee en/of met vuur sweis.....	s. d.	s. d.	s. d.
	3 11	1 0	4 11

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Messe en gereedskap hardmaak en met hitte behandel—	s. d.	s. d.	s. d.
Messe vyl volgens leipatroon met spesiale ontwerp—			
Eerste drie maande ondervinding.....	2 6	1 0	3 6
Tweede drie maande ondervinding....	3 0	1 0	4 0
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 6—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Basiese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solideerde skaal per uur.
Messe slyp volgens leipatroon, standaardmesse.....	s. d.	s. d.	s. d.
Messe slyp, insluitende gereedskap slyp, volgens stelmasjiene.....	2 8	1 0	3 8
Messe profileer en/of met masjiene ruim....			
Slegs volgens leipatroon buig, maar nie met vuur sweis nie.....			
Modelle van plat plaatyster, van 22 dikte, volgens papierleipatrone maak.....			

Rate 10—

Buzzing and/or buffing and/or polishing. First six months of experience 11d. per hour. Thereafter 1s. 0d. per hour.

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

Rate 3—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
Supervisory work (supervising machine operations—)			
First six months of learnership.....	1 3	0 6	1 9
Second six months of learnership....	1 6	0 6	2 0
Second year of learnership.....	2 0	0 10	2 10
Third year of learnership.....	2 9	1 0	3 9
Thereafter (Rate 3).....	3 5	1 0	4 5

Rate 9—

Operating tack and nail machines..... Rate per hour as for Rate 9 in clause (b) of Schedule B.

DIVISION D/27.
Shell Moulding Division.

For purposes of this division—

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

Rate 2—

* Cost of living allowance consolidated at index figure of 205·5.

	Basic Rate per Hour.	*Addi- tional Rate per Hour.	Con- sol- dated Rate per Hour.
	s. d.	s. d.	s. d.
*Inserting of cores.....	3 8	1 0	4 8
*Applying parting agent.....			
*Manual stripping of patterns and/or core boxes.....			

Rate 12—

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

PART IV.

CONDITIONS APPLICABLE TO ESTABLISHMENTS ENGAGED IN THE PRODUCTION OF IRON AND/OR STEEL AND/OR FERRO ALLOYS IN CERTAIN AREAS.

Notwithstanding anything contained in this Agreement, the conditions hereinafter stated shall obtain in establishments engaged in the production of iron and/or steel and/or ferro alloys in the following areas:—

(1) Areas occupied by the S.A. Iron and Steel Industrial Corporation, Limited, in the magisterial districts of Pretoria and Vanderbijlpark. The conditions contained in the Memorandum of Agreement dated the 5th November, 1955 made and entered into between the Iron and Steel Producers' Association of South Africa and certain of the trade unions shall be deemed to be incorporated herein and shall apply as between the employers' organisations and the trade unions mentioned in Section 1 (2) of Part I of this Agreement and to the members thereof, but shall be and are hereby amended by the application of the following provisions of Parts I and III of this Agreement thus—

PART I.

Section 5: sub-sections (4) and (7).
Section 6: sub-section 4 (b) (i) and (ii).
Section 7: sub-section (2).
Section 17.
Section 30.

PART III.

Section (2).
Schedule B: sub-section (a).

Tarief 10—

Glad vryf en/of poets en/of poleer..... Eerste 6 maande onder-vinding, 11d. per uur; daarna 1s. 0d. per uur.

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

Tarief 3—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- deerde skaal per uur.
	s. d.	s. d.	s. d.
Opsigterswerk (toesighou oor masjienwerk)—			
Eerste ses maande van leerlingskap.....	1 3	0 6	1 9
Tweede ses maande van leerlingskap....	1 6	0 6	2 0
Tweede jaar van leerlingskap.....	2 0	0 10	2 10
Derde jaar van leerlingskap.....	2 9	1 0	3 9
Daarna (Tarief 3).....	3 5	1 0	4 5

Tarief 9—

Bediening van nael- en spykermasjien.... Skaal per uur soos vir Tarief 9 in klousule (b) van lys B.

AFDELING D/27.

Afdeling vir Dopvorming.

Vir die toepassing van hierdie afdeling beteken—

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

Tarief 2—

* Lewenskostetoelae teen indekssyfer van 205·5 gekonsolideer.

	Ba- siese skaal per uur.	*Byko- mende skaal per uur.	Ge- kon- solide- deerde skaal per uur.
	s. d.	s. d.	s. d.
*Insit van kerns.....	3 8	1 0	4 8
*Toediening van skeidingsmiddel.....			
*Modelle en/of kernkiste met die hand afstroop.....			

Tarief 12—

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

DEEL IV.

VOORWAARDES VAN TOEPASSING OP INRIGTINGS VIR DIE VERVAARDIGING VAN YSTER EN/OF STAAL EN/OF FERRO-ALLOOIE IN SEKERE GEBIEDE.

Ondanks enigiets in hierdie Ooreenkoms vervat, moet die voorwaardes wat hieronder genoem word, van krag wees in inrigtings vir die vervaardiging van yster en/of staal en/of ferro-allooi in die volgende gebiede:—

(1) Gebiede wat deur die S.A. Yster en Staal Industriële Korporasie Bpk., in die magistraatsdistrikte van Pretoria en Vanderbijlpark geokkupeer word.

Die voorwaardes vervat in die akte van Ooreenkoms, gedateer 5 November 1955, gesluit en aangegaan tussen die Vereniging van Yster- en Staalprodusente van Suid-Afrika en sekere vakverenigings, word beskou asof dit hierby ingesluit is en is van toepassing tussen die werkgewersorganisasies en die vakverenigings wat in artikel 1 (2) van Deel I van hierdie Ooreenkoms genoem word en op die lede daarvan, maar is en word hierby gewysig deur die toepassing van die volgende voorwaardes van Dele I en III van hierdie Ooreenkoms, aldus—

DEEL I.

Artikel 5: subartikels (4) en (7).
Artikel 6: subartikel 4 (b) (i) en (ii).
Artikel 7: subartikel (2).
Artikel 17.
Artikel 30.

DEEL III.

Artikel (2).
Lys B: subartikel (a).

(2) Area occupied by the Union Steel Corporation (of South Africa) Limited, in the magisterial district of Vereeniging.

The provisions of Parts I, II and III of this Agreement shall *mutatis mutandis* apply as between the employers' organisations and the trade unions mentioned in Section 1 (2) of Part I of this Agreement and to the members thereof.

Provided that the provisions of section 24 (1) of Part I shall not apply to the employment by members of the employers' organisations of employees who are members of the S.A. Yster- en Staalbedryfsvereniging while such employees remain members of that trade union.

(3) Area occupied by African Metals Corporation, Limited, in the magisterial district of Vereeniging.

The conditions contained in the Agreement published under Government Notice No. 2203 of the 19th September, 1952 shall be deemed to be incorporated herein and shall apply as between the employer's organisations and the trade unions mentioned in Section 1 (2) of Part I of this Agreement and to the members thereof, but shall be and are hereby amended by the application of the following provisions of Parts I and III of this Agreement thus—

PART I.

- Section 5: sub-sections (4) and (7).
- Section 6: sub-section 4 (b) (i) and (ii).
- Section 7: sub-section (2).
- Section 17.
- Section 30.

PART II.

- Section (2).
- Schedule B: sub-section (a).

Provided that the provisions of section 14 (1) of Part I of the agreement published under Government Notice No. 2203 of the 19th September, 1952, shall not apply to the employment by members of the employers' organisations of employees who are members of the S.A. Yster- en Staalbedryfsvereniging while such employees remain members of that trade union.

Signed at Johannesburg as authorised for and on behalf of the parties, on this 28th day of September, 1956.

R. F. BUDD,
Duly Authorised Representative.

C. H. CROMPTON,
Duly Authorised Representative.

D. LION-CACHET,
Duly Authorised Representative.

★ No. 1985.] [29 October 1956.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

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

I, JOHANNES DE KLERK, Minister of Labour, hereby, in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. 1984 of the 29th October, 1956, 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.

(2) Gebied wat deur die Union Steel Corporation (of South Africa), Limited, in die magistraatsdistrik Vereeniging geokkupeer word.

Die bepalings van Dele I, II en III van hierdie Ooreenkoms is *mutatis mutandis* van toepassing tussen die werkgewersorganisasies en die vakverenigings wat in artikel 1 (2) van Deel I van hierdie Ooreenkoms genoem word en op die lede daarvan.

Met dien verstande dat die bepalings van artikel 24 (1) van Deel I nie van toepassing is op die indiensneming deur lede van die werkgewersorganisasies van werknemers wat lede is van die S.A. Yster- en Staalbedryfsvereniging solank sulke werknemers lede van daardie vakvereniging bly nie.

(3) Die gebied wat deur African Metals Corporation, Limited, in die magistraatsdistrik van Vereeniging geokkupeer word.

Die voorwaardes vervat in die Ooreenkoms wat ingevolge Goewermenskennisgewing No. 2203 van 19 September 1952 gepubliseer is, moet as ingelyf hierin beskou word en is van toepassing tussen die werkgewersorganisasies en die vakverenigings wat in artikel 1 (2) van Deel I van hierdie Ooreenkoms genoem word en op die lede daarvan, maar is en word hierby gewysig deur die toepassing van die volgende bepalings van Dele I en III van hierdie Ooreenkoms, aldus—

DEEL I.

- Artikel 5: subartikels (4) en (7).
- Artikel 6: subartikels 4 (b) (i) en (ii).
- Artikel 7: subartikel (2).
- Artikel 17.
- Artikel 30.

DEEL III.

- Artikel (2).
- Lys B: subartikel (a).

Met dien verstande dat die bepalings van artikel 14 (1) van Deel I van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. 2203 van 19 September 1952, nie van toepassing is op die indiensneming deur lede van die werkgewersorganisasies van werknemers wat lede is van die S.A. Yster- en Staalbedryfsvereniging solank sulke werknemers lede van daardie vakvereniging bly nie.

Namens die partye en soos gemagtig, op hede die 28ste dag van September 1956 in Johannesburg onderteken.

R. F. BUDD,
Behoorlik Gemagtigde Verteenwoordiger.

C. H. CROMPTON,
Behoorlik Gemagtigde Verteenwoordiger.

D. LION-CACHET,
Behoorlik Gemagtigde Verteenwoordiger.

★ No. 1985.] [29 Oktober 1956.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, gepubliseer by Goewermenskennisgewing No. 1984 van 29 Oktober 1956, vir die persone wie se werkure daarby gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

J. DE KLERK,
Minister van Arbeid.

* No. 1986.] [29 October 1956.
WAR MEASURE ACT, 1940.

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

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-regulation (1) of regulation *four* of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations—

- (a) in respect of all employees who are entitled to a cost of living allowance in terms of clause 30 of the Agreement for the Iron, Steel, Engineering and Metallurgical Industries, published under Government Notice No. 1984 of the 29th October, 1956; and
- (b) to the extent to which a cost of living allowance is payable in terms of the said regulations on the remuneration payable to any employee in terms of clause 16 of the said Agreement.

J. DE KLERK,
Minister of Labour.

* No. 1987.] [29 October 1956.
INDUSTRIAL CONCILIATION ACT, 1937.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.

AMENDING AGREEMENT.

I, JOHANNES DE KLERK, Minister of Labour, do hereby, in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding from the first Monday after the date of publication of this notice and for the period ending the 18th September, 1957, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of those organisations or those unions.

J. DE KLERK,
Minister of Labour.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.

AGREEMENT

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

Boatbuilders' and Shipwrights' Association of South Africa;
Constructional Engineering Association;
Construction and Road Equipment Manufacturers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;

* No. 1986.] [29 Oktober 1956.
WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-KOSTETOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

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

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie *vier* van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, skort hierby die bepalings van genoemde regulasies op—

- (a) ten opsigte van alle werknemers wat ingevolge klousule 30 van die Ooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metaalnywerhede gepubliseer by Goewermentskennisgewing No. 1984 van 29 Oktober 1956, op 'n lewenskostetoelaag geregtig is; en
- (b) in die mate waarin 'n lewenskostetoelaag ingevolge genoemde regulasies betaalbaar is op die besoldiging betaalbaar aan enige werknemer kragtens klousule 16 van genoemde Ooreenkoms.

J. DE KLERK,
Minister van Arbeid.

* No. 1987.] [29 Oktober 1956.
NYWERHEID-VERSOENINGSWET, 1937.

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

WYSIGINGSOOREENKOMS.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae hierby verskyn en op die Yster-, Staal-, Ingenieurs- en Metaalnywerhede betrekking het, van die eerste Maandag na die datum van publikasie van hierdie kennisgewing af en vir die tydperk wat op die 18de September 1957, eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vereniging is.

J. DE KLERK,
Minister van Arbeid.

BYLAE.

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

OOREENKOMS

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

Boatbuilders' and Shipwrights' Association of South Africa;
Constructional Engineering Association;
Construction and Road Equipment Manufacturers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Metal Products Association of South Africa;

Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;
The Natal Engineering Industries Association;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;

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

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Iron Moulders' Society of South Africa;
S.A. Boilermakers' Iron and Steel Workers and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster- en Staalbedryfsvereniging;

of the other part (hereinafter referred to as "the employees" or "the trade unions"),

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, to amend the Agreement published under Government Notice No. 1798 of the 9th September, 1955 (hereinafter referred to as "the Sick Pay Fund Agreement") as follows:—

SCHEDULE.

1. Delete section 1 (Scope of Application of Agreement) and substitute—

1. APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industries by the employers who are members of the employers' organisations and by the employees who are members of the trade unions employed in any of the classes of work for which the consolidated rate specified therefor in the Agreement published under Government Notice No. 1984 of the 29th October, 1956 (hereinafter referred to as "the Industrial Agreement") is not less than the equivalent of 2s. 1d. per hour, and shall apply to apprentices and (in the Province of the Transvaal) to the employers engaged in the installation and/or repair and/or servicing of radios and/or refrigeration and/or domestic electrical appliances and the employees employed on "domestic appliances mechanic's work" or "refrigerator mechanic's work" or "radiotrician's work" as defined in the Agreement published under Government Notice No. 1553 of the 5th August, 1955, whose rates of pay for purposes hereof shall be deemed to be as follows:—

Rate 1—

* Cost of living allowance consolidated at index figure of 205.5.

	Basic Rate	* Addi- tional Rate	Con- sol- idated Rate
Domestic appliance mechanic's work.....	per Hour.	per Hour.	Rate per Hour.
Refrigerator mechanic's work.....			
Radiotrician's work.....			
	s. d.	s. d.	s. d.
	3 11	1 0	4 11

(2) In the event of the expiry of the Industrial Agreement by the effluxion of time or cessation for any other cause during the currency of the Sick Pay Fund Agreement as hereby amended, the classes of work and rates of pay specified in the Industrial Agreement and in sub-section (1) shall be deemed to be the classes of work and rates of pay for purposes of the Sick Pay Fund Agreement as hereby amended.

2. Section 3 (Definitions)—delete the definition of "wage group" and substitute—

"wage group" means the weekly wage inclusive of any cost of living allowance consolidated for the class of work, but shall not include any other cost of living allowance paid or payable to an employee, overtime payments or any other remuneration.

Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Precision Manufacturing Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;
The Natal Engineering Industries Association;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;

aan die een kant (hieronder „die werkgever” of die „werk-gewersorganisasies” genoem), en die—

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Iron Moulders' Society of South Africa;
S.A. Boilermakers' Iron and Steel Workers and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster- en Staalbedryfsvereniging;

aan die ander kant (hieronder „die werknemers” of die „vak-verenigings” genoem),

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede, om die Ooreen-koms wat kragtens Goewermmentskennisgewing No. 1798 van 9 September 1955 gepubliseer is (hieronder „die Siektebystand-fondsooreenkoms” genoem) soos volg te wysig:—

BYLAE.

1. Skrap artikel 1 (Bestek van Toepassing van Ooreenkoms) en vervang dit deur—

1. TOEPASSING VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms moet in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid nage-kom word deur die werkgevers wat lede van die werk-gewersorganisasies is en deur die werknemers wat lede van die vakverenigings is en in diens is in verband met enige van die klasse werk waarvoor die gekonsolideerde skaal wat daarvoor bepaal is in die Ooreenkoms, by Goewermmentskennis-gewing No. 1984 van 29 Oktober 1956 (hieronder die „Nywer-hheidssooreenkoms” genoem) gepubliseer, minstens gelyk is aan 2s. 1d. per uur, en is van toepassing op vakleerlinge en (in die Provinsie Transvaal) op die werkgevers in die installering en/of herstel en/of bediening van radio's en/of verkoelings- en/of huishoudelike elektriese toestelle, en die werknemers in diens by die werksaamhede van 'n „werk-tuigkundige vir huishoudelike toestelle”, of dié van 'n „koel-kaswerktuigkundige” of 'n „radiotricien” soos omskryf in die Ooreenkoms wat kragtens Goewermmentskennisgewing No. 1553 van 5 Augustus 1955 gepubliseer is en waarvan die tariewe vir die toepassing hiervan soos volg geag word:—

Tarief 1—

* Lewenskostoelae teen indekssyfer van 205.5 gekonsolideer.

	Bas- skaal per uur.	* Byko- mende skaal per uur.	Ge- kon- sol- ideerde skaal per uur.
Werksaamhede van werktuigkundige vir huishoudelike toestelle			
Werksaamhede van koelkaswerktuigkun-dige.....			
Werksaamhede van radiotricien.....			
	s. d.	s. d.	s. d.
	3 11	1 0	4 11

(2) Ingeval die Nywerheidssooreenkoms weens tydsverloop verstryk of ophou om van krag te wees weens enige ander rede gedurende die geldigheid van die Siektebystandfonds-ooreenkoms, soos hierby gewysig, moet die klasse werk en tariewe wat in die Nywerheidssooreenkoms en in subartikel (1) gespesifiseer word, klasse werk en tariewe geag word vir die toepassing van die Siektebystandfondsooreenkoms, soos hierby gewysig.

2. Artikel 3 (Woordomsrywings)—skrap die woordomskrywing van „loongroep” en vervang dit deur—

„loongroep” beteken die weekloon, met inbegrip van enige lewenskostoelae wat vir die klas werk gekonsolideer is, maar omvat geen ander lewenskostoelae wat aan 'n werk-nemer betaal of betaalbaar is of oortydbetalings of enige ander besoldiging nie.

3. Section 15 (Reservations)—delete paragraph (c) and substitute—

(c) Any employer who is a member of one of the employers' organisations may in respect of his employees employed in the Industries whose wages are not specified in the Industrial Agreement but who are members of one of the trade unions and receiving an hourly wage of not less than 1s. 7d. per hour or remuneration which, excluding any amount paid as cost of living allowance, is equivalent to not less than 1s. 7d. per hour, by mutual arrangement make application to the Fund to accept contributions from himself and those employees (or any of them) in accordance with the provisions of section 17. Upon such application the Management Committee may agree to receive contributions from that employer and the provisions of the Sick Pay Fund Agreement as amended shall thereupon *mutatis mutandis* apply to the employer and the employees concerned and be observed by them as though applied by section 1.

4. Section 16 (Sick Pay Benefits).

(1) Delete paragraph (a) and Schedule of Sick Pay Benefits and substitute—

(a) subject to paragraphs (b) to (j) of this section, sick pay benefits shall be payable to employees as follows:—

(i) Employees other than apprentices and/or employees accepted under section 15 (c).

Wage Group.	SICK PAY BENEFITS: CONTINUOUS INCAPACITY OR ILLNESS; ABSENCES FROM WORK.			
	First Week.	Second Week.	Third to 13th Week Inclusive.	Next 13 Weeks.
Over £11. 3s. 8d. per week	£ s. d. 5 0 0	£ s. d. 6 0 0	£ s. d. 7 10 0	£ s. d. 3 15 0
Over £10. 3s. 8d. per week and up to £11. 3s. 8d.	4 11 8	5 10 0	6 17 6	3 8 9
Over £9. 3s. 8d. per week and up to £10. 3s. 8d.	4 3 4	5 0 0	6 5 0	3 2 6
Over £8. 3s. 8d. per week and up to £9. 3s. 8d.	3 15 0	4 10 0	5 12 6	2 16 3
Over £7. 3s. 8d. per week and up to £8. 3s. 8d.	3 6 8	4 0 0	5 0 0	2 10 0
Over £5. 16s. per week and up to £7. 3s. 8d.	2 18 4	3 10 0	4 7 6	2 3 9
Over £4. 15s. per week and up to £5. 16s.	2 10 0	3 0 0	3 15 0	1 17 6

(ii) Apprentices and/or employees accepted under section 15 (c).

Wage Group.	SICK PAY BENEFITS: CONTINUOUS INCAPACITY OR ILLNESS; ABSENCES FROM WORK.			
	First Week.	Second Week.	Third to 13th Week Inclusive.	Next 13 Weeks.
Over £8. 10s. per week	£ s. d. 5 0 0	£ s. d. 6 0 0	£ s. d. 7 10 0	£ s. d. 3 15 0
Over £7. 10s. per week and up to £8. 10s.	4 11 8	5 10 0	6 17 6	3 8 9
Over £6. 10s. per week and up to £7. 10s.	4 3 4	5 0 0	6 5 0	3 2 6
Over £5. 10s. per week and up to £6. 10s.	3 15 0	4 10 0	5 12 6	2 16 3
Over £4. 10s. per week and up to £5. 10s.	3 6 8	4 0 0	5 0 0	2 10 0
Over £3. 10s. per week and up to £4. 10s.	2 18 4	3 10 0	4 7 6	2 3 9
Over £2. 10s. per week and up to £3. 10s.	2 10 0	3 0 0	3 15 0	1 17 6
Over £1. 10s. per week and up to £2. 10s.	2 1 8	2 10 0	3 2 6	1 11 3

3. Artikel 15 (Voorbehoud)—skrap paragraaf (c) en vervang dit deur—

(c) kan enige werkgewer wat lid is van een van die werkgewers-organisasies, ten opsigte van sy werknemers wat in die Nywerhede in diens is en wie se lone nie in die Nywerheidsooreenkoms gespesifiseer word nie, maar wat lede van een van die vakverenigings is en 'n uurloon van minstens 1s. 7d. per uur ontvang, of besoldiging wat, uitgesonderd enige bedrag wat as lewenskostetoelae betaal word, gelyk is aan minstens 1s. 7d. per uur, by onderlinge ooreenkoms by die Fonds aansoek doen om bydraes van homself en daardie werknemers (of enigen van hulle) ooreenkomstig die bepaling van artikel 17 aan te neem. By ontvangs van sodanige aansoek, kan die bestuurskomitee toestem om bydraes van daardie werkgewer aan te neem, en die bepaling van die Siektebystandfonds, soos gewysig, is daarna *mutatis mutandis* van toepassing op die werkgewer en die betrokke werknemers, en moet deur hulle nagekom word asof sodanige bepaling by artikel 1 toegepas word.

4. Artikel 16 (Siektebystand).

(1) Skrap paragraaf (a) en lys van siektebystand en vervang dit deur—

(a) behoudens paragrawe (b) tot (j) van hierdie artikel, is siektebystand aan werknemers soos volg betaalbaar:—

(i) Werknemers, uitgesonderd vakleerlinge en/of werknemers kragtens artikel 15 (c) aangeneem.

Loongroep.	SIEKTEBYSTAND: AANHOUDENDE ONGESKIKTHEID OF SIEKTE; AFWESIGHEID VAN WERK.			
	Eerste week.	Tweede week.	Derde tot en met 13de week.	Volgende 13 weke.
Meer as £11. 3s. 8d. per week	£ s. d. 5 0 0	£ s. d. 6 0 0	£ s. d. 7 10 0	£ s. d. 3 15 0
Meer as £10s. 3s. 8d. per week en tot £11. 3s. 8d.	4 11 8	5 10 0	6 17 6	3 8 9
Meer as £9. 3s. 8d. per week en tot £10. 3s. 8d.	4 3 4	5 0 0	6 5 0	3 2 6
Meer as £8. 3s. 8d. per week en tot £9. 3s. 8d.	3 15 0	4 10 0	5 12 6	2 16 3
Meer as £7. 3s. 8d. per week en tot £8. 3s. 8d.	3 6 8	4 0 0	5 0 0	2 10 0
Meer as £5. 16s. per week en tot £7. 3s. 8d.	2 18 4	3 10 0	4 7 6	2 3 9
Meer as £4. 15s. per week en tot £5. 16s.	2 10 0	3 0 0	3 15 0	1 17 6

(ii) Vakleerlinge en/of werknemers kragtens artikel 15 (c) aangeneem.

Loongroep.	SIEKTEBYSTAND: AANHOUDENDE ONGESKIKTHEID OF SIEKTE; AFWESIGHEID VAN WERK.			
	Eerste week.	Tweede week.	Derde tot en met 13de week.	Volgende 13 weke.
Meer as £8. 10s. per week	£ s. d. 5 0 0	£ s. d. 6 0 0	£ s. d. 7 10 0	£ s. d. 3 15 0
Meer as £7. 10s. per week en tot £8. 10s.	4 11 8	5 10 0	6 17 6	3 8 9
Meer as £6. 10s. per week en tot £7. 10s.	4 3 4	5 0 0	6 5 0	3 2 6
Meer as £5. 10s. per week en tot £6. 10s.	3 15 0	4 10 0	5 12 6	2 16 3
Meer as £4. 10s. per week en tot £5. 10s.	3 6 8	4 0 0	5 0 0	2 10 0
Meer as £3. 10s. per week en tot £4. 10s.	2 18 4	3 10 0	4 7 6	2 3 9
Meer as £2. 10s. per week en tot £3. 10s.	2 10 0	3 0 0	3 15 0	1 17 6
Meer as £1. 10s. per week en tot £2. 10s.	2 1 8	2 10 0	3 2 6	1 11 3

(2) Delete paragraph (k).

5. Section 17 (Contributions)—delete and substitute the following:—

17. CONTRIBUTIONS.

Each employer shall each week deduct from the wages of each of his employees covered by this the Sick Pay Fund Agreement as amended hereby, the amount indicated for an employee of that class in (i) or (ii) hereof as the case may be. To the amount thus deducted the employer shall add an equal amount and forward to the Council not later than the 15th day of each month the total sum for the month preceding, together with the form to be prescribed by the management committee from time to time.

(i) Employees other than apprentices and/or employees accepted under section 15 (c).

Wage Group.	Amount per Week.
	s. d.
Over £11. 3s. 8d. per week.....	2 0
Over £10. 3s. 8d. per week up to £11. 3s. 8d.....	1 10
Over £9. 3s. 8d. per week up to £10. 3s. 8d.....	1 8
Over £8. 3s. 8d. per week up to £9. 3s. 8d.....	1 6
Over £7. 3s. 8d. per week up to £8. 3s. 8d.....	1 4
Over £5. 16s. per week up to £7. 3s. 8d.....	1 2
Over £4. 15s. per week up to £5. 16s.....	1 0

(ii) Apprentices and/or employees accepted under section 15 (c).

Wage Group.	Amount per Week.
	s. d.
Over £8. 10s. per week.....	2 0
Over £7. 10s. per week up to £8. 10s.....	1 10
Over £6. 10s. per week up to £7. 10s.....	1 8
Over £5. 10s. per week up to £6. 10s.....	1 6
Over £4. 10s. per week up to £5. 10s.....	1 4
Over £3. 10s. per week up to £4. 10s.....	1 2
Over £2. 10s. per week up to £3. 10s.....	1 0
Over £1. 10s. per week up to £2. 10s.....	0 10

Signed at Johannesburg as authorised for and on behalf of the parties on the third day of October, 1956.

R. F. BUDD,
Duly Authorised Representative.

C. H. CROMPTON,
Duly Authorised Representative.

D. LION-CACHET,
Duly Authorised Representative.

(2) Skrap paragraaf (k).

5. Artikel 17 (Bydraes)—skrap en vervang deur die volgende:—

17. BYDRAES.

Elke werkgever moet elke week van die loon van elkeen van sy werknemers op wie hierdie Siektebystandfondsooreenkoms, soos hierby gewysig, van toepassing is, die bedrag aftrek wat vir 'n werknemer van daardie klas in (i) of (ii) hiervan, na gelang van die geval, aangegee word. By die bedrag aldus afgetrek, moet die werkgever 'n gelyke bedrag voeg, en voor of op die 15de dag van elke maand die totale bedrag vir die vorige maand, tesame met die vorm wat deur die bestuurskomitee van tyd tot tyd voorgeskryf word, aan die Raad stuur:—

(i) Werknemers, uitgesonderd vakleerlinge en/of werknemers wat kragtens artikel 15 (c) aangeneem is.

Loongroep.	Bedrag per week.
	s. d.
Meer as £11. 3s. 8d. per week.....	2 0
Meer as £10. 3s. 8d. per week tot £11. 3s. 8d.....	1 10
Meer as £9. 3s. 8d. per week tot £10. 3s. 8d.....	1 8
Meer as £8. 3s. 8d. per week tot £9. 3s. 8d.....	1 6
Meer as £7. 3s. 8d. per week tot £8. 3s. 8d.....	1 4
Meer as £5. 16s. per week tot £7. 3s. 8d.....	1 2
Meer as £4. 15s. per week tot £5. 16s.....	1 0

(ii) Vakleerlinge en/of werknemers wat kragtens artikel 15 (c) aangeneem is.

Loongroep.	Bedrag per week.
	s. d.
Meer as £8. 10s. per week.....	2 0
Meer as £7. 10s. per week tot £8. 10s.....	1 10
Meer as £6. 10s. per week tot £7s. 10s.....	1 8
Meer as £5. 10s. per week tot £6. 10s.....	1 6
Meer as £4s. 10s. per week tot £5. 10s.....	1 4
Meer as £3. 10s. per week tot £4. 10s.....	1 2
Meer as £2. 10s. per week tot £3. 10s.....	1 0
Meer as £1. 10s. per week tot £2. 10s.....	0 10

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Behoorlik Gemagtigde Verteenwoordiger.

C. H. CROMPTON,
Behoorlik Gemagtigde Verteenwoordiger.

D. LION-CACHET,
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