



UNION OF SOUTH AFRICA
UNIE VAN SUID-AFRIKA

EXTRAORDINARY BUITENGEWONE Government Gazette Staatskoerant

(Registered at the Post Office as a Newspaper)

(As 'n Nuusblad by die Poskantoor Geregistreer)

VOL. CLXXXVI.] PRICE 6d. PRETORIA, 14 DECEMBER 1956. PRYS 6d. [No. 5786.
14 DESEMBER

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

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

PROCLAMATION

BY HIS EXCELLENCY THE HONOURABLE ERNEST GEORGE JANSEN, DOCTOR OF LAWS, GOVERNOR-GENERAL OF THE UNION OF SOUTH AFRICA.

* No. 278, 1956.]

DATE OF COMMENCEMENT.—INDUSTRIAL CONCILIATION ACT, 1956.

Under and by virtue of the powers vested in me by section eighty-seven of the Industrial Conciliation Act, 1956 (Act No. 28 of 1956), I do hereby declare that the said Act shall come into operation on the first day of January, 1957.

GOD SAVE THE QUEEN.

Given under my Hand and Great Seal at Pretoria on this Sixth day of December, One thousand Nine hundred and Fifty-six.

E. G. JANSEN,
Governor-General.

By Command of His Excellency the
Governor-General-in-Council.

J. DE KLERK.

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 2322.] [14 December 1956.

INDUSTRIAL CONCILIATION ACT, 1956.

It is hereby notified for general information that His Excellency the Governor-General has been pleased, under the powers vested in him by section eighty-one of the Industrial Conciliation Act, 1956 (Act No. 28 of 1956), and with effect from the 1st January, 1957—

- (a) to rescind the regulations published under Government Notice No. 1841 of the 2nd December, 1937, as amended by Government Notices No. 1206 of the 22nd July, 1938, No. 1153 of the 15th August, 1941, No. 983 of the 28th May, 1943, No. 829 of

PROKLAMASIE

VAN SY EKSELLENSIE DIE EDELE ERNEST GEORGE JANSEN, DOKTOR IN DIE REGTE, GOEWERNEUR-GENERAAL VAN DIE UNIE VAN SUID-AFRIKA.

* No. 278, 1956.]

DATUM VAN INWERKINGTREDING.—WET OP NYWERHEIDSVERSOENING, 1956.

Kragtens die bevoegdhede my verleen by artikel sewen-en-tagtig van die Wet op Nywerheidsversoening, 1956, (Wet No. 28 van 1956), verklaar ek hierby dat genoemde Wet op die eerste dag van Januarie 1957 in werking tree.

GOD BEHOEDE DIE KONINGIN.

Gegee onder my Hand en Grootseël te Pretoria, op hede die Sesde dag van Desember Eenduisend Negenhonderd Ses-en-vyftig.

E. G. JANSEN,
Goewerneur-generaal.

Op las van Sy Eksellensie die
Goewerneur-generaal-in-rade.

J. DE KLERK.

GOEWERMENSKENNISGEWING.

Onderstaande Goewermenskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 2322.] [14 Desember 1956.

WET OP NYWERHEIDSVERSOENING, 1956.

Hierby word vir algemene inligting bekendgemaak dat dit Sy Eksellensie die Goewerneur-generaal behaag het om kragtens die bevoegdhede hom verleen by artikel een-en-tagtig van die Wet op Nywerheidsversoening, 1956 (Wet No. 28 van 1956), met ingang van die eerste dag van Januarie 1957—

- (a) die regulasies wat gepubliseer is by Goewermenskennisgewing No. 1841 van 2 Desember 1937, soos gewysig by Goewermenskennisgewings No. 1206 van 22 Julie 1938, No. 1153 van 15 Augustus 1941, No. 983 van 28 Mei 1943, No. 829 van 26 Mei 1944,

the 26th May, 1944, No. 1327 of the 8th July, 1949, No. 310 of the 9th February, 1951, No. 1217 of the 25th June, 1954, and No. 1312 of the 24th June, 1955; and

(b) to make the following regulations:—

REGULATIONS.

GENERAL.

1. (1) In these regulations, unless inconsistent with the context, "Act" means the Industrial Conciliation Act, 1956, "Annexure" means an annexure to these regulations, a "closed shop provision" means a provision such as is referred to in section twenty-four (1) (x) of the Act and any expression used in the Act to which a meaning has therein been assigned bears the same meaning when used in these regulations.

(2) The completion, as far as circumstances require or permit, of the forms prescribed in regulations 2 to 7 of these regulations shall be deemed to be a compliance with the provisions thereof relating to such completion.

(3) A subpoena to appear before any person or body in accordance with the provisions of the Act may be served on the person subpoenaed—

- (a) by delivering a copy thereof to him; or
- (b) by leaving a copy thereof at his place of abode or business or employment with some person apparently not less than sixteen years of age and apparently residing or employed there; or
- (c) by despatching it by registered post in an envelope on which are written his name and his address, which may be his place of abode or business or employment or his post office box number.

A subpoena shall be in the form of Annexure I.C. 8 and the service thereof may be effected by any person authorized thereto by the person who has signed it.

(4) (a) Any member of the public may between the hours of 9 a.m. and 12 noon and 2 p.m. and 4 p.m. on Mondays to Fridays, inspect at the office of the Secretary for Labour, Pretoria, any constitution or amendment to any constitution or any certificate of registration (including any variation thereof) of any trade union, employers' organization, industrial council or federation, or any agreement of any industrial council or conciliation board or any award by any arbitrator or arbitrators and umpire or the industrial tribunal or any determination by the tribunal or any report of a conciliation board or of the tribunal, submitted to the Registrar or the Minister, as the case may be, on payment of a fee of five shillings for the inspection of each such document.

(b) Any such person may within the hours referred to, copy any document in respect of which such fee has been paid.

(c) The Registrar may on application furnish to any member of the public, a certified copy of any such document, on payment of a fee of five shillings, together with a reasonable sum for the preparation of such copy, not exceeding two shillings for every hundred words contained in such document.

(d) Any amount payable in terms of this sub-regulation shall be paid in the form of revenue stamps to the value thereof.

(5) Whenever the expression "inspector defined by regulation" occurs in the Act or these regulations, it means—

- (a) in the Magisterial Districts of Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Groblersdal, Letaba (Tzaneen), Lydenburg, Marico (Zeerust), Middelburg (Transvaal), Nelspruit, Pietersburg,

No. 1327 van 8 Julie 1949, No. 310 van 9 Februarie 1951, No. 1217 van 25 Junie 1954 en No. 1312 van 24 Junie 1955, te herroep; en

(b) onderstaande regulasies uit te vaardig:—

REGULASIES.

ALGEMEEN.

1. (1) In hierdie regulasies, tensy dit strydig met die samehang is, beteken „Wet”, die Wet op Nywerheids- versoening, 1956; „aanhangsel”, ’n aanhangsel van hierdie regulasies; „n. „geslote geleedere”-bepaling, ’n bepaling soos vermeld in artikel vier-en-twintig (1) (x) van die Wet, en het enige uitdrukking wat in die Wet gebruik word en waaraan ’n betekenis daarin geheg is dieselfde betekenis wanneer dit in hierdie regulasies gebruik word.

(2) Die invul, sover omstandighede dit vereis of moontlik maak, van die vorms wat in regulasies 2 tot 7 van hierdie regulasies voorgeskryf is, word geag nakoming te wees van die bepalings daarvan met betrekking tot sodanige invulling.

(3) ’n Subpoena om voor ’n persoon of liggaam te verskyn ooreenkomstig die bepalings van die Wet kan op die gedagvaarde persoon gedien word—

- (a) deur ’n afskrif daarvan aan hom af te lewer; of
- (b) deur ’n afskrif daarvan by sy woon- of besigheids- of werkplek te laat by ’n persoon wat blykbaar minstens sestien jaar oud is en blykbaar daar woon of in diens is; of
- (c) deur dit per geregistreerde pos te stuur in ’n kovert waarop sy naam en adres geskryf is, wat sy woon- of besigheids- of werkplek of sy posbusnommer kan wees.

’n Subpoena moet in ’n vorm van Aanhangsel I.C. 8 wees en dit kan gedien word deur enige persoon wat daartoe gemagtig is deur die persoon wat dit onderteken het.

(4) (a) Enige lid van die publiek kan tussen die ure 9 vm. en 12 middag en 2 nm. en 4 nm. op Maandae tot Vrydae op die kantoor van die Sekretaris van Arbeid, Pretoria, insae verkry in enige konstitusie of wysiging van enige konstitusie of enige registrasiesertifikaat (met inbegrip van veranderings daarvan) van enige vakvereniging, werkgewersorganisasie, nywerheidsraad of federasie of enige ooreenkoms van enige nywerheidsraad of versoeningsraad of enige tekenning deur ’n arbiter of abiters en skeidsregter of die nywerheidshof of enige vasstelling deur die nywerheidshof of enige verslag van ’n versoeningsraad of van die nywerheidshof, voorgelê aan die Registrateur of die Minister, na gelang van die geval, teen betaling van ’n bedrag van vyf sjielings vir insae in elke sodanige dokument.

(b) Enige sodanige persoon kan in genoemde ure ’n afskrif maak van enige dokument ten opsigte waarvan genoemde bedrag betaal is.

(c) Die Registrateur kan op aansoek aan enige lid van die publiek ’n gewaarmerkte afskrif van enige sodanige dokument verstrek teen betaling van ’n bedrag van vyf sjielings tesame met ’n redelike bedrag vir die opstel van die afskrif, maar van hoogstens twee sjielings vir elke honderd woorde wat in die dokument vervat is.

(d) Enige bedrag wat ingevolge hierdie subregulasie betaalbaar is, moet in die vorm van inkomstesels ter waarde van daardie bedrag betaal word.

(5) Wanneer die uitdrukking „inspekteur by regulasie omskryf” in die Wet op hierdie regulasies voorkom, beteken dit—

- (a) in die magistraatsdistrikte Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Groblersdal, Letaba (Tzaneen), Lydenburg, Marico (Zeerust), Middel-

Pilgrim's Rest, Potgietersrus, Pretoria, Rustenburg, Sibasa, Soutpansberg, Warm Baths, Waterberg and Witbank—

the Divisional Inspector, Department of Labour, Pretoria (P.O. Box 393);

- (b) in the Magisterial Districts of Amersfoort, Benoni, Bethal, Bloemhof, Boksburg, Brakpan, Christiana, Delareyville, Delmas, Ermelo, Germiston, Heidelberg (Transvaal), Heilbron, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Nigel, Oberholzer, Parys, Piet Retief, Potchefstroom, Randfontein, Roodepoort, Schweizer-Reneke, Springs, Standerton, Vanderbijlpark, Ventersdorp, Vereeniging, Volksrust, Vredefort, Wakkerstroom and Wolmaransstad—

the Divisional Inspector, Department of Labour, Johannesburg (P.O. Box 4560);

- (c) in the Province of Natal and the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu—

the Divisional Inspector, Department of Labour, Durban (P.O. Box 940);

- (d) in the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Indutywa, Indwe, Keiskammahoek, Kentani, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mount Fletcher, Mount Frere, Mqanduli, Ngqeleni, Nqamakwe, Peddie, Port St. Johns, Queenstown, Qumbu, St. Marks (Cofimvaba), Sterkstroom, Stockenström, Stutterheim, Tarka, Tsolo, Tsomo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala)—

the Divisional Inspector, Department of Labour, East London (P.O. Box 312);

- (e) in the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Cape), Murraysburg, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steynsburg, Steytlerville, Uitenhage, Venterstad and Willowmore—

the Divisional Inspector, Department of Labour, Port Elizabeth (Private Bag 6027);

- (f) in the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Ceres, Clanwilliam, Fraserburg, Heidelberg (Cape), Hopefield, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Namaqualand, Paarl, Piketberg, Prince Albert, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg—

the Divisional Inspector, Department of Labour, Cape Town (P.O. Box 872);

- (g) in the Magisterial Districts of Calitzdorp, George, Knysna, Mossel Bay, Oudtshoorn, Riversdale and Uniondale—

the Divisional Inspector, Department of Labour, George (P.O. Box 253);

- (h) in the Province of the Orange Free State excluding the Magisterial Districts of Heilbron, Parys and Vredefort—

the Divisional Inspector, Department of Labour, Bloemfontein (P.O. Box 522);

- (i) in the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg and Warrenton—

the Divisional Inspector, Department of Labour, Kimberley (Private Bag 12).

burg (Transvaal), Nelspruit, Pietersburg, Pelgrimsrus, Potgietersrus, Pretoria, Rustenburg, Sibasa, Soutpansberg, Warmbad, Waterberg en Witbank—

die Afdelingsinspekteur, Departement van Arbeid, Pretoria (Posbus 393);

- (b) in die magistraatsdistrikte Amersfoort, Benoni, Bethal, Bloemhof, Boksburg, Brakpan, Christiana, Delareyville, Delmas, Ermelo, Germiston, Heidelberg (Transvaal), Heilbron, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Nigel, Oberholzer, Parys, Piet Retief, Potchefstroom, Randfontein, Roodepoort, Schweizer-Reneke, Springs, Standerton, Vanderbijlpark, Ventersdorp, Vereeniging, Volksrust, Vredefort, Wakkerstroom en Wolmaransstad—

die Afdelingsinspekteur, Departement van Arbeid, Johannesburg (Posbus 4560);

- (c) in die Provinsie Natal en die magistraatsdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu—

die Afdelingsinspekteur, Departement van Arbeid, Durban (Posbus 940);

- (d) in die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Keiskammahoek, Kentani, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mount Fletcher, Mount Frere, Mqanduli, Ngqeleni, Nqamakwe, Peddie, Port St. Johns, Queenstown, Qumbu, St. Marks (Cofimvaba), Sterkstroom, Stockenström, Stutterheim, Tarka, Tsolo, Tsomo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala)—

die Afdelingsinspekteur, Departement van Arbeid, Oos-Londen (Posbus 312);

- (e) in die magistraatsdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Kaa), Murraysburg, Pearston, Port Elizabeth, Richmond (Kaa), Somerset-Oos, Steynsburg, Steytlerville, Uitenhage, Venterstad en Willowmore—

die Afdelingsinspekteur, Departement van Arbeid, Port Elizabeth (Privaatsak 6027);

- (f) in die magistraatsdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Ceres, Clanwilliam, Fraserburg, Heidelberg (Kaa), Hopefield, Ladismith (Kaa), Laingsburg, Malmesbury, Montagu, Namakwaland, Paarl, Piketberg, Prins Albert, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Wellington, Williston, Worcester en Wynberg—

die Afdelingsinspekteur, Departement van Arbeid, Kaapstad (Posbus 872);

- (g) in die magistraatsdistrikte Calitzdorp, George, Knysna, Mosselbaai, Oudtshoorn, Riversdal en Uniondale—

die Afdelingsinspekteur, Departement van Arbeid, George (Posbus 253);

- (h) in die Provinsie Oranje-Vrystaat, met uitsondering van die magistraatsdistrikte Heilbron, Parys en Vredefort—

die Afdelingsinspekteur, Departement van Arbeid, Bloemfontein (Posbus 522);

- (i) in die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg en Warrenton—

die Afdelingsinspekteur, Departement van Arbeid, Kimberley (Privaatsak 12).

(6) Any person who fails to carry out any duty or obligation placed upon him by regulations 2 (5), 9 (4) and 10 (3) to 10 (11) or who contravenes any of the provisions thereof, shall be guilty of an offence and liable on conviction to a fine not exceeding fifty pounds or imprisonment for a period not exceeding six months.

TRADE UNIONS AND EMPLOYERS' ORGANIZATIONS.

2. (1) An application for registration in terms of section four of the Act shall be made in triplicate and shall in the case of a trade union be in the form of Annexure I.C. 1 and in the case of an employers' organization in the form of Annexure I.C. 2. Such application shall be lodged with the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post.

(2) The certificate of registration of a trade union or an employers' organization, shall be in the form of Annexure I.C. 3.

(3) Whenever a registered trade union or employers' organization has in terms of section nine (5) of the Act changed its name, the new certificate issued by the Registrar shall be in the form of Annexure I.C. 4. The notification to the Registrar of such change of name, shall be accompanied by the current certificate of registration held by such trade union or employers' organization, as the case may be.

(4) An application for a variation of scope of registration in terms of section seven (1) of the Act shall be made in triplicate and shall in the case of a trade union be in the form of Annexure I.C. 5 and in the case of an employers' organization in the form of Annexure I.C. 6. Such application shall be accompanied by the union's or organization's certificate of registration and shall be lodged with the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post.

(5) The register of members required to be maintained in terms of section eight (5) (a) (i) of the Act shall be of material of a durable nature and entries therein shall be made in writing or typescript in legible characters and in ink. Such register shall be kept up to date and shall in addition to the particulars required to be shown in terms of the said section, reflect the following information:—

(a) The address of each member;

(b) the date on which he became a member in terms of the constitution of the trade union or employers' organization, as the case may be;

(c) in the event of the cessation of membership the date thereof and the reason therefor; and

(d) in the case of trade unions—

(i) the occupation in which the member is normally employed;

(ii) the sex of the member;

(iii) the race of a member according to the following classification:—

(aa) White person;

(bb) coloured persons excluding Asiatics;

(cc) Asiatics.

(6) The statement which the secretary of every registered trade union or employers' organization is required to furnish by section eleven (2) (a) of the Act shall be in triplicate in the form of Annexure I.C. 7.

(6) Enige persoon wat versuim om 'n plig of verpligting uit te voer wat hom by regulasies 2 (5), 9 (4) en 10 (3) tot 10 (11) opgelê word of wat enigeen van die bepalings daarvan oortree, begaan 'n misdryf en is by skuldigebevinding strafbaar met 'n boete van hoogstens vyftig pond of met gevangenisstraf vir 'n tydperk van hoogstens ses maande.

VAKVERENIGINGS EN WERKGEWERSORGANISASIES.

2. (1) Aansoek om registrasie kragtens artikel vier van die Wet moet in triplo gedoen word en moet in die geval van 'n vakvereniging in die vorm van Aanhangsel I.C. 1 en, in die geval van werkgewersorganisasie, in die vorm van Aanhangsel I.C. 2 wees. So 'n aansoek moet by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

(2) Die registrasiesertifikaat van 'n vakvereniging of 'n werkgewersorganisasie moet in vorm van Aanhangsel I.C. 3 wees.

(3) Wanneer 'n geregistreerde vakvereniging of werkgewersorganisasie sy naam kragtens artikel nege (5) van die Wet verander het, moet die nuwe sertifikaat wat die Registrateur uitreik in die vorm van Aanhangsel I.C. 4 wees. Die mededeling van so 'n naamsverandering aan die Registrateur moet vergesel gaan van die geldende registrasiesertifikaat van sodanige vakvereniging of werkgewersorganisasie, na gelang van die geval.

(4) Aansoek om 'n verandering van bestek van registrasie kragtens artikel sewe (1) van die Wet moet in triplo gedoen word en moet in die geval van 'n vakvereniging in die vorm van Aanhangsel I.C. 5, en in die geval van 'n werkgewersorganisasie in die vorm van Aanhangsel I.C. 6 wees. So 'n aansoek moet vergesel gaan van die vakvereniging of organisasie se registrasiesertifikaat en moet by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

(5) Die register van lede wat ingevolge artikel agt (5) (a) (i) van die Wet gehou moet word, moet van materiaal van duursame aard wees en inskrywings daarin moet in leesbare letters met ink ingeskryf of daarin getik word. Hierdie register moet bygehou word en moet benewens die besonderhede wat ingevolge genoemde artikel vereis word ook die volgende inligting verstrek:—

(a) die adres van elke lid;

(b) die datum waarop hy lid geword het ingevolge die konstitusie van die vakvereniging of werkgewersorganisasie, na gelang van die geval;

(c) in die geval van beëindiging van lidmaatskap die datum daarvan en die rede daarvoor; en

(d) in die geval van vakverenigings—

(i) die beroep waarin die lid gewoonlik in diens is;

(ii) die geslag van die lid;

(iii) die ras van 'n lid volgens onderstaande indeling—

(aa) blanke persoon,

(bb) gekleurde persone met uitsondering van Asiats;

(cc) Asiats.

(6) Die verklaring wat die sekretaris van elke geregistreerde vakvereniging of werkgewersorganisasie ingevolge artikel elf (2) (a) van die Wet moet verstrek, moet in triplo in die vorm van Aanhangsel I.C. 7 wees.

ENQUIRIES BY THE REGISTRAR AND INVESTIGATIONS
BY THE TRIBUNAL.

3. (a) A subpoena for the attendance of a witness at an enquiry concerning a trade union or employers' organization under section *twelve* of the Act or at any investigation conducted by the tribunal or a member thereof in terms of section *seventeen* of the Act shall be in the form of Annexure I.C. 8.

(b) Whenever a witness who is not in the full-time employment of the State is subpoenaed to appear before the Registrar or an authorized officer or an officer designated in terms of section *twelve* of the Act, or the tribunal or a member thereof at an inquiry or an investigation referred to in paragraph (a)—

(i) the Secretary for Labour may, in his discretion, issue such rail-warrant, order or other instruction as will enable the witness to attend at the place subpoenaed and advance such sums towards the allowances or amounts payable to such witness in terms of this sub-regulation as he may decide. In issuing any such rail-warrant, order or other instruction the facility to be furnished shall be of the type or class which, in the opinion of the Secretary for Labour, the witness, having regard to the circumstances, would ordinarily be expected to use if he were travelling on his own account. Whenever any witness does not travel in accordance with any rail-warrant, order or instruction issued to him or uses any type or class of facility other than that specified therein or fails to take advantage thereof, in respect of the journey or any portion thereof, he shall be refunded in respect of travelling expenses for that journey or portion thereof the amount chargeable against public funds in accordance with such rail-warrant, order or instruction;

(ii) and a public conveyance is not available for the journey or a portion thereof, the witness shall be entitled to use any other means of transport, including his own, and be paid an allowance towards the cost of such transport at the rate of eightpence per mile in the case of a motor car of under 16 horse-power and 10d. per mile in the case of a motor car of 16 horse-power and over, for such journey or portion thereof;

(iii) he shall, if by reason of his obedience to the subpoena he has suffered any pecuniary loss, be paid an amount of £2 per day or the actual loss, whichever is the lesser, or been put to any other expenses, other than travelling expenses, be paid at a daily rate of 25s., 12s. 6d. and 7s. 6d. in the case of a white person, a Coloured person and a Native, respectively, or the actual expenses, whichever is the lesser.

(c) If in the opinion of the Secretary for Labour a witness has travelled by a route occupying longer time or involving greater cost than was necessary, he may, in his discretion, reduce the claim for transport and other expenses or allowances to an amount which he considers reasonable in the circumstances.

(d) An assessor appointed in terms of section *seventeen* (14) (a) of the Act and who is not in the employment of the State, shall be entitled to the following remuneration and allowances in connection with the performance of his duties under the Act:—

(i) A fee of £3 per day or part thereof spent in connection with the performance of his duties under the Act or on travelling to or from the place at which his services are required;

(ii) payment of the actual loss of remuneration in the case where the assessor is an employee, provided that the amount payable in terms of this paragraph plus that due under paragraph (i) shall in no case exceed the sum of £6 per day;

ONDERSOEKE DEUR DIE REGISTRATEUR EN DEUR DIE
NYWERHEIDSHOF.

3. (a) 'n Subpoena vir die teenwoordigheid van 'n getuie by 'n ondersoek betreffende 'n vakvereniging of 'n werkgewersorganisasie kragtens artikel *twalf* van die Wet of by 'n ondersoek deur die nywerheidshof of 'n lid daarvan kragtens artikel *sewentien* van die Wet moet in die vorm van Aanhangsel I.C. 8 wees.

(b) Wanneer 'n getuie wat nie in die voltydse diens van die Staat is nie gedagvaar word om voor die Registrateur of 'n gemagtigde amptenaar of 'n amptenaar kragtens artikel *twalf* van die Wet aangewys, of die nywerheidshof of 'n lid daarvan by 'n ondersoek in paragraaf (a) genoem, te verskyn—

(i) kan die Sekretaris van Arbeid na goeë dunde 'n spoorwegorder, bevel of ander opdrag uitreik wat die getuie in staat sal stel om op die plek waarheen hy gedagvaar is teenwoordig te wees, en sodanige somme ten opsigte van die toelaes of bedrae wat ingevolge hierdie subregulasie aan sodanige getuie betaalbaar is, voorskiet as wat hy besluit. By die uitreiking van so 'n spoorwegorder, bevel of ander opdrag moet die fasiliteit wat verskaf moet word van die tipe of klas wees wat die getuie, na die mening van die Sekretaris van Arbeid, met inagneming van die omstandighede, gewoonlik sou gebruik as hy vir eie rekening reis. Wanneer 'n getuie nie kragtens 'n spoorwegorder, bevel of opdrag wat aan hom uitgereik is, reis nie of van 'n ander soort of klas fasiliteit gebruik as dié wat daarin genoem is of nalaat om gebruik daarvan te maak ten opsigte van die reis of 'n deel daarvan, moet daar aan hom ten opsigte van reiskoste vir daardie reis of deel daarvan die bedrag terugbetaal word wat ooreenkomstig sodanige spoorwegorder, bevel of opdrag ten laste van Staatsfondse kom;

(ii) en 'n openbare vervoermiddel nie vir die reis of 'n deel daarvan beskikbaar is nie, is die getuie geregtig op die gebruik van enige ander vervoermiddel, insluitende sy eie, en moet daar aan hom vir sodanige reis of deel daarvan 'n toelae ter bestryding van die koste van sodanige vervoer betaal word teen agt pennies per myl in die geval van 'n motorkar van minder as 16 pk. en tien pennies per myl in die geval van 'n motorkar van 16 pk. en meer;

(iii) ontvang hy, as hy deur gehoor te gee aan die subpoena geldelike verlies gely het, 'n bedrag van £2 per dag of die bedrag van die werklike verlies, naamlik die kleinste van die twee, of, as hy deur aldus gehoor te gee ander koste moes aangaan, uitgesonderd reiskote, betaling teen 'n daaglikse skaal van 25s., 12s. 6d. en 7s. 6d. in die geval van onderskeidelik 'n blanke persoon, 'n gekleurde persoon en 'n Naturel, of die werklike koste, naamlik die kleinste bedrag.

(c) As 'n getuie na die mening van die Sekretaris van Arbeid oor 'n roete gereis het wat meer tyd in beslag geneem het of groter koste meegebring het as wat nodig was, kan hy na goeë dunde die eis vir vervoer- en ander koste of toelaes verminder tot 'n bedrag wat hy in die omstandighede redelik ag.

(d) 'n Assessor wat kragtens artikel *sewentien* (14) (a) van die Wet aangestel is en wat nie in die diens van die Staat is nie, is geregtig op die volgende besoldiging en toelaes in verband met die vervulling van sy pligte ingevolge die Wet—

(i) 'n bedrag van £3 per dag of deel daarvan wat deurgebring is in verband met die vervulling van sy pligte ingevolge die Wet of in verband met sy reis na of van die plek waar sy dienste vereis word;

(ii) betaling van die werklike verlies van besoldiging in die geval waar die assessor 'n werknemer is; met dien verstande dat die bedrag wat ingevolge hierdie paragraaf betaalbaar is plus dié wat ingevolge paragraaf (i) verskuldig is, in geen geval die som van £6 per dag te bowe mag gaan nie;

- (iii) a subsistence allowance on the basis payable from time to time to public servants whose salaries exceed £1,500 per annum;
- (iv) a rail-warrant, order or other instruction and/or travelling allowance in accordance with the provisions of sub-regulations (b) (i), (b) (ii) and (c).

APPEALS FROM DECISIONS OF INDUSTRIAL REGISTRAR.

4. (1) An appeal in terms of section *sixteen* (1) of the Act shall be lodged in the form of Annexure I.C. 9 and shall be in quadruplicate.

(2) An appeal shall be lodged during the period within which it may be made in terms of section *sixteen* (1) of the Act, either by the personal delivery thereof or by forwarding it by registered post to the office of the tribunal, in the case of an appeal to that body in terms of section *sixteen* (1) (a) of the Act, or to the Secretary for Labour, in the event of an appeal to the Minister in terms of section *sixteen* (1) (b) of the Act.

(3) The appeal shall be accompanied by an original statement, signed by the appellant or his authorised representative, of the representations which the appellant is required to submit in terms of section *sixteen* (2) (a) of the Act, together with six copies of such statement and of the annexures thereto, if the appeal is to the tribunal, or three copies of the statement and annexures thereto, if the appeal is to the Minister. Such representations shall set forth clearly and specifically the grounds on which the appeal is made.

INDUSTRIAL COUNCILS.

5. (1) An application for the registration of an Industrial Council in terms of section *nineteen* (1) of the Act shall be made in triplicate, in the case of employers or employers' organizations in the form of Annexure I.C. 10 and in the case of trade unions in the form of Annexure I.C. 11. Such application shall be lodged with the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post.

(2) The certificate of registration of an industrial council shall be in the form Annexure I.C. 12.

(3) Whenever a registered industrial council has in terms of section *twenty-two* of the Act changed its name, the new certificate issued by the Registrar shall be in the form of Annexure I.C. 13. The notification to the Registrar of such change of name shall be accompanied by the current certificate of registration held by such council.

(4) A request for the variation of scope of registration of an industrial council in terms of section *nineteen* (8) of the Act shall be made in triplicate in the form of Annexure I.C. 14 and shall be accompanied by information on the lines of that required to be furnished in the table to Annexure I.C. 10 in respect of each employer or employers' organization and in the table to Annexure I.C. 11 in respect of each trade union, who or which is a party to the council. Such request shall be lodged with the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post.

(5) A request by an industrial council for a declaration that an agreement shall be made binding in terms of section *forty-eight* of the Act shall be made in triplicate in the form of Annexure I.C. 15 and shall be accompanied by seven identical copies of the agreement duly signed in terms of section *thirty-one* of the Act.

(6) Every request such as is referred to in sub-regulation (5), shall be accompanied by statements in triplicate and signed by the chairman and secretary of the council, in the form of Annexure I.C. 16, in respect of every employer

- (iii) 'n verblyftoelae op die basis wat van tyd tot tyd betaalbaar is aan staatsamptenare met 'n salaris van meer as £1,500 per jaar;
- (iv) 'n spoorwegorder, bevel of ander opdrag en/of reistoelae ooreenkomstig subregulasies (b) (i), (b) (ii) en (c).

APPELLE TEEN BESLISSINGS VAN NYWERHEIDS-REGISTRATEUR.

4. (1) 'n Appèl kragtens artikel *sestien* (1) van die Wet moet in die vorm van Aanhangsel I.C. 9 en in viervoud ingedien word.

(2) 'n Appèl moet ingedien word gedurende die tydperk waarin daar kragtens artikel *sestien* (1) van die Wet geappelleer kan word, hetsy deur dit persoonlik af te lewer of deur dit per geregistreerde pos te stuur aan die kantoor van die nywerheidshof, in die geval van die appèl na daardie liggaam kragtens artikel *sestien* (1) (a) van die Wet, of aan die Sekretaris van Arbeid in die geval van die appèl na die Minister kragtens artikel *sestien* (1) (b) van die Wet.

(3) Die appèl moet vergesel gaan van 'n oorspronklike uiteensetting, onderteken deur die appellant of sy gemagtigde verteenwoordiger, van die verhoë wat die appellant ingevolge artikel *sestien* (2) (a) van die Wet moet voorlê, tesame met ses afskrifte van sodanige uiteensetting en van die aanhangsels daarvan, in die geval van 'n appèl na die nywerheidshof, of drie afskrifte van die uiteensetting en aanhangsels daarvan, indien na die Minister geappelleer word. Sodanige verhoë moet die redes op grond waarvan geappelleer word duidelik en uitdruklik uiteensit.

NYWERHEIDSRADE.

5. (1) Aansoek om die registrasie van 'n nywerheidsraad kragtens artikel *negentien* (1) van die Wet moet in triplo gedoen word, in die geval van werkgewers of werkgewersorganisasies in die vorm van Aanhangsel I.C. 10 en in die geval van vakverenigings in die vorm van Aanhangsel I.C. 11. So 'n aansoek moet by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

(2) Die registrasiesertifikaat van 'n nywerheidsraad moet in die vorm van Aanhangsel I.C. 12 wees.

(3) Wanneer 'n geregistreerde nywerheidsraad sy naam kragtens artikel *twee-en-twintig* van die Wet verander het, moet die nuwe sertifikaat wat die Registrateur uitreik, in die vorm van Aanhangsel I.C. 13 wees. Die mededeling van so 'n naamsverandering aan die Registrateur moet vergesel gaan van die geldende registrasiesertifikaat van sodanige raad.

(4) 'n Versoek om die verandering van bestek van registrasie van 'n nywerheidsraad kragtens artikel *negentien* (8) van die Wet moet in triplo in die vorm van Aanhangsel I.C. 14 gedoen word en moet vergesel gaan van inligting soortgelyk aan dié wat in die tabel by Aanhangsel I.C. 10 verstrekk moet word ten opsigte van elke werkgewer of werkgewersorganisasie, en in die tabel by Aanhangsel I.C. 11 ten opsigte van elke vakvereniging wat 'n party by die raad is. So 'n versoek moet by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

(5) 'n Versoek deur 'n nywerheidsraad om 'n verklaring dat 'n ooreenkoms kragtens artikel *agt-en-veertig* van die Wet bindend gemaak moet word, moet in triplo in die vorm van Aanhangsel I.C. 15 gedoen word en moet vergesel gaan van *sewe* identieke afskrifte van die ooreenkoms behoorlik ingevolge artikel *een-en-dertig* van die Wet onderteken.

(6) Elke versoek soos dié in subregulasie (5) genoem, moet vergesel gaan van verklarings in triplo en onderteken deur die voorsitter en sekretaris van die raad, in die vorm van Aanhangsel I.C. 16 ten opsigte van elke werkgewer of

or employers' organization, and in the form of Annexure I.C. 17 in respect of every trade union who or which is a party to the agreement; provided that this requirement may in the discretion of the Secretary for Labour be dispensed with in the case of the first agreement concluded by the parties to an industrial council.

(7) Whenever an agreement containing a closed shop provision forms the subject of a request such as is referred to in sub-regulation (5) of this regulation, such request shall also be accompanied by a statement in triplicate and signed by the chairman and secretary of the union, in the form of Annexure I.C. 18 in respect of each trade union referred to in such provision in the agreement.

(8) A request by an industrial council for the extension of the period fixed in a notice or for a declaration that the provisions of a notice are to be effective for a further period in terms of section *forty-eight* (4) of the Act, shall be made in triplicate in the form of Annexure I.C. 19 and shall be accompanied by statements in triplicate and signed by the chairman and secretary of the council, in the form of Annexure I.C. 16 in respect of every employer or employers' organization, and in the form of Annexure I.C. 17 in respect of every trade union who or which was a party to the agreement published under such notice.

(9) Whenever an industrial council has by reason of a lack of quorum at any meeting, been unable to transact business, notice in writing shall be sent by hand or by post by the secretary of the council to each representative on such council at the most usual or last-known address of such representative of the date on and place and time at which the adjourned meeting shall be held.

(10) A written notice setting forth the date, place and time of and the business to be discussed at every meeting of an industrial council shall be sent by hand or post by the secretary of the council so as to reach the inspector defined by regulation not less than four days before the meeting in the case of ordinary meetings, and in sufficient time to enable the inspector or the officer authorised thereto in writing by the inspector, to attend, in the case of special meetings.

(11) Three copies of the draft minutes of each meeting of an industrial council and of its executive or other committee exercising any of the powers and functions of the council in terms of section *twenty-five* of the Act, shall be transmitted to the inspector defined by regulation, by hand or by post and three copies of the minutes as confirmed shall be transmitted to the said inspector in like manner.

(12) Whenever the powers or duties of an industrial council are being exercised or performed in terms of section *thirty* of the Act by a council or its executive committee or by a committee designated by the Registrar in terms of section *thirty* (2) of the Act, the following provisions shall apply:—

(a) A subpoena for the attendance of a witness shall be in the form of Annexure I.C. 8.

(b) A witness who is subpoenaed to appear before an industrial council or committee shall—

(i) travel by means of such conveyance and such class of facility as shall be approved by the council or committee and be paid or refunded the actual fare if he travels by means of a public conveyance or, be paid the allowance prescribed in regulation 3 (b) (ii) in respect of the journey or a portion thereof, if he is allowed to use any other means of transport;

(ii) be entitled to the amount and/or rate prescribed in regulation 3 (b) (iii) if he has suffered any pecuniary loss or has been put to any other expenses, other than travelling expenses.

werkgewersorganisasie, en in die vorm van Aanhangsel I.C. 17 ten opsigte van elke vakvereniging wat 'n party by die ooreenkoms is; met dien verstande dat daar na goed-dunke van die Sekretaris van Arbeid afgesien kan word van hierdie vereiste in die geval van die eerste ooreenkoms wat die partye by 'n nywerheidsraad aangaan.

(7) Wanneer daar in verband met 'n ooreenkoms wat 'n geslote gelederebepaling bevat 'n versoek gedoen word soos dié in subregulasie (5) van hierdie regulasie genoem, moet sodanige versoek ook vergesel gaan van 'n verklaring in triplo en onderteken deur die voorsitter en sekretaris van die vakvereniging, in die vorm van Aanhangsel I.C. 18 ten opsigte van elke vakvereniging wat in sodanige bepaling in die ooreenkoms vermeld word.

(8) 'n Versoek deur 'n nywerheidsraad om die verlenging van die tydperk wat in 'n kennisgewing vasgestel is of om 'n verklaring dat die bepalings van 'n kennisgewing vir 'n verdere tydperk van krag is ingevolge artikel *agt-en-veertig* (4) van die Wet, moet in triplo in die vorm van Aanhangsel I.C. 19 gedoen word en moet vergesel gaan van verklarings in triplo en onderteken deur die voorsitter en sekretaris van die raad in die vorm van Aanhangsel I.C. 16 ten opsigte van elke werkgever of werkgewers-organisasie, en in die vorm van Aanhangsel I.C. 17 ten opsigte van elke vakvereniging wat 'n party was by die ooreenkoms wat by sodanige kennisgewing gepubliseer is.

(9) Wanneer 'n nywerheidsraad weens gebrek aan 'n kworum op 'n vergadering nie sake kon behandel nie, moet skriftelike kennisgewing deur die sekretaris van die raad per hand of per pos aan elke verteenwoordiger in sodanige raad by die gewone of jongs bekende adres van sodanige verteenwoordiger gestuur word om hom te verwittig van die datum, plek en uur waarop die verdaagde vergadering gehou gaan word.

(10) Die sekretaris van die raad moet 'n skriftelike kennisgewing met vermelding van die datum, plek en uur van en die sake wat behandel sal word op elke vergadering van 'n nywerheidsraad per hand of per pos uitstuur sodat dit die inspekteur by regulasie omskryf minstens vier dae voor die vergadering in die geval van gewone vergaderings bereik, en betyds om die inspekteur of die amptenaar wat skriftelik deur die inspekteur daartoe gemagtig is in staat te stel om dit by te woon, in die geval van spesiale vergaderings.

(11) Drie afskrifte van die konsepnotule van elke vergadering van 'n nywerheidsraad en van sy uitvoerende of ander komitees wat enigeen van die bevoegdhede en funksies van die raad ingevolge artikel *vyf-en-twintig* van die Wet uitoefen, moet per hand of per pos aan die inspekteur by regulasie omskryf, gestuur word, en drie afskrifte van die bekragtigde notule moet insgelyks aan genoemde inspekteur gestuur word.

(12) Wanneer 'n raad of sy uitvoerende komitee of 'n komitee wat kragtens artikel *derig* (2) van die Wet deur die Registrateur aangewys is, ingevolge artikel *derig* van die Wet die bevoegdhede of pligte van 'n nywerheidsraad uitoefen of vervul, is die volgende bepalings van toepassing:—

(a) 'n Subpoena vir die teenwoordigheid van 'n getuie moet in die vorm van Aanhangsel I.C. 8 wees.

(b) 'n Getuie wat gedagvaar word om voor 'n nywerheidsraad of komitee te verskyn—

(i) moet in die vervoermiddel en klas fasiliteite reis wat die raad of komitee goedkeur en moet die werklike reisgeld betaal word of terugbetaal word as hy met 'n openbare vervoermiddel reis, of die toelae in regulasie 3 (b) (ii) voorgeskryf ten opsigte van die reis of 'n deel daarvan betaal word indien hy toegelaat word om van 'n ander vervoermiddel gebruik te maak;

(ii) is geregtig op die bedrag en/of skaal in regulasie 3 (b) (iii) voorgeskryf as hy geldelike verlies gely het of ander koste moes aangaan, uitgesonderd reiskoste.

(c) The council or the committee may, in its discretion, advance such sum towards the allowances or amounts payable to a witness in terms of paragraph (b) as it may decide.

(d) If in the opinion of the council or committee a witness has travelled by a route occupying longer time or involving greater cost than was necessary, it may, in its discretion, reduce the claim for transport or other expenses or allowances to an amount which it considers reasonable in the circumstances.

(13) An appeal made to the Minister in terms of section *fifty-one* (6) of the Act shall be submitted in triplicate. If the appeal is upheld by the Minister, the secretary of the council or the committee concerned shall, on being informed of the terms and conditions subject to which exemption was approved by the Minister, issue within seven days of the date on which he was so informed, a licence or exemption incorporating such terms and conditions and duly signed by him, to the person who has so appealed to the Minister.

(14) An application for a direction in terms of section *fifty-one* (10) (c) of the Act by a person who has been refused membership of or has been expelled from a trade union or employers' organization upon the members of which a closed shop provision contained in the agreement of an industrial council, is binding in terms of the Act, shall be made in triplicate in the form of Annexure I.C. 20.

(15) Whenever in terms of section *sixty-two* (1) of the Act an industrial council requests the Minister to appoint any person nominated by it as a designated agent of the council to assist in carrying out its functions such request shall be made in triplicate in the form of Annexure I.C. 21

(16) The certificate of appointment of a designated agent issued in terms of section *sixty-two* (2) of the Act shall be in the form of Annexure I.C. 22.

CONCILIATION BOARDS, RESERVED OCCUPATIONS AND REINSTATEMENT OF EMPLOYEES OR RESTORATION OF CONDITIONS OF EMPLOYMENT.

6. (1) An application for the appointment of a conciliation board in terms of section *thirty-five* (1) of the Act, shall be made in triplicate in the form of Annexure I.C. 23 and shall be lodged with the inspector defined by regulation, either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Minister. Every such application shall be accompanied by a concise statement, in triplicate, duly signed by the signatories to the application, giving information in regard to the matter in dispute and particulars of any steps taken to arrive at a settlement thereof.

(2) Any representations submitted by the other party or parties to a dispute in terms of section *thirty-five* (3) of the Act shall be in triplicate duly signed by or on behalf of the parties and shall be lodged with the inspector defined by regulation, either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Minister.

(3) A certificate issued in terms of section *thirty-five* (10) (a) of the Act declaring an employee to be employed in a reserved occupation shall be in the form of Annexure I.C. 24.

(4) (a) The provisions of regulations 3 (b) and (c) shall *mutatis mutandis* apply in respect of a member of a conciliation board or a witness who is subpoenaed to appear before such board.

(c) Die raad of die komitee kan na goeëdunke ten opsigte van die toelaes of bedrae wat ingevolge paragraaf (b) aan 'n getuie betaalbaar is, sodanige bedrag voorskiet as wat hy besluit.

(d) As 'n getuie na die mening van die raad of komitee oor 'n roete gereis het wat meer tyd in beslag geneem of groter koste meegebring het as wat nodig was, kan hy na goeëdunke die eis vir vervoer- of ander koste of toelaes verminder tot 'n bedrag wat hy in die omstandighede redelik ag.

(13) 'n Appèl na die Minister kragtens artikel *een-en- vyftig* (6) van die Wet moet in triplo ingedien word. As die Minister die appèl handhaaf, moet die sekretaris van die betrokke raad of komitee, wanneer hy berig ontvang van die bedinge en voorwaardes waarop die Minister vrystelling goedgekeur het, binne sewe dae na die datum waarop hy aldus berig ontvang het 'n vrystellingslisensie waarin sodanige bedinge en voorwaardes opgeneem is en wat behoorlik deur hom onderteken is, uitreik aan die persoon wat aldus na die Minister geappelleer het.

(14) Aansoek om 'n lasgewing kragtens artikel *een-en- vyftig* (10) (c) van die Wet deur 'n persoon wat lidmaatskap geweier is van of uitgesit is uit 'n vakvereniging of werkgewersorganisasie vir wie se lede 'n geslote geleederebepaling vervat in die ooreenkoms van 'n nywerheidsraad bindend is ingevolge die Wet, moet in triplo in die vorm van Aanhangsel I.C. 20 gedoen word.

(15) Wanneer 'n nywerheidsraad die Minister kragtens artikel *twee-en-sestig* (1) van die Wet versoek om 'n persoon wat deur die raad benoem is, as 'n aangewese agent van die raad aan te stel om met die uitoefening van sy funksies behulpsaam te wees, moet sodanige versoek in triplo in die vorm van Aanhangsel I.C. 21 wees.

(16) Die aanstellingstifikaat van 'n aangewese agent wat kragtens artikel *twee-en-sestig* (2) van die Wet uitgereik word, moet in die vorm van Aanhangsel I.C. 22 wees.

VERSOENINGSRADE, GERESERVEERDE BEROEPE EN HERSTEL VAN WERKNEMERS IN DIENS OF HERSTEL VAN BEDINGE EN VOORWAARDES.

(1) Aansoek om die aanstelling van 'n versoeningsraad kragtens artikel *vyf-en-dertig* (1) van die Wet moet in triplo in die vorm van Aanhangsel I.C. 23 gedoen word en by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Minister. Elke sodanige aansoek moet vergesel gaan van 'n beknopte verklaring, in triplo, behoorlik onderteken deur die ondertekenaars van die aansoek, waarin inligting verstrek word in verband met die geskilpunt asook besonderhede van stappe wat gedoen is om tot 'n beslegting daarvan te geraak.

(2) Vertoë wat die ander party of partye by 'n geskil kragtens artikel *vyf-en-dertig* (3) van die Wet voorlê, moet in triplo en behoorlik deur of namens die partye onderteken wees en by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Minister.

(3) 'n Sertifikaat wat kragtens artikel *vyf-en-dertig* (10) (a) van die Wet uitgereik word en waarin verklaar word dat 'n werknemer in 'n gereserveerde beroep in diens is, moet in die vorm van Aanhangsel I.C. 24 wees.

(4) (a) Die bepalings van regulasies 3 (b) en (c) is *mutatis mutandis* van toepassing ten opsigte van 'n lid van 'n versoeningsraad of 'n getuie wat gedagvaar word om voor so 'n raad te verskyn.

(b) All claims in terms of regulation 3 (b) (iii) as applied by paragraph (a) of this sub-regulation, shall be submitted in writing to the secretary of the board. The employer (if any) of the member or witness shall certify as to the amount of wages lost (if any) by the member or witness. No such claim shall be paid unless it has been counter-signed by the chairman of the board.

(5) The provisions of regulations 5 (9) and 5 (11) shall *mutatis mutandis* apply to conciliation boards.

(6) A subpoena for the attendance of a witness before a conciliation board in terms of section forty of the Act, shall be in the form of Annexure I.C. 8.

(7) An application for an order under section forty-three (4) of the Act shall be made in triplicate in the form of Annexure I.C. 25 and shall be lodged with the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Minister.

(8) Any representations submitted in terms of section forty-three (3) (b) of the Act by the industrial council or other parties to the dispute shall be in triplicate duly signed on behalf of or by such council or parties and shall be submitted to the inspector defined by regulation either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Minister.

(9) A request by a conciliation board that an agreement be declared binding in terms of section forty-eight of the Act shall be made in triplicate in the form of Annexure I.C. 26 and shall be accompanied by seven identical copies of the agreement signed by the chairman of the board and two other persons, one of whom shall be duly authorised thereto by the employer, employers, employers' organization or employers' organizations and the other by the employees, trade union or trade unions who or which are parties to the agreement.

(10) Every request such as is referred to in sub-regulation (9) shall also be accompanied by statements, in triplicate and duly signed by the chairman and secretary of the board, in the form of Annexure I.C. 16 in respect of the employers or every employers' organization, and in the form of Annexure I.C. 17 in respect of every trade union who are parties or which is a party to the agreement. If the agreement contains a closed shop provision such request shall also be accompanied by a statement in triplicate and duly signed by the chairman and secretary of the union, in the form of Annexure I.C. 18 in respect of every trade union referred to in such provision in the agreement.

(11) A request for the extension of the period fixed in a notice or for a declaration that the provisions of a notice are to be effective for a further period in terms of sub-section (4), as applied by sub-section (9), of section forty-eight of the Act, shall be made in triplicate in the form of Annexure I.C. 27.

Such request shall be accompanied by a statement in the form of Annexure I.C. 16, in triplicate and duly signed by the employer or the chairman and secretary of the employers' organization, as the case may be, in respect of every employer or employers' organization, and by a statement in the form of Annexure I.C. 17 in triplicate and duly signed by the chairman and secretary of the trade union, in respect of every trade union, who or which was a party to the agreement published under such notice.

(12) An application for exemption from the provisions of an agreement in terms of section fifty-one (1) of the Act shall be made in duplicate in the form of Annexure I.C. 28 and shall be lodged with the inspector defined by regulation.

(b) Alle eise kragtens regulasie 3 (b) (iii), soos toegepas by paragraaf (a) van hierdie subregulasie, moet skriftelik by die sekretaris van die raad ingedien word. Die werk-gewer (as daar een is) van die lid of getuie moet sertifiseer watter bedrag (as daar is) die lid of getuie aan lone verloor. So 'n eis mag nie uitbetaal word nie tensy die voorsitter van die raad dit mede-onderteken het.

(5) Die bepalings van regulasies 5 (9) en 5 (11) is *mutatis mutandis* op versoeningsrade van toepassing.

(6) 'n Subpoena vir die verskyning van 'n getuie voor 'n versoeningsraad ingevolge artikel veertig van die Wet moet in die vorm van Aanhangsel I.C. 8 wees.

(7) Aansoek om 'n bevel kragtens artikel drie-en-veertig (4) van die Wet moet in triplo in die vorm van Aanhangsel I.C. 25 gedoen word en by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Minister.

(8) Vertoë wat die nywerheidsraad of ander partye by die geskil kragtens artikel drie-en-veertig 3 (b) van die Wet voorlê, moet in triplo en behoorlik namens of deur sodanige raad of partye onderteken wees en by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Minister.

(9) 'n Versoek deur 'n versoeningsraad dat 'n ooreenkoms bindend verklaar word ingevolge artikel agt-en-veertig van die Wet moet in triplo in die vorm van Aanhangsel I.C. 26 wees en moet vergesel gaan van sewe identieke afskrifte van die ooreenkoms wat deur die voorsitter van die raad en twee ander persone onderteken is van wie een behoorlik daartoe gemagtig moet wees deur die werk-gewer, werk-gewers, werk-gewersorganisasie of werk-gewersorganisasies en die ander deur die werknemers, vak-vereniging of vak-verenigings wat partye by die ooreenkoms is.

(10) Elke versoek soos dié in subregulasie (9) vermeld, moet ook vergesel gaan van verklarings in triplo behoorlik deur die voorsitter en sekretaris van die versoeningsraad onderteken in die vorm van Aanhangsel I.C. 16 ten opsigte van die werk-gewers of elke werk-gewersorganisasie, en in die vorm van Aanhangsel I.C. 17 ten opsigte van elke vak-vereniging wat partye of 'n party by die ooreenkoms is. As die ooreenkoms 'n geslote geledeerbepaling bevat, moet so 'n versoek ook vergesel gaan van 'n verklaring in triplo behoorlik deur die voorsitter en sekretaris van die vak-vereniging onderteken, in die vorm van Aanhangsel I.C. 18 ten opsigte van elke vak-vereniging wat in sodanige bepaling in die ooreenkoms genoem word.

(11) 'n Versoek om die verlenging van die tydperk wat in 'n kennisgewing vasgestel is of om 'n verklaring dat die bepalings van 'n kennisgewing vir 'n verdere tydperk van krag is kragtens subartikel (4), soos toegepas by subartikel (9) van artikel agt-en-veertig van die Wet, moet in triplo in die vorm van Aanhangsel I.C. 27 wees.

Sodanige versoek moet vergesel gaan van 'n verklaring in die vorm van Aanhangsel I.C. 16, in triplo, en behoorlik onderteken deur die werk-gewer of die voorsitter en sekretaris van die werk-gewersorganisasie, na gelang van die geval, ten opsigte van elke werk-gewer of werk-gewersorganisasie, en van 'n verklaring in die vorm van Aanhangsel I.C. 17, in triplo, en behoorlik deur die voorsitter en sekretaris van die vak-vereniging onderteken, ten opsigte van elke vak-vereniging wat 'n party was by die ooreenkoms wat by sodanige kennisgewing gepubliseer is.

(12) Aansoek om vrystelling van die bepalings van 'n ooreenkoms kragtens artikel een-en-veertig (1) van die Wet moet in duplo in die vorm van Aanhangsel I.C. 28 gedoen en ingedien word by die inspekteur by regulasie omskryf.

(13) The provisions of regulation 5 (14) shall *mutatis mutandis* apply in respect of a closed shop provision contained in an agreement negotiated by a conciliation board.

ARBITRATION PROCEEDINGS.

7. (1) (a) A subpoena for the attendance of a witness before an arbitrator, arbitrators and an umpire or the tribunal shall be in the form of Annexure I.C. 8.

(b) The provisions of regulation 3 (b) and (c) shall *mutatis mutandis* apply in respect of a witness who is subpoenaed to give evidence in terms of paragraph (a) of this sub-regulation where the dispute has been under the consideration of a conciliation board or if the appointment of such a board has been dispensed with in terms of section forty-six (6) of the Act and the provisions of regulation 5 (12) (b), (c) and (d) shall so apply in respect of such a witness if the dispute has been under the consideration of an industrial council.

(2) An application for an order under section forty-three (4), as applied by section forty-six (6) (d), of the Act shall be made in triplicate in the form of Annexure I.C. 29 and shall be lodged with the inspector defined by regulation, either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Minister.

(3) A request by the parties on whom an award is binding that the award be declared binding in terms of the provisions of section forty-eight, as applied by section forty-nine (12) of the Act shall be made in duplicate in the form of Annexure I.C. 30 and shall be accompanied by seven identical copies of the award.

(4) Every request such as is referred to in sub-regulation (3) shall also be accompanied by statements in triplicate in the form of—

(a) Annexure I.C. 16 in respect of the employers or every employers' organization upon whom or which the award is binding, the Annexure to be signed by two persons duly authorised thereto by such employers or by the chairman and secretary of the employers' organization, as the case may be; and

(b) Annexure I.C. 17 in respect of every trade union upon which the award is binding, the Annexure to be signed by the chairman and secretary of the union.

If the award contains a closed shop provision such request shall also be accompanied by a statement in triplicate in the form of Annexure I.C. 31 in respect of every trade union referred to in such provision in the award.

(5) An application for exemption from the provisions of an award in terms of section fifty-one (1) of the Act shall be made in duplicate in the form of Annexure I.C. 28 and shall be lodged with the inspector defined by regulation.

(6) The provisions of regulation 5 (14) shall *mutatis mutandis* apply in respect of a closed shop provision contained in an award which is binding in terms of the Act.

(7) The fees payable in terms of section forty-seven (2) and (3) (d) of the Act for the services of the tribunal shall be £15 per day or part of a day occupied by it in connection with the arbitration proceedings. The time so occupied shall include only time actually occupied by the tribunal in the hearing of representations or evidence and in making inspections *in loco* and shall be as certified by the chairman of the tribunal.

(13) Die bepalings van regulasie 5 (14) is *mutatis mutandis* van toepassing ten opsigte van 'n geslote geleederebepaling vervat in 'n ooreenkoms wat deur 'n versoeningsraad tot stand gebring is.

ARBITRASIEVERRIGTINGE.

7. (1) (a) 'n Subpoena vir die verskyning van 'n getuie voor 'n arbiter, arbiters en 'n skeidsregter of die nywerheidshof moet in die vorm van Aanhangsel I.C. 8 wees.

(b) Die bepalings van regulasie 3 (b) en (c) is *mutatis mutandis* van toepassing ten opsigte van 'n getuie wat gedagvaar word om getuie af te lê ingevolge paragraaf (a) van hierdie subregulasie waar die geskil deur 'n versoeningsraad oorweeg is of as daar kragtens artikel ses-en-veertig (6) van die Wet afgesien is van die aanstelling van so 'n raad, en die bepalings van regulasie 5 (12) (b), (c) en (d) is aldus van toepassing ten opsigte van so 'n getuie as die geskil deur 'n nywerheidsraad oorweeg is.

(2) Aansoek om 'n bevel kragtens artikel drie-en-veertig (4), soos toegepas by artikel ses-en-veertig (6) (d) van die Wet moet in triplo in die vorm van Aanhangsel I.C. 29 gedoen word en by die inspekteur by regulasie omskryf, ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Minister.

(3) 'n Versoek deur die partye vir wie 'n toekenning bindend is dat die toekenning bindend verklaar word kragtens die bepalings van artikel agt-en-veertig, soos toegepas by artikel nege-en-veertig (12) van die Wet moet in duplo in die vorm van Aanhangsel I.C. 30 wees en moet vergesel gaan van sewe identieke afskrifte van die toekenning.

(4) Elke versoek soos dié in subregulasie (3) genoem, moet ook vergesel gaan van verklarings in triplo in die vorm van—

(a) Aanhangsel I.C. 16 ten opsigte van die werkgewers of elke werkgewersorganisasie vir wie die toekenning bindend is, en die aanhangsel moet onderteken wees deur twee persone wat behoorlik daartoe gemagtig is deur sodanige werkgewers of deur die voorsitter en sekretaris van die werkgewersorganisasie, na gelang van die geval; en

(b) Aanhangsel I.C. 17 ten opsigte van elke vakvereniging vir wie die toekenning bindend is, en die Aanhangsel moet deur die voorsitter en sekretaris van die vakvereniging onderteken wees.

As die toekenning 'n geslote geleederebepaling bevat, moet sodanige versoek ook vergesel gaan van 'n verklaring in triplo in die vorm van Aanhangsel I.C. 31 ten opsigte van elke vakvereniging wat in sodanige bepaling in die toekenning vermeld word.

(5) Aansoek om vrystelling van die bepalings van 'n toekenning kragtens artikel een-en-veertig (1) van die Wet moet in duplo in die vorm van Aanhangsel I.C. 28 gedoen word en moet ingedien word by die inspekteur by regulasie omskryf.

(6) Die bepalings van regulasie 5 (14) is *mutatis mutandis* van toepassing ten opsigte van 'n geslote geleederebepaling vervat in 'n toekenning wat ingevolge die Wet bindend is.

(7) Die gelde wat ingevolge artikel sewe-en-veertig (2) en (3) (d) van die Wet vir die dienste van die nywerheidshof betaalbaar is, is £15 per dag of deel van 'n dag wat in beslag geneem word in verband met die arbitrasieverrigtinge. Die tyd wat aldus in beslag geneem word, sluit net die tyd in wat die nywerheidshof werklik bestee het aan die hoor van vertoë of getuie en die instel van inspeksies ter plase, en is soos deur die voorsitter van die nywerheidshof gesertifiseer.

RECORDS TO BE KEPT AND NOTICES TO BE POSTED.

8. (1) (a) Every employer upon whom the provisions of any agreement or award is binding under the Act, which relates to remuneration to be paid, time to be worked, or deductions which may be made from remuneration, shall in terms of section *fifty-seven* (1) of the Act, at all times keep a record in respect of all persons employed by him in the form of Annexure I.C. 32.

(b) Every such employer shall in addition to the records referred to in paragraph (a), keep, in respect of each pieceworker employed by him, a record showing—

- (i) the identification number (if any) and name of such pieceworker;
- (ii) a description of the class and quantity of the work performed by each pieceworker and the piecework rate due in respect of each item of such work.

(2) Every principal or contractor upon whom any agreement or award is binding under the Act, which regulates the rates at which, the basis of, or the principles upon which, payment shall be made by him to any person to whom any work is given out on contract by that principal or contractor for that work, shall at all times keep, in addition to the record of payments made, which he is required to keep in terms of section *fifty-seven* (2) of the Act, a record showing—

- (a) the name, address, race and sex of the person to whom the work has been given out;
- (b) a description of the class and quantity of the work given out and the contract rate due in respect of each item of such work; and
- (c) the dates upon which the work was given out, and the dates upon which it was received back and upon which payments were made.

(3) Every person to whom work has been given out on contract by a principal or contractor referred to in subregulation (2), shall in addition to the record of payments received by him from the principal or contractor from whom he received such work, which he is required to keep in terms of section *fifty-seven* (2) of the Act, keep a record showing—

- (a) the name and address of the principal or contractor;
- (b) a description of the class and quantity of the work received and the contract rate due in respect of each item of such work; and
- (c) the dates upon which the work was received and returned or completed and upon which payments were made.

(4) The records referred to in this regulation shall be kept in ink in writing or typescript in legible characters and on material of a durable nature.

(5) The notices required to be posted by an employer in terms of section *fifty-eight* of the Act, shall be in the form of Annexures I.C. 33, I.C. 34 and I.C. 35.

REGISTRATION OF EMPLOYERS.

9. (1) The information required to be furnished in terms of paragraphs (a) and (b) of section *fifty-nine* (1) of the Act by every employer carrying on business within the area of any inspector defined by regulation shall be in the form of Annexures I.C. 36 and I.C. 37, respectively.

(2) A certificate of registration issued to an employer in terms of section *fifty-nine* (2) of the Act shall be in the form of Annexure I.C. 38.

(3) Any employer to whom a certificate of registration has been issued under section *fifty-nine* (2) of the Act shall, if such certificate has not been cancelled, on application and on tender of revenue stamps to the value of five shillings to the inspector defined by regulation, be furnished by that inspector with a certified copy thereof.

REKORDS WAT GEHOU EN KENNISGEWINGS WAT OPGEPLAK MOET WORD.

8. (1) (a) Elke werkgever wat ingevolge die Wet gebind word deur die bepalings van 'n ooreenkoms of toekenning wat betrekking het op die besoldiging wat betaal en die tyd wat gewerk moet word of aftrekkings wat van besoldiging gemaak mag word, moet ingevolge artikel *sewe-en-vyftig* (1) van die Wet op alle tye 'n rekord in die vorm van Aanhangsel I.C. 32 hou ten opsigte van alle persone wat by hom in diens is.

(b) Elke sodanige werkgever moet benewens die rekords in paragraaf (a) genoem, 'n rekord ten opsigte van elke stukwerker wat by hom in diens is, hou waarin die volgende getoon word:—

- (i) Die identifikasienommer (as daar is) en naam van sodanige stukwerker;
- (ii) 'n beskrywing van die klas en hoeveelheid werk deur elke stukwerker verrig en die stukwerkskaal verskuldig ten opsigte van elke item van sodanige werk.

(2) Elke prinsipaal of kontrakteur wat ingevolge die Wet gebind word deur 'n ooreenkoms of toekenning ter regulering van die skale waarteen, of die basis waarop, of die beginsels waarvolgens, hy 'n persoon moet betaal vir werk wat op kontrak deur daardie prinsipaal of kontrakteur aan hom uitbestee is, moet op alle tye benewens die rekord van betalings wat gedoen is wat hy ingevolge artikel *sewe-en-vyftig* (2) van die Wet moet hou, ook 'n rekord hou wat die volgende inligting verstrek:—

- (a) Die naam, adres, ras en geslag van die persoon aan wie die werk uitbestee is;
- (b) 'n beskrywing van die klas en hoeveelheid werk wat uitbestee is en die kontrakskaal verskuldig ten opsigte van elke item van sodanige werk; en
- (c) die datums waarop die werk uitbestee is, en die datums waarop dit terugontvang is en waarop betaling geskied het.

(3) Elke persoon aan wie werk op kontrak uitbestee is deur 'n prinsipaal of kontrakteur in subregulasie (2) genoem, moet benewens die rekord van betalings wat hy ontvang het van die prinsipaal of kontrakteur van wie hy sodanige werk gekry het, wat hy ingevolge artikel *sewe-en-vyftig* (2) van die Wet moet hou, ook 'n rekord van die volgende hou—

- (a) Die naam en adres van die prinsipaal of kontrakteur;
- (b) 'n beskrywing van die klas en hoeveelheid werk ontvang en die kontrakskaal verskuldig ten opsigte van elke item van sodanige werk; en
- (c) die datums waarop die werk ontvang en teruggestuur of voltooi is en waarop betaling geskied het.

(4) Die rekords in hierdie regulasie genoem, moet gehou word deur inskrywings in leesbare letters met ink te skryf of te tik op materiaal van duursame aard.

(5) Die kennisgewings wat 'n werkgever ingevolge artikel *agt-en-vyftig* van die Wet moet opplak, moet in die vorm van Aanhangsels I.C. 33, I.C. 34 en I.C. 35 wees.

REGISTRASIE VAN WERKGEWERS.

9. (1) Die inligting wat ingevolge paragrafe (a) en (b) van artikel *nege-en-vyftig* (1) van die Wet verstrek moet word deur elke werkgever wat besigheid dryf binne die gebied van 'n inspekteur by regulasie omskryf, moet in die vorm van onderskeidelik Aanhangsels I.C. 36 en I.C. 37 wees.

(2) 'n Registrasiesertifikaat wat kragtens artikel *nege-en-vyftig* (2) van die Wet aan 'n werkgever uitgereik word, moet in die vorm van Aanhangsel I.C. 38 wees.

(3) 'n Werkgever aan wie 'n registrasiesertifikaat kragtens artikel *nege-en-vyftig* (2) van die Wet uitgereik is, moet, as sodanige sertifikaat nie interek is nie, op aansoek en by aanbieding van inkomsteseëls ter waarde van vyf sjielings aan die inspekteur by regulasie omskryf, 'n gewaarmerkte afskrif daarvan van daardie inspekteur ontvang.

The revenue stamps shall be affixed to the certified copy and cancelled by the said inspector.

(4) The certificate of registration shall be displayed by the employer in a conspicuous place on his premises and an employer who abandons or transfers his business shall return the certificate within one month from the date of such abandonment or transfer to the inspector defined by regulation for cancellation. In the event of a change in the name or address of a business the employer shall return the certificate to the inspector who shall make the necessary alteration thereto or issue a new certificate.

PRIVATE REGISTRY OFFICE.

10. (1) Application for the registration of a private registry office in terms of section *sixty-three* of the Act shall be lodged in triplicate with the inspector defined by regulation for transmission to the Registrar, and shall be submitted in the form of Annexure I.C. 39.

(2) The certificate of registration of a private registry office shall be in the form of Annexure I.C. 40.

(3) The certificate of registration shall be posted in a conspicuous position in the registry office.

(4) Whenever it is desired to remove a private registry office to other premises, written application shall be made through the inspector defined by regulation for the Registrar's approval of such removal and the application shall be accompanied by the certificate of registration for endorsement thereon by the Registrar of the fact that he has approved of such removal.

(5) The person keeping or conducting a private registry office shall keep the following books and records of his business:—

- (a) A book containing the name of every person who pays or is charged a fee for, or in connection with the hiring of servants and other workers together with the date and amount of the fee;
- (b) books in the form of Annexures I.C. 41 and I.C. 42 containing the particulars specified in regard to every application received and every engagement made at the private registry office.

(6) The person keeping or conducting a private registry office shall keep the originals of all letters relating to applications and the engagement of persons, received by him for a period of three years from the receipt thereof.

(7) The books, records and documents referred to in sub-regulations (5) and (6) shall be accurately kept from day to day, in ink in writing or typescript in legible characters and on material of a durable nature.

(8) No person keeping or conducting a private registry office anywhere in the Union of South Africa shall—

(a) charge fees exceeding the following rates:—

- (i) To a person applying to or authorising the registry office to secure or assist in securing the services of any worker, twenty shillings per worker; and
- (ii) to a person applying to the registry office for employment, a registration fee of five shillings and, in addition, at the end of the first month of employment obtained by him or her as the result of such application or, on receipt of his or her remuneration where such employment lasts for less than one month, a further sum not exceeding 5 per cent of the remuneration received by him or her for such month or for such lesser period, as the case may be; provided that the registration fee shall not be payable by any person in respect of subsequent

Die inkomsteseëls moet op die gewaarmerkte afskrif geplak en deur genoemde inspekteur gekanselleer word.

(4) Die werkgewer moet die registrasiesertifikaat op 'n opvallende plek op sy perseel vertoon, en 'n werkgewer wat sy besigheid opgee of verplaas, moet die sertifikaat binne 'n maand na die datum van sodanige opgewing of verplasing aan die inspekteur by regulasie omskryf vir intrekking terugstuur. As die naam of adres van 'n besigheid verander word, moet die werkgewer die sertifikaat terugstuur aan die inspekteur wat die nodige verandering daarop aanbring of 'n nuwe sertifikaat moet uitreik.

PRIVATE REGISTRASIEKANTOOR.

10. (1) Aansoek om die registrasie van 'n private registrasiekantoor kragtens artikel *drie-en-sestig* van die Wet moet in triplo by die inspekteur by regulasie omskryf, ingedien word vir deursending aan die Registrateur, en moet in die vorm van Aanhangsel I.C. 39 voorgelê word.

(2) Die registrasiesertifikaat van 'n private registrasiekantoor moet in die vorm van Aanhangsel I.C. 40 wees.

(3) Die registrasiesertifikaat moet op 'n opvallende plek in die registrasiekantoor opgeplak word.

(4) Wanneer verlang word om 'n private registrasiekantoor na 'n ander perseel te verskuif, moet skriftelike aansoek deur bemiddeling van die inspekteur by regulasie omskryf, gedoen word om die Registrateur se goedkeuring van sodanige verskuiwing, en die aansoek moet vergesel gaan van die registrasiesertifikaat sodat die Registrateur die feit daarop kan aanteken dat hy sodanige verskuiwing goedgekeur het.

(5) Die persoon wat 'n private registrasiekantoor hou of bestuur, moet die volgende boeke en rekords van sy besigheid hou:—

- (a) 'n Boek met vermelding van die naam van elke persoon wat betaal of van wie 'n bedrag gevorder word vir, of in verband met, die huur van bediendes en ander werkers tesame met die datum en bedrag;
- (b) boeke in die vorm van Aanhangsels I.C. 41 en I.C. 42 met vermelding van die besonderhede gespesifiseer in verband met elke aansoek ontvang en elke indiensneming bewerkstellig deur die private registrasiekantoor.

(6) Die persoon wat 'n private registrasiekantoor hou of bestuur, moet die oorspronklikes van alle briewe in verband met aansoeke en die indiensneming van persone wat hy ontvang, vir 'n tydperk van drie jaar vanaf die ontvangs daarvan bewaar.

(7) Die boeke, rekords en dokumente in subregulasies (5) en (6) genoem, moet noukeurig van dag tot dag gehou word deur inskrywings in leesbare letters met inkt te skryf of te tik op materiaal van duursame aard.

(8) Niemand wat 'n private registrasiekantoor in die Unie van Suid-Afrika hou of bestuur, mag—

(a) groter bedrae as die volgende vorder nie—

- (i) in die geval van 'n persoon wat aansoek doen by of magtiging verleen aan die registrasiekantoor om die dienste van 'n werker te verkry of te help verkry, twintig sjielings per werker; en
- (ii) in die geval van 'n persoon wat by die registrasiekantoor om werk aansoek doen, registrasiegeld van vyf sjielings en, daarbenewens, aan die end van die eerste maand se werk wat hy of sy ten gevolge van sodanige aansoek gekry het of, by ontvangs van sy of haar besoldiging waar sodanige werk minder as 'n maand duur, 'n verdere bedrag van hoogstens 5 per sent van die besoldiging wat hy of sy vir sodanige maand of korter tydperk, na gelang van die geval, ontvang; met dien verstande dat die registrasiegeld nie deur 'n persoon betaalbaar is nie ten opsigte van later registrasies

registrations taking place during a period of 90 days calculated from the date on which such a fee was paid by him or her; provided further that where, in the opinion of the Registrar, special circumstances exist warranting fees being charged in respect of any particular class of person seeking employment in excess of those prescribed in this sub-paragraph, he may authorise in writing for such period and subject to such conditions as he may determine any private registry office to charge fees not exceeding the following:—

(aa) To a person applying to or authorising the registry office to secure or assist in securing the services of any person of such class seeking employment, eighty shillings; and

(bb) to a person of such class applying at the registry office for employment, a registration fee of twenty shillings, in addition to the further sum of 5 per cent of the remuneration in terms of sub-paragraph (a) (ii);

(b) charge for any advertisement inserted by him in any publication any amount additional to the fee referred to in paragraph (a) unless authorised thereto by his client.

(9) The person keeping or conducting a private registry office shall give to each employer or applicant referred to in sub-regulation (8) a receipt for each amount received. Receipts shall be in duplicate form and the counterfoils thereof shall be retained by the person keeping or conducting the registry office for a period of three years subsequent to the date of issue thereof.

(10) The person keeping or conducting a private registry office shall at all times keep posted up in a conspicuous position in the registry office so that it may be easily read by all persons, a statement showing the scale of fees chargeable in accordance with these regulations.

(11) No person entitled to keep a private registry office shall allow any person to conduct such office on his behalf, and no person shall conduct a private registry office on behalf of any person, without the prior written approval of the Registrar.

DEMARCATIEN TUSSEN NYWERHEDE.

11. (1) An application made in terms of section *seventy-six* (3) of the Act by any registered trade union, employers' organization, industrial council or employer concerned in the matter, for the determination by the industrial tribunal of any question such as is referred to in section *seventy-six* (1) of the Act shall be in triplicate in the form of Annexure I.C. 43.

(2) The fees payable in terms of section *seventy-six* (9) (b) of the Act by the parties to any proceedings arising from any application under section *seventy-six* (3) shall be £15 per day or part of a day occupied by the tribunal in connection with such proceedings. The time so occupied shall include only time actually occupied by the tribunal in the hearing of representations or evidence and in making inspections *in loco* and shall be as certified by the chairman of the tribunal.

REGISTRASIE VAN FEDERASIES.

12. (1) An application for the registration of a federation in terms of section *eighty* (1) of the Act shall be made in the form of Annexure I.C. 44 which shall be completed in triplicate.

(2) The statement which registered federations are required to forward to the Industrial Registrar in terms of section *eighty* (7) of the Act shall be in triplicate in the form of Annexure I.C. 45.

gedurende 'n tydperk van 90 dae gereken vanaf die datum waarop hy of sy sodanige registrasiegeld betaal het; voorts met dien verstande dat as daar na die mening van die Registrateur spesiale omstandighede bestaan wat sou regverdig dat daar ten opsigte van enige bepaalde klas persoon wat werk soek hoër registrasiegeld gevorder word as dié wat in hierdie subparagraaf voorgeskryf is, hy enige private registrasiekantoor skriftelik kan magtig om vir 'n tydperk en op voorwaardes wat hy bepaal hoogstens die volgende gelde te vorder—

(aa) in die geval van 'n persoon wat aansoek doen by of magtiging verleen aan die registrasiekantoor om die dienste van 'n persoon van sodanige klas wat werk soek, te verkry of te help verkry, tagtig sjillings; en

(bb) in die geval van 'n persoon van sodanige klas wat by die registrasiekantoor om werk aansoek doen, registrasiegeld van twintig sjillings, benewens die verdere bedrag van 5 persent van die besoldiging ingevolge subparagraaf (a) (ii);

(b) vir 'n advertensie wat hy in 'n publikasie plaas 'n bedrag vorder benewens dié wat in paragraaf (a) genoem is nie, tensy sy klient hom daartoe gemagtig het.

(9) Die persoon wat 'n private registrasiekantoor hou of bestuur, moet aan elke werkgewer of applikant in sub-regulasie (8) genoem, 'n kwitansie gee vir elke bedrag wat hy ontvang. Kwitansies moet in duplo wees en die persoon wat die registrasiekantoor hou of bestuur, moet die teenblaai daarvan vir 'n tydperk van drie jaar na die datum van uitreiking daarvan bewaar.

(10) Die persoon wat 'n private registrasiekantoor hou of bestuur, moet op alle tye op 'n opvallende plek in die registrasiekantoor, sodat almal dit maklik kan lees, 'n verklaring opgeplak hou wat die skaal van gelde toon wat ooreenkomstig hierdie regulasies gevra mag word.

(11) Geen persoon wat geregtig is om 'n private registrasiekantoor te hou, mag 'n ander persoon toelaat om sodanige kantoor namens hom te bestuur nie, en geen persoon mag 'n private registrasiekantoor ten behoeve van 'n ander persoon bestuur nie, tensy die skriftelike goedkeuring van die Registrateur vooraf verkry is.

AFBAKENING TUSSEN NYWERHEDE.

11. (1) 'n Aansoek kragtens artikel *ses-en-sewentig* (3) van die Wet deur 'n geregistreerde vakvereniging, werkgewersorganisasie, nywerheidsraad of werkgewer wat by die saak betrokke is, om 'n vasstelling deur die nywerheidshof in verband met 'n vraagstuk soos dié in artikel *ses-en-sewentig* (1) van die Wet genoem, moet in triplo in die vorm van Aanhangsel I.C. 43 wees.

(2) Die gelde wat ingevolge artikel *ses-en-sewentig* (9) (b) van die Wet betaalbaar is deur die partye by verrigtinge wat voortspruit uit 'n aansoek kragtens artikel *ses-en-sewentig* (3) is £15 per dag of deel van 'n dag wat die hof aan sodanige verrigtinge bestee. Die tyd wat aldus bestee word, sluit net die tyd in wat die nywerheidshof werklik bestee het aan die hoor van verhoë of getuienis en die instel van inspeksies ter plase, en is soos deur die voorsitter van die nywerheidshof gesertifiseer.

REGISTRASIE VAN FEDERASIES.

12. (1) Aansoek om die registrasie van 'n federasie kragtens artikel *tagtig* (1) van die Wet moet in die vorm van Aanhangsel I.C. 44, wat in triplo ingevul moet word, gedoen word.

(2) Die verklaring wat geregistreerde federasies ingevolge artikel *tagtig* (7) van die Wet aan die Nywerheidsregistrateur moet stuur, moet in triplo in die vorm van Aanhangsel I.C. 45 wees.

ANNEXURE I.C. 1.

[Regulation 2 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR REGISTRATION OF A TRADE UNION.

- N.B.*— (i) The application must be submitted *in triplicate* and should not be made earlier than three months after the date on which the union was established [*vide* section *four* (1) of the Act].
- (ii) The application must be lodged either by the personal delivery thereof at the office of the Divisional Inspector or by forwarding it to him by registered post.
- (iii) The requirements under the Act are indicated in this form, and careful completion is essential to avoid undue delay.

Name of Trade Union _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We hereby, in accordance with the provisions of section *four* of the Industrial Conciliation Act, 1956, apply for registration of this trade union.

2. Three copies of the constitution of the union, including all amendments, are attached, duly authenticated by the signature of the chairman and the secretary as being true copies.

3. The following particulars are supplied:—

(a) The name of the union is that stated above.

(b) The date on which the union was established is the _____ 19____

(c) The interests in respect of which the union desires registration are set out in clause _____ of the constitution.

(d) The area(s) in respect of which the union desires registration is/are _____

(Insert names of magisterial districts, municipal areas, etc.)

(e) The magisterial district(s)/municipal area(s) in *each* of which the union has enrolled members is/are _____

(f) The official address of the union will, until further notice, be that given above.

(g) The designations, names and addresses of the office-bearers and the officials of the union, and of its executive committee or committee of management are as follows:—

Designation.	Name.	Postal Address.
Chairman.....	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
Secretary.....	_____	_____

(h) The membership of the union, the standing of members, and the number of persons eligible for membership but not enrolled, is at this date:—

	White Persons.	Coloured Persons, excluding Asiatics.	Asiatics.	Totals.
No. of members.....	_____	_____	_____	_____
No. of members whose entrance and membership fees are not in arrear in terms of the constitution.....	_____	_____	_____	_____
Estimated number of persons eligible for membership but not enrolled.....	_____	_____	_____	_____

AANHANGSEL I.C. 1.

[Regulasie 2 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING.

- L.W.— (i) Die aansoek moet *in triplo* ingedien word en behoort nie vroeër as drie maande na die datum waarop die vakvereniging gestig is, gedoen te word nie [sien artikel vier (1) van die Wet].
- (ii) Die aansoek moet ingedien word of deur dit persoonlik by die kantoor van die Afdelingsinspekteur af te lewer of deur dit per geregistreerde pos aan hom te stuur.
- (iii) Die vereistes ingevolge die Wet word op hierdie vorm aangegee, en dit moet sorgvuldig ingevul word ten einde onnodige vertraging te voorkom.

Naam van vakvereniging.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

1. Hierby doen ons ingevolge die bepalings van artikel vier van die Wet op Nywerheidsversoening, 1956, aansoek om die registrasie van hierdie vakvereniging.

2. Drie afskrifte van die konstitusie van die vakvereniging, met inbegrip van alle wysigings, gaan hierby, behoorlik bekragtig as ware afskrifte deur die handtekening van die voorsitter en die sekretaris.

3. Die volgende besonderhede word verstrek:—

- (a) Die naam van die vakvereniging is soos hierbo aangegee.
- (b) Die datum waarop die vakvereniging gestig is, is.....19.....
- (c) Die belange ten opsigte waarvan die vakvereniging registrasie verlang, word in klousule.....van die konstitusie uiteengesit.
- (d) Die gebied(e) ten opsigte waarvan die vakvereniging registrasie verlang, is.....

(Vul in name van magistraatsdistrikte, munisipale gebiede, ens.)

- (e) Die magistraatsdistrik(te)/munisipale gebied(e) in elk waarvan die vakvereniging lede ingeskryf het, is.....

- (f) Die amptelike adres van die vakvereniging sal, tot veredre kennisgewing, dié wees wat hierbo aangegee is.

- (g) Die ampstitels, name en adresse van die ampdraers en die amptenare van die vakvereniging en van sy uitvoerende komitee of bestuurskomitee is soos volg:—

Ampstitel.	Naam.	Posadres.
Voorsitter.....		
.....		
.....		
.....		
.....		
Sekretaris.....		

- (h) Die ledetal van die vakvereniging, die volwaardigheid van lede, en die getal persone wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie, is op hierdie datum:—

	Blankes.	Gekleurde persone met uitsondering van Asiate.	Asiate.	Totale.
Getal lede.....				
Getal lede wie se intree- en lidmaatskapsgelede nie agterstallig is ingevolge die konstitusie nie.....				
Geskatte getal persone wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie.....				

4. Attached is a list of branches setting out the areas in which they operate, giving in respect of each branch, information similar to that required under sub-paragraphs (g) and (h) of paragraph 3.
(If no branches have been formed, state "Nil".)

Yours faithfully,

Chairman.

Secretary.

WITNESSES:

1. _____
2. _____

Date _____

FOR DEPARTMENTAL USE ONLY.

I hereby certify that I have investigated the statements made on this form and am satisfied that the particulars are substantially correct. The application was lodged with me on the _____ 19____

Divisional Inspector.

Date _____ 19____
Place _____

ANNEXURE I.C. 2.

[Regulation 2 (1)].

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANIZATION.

- N.B.— (i) The application must be submitted in triplicate and should not be made earlier than three months after the date on which the organisation was established [vide section four (1) of the Act].
(ii) The application must be lodged either by the personal delivery thereof at the office of the Divisional Inspector or by forwarding it to him by registered post.
(iii) The requirements under the Act are indicated in this form, and careful completion is essential to avoid undue delay.

Name of Employers' Organization _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. Box/PRIVATE BAG _____

DEAR SIR,

1. We hereby, in accordance with the provisions of section four of the Industrial Conciliation Act, 1956, apply for registration of this employers' organization.

2. Three copies of the constitution of the organization, including all amendments, are attached, duly authenticated by the signature of the chairman and the secretary as being true copies.

3. The following particulars are supplied:—

- (a) The name of the organization is that stated above.
(b) The date on which the organization was established is the _____ 19____
(c) The interests in respect of which the organization desires registration are set out in clause _____ of the constitution.
(d) The area(s) in respect of which the organization desires registration is/are _____

(Insert names of magisterial districts, municipal areas, etc.)

(e) The magisterial district(s)/municipal area(s) in each of which the organization has enrolled members is/are _____

(f) The official address of the organization will, until further notice, be that given above.

4. Aangeheg is 'n lys takke wat die gebiede noem waarin hulle funksioneer, met, ten opsigte van elke tak, inligting soortgelyk aan dié wat ingevolge subparagrafe (g) en (h) van paragraaf 3 vereis word.

(Indien geen takke gestig is nie, sê „Nul“.)

Die uwe,

Voorsitter.

Sekretaris.

GETUIES:

1. _____
2. _____

Datum _____ 19 _____

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer hierby dat ek die verklarings wat op hierdie vorm verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wesenlik juis is. Die aansoek is op _____ 19 _____ by my ingedien.

Afdelingsinspekteur.

Datum _____ 19 _____

Plek _____

AANHANGSEL I.C. 2.

[Regulasie 2 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE.

- L.W.*— (i) Die aansoek moet in *triplo* ingedien word en behoort nie vroeër as drie maande na die datum waarop die werkgewersorganisasie gestig is, gedoen te word nie [sien artikel vier (1) van die Wet].
- (ii) Die aansoek moet ingedien word hetsy deur dit persoonlik by die kantoor van die Afdelingsinspekteur af te lewer of deur dit per geregistreerde pos aan hom te stuur.
- (iii) Die vereistes ingevolge die Wet word op hierdie vorm aangegee, en dit moet sorgvuldig ingevul word ten einde onnodige vertraging te voorkom.

Naam van Werkgewersorganisasie _____

Adres _____

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Hierby doen ons ingevolge die bepalings van artikel vier van die Wet op Nywerheidsversoening, 1956, aansoek om registrasie van hierdie werkgewersorganisasie.
2. Drie afskrifte van die konstitusie van die werkgewersorganisasie, met inbegrip van alle wysigings, gaan hierby, behoortlik deur die handtekeninge van die voorsitter en die sekretaris as ware afskrifte bekragtig.
3. Die volgende besonderhede word verstrek:—
 - (a) Die naam van die werkgewersorganisasie is soos hierbo aangegee.
 - (b) Die datum waarop die werkgewersorganisasie gestig is, is _____ 19 _____.
 - (c) Die belange ten opsigte waarvan die werkgewersorganisasie registrasie verlang, word in klousule _____ van die konstitusie uiteengesit.
 - (d) Die gebied(e) ten opsigte waarvan die werkgewersorganisasie registrasie verlang, is _____

(Vul in name van magistraatsdistrikte, munisipale gebiede, ens.)

- (e) Die magistraatsdistrik(te)/munisipale gebied(e) in elk waarvan die werkgewersorganisasie lede ingeskryf het, is _____

- (f) Die amptelike adres van die werkgewersorganisasie sal, tot verdere kennisgewing, dié wees wat hierbo aangegee is.

(g) The designations, names and addresses of the office-bearers and the officials of the organization and of its executive committee or committee of management are as follows:—

<i>Designation.</i>	<i>Name.</i>	<i>Postal Address.</i>
Chairman.....		
.....		
.....		
.....		
.....		
.....		
.....		
Secretary.....		

(h) The membership of the organization, the standing of members, and the number of employers eligible for membership but not enrolled is as at this date:—

	<i>Totals.</i>	<i>Total Number of Persons employed by them.</i>
Number of members.....		
Number of members whose entrance and membership fees are not in arrear in terms of the constitution.....		
Estimated number of employers eligible for membership but not enrolled.....		

4. Attached is a list of branches setting out the areas in which they operate, giving in respect of each branch, information similar to that required, under sub-paragraphs (g) and (h) of paragraph 3.
(If no branches have been formed, state "Nil".)

Yours faithfully,

.....
Chairman.

.....
Secretary.

WITNESSES:

1.
2.

Date

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the statements made on this form, and am satisfied that the particulars are substantially correct. The application was lodged with me on the 19.....

.....
Divisional Inspector.

Date 19.....
Place

ANNEXURE I.C. 3.
[Regulation 2 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF A TRADE UNION OR EMPLOYERS' ORGANIZATION.

A. This is to certify that the

(Name of trade union or employers' organization)

has in terms of section four of the Industrial Conciliation Act, 1956, been registered as a trade union/an employers' organization in respect of

(Interests)

in

(Area)

with effect from 19.....

.....
Industrial Registrar.

Date 19.....

(g) Die apstitels, name en adresse van die ampsdraers en die amptenare van die werkgewersorganisasie en van sy uitvoerende komitee of bestuurskomitee is soos volg:—

<i>Ampstitel.</i>	<i>Naam.</i>	<i>Posadres.</i>
Voorsitter.....		
.....		
.....		
.....		
.....		
.....		
Sekretaris.....		

(h) Die ledetal van die werkgewersorganisasie, die volwaardigheid van lede, en die getal werkgewers wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie, is op hierdie datum:—

	<i>Totale.</i>	<i>Totale getal persone by hulle in diens.</i>
Getal lede.....		
Getal lede wie se intree- en ledegelde nie agterstallig is ingevolge die konstitusie nie..		
Geskatte getal werkgewers wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie.....		

4. Aangeheg is 'n lys takke wat die gebiede noem waarin hulle funksioneer, met, ten opsigte van elke tak, inligting soortgelyk aan dié vereis ingevolge subparagrafe (g) en (h) van paragraaf 3.

(Indien geen takke gestig is nie, meld „Nul”.)

Die uwe,

Voorsitter.

Sekretaris.

GETUIES:

1.
2.

Datum.....19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die verklaring wat op hierdie vorm verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wesenlik juis is. Die aansoek is op.....19.....by my ingedien.

Afdelingsinspekteur.

Datum.....19.....

Plek.....

AANHANGSEL I.C. 3.

[Regulasie 2 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN 'N VAKVERENIGING OF WERKGEWERSORGANISASIE.

A. Hierby word gesertifiseer dat die.....

(Naam van vakvereniging of werkgewersorganisasie)

ingevolge artikel vier van die Wet op Nywerheidsversoening, 1956, geregistreer is as 'n vakvereniging/werkgewers-organisasie ten opsigte van.....

(Belange)

in.....

(Gebied)

met ingang van.....19.....

Nywerheidsregistrateur.

Datum.....19.....

B. The scope of registration of the above-named trade union/employers' organization has, in terms of section *seven* of the Act, been varied. With effect from _____ 19____ the trade union/employers' organization is registered in respect of _____

(Interests)

in _____

(Area)

Industrial Registrar.

Date _____ 19____

ANNEXURE I.C. 4.

[Regulation 2 (3).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF A TRADE UNION OR EMPLOYERS' ORGANIZATION. (CHANGE OF NAME.)

A. This is to certify that the _____

(New name of union or organization)

formerly registered as _____

(Old name of union or organization)

has in terms of section *nine* (5) of the Industrial Conciliation Act, 1956, been registered under the first-mentioned name as a trade union/employers' organization in respect of _____

(Interests)

in _____

(Area)

with effect from _____ 19____

Industrial Registrar.

Date _____ 19____

B. The scope of registration of the above-named trade union/employers' organization has, in terms of section *seven* of the Act, been varied. With effect from _____ 19____ the trade union/employers' organization is registered in respect of _____

(Interests)

in _____

(Area)

Industrial Registrar.

Date _____ 19____

B. Die bestek van registrasie van bovermelde vakvereniging/werkgewersorganisasie is ingevolge artikel *sewe* van die Wet verander. Met ingang van _____ 19____ is die vakvereniging/werkgewersorganisasie geregistreer ten opsigte van _____

(Belange)

in _____

(Gebied)

Datum _____ 19____

Nywerheidsregistrator.

AANHANGSEL I.C. 4.

[Regulasie 2 (3).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN 'N VAKVERENIGING OF
WERKGEWERSORGANISASIE.
(VERANDERING VAN NAAM.)

A. Hierby word gesertifiseer dat die _____

(Nuwe naam van vakvereniging of werkgewersorganisasie)

voorheen geregistreer as _____

(Ou naam van vakvereniging of werkgewersorganisasie)

ingevolge artikel *nege* (5) van die Wet op Nywerheidsversoening, 1956, onder eersgenoemde naam geregistreer is as 'n vakvereniging/werkgewersorganisasie ten opsigte van _____

(Belange)

in _____

(Gebied)

met ingang van _____ 19____

Nywerheidsregistrator.

Datum _____ 19____

B. Die bestek van registrasie van bovermelde vakvereniging/werkgewersorganisasie is, ingevolge artikel *sewe* van die Wet, verander. Met ingang van _____ 19____ is die vakvereniging/werkgewersorganisasie geregistreer ten opsigte van _____

(Belange)

in _____

(Gebied)

Datum _____ 19____

Nywerheidsregistrator.

ANNEXURE I.C. 5.

[Regulation 2 (4).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION.

N.B.—The application must be submitted in triplicate, must be accompanied by the Union's certificate of registration and must be lodged either by the personal delivery thereof at the office of the Divisional Inspector or by forwarding it to him by registered post.

Name of Trade Union.....

Address.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

1. We hereby, in accordance with the provisions of section seven of the Industrial Conciliation Act, 1956, apply for a variation of the scope of registration of this trade union.

2. The following particulars are supplied:—

(a) The interests in respect of which the union desires registration, in addition to those already set forth in its certificate of registration, are.....

(b) The additional area(s) in respect of which the union desires registration are:—

(Insert description of area, i.e. magisterial districts, municipal areas, etc.)

(c) The magisterial district(s)/municipal area(s) in each of which the union has enrolled members in the activities set forth in paragraph (a), are:—

(d) The membership of the union in respect of the desired additional interests and area(s), the standing of members and the number of persons eligible for membership but not enrolled, is as at this date:—

	White Persons.	Coloured Persons other than Asiatics.	Asiatics.	Totals.
Number of members.....				
Number of members whose membership fees are not in arrear in terms of the constitution.....				
Estimated number of persons eligible for membership but not enrolled.....				

3. The Union's certificate of registration is attached.

Yours faithfully,

Chairman.

Secretary.

WITNESSES:

1.
2.

Date.....

FOR DEPARTMENTAL USE ONLY.

I hereby certify that I have investigated the statements made on this form and am satisfied that the particulars are substantially correct. The application was lodged with me on the.....19.....

Divisional Inspector.

Date.....19.....
Place.....

AANHANGSEL I.C. 5.

[Regulasie 2 (4).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VERANDERING VAN BESTEK VAN REGISTRASIE VAN
VAKVERENIGING.

L.W.—Die aansoek moet in triplo ingedien word, moet vergesel gaan van die vakvereniging se registrasiesertifikaat en moet ingedien word hetsy deur dit persoonlik by die kantoor van die Afdelingsinspekteur af te lewer of deur dit per geregistreerde pos aan hom te stuur.

Naam van Vakvereniging.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

1. Hierby doen ons ingevolge artikel sewe van die Wet op Nywerheidsversoening, 1956, aansoek om 'n verandering van die bestek van registrasie van hierdie vakvereniging.

2. Die volgende besonderhede word verstrek:—

(a) Die belange ten opsigte waarvan die vakvereniging registrasie verlang, benewens dié wat reeds in sy registrasiesertifikaat genoem is, is.....

.....

.....

.....

(b) Die bykomende gebied(e) ten opsigte waarvan die vakvereniging registrasie verlang, is.....

.....

.....

(Vul in beskrywing van gebied, d.w.s. magistraatsdistrikte, munisipale gebied, ens.)

(c) Die magistraatsdistrik(te)/munisipale gebied(e) in elk waarvan die vakvereniging lede ingeskryf het in die werksaamhede genoem in paragraaf (a), is.....

.....

.....

(d) Die ledetal van die vakvereniging ten opsigte van die verlangde bykomende belange en gebied(e), die volwaardigheid van lede en die getal persone wat vir lidmaatskap in aanmerking kom maar nie ingeskryf is nie, is op hierdie datum:—

	Blankes.	Gekleurde persone, uitgesonderd Asiate.	Asiate.	Totale.
Getal lede.....				
Getal lede wie se ledegelde nie agterstallig is ingevolge die konstitusie nie.....				
Geskatte getal persone wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie.....				

3. Die vakvereniging se registrasiesertifikaat gaan hierby.....

Die uwe,

Voorsitter.

Sekretaris.

GETUIES:

1.
2.

Datum.....19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Hierby sertifiseer ek dat ek die verklarings wat op hierdie vorm verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wesenlik juis is. Die aansoek is op.....19..... by my ingedien.

Afdelingsinspekteur.

Datum.....19.....

Plek.....

ANNEXURE I.C. 6.

[Regulation 2 (4).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF
EMPLOYERS' ORGANIZATION.

N.B.—The application must be submitted in triplicate, must be accompanied by the organization's certificate of registration and must be lodged either by the personal delivery thereof at the office of the Divisional Inspector or by forwarding it to him by registered post.

Name of Employers' Organization _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We hereby, in accordance with the provisions of section seven of the Industrial Conciliation Act, 1956, apply for a variation of the scope of registration of this employers' organization.

2. The following particulars are supplied:—

(a) The interests in respect of which the organization desires registration, in addition to those already set forth in its certificate of registration, are _____

(b) The additional area(s) in respect of which the organization desires registration are _____

(Insert description of area, that is magisterial districts, municipal areas, etc.)

(c) The magisterial district(s)/municipal area(s) in each of which the organization has enrolled members in the activities set forth in paragraph (a), are _____

(d) The membership of the organization in respect of the desired additional interests and area(s), the standing of members and the number of employers eligible for membership but not enrolled, is at this date:—

	Totals.	Total Number of Persons Employed by Them.
Number of members.....		
Number of members whose membership fees are not in arrear in terms of the constitution.....		
Estimated number of employers eligible for membership but not enrolled.....		

3. The organization's certificate of registration is attached.

Yours faithfully,

Chairman.

Secretary.

WITNESSES:

1. _____
2. _____

Date _____

FOR DEPARTMENTAL USE ONLY.

I hereby certify that I have investigated the statements made on this form and am satisfied that the particulars are substantially correct. The application was lodged with me on the _____ 19____

Divisional Inspector.

Date _____ 19____

Place _____

AANHANGSEL I.C. 6.

[Regulasie 2 (4).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VERANDERING VAN BESTEK VAN REGISTRASIE VAN
WERKGEWERSORGANISASIE.

L.W.—Die aansoek moet in *triplo* ingedien word, moet vergesel gaan van die werkgewersorganisasie se registrasiesertifikaat en moet ingedien word hetsy deur dit persoonlik by die kantoor van die Afdelingsinspekteur af te lewer of deur dit per geregistreerde pos aan hom te stuur.

Naam van werkgewersorganisasie.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

1. Hierby doen ons ingevolge artikel sewe van die Wet op Nywerheidsversoening, 1956, aansoek om 'n verandering van die bestek van registrasie van hierdie werkgewersorganisasie.

2. Die volgende besonderhede word verstrek:—

(a) Die belange ten opsigte waarvan die werkgewersorganisasie registrasie verlang, benewens dié wat reeds in sy registrasiesertifikaat genoem is, is.....

(b) Die bykomende gebied(e) ten opsigte waarvan die werkgewersorganisasie registrasie verlang, is.....

(Vul in beskrywing van gebied, d.w.s. magistraatsdistrikte, munisipale gebiede, ens.)

(c) Die magistraatsdistrik(te)/munisipale gebied(e) in elk waarvan die werkgewersorganisasie lede ingeskryf het in die werksaamhede genoem in paragraaf (a), is.....

(d) Die ledetal van die werkgewersorganisasie ten opsigte van die verlangde bykomende belange en gebied(e), die volwaardigheid van lede en die getal werkgewers wat vir lidmaatskap in aanmerking kom maar nie ingeskryf is nie, is op hierdie datum:—

	Totale.	Totale getal persone by hulle in diens.
Getal lede.....		
Getal lede wie se ledegelde nie agterstallig is ingevolge die konstitusie nie.....		
Geskatte getal werkgewers wat vir lidmaatskap in aanmerking kom, maar nie ingeskryf is nie.....		

3. Die werkgewersorganisasie se registrasiesertifikaat gaan hierby.

Die uwe,

Voorsitter.

Sekretaris.

GETUIES:

1.

2.

Datum.....19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Hierby sertifiseer ek dat ek die verklarings wat op hierdie vorm verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wesenlik juis is. Die aansoek is op.....19..... by my ingedien.

Afdelingsinspekteur.

Datum.....19.....

Plek.....

[Regulation 2 (6).]

STATEMENT IN TERMS OF SECTION ELEVEN (2) OF ACT.

Name of Trade Union/Employers' Organization.

Address.

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.

DEAR SIR,

In accordance with section *eleven* (2) (a) of the Act the subjoined statement of the number of members of this union/organization as at the 31st December, 19..... is submitted:—

(The total number of members of the organization as at the said date was.....)

(ii) The number of members of the organization *not* in good standing as at the said date was

										White Persons.	Coloured Persons.
6771	1	1	2	1	2	1	1	1	1		

(The total number of members of the union as at the

(b) said date was _____

The number of members of the union *not in good*

standing as at the said date was _____

We, the undersigned, being chairman and secretary of the union/organization hereby certify that the statement above is in accordance with the union's/organization's records.

Yours faithfully,

Chairman.

Secretary.

WITNESSES:

1. The author of the text is a member of the editorial board of the journal.

2. _____

Date _____

NOTES.

- (i) Delete (a) or (b) whichever is inapplicable.
(ii) The Act requires the statement to be forwarded not later than the last day of March in each year.
(iii) In terms of the Act a member is in good standing if he has paid the entrance fee (if any) laid down in the constitution and is not more than three months in arrear with his membership fees [vide section one (2) of the Act].

INDUSTRIAL CONCILIATION ACT, 1956.

SUBPOENA.

(Issued under the provisions of the Industrial Conciliation Act, 1956.)

To _____

} Name of Witness and Address.

You are hereby required to appear in person before (a) _____

at

(Place)

on

(Date)

at the hour of _____ m., and on any subsequent day to which the proceedings or investigation may be postponed, to give evidence respecting (b) _____

and to bring with you and then produce to

(a) the several books, documents and/or things specified in the list hereunder:—

List of Books, Documents or Things to be Produced:—

1. _____

2.

3. _____

AANHANGSEL I.C. 7.

[Regulasie 2 (6).]

WET OP NYWERHEIDSVERSOENING, 1956.

STAAT INGEVOLGE ARTIKEL ELF (2) VAN DIE WET.

Naam van Vakvereniging/Werkgewersorganisasie.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

Bygaande staat van die getal lede van hierdie vakvereniging/werkgewersorganisasie op 31 Desember 19....., word ingevolge artikel elf (2) (a) van die Wet ingedien:—

- (a) { Die totale getal lede van die werkgewersorganisasie op genoemde datum was.....
Die getal lede van die werkgewersorganisasie wat *nie* volwaardige lede op genoemde datum was nie, was.....
- (b) { Die totale getal lede van die vakvereniging op genoemde datum was.....
Die getal lede van die vakvereniging wat op genoemde datum *nie* volwaardige lede was nie.....

Blankes.

Gekleurde persone.

Ons, die ondergetekendes, voorsitter en die sekretaris van die vakvereniging/werkgewersorganisasie, sertifiseer hierby dat die staat hierbo ooreenkomstig die vakvereniging/werkgewersorganisasie se rekords is.

Die uwe,

Voorsitter.

Sekretaris.

GETUIES:

1.

2.

Datum.....19.....

OPMERKING.

- (i) Skrap (a) of (b), nl. die een wat nie van toepassing is nie.
(ii) Die Wet vereis dat die staat voor of op die laaste dag van Maart elke jaar aangestuur word.
(iii) Ingevolge die Wet is 'n lid volwaardig as hy die intreegeld (as daar is) betaal het wat in die konstitusie bepaal is, en nie meer as drie maande met sy ledegelde agterstallig is [sien artikel 1 (2) van die Wet].

AANHANGSEL I.C. 8.

WET OP NYWERHEIDSVERSOENING, 1956.

SUBPOENA.

(Uitgereik ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956.)

Aan.....
.....
.....
.....
.....

Naam en adres van getuie.

U word hierby versoek om persoonlik te verskyn voor (a).....

te.....

(Plek)

op.....

(Datum)

om.....uur.....m., en op enige daaropvolgende dag waartoe die verrigtinge of ondersoek uitgestel word, ten einde getuienis af te lê betreffende (b).....

en om met u saam te bring en dan voor te lê aan.....

(a) die verskillende boeke, stukke en/of dinge in die lys hieronder gespesifiseer:—

Lys van boeke, stukke of dinge wat voorgelê moet word—

1.
2.
3.

Given under my hand at _____ this _____
day of _____ 19____.

(c) *Chairman/Vice-Chairman/Secretary/Mediator/
Arbitrator(s) or Umpire/Industrial Registrar/
Authorised Officer under Section twelve (8) or
Section seventeen (13) (b)/Member of Tribunal.*

NOTES.

- (a) State body or person concerned.
(b) Specify in what connection witness is required to give evidence.
(c) Delete whichever is inapplicable.

ANNEXURE I.C. 9.

[Regulation 4 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPEAL IN TERMS OF SECTION SIXTEEN OF ACT.

(IN QUADRUPLICATE.)

To:

- (a) { THE SECRETARY FOR LABOUR,
LABOUR BUILDING,
PRETORIA.
(b) { THE CHAIRMAN,
INDUSTRIAL TRIBUNAL,
PRETORIA.

DEAR SIR,

An appeal is hereby lodged in terms of section sixteen (1) (a)/sixteen (1) (b) of the Act against _____

(above should be specified the requirement, request, decision, order or cancellation of registration by the Industrial Registrar which forms the subject of the appeal, and wherever possible the reference No. and date of the communication conveying the Registrar's requirement, etc. to the appellant).

An original and _____ copies together with the annexures thereto of the appellant's representations in regard to the appeal are attached.

Yours faithfully,

Appellant.

Date _____ 19____

Appellant's address _____

Received on the _____ 19____

Secretary for Labour/Chairman of Tribunal.

NOTES.

- (i) Delete (a) or (b) whichever is not applicable.
(ii) Six copies of the appellant's representations must be submitted in the event of an appeal to the tribunal and three copies in case of an appeal to the Minister.

ANNEXURE I.C. 10.

[Regulation 5 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR REGISTRATION OF AN INDUSTRIAL COUNCIL AND APPOINTMENT OF REPRESENTATIVES.

N.B.—The form should be suitably modified in consultation with the Divisional Inspector when application is made by an individual employer.

A separate form should be completed on behalf of each employer's organization or individual employer, as the case may be, which or who is a party to the council and submitted to the secretary of the council who shall lodge the application with the Divisional Inspector, either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Industrial Registrar.

Name of Employers' Organization _____

Address _____

Gegee onder my hand te _____
op hede die _____ dag van _____ 19 _____

(c) Voorsitter/Vise-voorsitter/Sekretaris/Bemiddelaar/
Arbiter(s) of Skeidsregter/Nywerheidsregistrateur/
Gemagtigde amptenaar ingevolge artikel 12 (8) of
artikel sewentien (13) (b)/Lid van Nywerheidshof.

OPMERKINGS.

- (a) Noem betrokke liggaam of persoon.
- (b) Spesifiseer in watter verband getuie getuienis moet aflê.
- (c) Skrap wat nie van toepassing is nie.

AANHANGSEL I.C. 9.

[Regulasie 4 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

APPEL INGEVOLGE ARTIKEL SESTIEN VAN DIE WET.

(IN VIERVoud.)

AAN:

- (a) { DIE SEKRETARIS VAN ARBEID,
LABORIEGEBOU,
PRETORIA.
- (b) { DIE VOORSITTER,
NYWERHEIDSHOF,
PRETORIA.

MENEER,

Appel word hierby ingevolge artikel *sestien* (1) (a)/*sestien* (1) (b) van die Wet aangeteken teen _____

(Meld hierbo die vereiste, versoek beslissing, bevel of intrekking van registrasie deur die Nywerheidsregistrateur wat die onderwerp van die appel uitmaak, en waar ook al moontlik, die verwysingsnommer en datum van die brief wat die Registrateur se vereiste, ens., aan die appellant meedeel.)

'n Oorspronklike en _____ afskrifte tesame met die aanhangsels daarvan van die appellant se vertoë met betrekking tot die appel gaan hierby.

Die uwe,

Appellant.

Datum _____ 19 _____

Appellant se adres _____

Ontvang op _____ 19 _____

Sekretaris van Arbeid/
Voorsitter van Nywerheidshof.

OPMERKINGS.

- (i) Skrap (a) of (b), nl. die een wat nie van toepassing is nie.
- (ii) Ses afskrifte van die appellant se vertoë moet ingedien word in geval van 'n appel na die Nywerheidshof en drie afskrifte in geval van 'n appel na die Minister.

AANHANGSEL I.C. 10.

[Regulasie 5 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM REGISTRASIE VAN 'N NYWERHEIDSVRAAD EN
AANSTELLING VAN VERTEENWOORDIGERS.

L.W.—Hierdie vorm moet in oorleg met die Afdelingsinspekteur paslik gewysig word wanneer aansoek deur 'n individuele werkgewer gedoen word.

'n Afsonderlike vorm moet ingevul word namens elke werkgewersorganisasie of individuele werkgewer, na gelang van die geval, wat 'n party is by die raad, en moet gestuur word aan die sekretaris van die raad wat die aansoek by die Afdelingsinspekteur moet indien, hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur, vir deursending aan die Nywerheidsregistrateur

Naam van werkgewersorganisasie _____

Adres _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____,

SIR,

1. We hereby in pursuance of an agreement reached with other interested bodies, apply in terms of section *nineteen* of the Industrial Conciliation Act, 1956, on behalf of this employers' organization for the registration of an industrial council for the _____

(Insert character of undertaking, industry, trade or occupation)

in the area(s) mentioned in the annexed table.

2. We certify that—

(a) the following persons were duly appointed by the organization in terms of its constitution to represent it on the council:—

*As Representatives.**As Alternates.*

(1) _____	_____
(2) _____	_____
(3) _____	_____
(4) _____	_____
(5) _____	_____
(6) _____	_____
(7) _____	_____
(8) _____	_____
(9) _____	_____
(10) _____	_____

(b) the particulars set out in the annexed table are as at the date of this application and are substantially correct.

3. The organization represents the following interests:—

(Insert interests specified in certificate of registration of the organization)

4. The address of the headquarters of the council will, until further notice, be _____

Yours faithfully,

*Chairman,*_____
Secretary,

} of the organization.

AS WITNESSES:

1. _____

2. _____

Date _____ 19 _____

*Chairman,*_____
Secretary,

} of the

} branch of the organization.

AS WITNESSES:

1. _____

2. _____

Date _____ 19 _____

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the statements made on this form, including the table, and am satisfied that the particulars shown were substantially correct, as at the _____ 19 _____ which is the date on which the application was lodged with me _____

Divisional Inspector.

Date _____ 19 _____

Place _____

N.B.—Any alteration to the table should be initialed by the Inspector.

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

1. Na aanleiding van 'n ooreenkoms aangegaan met ander belanghebbende liggame doen ons hierby aansoek ingevolge artikel *negentien* van die Wet op Nywerheidsversoening, 1956, namens hierdie werkgewers-organisatie, om die registrasie van 'n nywerheidsraad vir die.....

(Vul in aard van onderneming, nywerheid, bedryf of beroep)
in die gebied(e) genoem in die aangehegte tabel.

2. Ons sertifiseer dat—

(a) die volgende persone behoorlik deur die werkgewersorganisasie ingevolge sy konstitusie aangestel is om hom in die raad te verteenwoordig:—

As verteenwoordigers.

As plaasvervangers.

- | | |
|------------|-------|
| (1) ..... | ..... |
| (2) ..... | ..... |
| (3) ..... | ..... |
| (4) ..... | ..... |
| (5) ..... | ..... |
| (6) ..... | ..... |
| (7) ..... | ..... |
| (8) ..... | ..... |
| (9) ..... | ..... |
| (10) ..... | ..... |

(b) die besonderhede uiteengesit in die aangehegte tabel dié is op die datum van hierdie aansoek en wesenlik juis is.

3. Die organisasie verteenwoordig die volgende belange:—

.....
.....
.....

(Vul in belange gespesifiseer in registrasiesertifikaat van werkgewersorganisasie)

4. Die adres van die raad se hoofkantoor sal, tot verdere kennisgewing, soos volg wees.....

.....
.....

Die uwe,

Voorsitter,

Sekretaris,

van die werkgewers-organisatie.

AS GETUIES:

1.
2.

Datum.....19.....

Voorsitter,

Sekretaris,

van die

tak van die werkgewers-organisatie.

AS GETUIES:

1.
2.

Datum.....19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die verklaring wat op hierdie vorm verskyn, met inbegrip van die tabel, ondersoek het, en dat ek oortuig is dat die besonderhede daarop wesenlik juis is, soos op.....19.....
die datum waarop die aansoek by my ingedien is.

Afdelingsinspekteur.

Datum.....19.....
Plek.....

L.W.—Enige verandering aan die tabel moet deur die Inspekteur geparafeer word.

NOTES.

(i) A member who is "in good standing" is a member who has paid the entrance fee (if any) laid down in the organization's constitution and who is not more than three months in arrear with the payment of his membership fees *vide* section one (2) of the Act].

(ii) M denotes males and F females.

TABEL.

Gebiede. (Noem elke gebied afsonderlik; meld of dit plaaslike owerheid- of magistraats- gebied is.)	Getal werkgewers wat lede van die werkgewersorganisasie is en getal persone in hul diens in die onderneming, nywerheid, bedryf of beroep, gespesifiseer in paragraaf 1 van die aansoek.										Geskatte totale getal werkgewers wat <i>nie</i> lede van die werkgewersorganisasie is nie, en getal persone in hul diens in die onderneming, nywerheid, bedryf of beroep gespesifiseer in paragraaf 1 van die aansoek.								
	Werkgewers.	Persone in diens.										Persone in diens.							
		Blanke persone.		Gekleurdes, uitgesonderd Asiate.		Asiate.		Naturelle.		Totale.		Werkgewers.	Blanke persone.	Gekleurdes, uitgesonderd Asiate.	Asiate.	Naturelle.	Totale.		
		M.	V.	M.	V.	M.	V.	M.	V.	M.	V.								

OPMERKINGS.—(i) 'n „Volwaardige” lid is 'n lid wat die intreegeld (indien vereis) betaal het wat in die werkgewersorganisasie se konstitusie voorgeskryf is en wat nie meer as drie maande met sy ledegeld agterstallig is nie. [Sien artikel 1 (2) van die Wet.]
(ii) M dui mans en V vrouens aan.

36

GOVERNMENT GAZETTE EXTRAORDINARY, 14 DECEMBER 1956

NOTES.

- (i) A member who is "in good standing" is a member who has paid the entrance fee (if any) laid down in the union's constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].
- (ii) M denotes males and F females.

TABEL.

Gebiede. (Noem elke gebied afsonderlik; meld of dit plaaslike owerheid- of magistraats- gebied is.)	Getal werkgewers wat lede van die werkgewersorganisasie is en getal persone in hul diens in die onderneming, nywerheid, bedryf of beroep, gespesifiseer in paragraaf 1 van die aansoek.										Geskatte totale getal werkgewers wat <i>nie</i> lede van die werkgewersorganisasie is nie, en getal persone in hul diens in die onderneming, nywerheid, bedryf of beroep gespesifiseer in paragraaf 1 van die aansoek.							
	Werkgewers.	Persone in diens.										Persone in diens.						
		Blanke persone.		Gekleurdes, uitgesonderd Asiate.		Asiate.		Naturelle.		Totale.		Werkgewers.	Blanke persone.	Gekleurdes, uitgesonderd Asiate.	Asiate.	Naturelle.	Totale.	
		M.	V.	M.	V.	M.	V.	M.	V.	M.	V.							

OPMERKINGS.—(i) 'n „Volwaardige” lid is 'n lid wat die intreegeld (indien vereis) betaal het wat in die werkgewersorganisasie se konstitusie voorgeskryf is en wat nie meer as drie maande met sy ledegeld agterstallig is nie. [Sien artikel 1 (2) van die Wet.]
(ii) M dui mans en V vrouens aan.

ANNEXURE I.C. 11.

[Regulation 5 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR REGISTRATION OF AN INDUSTRIAL COUNCIL AND APPOINTMENT OF REPRESENTATIVES.

N.B.—A separate form should be completed on behalf of each trade union which is a party to the council and submitted to the secretary of the council who shall lodge the application with the Divisional Inspector either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Industrial Registrar.

Name of Trade Union _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

SIR,

1. We hereby in pursuance of an agreement reached with other interested bodies, apply in terms of section *nineteen* of the Industrial Conciliation Act, 1956, on behalf of this trade union for the registration of an industrial council for the _____

(Insert character of undertaking, industry, trade or occupation)
in the area(s) mentioned in the annexed table.

2. We certify that—

(a) the following persons were duly appointed by the union in terms of its constitution, to represent it on the council:—

*As Representatives.**As Alternates.*

(1) _____	_____
(2) _____	_____
(3) _____	_____
(4) _____	_____
(5) _____	_____
(6) _____	_____
(7) _____	_____
(8) _____	_____
(9) _____	_____
(10) _____	_____

(b) the particulars set out in the annexed table are as at the date of this application and are substantially correct.

3. The union represents the following interests:—

(Insert interests specified in certificate of registration of the union)

4. The address of the headquarters of the council will, until further notice, be: _____

Yours faithfully,

Chairman,

} of the union.

AS WITNESSES:

1. _____

2. _____

Date _____ 19____

*Secretary,*_____
Chairman,

} of the

Secretary,

} branch of the union.

AS WITNESSES:

1. _____

2. _____

Date _____ 19____

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the statements made on this form, including the table, and am satisfied that the particulars were substantially correct as at the _____ 19____
which is the date on which the application was lodged with me.

Date _____ 19____

Place _____

*Divisional Inspector.**N.B.*—Any alteration to the table should be initialed by the Inspector.

AANHANGSEL I.C. 11.

[Regulasie 5 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM REGISTRASIE VAN 'N NYWERHEIDSRAAD EN
AANSTELLING VAN VERTEENWOERDIGERS.

L.W.—'n Afsonderlike vorm moet ingevul word namens elke vakvereniging wat 'n party by die raad is, en moet gestuur word aan die sekretaris van die raad wat die aansoek by die Afdelingsinspekteur moet indien, hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur, vir oorsending aan die Nywerheidsregistrator.

Naam van vakvereniging _____

Adres _____

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Na aanleiding van 'n ooreenkoms bereik met ander belanghebbende liggame doen ons hierby aansoek ingevolge artikel *negentien* van die Wet op Nywerheidsversoening, 1956, namens hierdie vakvereniging, om die registrasie van 'n nywerheidsraad vir die _____

(Vul in aard van onderneming, nywerheid, bedryf of beroep)
in die gebied(e) genoem in die aangehegte tabel.

2. Ons sertifiseer dat—

(a) die volgende persone behoorlik deur die vakvereniging ingevolge sy konstitusie aangestel is om hom in die raad te verteenwoordig:—

As verteenwoordigers.

As plaasvervangers.

- | | |
|------------|-------|
| (1) _____ | _____ |
| (2) _____ | _____ |
| (3) _____ | _____ |
| (4) _____ | _____ |
| (5) _____ | _____ |
| (6) _____ | _____ |
| (7) _____ | _____ |
| (8) _____ | _____ |
| (9) _____ | _____ |
| (10) _____ | _____ |

(b) die besonderhede wat in die aangehegte tabel uiteengesit is, dié is op die datum van hierdie aansoek en wesenlik juis is.

3. Die vakvereniging verteenwoordig die volgende belange:—

(Vul in belange gespesifiseer in registrasiesertifikaat van vakvereniging)

4. Die ardes van die raad se hoofkantoor sal, tot verdere kennisgewing, soos volg wees _____

Die uwe,

Voorsitter,

Sekretaris,

} van die
vakver-
eniging.

AS GETUIES:

1. _____

2. _____

Datum _____ 19 _____

Voorsitter,

Sekretaris,

} van die

tak van die vakvereniging.

AS GETUIES:

1. _____

2. _____

Datum _____ 19 _____

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die verklaring wat op hierdie vorm, met inbegrip van die tabel, verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wesenlik korrek was op _____ 19 _____, die datum waarop die aansoek by my ingedien is.

Datum _____ 19 _____

Plek _____

Afdelingsinspekteur.

L.W.—Enige verandering aan die tabel moet deur die Inspekteur geparafeer word.

36

GOVERNMENT GAZETTE EXTRAORDINARY, 14 DECEMBER 1956

(i) A member who is "in good standing" is a member who has paid the entrance fee (if any) laid down in the union's constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].

(ii) M denotes males and F females.

- (i) A member who is "in good standing" is a member who has paid the entrance fee (if any) laid down in the union's constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].
- (ii) M denotes males and F females.

TABEL

Gebiede. (Noem elke gebied afsonderlik, en meld of dit 'n plaaslike owerhied- of 'n magistraatsgebied is.	Getal persone in diens in die onderneming, nywerheid, bedryf of beroep gespesifiseer in paragraaf 1 van die aansoek, wat lede van die vakvereniging is.								Geskatte getal persone in diens in die onderneming, nywerheid, bedryf of beroep gespesifiseer in paragraaf 1 van die aansoek, wat nie lede van die vakvereniging is nie.				
	Blankes.		Gekleurde persone uitgesonderd Asiate.		Asiate.		Totale.		Blankes.	Gekleurde per- sone, uitgeson- derd Asiate.	Asiate.	Naturelle.	Totale.
	M.	V.	M.	V.	M.	V.	M.	V.					
TOTAAL.....								(a)					

Noem getal lede ingesluit in syfer by (a) wat nie „volwaardig” is nie.....

OPMERKINGS.—(i) 'n Lid wat „volwaardig” is, is 'n lid wat die intreegeld (indien vereis) wat in die vakvereniging se konstitusie voorgeskryf is, betaal het en wat nie meer as drie maande met sy ledegeld agterstallig is nie. [Sien artikel een (2) van die Wet.]

(ii) M dui mans en V vrouens aan.

ANNEXURE I.C. 12.

[Regulation 5 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF AN INDUSTRIAL COUNCIL.

A. This is to certify that the

(Name of industrial council)

has in terms of section *nineteen* (3) of the Industrial Conciliation Act, 1956, been registered as an industrial council in respect of

(Undertaking, industry, trade or occupation)

in

(Area)

with effect from the 19

Industrial Registrar.

Date 19

B. The scope of registration of the above-named industrial council has in terms of section *nineteen* (8) of the Act been varied. With effect from the 19 the industrial council is registered in respect of

(Undertaking, industry, trade or occupation)

in

(Area)

Date 19

Industrial Registrar.

ANNEXURE I.C. 13.

[Regulation 5 (3).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF AN INDUSTRIAL COUNCIL.

CHANGE OF NAME.

A. I hereby certify that the

(New name of industrial council)

formerly registered as the

(Old name of industrial council)

has been registered by me in terms of section *twenty-two* of the Industrial Conciliation Act, 1956, under its new name with effect from 19

The scope of registration of the said industrial council is in respect of

(Undertaking, industry, trade or occupation)

in

(Area)

Industrial Registrar.

Date 19

AANHANGSEL I.C. 12.

[Regulasie 5 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN 'N NYWERHEIDSVRAAD.

A. Hierby word gesertifiseer dat die

(Naam van nywerheidsraad.)

ingevolge artikel *negentien* (3) van die Wet op Nywerheidsversoening, 1956, geregistreer is as 'n nywerheidsraad ten opsigte van

(Onderneming, nywerheid, bedryf of beroep.)

in

(Gebied)

met ingang van 19

Nywerheidsregistrator.

Datum 19

B. Die bestek van registrasie van bovermedle nywerheidsraad is ingevolge artikel *negentien* (8) van die Wet verander. Met ingang van 19, is die nywerheidsraad geregistreer ten opsigte van

(Onderneming, nywerheid, bedryf of beroep)

in

(Gebied)

Datum 19

Nywerheidsregistrator.

AANHANGSEL I.C. 13.

[Regulasie 5 (3).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN 'N NYWERHEIDSVRAAD.

VERANDERING VAN NAAM.

A. Ek sertifiseer hierby dat die

(Nuwe naam van nywerheidsraad)

voorheen geregistreer as die

(Ou naam van nywerheidsraad)

deur my ingevolge artikel *twee-en-twintig* van die Wet op Nywerheidsversoening, 1956, onder sy nuwe naam geregistreer is met ingang van 19

Die bestek van registrasie van genoemde nywerheidsraad is ten opsigte van

(Onderneming, nywerheid, bedryf of beroep)

in

(Gebied)

Datum 19

Nywerheidsregistrator.

The scope of registration of the above-named industrial council has, in terms of section *nineteen* (8) of the Act, been varied. With effect from the _____ 19____ the industrial council is registered in respect of _____

(Undertaking, industry, trade or occupation)

in _____

(Area) _____

Industrial Registrar.

Date _____ 19____

ANNEXURE I.C. 14.

[Regulation 5 (4).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL.

N.B.—This application must be accompanied by information on the lines of that required to be furnished in the table to Annexure I.C. 10 in respect of each employer or employers' organization and in the table to Annexure I.C. 11 in respect of each trade union who or which is a party to the council and shall be lodged with the Divisional Inspector, either by the personal delivery thereof at his office or by forwarding it to him by registered post, for transmission to the Industrial Registrar.

Name of Industrial Council _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We hereby in pursuance of a resolution adopted by the above-mentioned industrial council, apply in terms of section *nineteen* (8) of the Industrial Conciliation Act, 1956, for the variation of the scope of registration of the council to include the _____

(Undertaking, industry, trade or occupation)

within the following *magisterial districts/municipal areas _____

2. We certify that the information accompanying this application, as required by regulation 5 (4), is as at the date of the application and is substantially correct.

Yours faithfully,

Chairman,

Secretary,

of the
council.

As WITNESSES:

1. _____
2. _____

Date _____ 19____
Place _____

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the statements made on this form, and am satisfied that the particulars accompanying this form were substantially correct as at the _____ 19____ which is the date on which the application was lodged with me.

Divisional Inspector.

Date _____ 19____
Place _____

NOTE.—Delete at * which is not required.

B. Die bestek van registrasie van bovermelde nywerheidsraad is ingevolge artikel *negentien* (8) van die Wet verander. Met ingang van _____ 19____ is die nywerheidsraad geregistreer ten opsigte van _____

(Onderneming, nywerheid, bedryf of beroep)

in _____

(Gebied)

Datum _____ 19____

Nywerheidsregistrateur.

AANHANGSEL I.C. 14.

[Regulasie 5 (4).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VERANDERING VAN BESTEK VAN REGISTRASIE VAN 'N NYWERHEIDSRaad.

L.W.—Hierdie aansoek moet vergesel gaan van inligting soortgelyk aan dié wat verstrek moet word in die tabel van aanhangsel I.C. 10 ten opsigte van elke werkgewer of werkgewersorganisasie en in die tabel van aanhangsel I.C. 11 ten opsigte van elke vakvereniging wat 'n party by die raad is en moet by die Afdelingsinspekteur ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur vir deursending aan die Nywerheidsregistrateur.

Naam van nywerheidsraad _____

Adres _____

(IN TRIPLO)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Ooreenkomstig 'n besluit wat deur bovermelde nywerheidsraad aangeneem is, doen ons hierby ingevolge artikel *negentien* (8) van die Wet op Nywerheidsversoening, 1956, aansoek om die verandering van die bestek van registrasie van die raad ten einde die volgende in te sluit _____

(Onderneming, nywerheid, bedryf of beroep)

in die volgende *magistraatsdistrikte/munisipale gebiede _____

2. Ons sertifiseer dat die inligting wat hierdie aansoek vergesel, soos by regulasie 5 (4) vereis, die inligting op die datum van die aansoek is en dat dit wesenlik juis is.

Die uwe,

Voorsitter,

Sekretaris,

} van die raad.

AS GETUIES:

1. _____
2. _____

Datum _____ 19____

Plek _____

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die verklarings wat op hierdie vorm verskyn, ondersoek het en dat ek oortuig is dat die besonderhede wat hierdie vorm vergesel wesenlik juis was op die _____ 19____, die datum waarop die aansoek by my ingedien is.

Afdelingsinspekteur.

Datum _____

Plek _____

OPMERKING.—Skrap by * wat nie nodig is nie.

ANNEXURE I.C. 15.

[Regulation 5 (5).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR PUBLICATION OF AGREEMENT.

Name of Industrial Council _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,

P.O. BOX/PRIVATE BAG _____

DEAR SIR,

PUBLICATION OF AGREEMENT.

1. In terms of section *forty-eight* of the Industrial Conciliation Act, 1956, we transmit herewith three copies of an agreement dated _____ 19____ arrived at by the following parties to the Council, viz.:—

(Names of the parties to the agreement)

2. The Council requests that—

(a) all the provisions of the agreement be declared binding in terms of section *forty-eight* (1) (a) of the Act upon the parties mentioned in paragraph (1) and upon the employers and employees who are members of the employers' organisation(s) and trade union(s) mentioned in that paragraph; and

(b) the provisions contained in clauses _____ of the agreement be declared binding in terms of section *forty-eight* (1) (b) of the Act upon the other employers and employees in the _____

(Undertaking, industry, trade or occupation)

within the _____

(Area)

3. The Council recommends that the provisions contained in clauses _____

of the agreement be declared binding in terms of section *forty-eight* (3) (a) of the Act upon all Natives employed in the _____

(Undertaking, industry, trade or occupation)

within the _____

(Area)

and upon the employers of such Natives.

4. Attached are forms I.C. 16 and 17 completed in respect of the parties to the agreement as required by Regulation 5 (6) under the Act.

Yours faithfully,

Signatures of the chairman,
vice-chairman and secretary
or three duly authorised
persons (*vide* section *thirty-one*
of the Act).

AS WITNESSES:

1. _____

2. _____

Date _____ 19____

NOTES.

(i) Delete paragraphs not applicable.

(ii) If the agreement contains a closed shop provision, form I.C. 18 must be completed in respect of each of the trade unions referred to in such provision in the agreement.

AANHANGSEL I.C. 15.

[Regulasie 5 (5).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM PUBLIKASIE VAN OOREENKOMS.

Naam van nywerheidsraad.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

PUBLIKASIE VAN OOREENKOMS.

1. Ingevolge artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, stuur ons hierby drie afskrifte deur van 'n ooreenkoms gedateer.....19..... wat deur die volgende partye by die Raad aangegaan is, naamlik:—

.....
.....
.....

(Name van die partye by die ooreenkoms)

2. Die raad versoek dat—

(a) al die bepalings van die ooreenkoms ingevolge artikel *agt-en-veertig* (1) (a) van die Wet bindend verklaar word vir die partye in paragraaf (1) genoem en vir die werkgewers en werknemers wat lede is van die werkgewersorganisasie(s) en vakvereniging(s) in daardie paragraaf genoem; en

(b) de bepalings in klousules.....
van die ooreenkoms vervat ingevolge artikel *agt-en-veertig* (1) (b) van die Wet bindend verklaar word vir die ander werkgewers en werknemers in die.....

(Onderneming, nywerheid, bedryf of beroep)

in die.....

(Gebied)

3. Die Raad beveel aan dat die bepalings in klousules.....

van die ooreenkoms vervat ingevolge artikel *agt-en-veertig* (3) (a) van die Wet bindend verklaar word vir alle Naturelle in diens in die.....

(Onderneming, nywerheid, bedryf of beroep)

n die.....

(Gebied)

en vir die werkgewers van sodanige Naturelle.

4. Aangeheg is vorms I.C. 16 en 17, ingevul ten opsigte van die partye by die ooreenkoms soos vereis by regulasie 5 (6) kragtens die Wet.

Die uwe,

.....
.....
.....

Handtekeninge van die
voorsitter, vise-voorsitter en
sekretaris of drie behoorlik
gemagtigde persone (sien
artikel *een-en-dertig* van die
Wet.)

AS GETUIES:

1.
2.

Datum.....19.....

OPMERKINGS.—(i) Skrap paragrawe wat nie van toepassing is nie.

(ii) As die ooreenkoms 'n geslote geleedere-bepaling bevat, moet vorm I.C. 18 ingevul word ten opsigte van elkeen van die vakverenigings in sodanige bepaling in die ooreenkoms genoem.

ANNEXURE I.C. 16.
[Regulations 5 (6), 5 (8), 6 (10), 6 (11) and 7 (4).]
INDUSTRIAL CONCILIATION ACT, 1956.

TABLE.

We hereby certify that according to the best of our knowledge the figures contained in the above table are correct.

(Name of *Industrial Council/Conciliation Board.)

NOTE.—Delete at * whichever is not applicable.
FOR DEPARTMENTAL USE ONLY.

Divisional Inspector.

(IN TRIPLO.)

AANHANGSEL I.C. 16.
[Regulasies 5 (6), 5 (8), 6 (10), 6 (11) en 7 (4).]
WET OP NYWERHEIDSVERSOENING, 1956.

(NAAM VAN WERKGEWERSORGANISASIE).

TABEL.

Gebiede. (Noem elke gebied afsonderlik en meld of dit 'n plaaslike owerheid- of 'n magi- straatsgebied is.	Getal werkgewers wat *lede van die organisasie/partye by die geskil is en getal persone in hul diens in die onderneming, nywerheid, bedryf of beroep waarop die *ooreenkoms/toekenning van toepassing is.										Geskatte totale getal werkgewers wat nie *lede van die organisasie/partye by die geskil is nie en persone in hul diens in die onderneming, nywerheid, bedryf of beroep waarop die *ooreenkoms/toekenning van toepassing is.								
	Werk- gewers.	Persone in diens.										Werkgewers.	Persone in diens.						
		Blanke persone.		Gekleurde persone uitgesonderd Asiate.		Asiate.		Naturelle.		Totale.			Blanke persone.	Gekleurde persone uitgesonderd Asiate.	Asiate.	Naturelle.	Totale.		
		M.	V.	M.	V.	M.	V.	M.	V.									M.	V.
TOTALE (a).....																			

Noem getal lede inbegrepe by syfer by (a)
getoon wat nie „volwaardige” is op die
datum waarop hierdie aanhangsel ingevul
word nie.....

OPMERKINGS.— (i) 'n Volwaardige lid is 'n lid wat die intreegeld (indien vereis) wat in die organisasie se konstitusie voorgeskryf word, betaal het en wat nie
meer as drie maande met sy ledegeld agterstallig is nie [sien artikel een (2) van die Wet].
(ii) M. dui mans en V. vrouens aan.
(iii) Hierdie aanhangsel moet ingevul word op dieselfde datum as die waarop aanhangsel I.C. 15, 19, 26, 27 of 30, na gelang van gie geval,
ingevul word.

Ons sertifiseer hierby dat die syfers in bostaande tabel vervat na ons beste wete juis is.

Voorsitter van die *Nywerheidsraad/Versoeningsraad/Organisasie.

(Naam van *Nywerheidsraad/Versoeningsraad.)

Sekretaris van die *Nywerheidsraad/Versoeningsraad/Organisasie.

Datum.....

OPMERKING.—Skrap by * wat nie van toepassing is nie.

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die syfers in bostaande tabel vervat, ondersoek het en dat ek oortuig is dat die besonderhede wat verstrek word, wesenlik juis is.

Datum.....19.....

Plek.....

Afdelingsinspekteur.

INDUSTRIAL CONCILIATION ACT, 1956.

.....(NAME OF TRADE UNION).

TABLE.

[illegible]

State number of members included in figure shown at (a) who are not "in good standing" as at the date on which this annexure is completed.

NOTES.— (i) A member who is “in good standing” is a member who has paid the entrance fee (if any) prescribed in the union’s constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].

(ii) M. denotes males and F. females.

(iii) This annexure must be completed on the same date as Annexures I.C. 15, 19, 26, 27 or 30, as the case may be.

We hereby certify that according to the best of our knowledge the figures contained in the above table are correct.

*Chairman of the *Council/Board/Union.*

Secretary of the *Council/Board/Union.

Date _____ 19____

(Name of *Industrial Council/Conciliation Board.)

NOTE.—Delete at * whichever is not applicable.

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the figures contained in the above table and am satisfied that the particulars shown are substantially correct.

Date _____ 19____

Place _____

Divisional Inspector.

(IN TRIPLO.)

AANHANGSEL I.C. 17.
[Regulasies 5 (6), 5 (8), 6 (10), 6 (11) en 7 (4).]
WET OP NYWERHEIDSVERSOENING, 1956.

(NAAM VAN VAKVERENIGING).

TABEL.

Gebiede. (Noem elke gebied afsonderlik en meld of dit 'n plaaslike owerheid- of 'n magistraatsgebied is.)	Getal persone in diens in die onderneming, nywerheid, bedryf of beroep waarop die *ooreenkoms/toekenning van toepassing is, wat lede van die vakvereniging is.								Geskatte totale getal persone in diens in die onderneming, nywerheid, bedryf of beroep waarop die *ooreenkoms/toekenning van toepassing is, wat nie lede van die vakvereniging is nie.				
	Blanke persone.		Gekleurde persone uitgesonderd Asiate.		Asiate.		Totale.		Blanke persone.	Gekleurde persone uitgesonderd Asiate.	Asiate.	Naturelle.	Totale.
	M.	V.	M.	V.	M.	V.	M.	V.					
TOTALE (a).....													

Noem getal lede inbegrepe by syfer by (a) getoon wat nie volwaardig is op die datum waarop hierdie aanhangsel ingevul word nie.....

OPMERKINGS.—(i) 'n Volwaardige lid is 'n lid wat die intreegeld (indien vereis) wat in die vakvereniging se konstitusie voorgeskryf word, betaal het en wat nie meer as drie maande met sy ledegeld agterstallig is nie [sien artikel een (2) van die wet].

(ii) M dui mans en V vrouens aan.

(iii) Hierdie aanhangsel moet ingevul word op dieselfde datum as dié waarop aanhangsel I.C. 15, 19, 26, 27, of 30, na gelang van die geval ingevul word.

Ons sertifiseer hierby dat die syfers in bostaande tabel vervat na ons beste wete juis is.

Voorsitter van die *Nywerheidsraad/Versoeningsraad/Vakvereniging.

(Naam van *Nywerheidsraad/Versoeningsraad.)

Sekretaris van die *Nywerheidsraad/Versoeningsraad/Vakvereniging.

Datum.....

OPMERKING.—Skrap by * wat nie van toepassing is nie.

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die syfers in bostaande tabel vervat, ondersoek het en dat ek oortuig is dat die besonderhede wat verstrek word, swesenlik juis is.

Datum.....19.....

Plek.....

Afdelingsinspekteur.

INDUSTRIAL CONCILIATION ACT, 1956.

....(NAME OF TRADE UNION).

TABLE.

[illegible]

State the number of members included in the figure shown at (a) who were not "in good standing" at the date on which the agreement was signed on behalf of the parties.

NOTES.— (i) A member “in good standing” is a member who has paid the entrance fee (if any) prescribed in the union’s constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].

(ii) M. denotes males and F. females.

(iii) The information reflected on this Annexure must be given as at the date on which the agreement was signed on behalf of the parties.

We hereby certify that according to the best of our knowledge the figures contained in the above table are correct.

Chairman of the Trade Union.

Secretary of the Trade Union.

Date: _____ 19____

Place _____

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the figures contained in the above table and am satisfied that the particulars shown are substantially correct.

Date _____ 19____

Place _____

Divisional Inspector.

(IN TRIPLO.)

AANHANGSEL I.C. 18.
[Regulasies 5 (7) en 6 (10).]

WET OP NYWERHEIDSVERSOENING, 1956.

....(NAAM VAN VAKVERENIGING).

TABEL.

[illegible]

Noem die getal lede inbegrepe by die syfer by (a) getoon wat nie volwaardig was op die datum waarop die ooreenkoms namens die partye onderteken is nie.....

OPMERKINGS.—(i) 'n Volwaardige lid is 'n lid wat die intreegeld (indien vereis) wat in die vakvereniging se konstitusie voorgeskryf word, betaal het en wat nie meer as drie maande met sy ledegeld agterstallig is nie [sien artikel een (2) van die Wet]

(ii) M dui mans en V vrouens aan.

(iii) Die inligting in hierdie aanhangse

Ons sertifiseer hierby dat die syfers in bostaande tabel vervat na ons beste wete juist is.

Ons sertifiseer hierby dat die syfers in bostaande tabel vervat na ons beste wete juis is.

Voorsitter van die Vakvereniging.

Sekretaris van die Vakvereniging.

Datum 19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die syfers in bostaande tabel vervat, ondersoek het en dat ek oortuig is dat die besonderhede wat verstrek word, wesenlik juis is.

Datum _____ 19____

Datum 19-05-2018

Plek

Afdelingsinspekteur.

ANNEXURE I.C. 19.

[Regulation 5 (8).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR EXTENSION OF PERIOD OF AGREEMENT.

Name of Industrial Council.....

Address.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

EXTENSION OF PERIOD OF AGREEMENT.

1. In terms of section *forty-eight* (4) of the Industrial Conciliation Act, 1956, the council requests that—(a) the period(s) fixed in Government Notice(s) No.(s).....
of the.....

be extended for a period of..... months;

(b) the provisions of Government Notice(s) No.(s).....
of the.....[the period(s) of operation of which have already expired] be declared effective for a further
period of..... months.2. Forms I.C. 16 and 17 completed in respect of the parties to the agreement as required by Regulation
5 (8) are attached.

Yours faithfully,

Chairman of the Council.

Vice-Chairman of the Council.

Secretary of the Council.

AS WITNESSES:

1.

2.

Date..... 19.....

NOTE.—Delete paragraph 1 (a) or 1 (b) whichever is not applicable.

ANNEXURE I.C. 20.

[Regulations 5 (14), 6 (13) and 7 (6).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR DIRECTION IN TERMS OF SECTION FIFTY-ONE (10) (c).

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR,
DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

1. I the undersigned, having been notified on the..... 19..... that I have
been *refused membership of/expelled from the.....

(Name of trade union or employer's organization.)

hereby apply for a direction in terms of section *fifty-one* (10) (c) of the Industrial Conciliation Act, 1956.2. A closed shop provision is binding upon the members of that *union/organization and is contained
in the *agreement/award for the.....

(Undertaking, industry, trade or occupation.)

published under Government Notice No..... of the..... 19.....

3. I will be adversely affected by the application of that provision and consider such *refusal/expulsion
to be unreasonable for the following reasons.....

Yours faithfully,

Signature of Applicant.

Address of applicant:.....

Date..... 19.....

NOTE.—Delete at * whichever is not applicable.

AANHANGSEL I.C. 19.

[Regulasie 5 (8).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VERLENGING VAN TYDPERK VAN OOREENKOMS.

Naam van nywerheidsraad.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

VERLENGING VAN TYDPERK VAN OOREENKOMS.

1. Kragrens artikel *agt-en-veertig* (4) van die Wet op Nywerheidsversoening, 1956, versoek die raad dat—

(a) die tydperk(e) vasgestel in Goewermetskennisgewing(s) No.(s).....
van.....

met 'n tydperk van.....maande verleng word;

(b) die bepalings van Goewermetskennisgewing(s) No.(s).....
van.....

[waarvan die geldigheids tydperk(e) reeds verstryk het]

vir 'n verdere tydperk van.....maande van krag verklaar word.

2. Voms I.C. 16 en 17, ingevul ten opsigte van die partye by die ooreenkoms, soos by regulasie 5 (8) vereis, is hierby aangeheg.

Die uwe,

Voorsitter van die Raad,

Vise-voorsitter van die Raad.

AS GETUIES:

1.

2.

Datum.....19.....

Sekretaris van die Raad.

OPMERKING.—Skrap paragraaf 1 (a) of 1 (b), nl. die een wat nie van toepassing is nie.

AANHANGSEL I.C. 20.

[Regulasies 5 (14), 6 (13) en 7 (6).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM LASGEWING KRAGTENS ARTIKEL EEN-EN-VYFTIG (10) (c).

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

1. Aangesien ek, die ondergetekende, op.....19.....
daarvan in kennis gestel is dat ek *lidmaatskap geweier is van/uitgesit is uit die.....

(Naam van vakvereniging of werkgewersorganisasie)

doen ek hierby aansoek om 'n lasgewing kragtens artikel *een-en-vyftig* (10) (c) van die Wet op Nywerheidsversoening, 1956.

2. 'n Geslote geledere-bepaling is bindend vir die lede van daardie *vakvereniging/organisasie en is vervat in die *ooreenkoms/toekenning vir die.....

(Onderneming, nywerheid, bedryf of beroep)

gepubliseer by Goewermetskennisgewing No.....van 19.....

3. Ek sal deur die toepassing van daardie bepaling benadeel word en beskou die *weiering/uitsetting as onredelik om die volgende redes.....

Die uwe,

Handtekening van applikant.

Adres van applikant:—.....

Datum.....19.....

OPMERKING.—Skrap by * wat nie van toepassing is nie.

ANNEXURE I.C. 21.

[Regulation 5 (15).]

INDUSTRIAL CONCILIATION ACT, 1956.

Name of Industrial Council.....

Address.....

Date..... 19.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR,

DEPARTMENT OF LABOUR,

P.O. BOX/PRIVATE BAG.....

DEAR SIR,

APPOINTMENT OF DESIGNATED AGENT.

My council has directed me to request you to appoint the person concerning whom particulars are given below, as the designated agent of the council in terms of section *sixty-two* (1) of the Industrial Conciliation Act, 1956:—

1. Name of nominee.....
2. Address of nominee.....
3. Period of service with industrial council.....
4. Standard of education.....
5. State whether proficient in both English and Afrikaans.....
6. State whether at any time convicted of a criminal offence..... if so, give date(s) and particulars.....
7. Name of previous employer.....

Yours faithfully,

Secretary.

ANNEXURE I.C. 22.

[Regulation 5 (16).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF APPOINTMENT OF DESIGNATED AGENT.

This is to certify that Mr.
has in terms of section *sixty-two* (1) of the Industrial Conciliation Act, 1956, been appointed as designated agent of the

(Name of industrial council).....

Industrial Registrar.

Date..... 19.....

ANNEXURE I.C. 23.

[Regulation 6 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR THE APPOINTMENT OF A CONCILIATION BOARD.

- N.B.*—(i) This form should be suitably modified according to the circumstances, in consultation with the Divisional Inspector when individual employers or employees are the applicants.
- (ii) The application must be lodged with the Divisional Inspector either by the personal delivery thereof at his office or by forwarding it to him by registered post.

Name of Applicant Trade Union/Employers' Organization.....

Address.....

AANHANGSEL I.C. 21.

[Regulasie 5 (15).]

WET OP NYWERHEIDSVERSOENING, 1956.

Naam van nywerheidsraad.....

Adres.....

Datum.....19.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

AANSTELLING VAN AANGEWEESE AGENT.

My raad het aan my opgedra om u te versoek om die persoon ten opsigte van wie besonderhede hieronder verstrek word, ingevolge artikel twee-en-sestig (1) van die Wet op Nywerheidsversoening, 1956, aan te stel as die aangewese agent van die raad.

1. Naam van benoemde.....
2. Adres van benoemde.....
3. Tydperk van diens by nywerheidsraad.....
4. Onderwyspeil.....
5. Meld of in sowel Engels as Afrikaans bedrewe.....
6. Meld of ooit aan 'n strafbare oortreding skuldig bevind..... en, indien wel, verstrek datum(s) en besonderhede.....
7. Naam van vorige werkgever.....

Die uwe,

Sekretaris.

AANHANGSEL I.C. 22.

[Regulasie 5 (16).]

WET OP NYWERHEIDSVERSOENING, 1956.

SERTIFIKAAT VAN AANSTELLING VAN AANGEWEESE AGENT.

Hierby word gesertifiseer dat mnr.....
kragtens artikel twee-en-sestig (1) van die Wet op Nywerheidsversoening, 1956, aangestel is as aangewese agent van die.....

(Naam van nywerheidsraad)

Nywerheidsregistrateur.

Datum.....19.....

AANHANGSEL I.C. 23.

[Regulasie 6 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM DIE AANSTELLING VAN 'N VERSOENINGSRAAD.

L.W.— (i) Hierdie vorm moet na gelang van omstandighede in oorleg met die Afdelingsinspekteur paslik gewysig word wanneer individuele werkgewers of werknemers die applikante is.

(ii) Die aansoek moet by Afdelingsinspekteur ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

Naam van vakvereniging/werkgewersorganisasie wat aansoek doen.....

Adres.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR,
DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We, the undersigned, duly authorised thereto, hereby apply on behalf of the above-mentioned body, in terms of the Industrial Conciliation Act, 1956, for the appointment of a conciliation board for the consideration and determination of a dispute which exists in the _____

(Insert character of undertaking/industry/trade/occupation)

between the applicant and _____

[Insert name of respondent employers' organization(s) or trade union(s) or individual respondent(s), as the case may be.]

2. Attached is a concise statement *in triplicate* and duly signed giving—

(a) information in regard to the matter in dispute; and

(b) particulars of the steps taken to arrive at a settlement.

3. It is desired that the conciliation board shall consist of _____ representatives

(Insert number)

on either side.

4. The area(s) in which the dispute exists is/are _____

(Detail the areas, indicating whether local authority or magisterial)

5. (a) The number of employers affected by the dispute is _____ employing _____ employees.

(b) Of the number shown at (a) _____ are members of the employers' organization, in good standing as at the date on which this application is made and they employ _____ employees.

6. (a) The number of employees who are affected by the dispute is _____

(b) Of the number of employees shown at (a) _____ are members of the trade union in good standing as at the date on which this application is made.

7. As this application is made by the union on behalf of an individual employee M _____ we—

(a) certify that he/she became a member of the union in terms of its constitution on the _____ 19 _____ and has been in good standing at all relevant times, namely, during the period(s) _____ 19 _____ to _____ 19 _____

(Specify the periods)

(b) certify that there are _____ employees employed by the employer concerned in the class of employment in which M _____ is/was employed and that _____ of those employees are members in good standing of this union;

(c) attach a power of attorney duly signed by M _____ authorising the union to make this application on his/her behalf; and

(d) attach a statement setting forth the union's reasons for believing that (*) the decision or proposal to suspend or terminate the employment of/the suspension or termination of the employment of/the refusal or failure of the employer to re-employ M _____ is not due to any misconduct on his/her part or to other circumstances which justify the employers' action.

8. We certify that in taking the steps which led to the dispute and in making this application the union/organization and the office-bearers or officials concerned in the matter have observed all the relevant provisions of the constitution of the union/organization.

9. As required by section *thirty-five* (2) (a) of the Act a copy of this application has been (*) sent by registered post/delivered to the other (*) party/parties to the dispute on the _____ 19 _____ in substantiation of which we enclose a (*) postal receipt/written acknowledgment of the receipt by the other (*) party/parties/sworn statement by _____ of the steps taken in terms of the said section.

Yours faithfully,

President/Chairman,

General Secretary,

} of the applicant organiza-
tion/union.

AS WITNESSES:

1. _____
2. _____

Date _____ 19 _____

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK

MENEER,

1. Ons, die ondergetekendes, behoorlik daartoe gemagtig, doen hierby namens bovermelde liggaam kragtens die Wet op Nywerheidsversoening, 1956, aansoek om die aanstelling van 'n versoeningsraad vir die oorweging en beslegting van 'n geskil wat bestaan in die

(Vul in die aard van onderneming, nywerheid, bedryf, beroep)

tussen die applikant en

[Vul in die naam van die gedaagde werkgewersorganisasie(s) of vakvereniging(s) of individuele gedaagde(s), na gelang van die geval]

2. Hierby aangeheg is 'n beknopte verklaring in triplo en behoorlik onderteken waarin die volgende verstrekk word—

(a) inligting in verband met die geskilpunt; en

(b) besonderhede van die stappe wat gedoen is om tot 'n beslegting te geraak.

3. Daar word verlang dat die versoeningsraad moet bestaan uit

(Vul getal in)

verteenwoordigers aan elke kant.

4. Die gebied(e) waarin die geskil bestaan, is

(Noem die gebiede en meld of dit plaaslike owerheid- of magistraatsgebied is)

5. (a) Die getal werkgewers wat deur die geskil geraak word, is

wat werknemers in diens het.

(b) Van die getal by (a) getoon, is volwaardige lede van die werkgewersorganisasie

op die datum waarop hierdie aansoek gedoen word en hulle het werknemers in diens.

6. (a) Die getal werknemers wat deur die geskil geraak word, is

(b) Van die getal werknemers by (a) getoon, is volwaardige lede van die

vakvereniging op die datum waarop hierdie aansoek gedoen word.

7. Aangesien hierdie aansoek deur die vakvereniging namens 'n individuele werknemer m

gedoen word—

(a) sertifiseer ons dat hy/sy op 19 kragtens die konstitusie lid van die vereniging geword het en volwaardig was op al die betrokke tye, naamlik gedurende die tydperk(e) 19 tot 19

(Noem die tydperke)

(b) sertifiseer ons dat daar werknemers by die betrokke werkgewer in diens is in die klas werk waarin m werksaam is/was en dat van hierdie werknemers volwaardige lede van hierdie vereniging is;

(c) beg ons hierby 'n volmag aan, behoorlik deur m onderteken, wat die vereniging magtig om hierdie aansoek namens hom/haar te doen; en

(d) heg ons hierby 'n verklaring aan waarin die redes uiteengesit word waarom die vereniging meen dat die * besluit/voorstel om m se diens te skors of te beëindig/of die skorsing of beëindiging van sy/haar diens/of die weiering of versuim van die werkgewer om hom/haar weer in diens te neem, nie te wyte is aan wangedrag van sy/haar kant of aan ander omstandighede wat die werkgewer se optrede regverdig nie.

8. Ons sertifiseer dat by die doen van die stappe wat tot die geskil gelei het en die doen van hierdie aansoek die vakvereniging/organisasie en die ampsdraers of amptenare wat by die saak betrokke is, al die toepaslike bepalinge van die konstitusie van die vakvereniging/organisasie nagekom het.

9. Soos by artikel vyf-en-dertig (2) (a) van die Wet vereis, is 'n afskrif van hierdie aansoek op 19 *per geregistreerde pos gestuur aan/afgelewer by die ander

* party/partye by die geskil, ter stawing waarvan ons 'n * posontvangsbewys/skriftelike erkenning van ontvangs deur die ander *party/partye/beëdigde verklaring deur van die stappe wat kragtens genoemde artikel gedoen is, insluit.

Die uwe,

President/Voorsitter,

Hoofsekretaris,

van die applikantorgani-
sasie/-vakvereniging.

AS GETUIES:

1.

2.

Datum 19

Chairman,

of the

Secretary,

branch of the organization/
union.

AS WITNESSES:

1. _____

2. _____

Date _____ 19____

NOTES.

- (i) Any alterations should be initialled.
- (ii) Delete at (*) whichever is not applicable.
- (iii) Delete paragraph 7 if not applicable.
- (iv) Delete paragraph 5 if the applicant is a trade union and paragraph 6 if the applicant is an employers' organization.
- (v) The signatures of the president or chairman and general secretary are not required if the branch has full autonomy in terms of the constitution of the union or employers' organization concerned to apply for a conciliation board.
- (vi) Where the dispute is between a trade union and individual employers paragraph 6 should be amended so as to indicate the number of employees employed by each such employer and the number of employees of each employer who are members of the union in good standing as at the date on which the application is made.
- (vii) A member in good standing is a member who has paid the entrance fee (if any) laid down in the applicant's constitution and who is not more than three months in arrear with the payment of his membership fees [vide section one (2) of the Act].
- (viii) Where a trade union applies for a conciliation board on behalf of employees who are not members of it, a power of attorney signed by the employees concerned authorising the Union to act on their behalf, should be attached to the application.
- (ix) In completing paragraph 9 the applicant must in terms of section thirty-five (2) (a) of the Act furnish proof to the satisfaction of the Minister that a copy of the application has been sent by registered post or delivered to the other party or parties to the dispute.

FOR DEPARTMENTAL USE ONLY.

- (a) I certify that the statements made on this form have been investigated, that the particulars shown are substantially correct and that the information furnished in paragraph (*) 5/6/7 (a) and (b) was substantially correct on the _____ 19____ which is the date on which the application was lodged with me.
- (b) I attach a statement containing a report on the representative character of the parties to the dispute and suggested terms of reference in the event of a conciliation board being appointed.
- (c) Natives (*) are/are not affected by the dispute.
- (d) Remarks : _____

Divisional Inspector.

Place _____

Date _____ 19____

NOTES.

- (i) Any alterations should be initialled by the inspector.
- (ii) Delete at (*) whichever is not applicable.
- (iii) If Natives are affected by the dispute the number of such Natives and the extent to which they are affected should be indicated under (d).

ANNEXURE I.C. 24.

[Regulation 6 (3).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE DECLARING AN EMPLOYEE TO BE EMPLOYED IN A RESERVED OCCUPATION.

This is to certify that M _____

(Full name of employee)

employed as _____

(Occupation of employee)

by the _____

(Name of the local authority)

(Area)

has in terms of section thirty-five (10) (a) of the Industrial Conciliation Act, 1956, and with effect from the _____ 19____, been declared to be an employee employed in a reserved occupation.

Industrial Registrar.

Date _____ 19____

within the _____

_____	} van die
<i>Voorsitter,</i>	
_____	} tak van die organisasie/ vakvereniging.
<i>Sekretaris,</i>	

AS GETUIES:

1. _____
2. _____

Datum _____ 19 _____

OPMERKINGS.

- (i) Alle veranderings moet geparafeer word.
- (ii) Skrap by * wat nie van toepassing is nie.
- (iii) Skrap paragraaf 7 as dit nie van toepassing is nie.
- (iv) Skrap paragraaf 5 as die applikant 'n vakvereniging is en paragraaf 6 as die applikant 'n werkgewersorganisasie is.
- (v) Die handtekeninge van die president of voorsitter en die hoofsekretaris is nie nodig as die tak kragtens die betrokke vakvereniging of werkgewersorganisasie se konstitusie volle outonomie het om aansoek om 'n versoeningsraad te doen nie.
- (vi) Waar die geskil tussen 'n vakvereniging en individuele werkgewers bestaan, moet paragraaf 6 gewysig word sodat dit die getal werknemers by elke sodanige werkgewer in diens en die getal werknemers van elke werkgewer wat volwaardige lede van die vakvereniging is op die datum waarop aansoek gedoen word, aangee.
- (vii) 'n Volwaardige lid is 'n lid wat die intreegeld (indien vereis) wat in die applikant se konstitusie voorgeskryf word, betaal het en wat nie meer as drie maande met sy ledegeld agterstallig is nie, sien artikel 1 (2) van die Wet].
- (viii) Waar 'n vakvereniging namens werknemers wat nie lede daarvan is nie, aansoek doen om 'n versoeningsraad, moet 'n volmag, wat deur die betrokke werknemers, onderteken is en die vakvereniging magtig om namens hulle op te tree, by die aansoek aangeheg word.
- (ix) Wanneer die applikant paragraaf 9 invul, moet hy ingevolge artikel vyf-en-dertig (2) (a) van die Wet tot tevredenheid van die Minister bewys lewer dat 'n afskrif van die aansoek per geregistreerde pos gestuur is aan of afgelewer is by die ander party of partye by die geskil.

SLEGS VIR DEPARTEMENTELE GEBRUIK.

- (a) Ek sertifiseer dat die verklarings wat op hierdie vorm verskyn, ondersoek is, dat die verstrekte besonderhede wesenlik juis is en dat die inligting wat in paragraaf *5/6/7 (a) en (b) verstrekk, wesenlik juis was op _____ 19 _____, die datum waarop die aansoek by my ingedien is.
- (b) Ek heg hierby 'n verklaring aan wat 'n verslag bevat oor die verteenwoordigende aard van die partye by die geskil asook 'n voorgestelde opdrag ingeval 'n versoeningsraad aangestel word.
- (c) Naturelle * word/word nie deur die geskil geraak nie.
- (d) Opmerkings: _____

_____ *Afdelingsinspekteur.*

Plek _____
Datum _____ 19 _____

OPMERKINGS.

- (i) Alle veranderings moet deur die Inspekteur geparafeer word.
- (ii) Skrap by * wat nie van toepassing is nie.
- (iii) Indien Naturelle deur die geskil geraak word, moet die getal van sulke Naturelle en die mate waarin hulle geraak word, onder (d) aangedui word.

AANHANGSEL I.C. 24.

[Regulasie 6 (3).]

WET OP NYWERHEIDSVersoening, 1956.

SERTIFIKAAT WAT VERKLAAR DAT 'N WERKNEMER IN 'N GERESERVEERDE BEROEP IN DIENS IS.

Hierby word gesertifiseer dat m _____
(Volle naam van werknemer)

werksaam as _____

(Beroep van werknemer)

by die _____

(Naam van plaaslike owerheid)

in die _____

(Gebied)

ingevolge artikel vyf-en-dertig 10 (a) van die Wet op Nywerheidsversoening, 1956, en met ingang van _____ 19 _____, verklaar is 'n werknemer te wees wat in 'n gereserveerde beroep in diens is.

_____ *Nywerheidsregistrateur.*

Datum _____ 19 _____

ANNEXURE I.C. 25.

[Regulation 6 (7).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR AN ORDER UNDER SECTION FORTY-THREE (4).

- N.B.— (i) This form should be suitably modified according to the circumstances in consultation with the Divisional Inspector when an individual employee or individual employees are the applicants.
- (ii) The application must be lodged with the Divisional Inspector either by the personal delivery thereof at his office or by forwarding it to him by registered post.

Name of Trade Union.....

Address.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,

P.O. BOX/PRIVATE BAG.....

DEAR SIR,

I, We, the undersigned, having been duly authorised thereto, hereby apply on behalf of the following* employee(s)/member(s) of the above trade union.....

[Name(s) of employee(s) or member(s)]

for an order under section *forty-three* (4) of the Industrial Conciliation Act, 1956, against his/their employer M.....

(Name of employer)

of.....

(Address)

2. On the..... 19.....

*(a) his/their employment was suspended/terminated;

*(b) notice was given to him/them of the employer's decision/proposal to suspend/terminate his/their employment;

*(c) his/their terms or conditions of employment were changed;

*(d) notice was given to him/them of the employer's proposal to change his/their terms or conditions of employment.

3. The effect of the change or proposed change in the terms or conditions of employment is as follows.....

*4. The dispute was referred to the Industrial Council for the.....

(Name of council)

on the..... 19.....

*5. An application for the appointment of a conciliation board in terms of section *thirty-five* (1) of the Act was made on the....., 19....., in respect of the dispute.

6. As required by section *forty-three* (3) (a) of the Act a copy of this application has been (*) sent by registered post/delivered to the (*) secretary of the industrial council/other party to the dispute on the..... 19....., in substantiation of which we enclose a (*) postal receipt/written acknowledgment of the receipt by the (*) secretary of the industrial council/other party/sworn statement of steps taken to give effect to the provisions of the said section.

Yours faithfully,

Chairman,

Secretary,

} of the
trade union.

WITNESSES:

1.

2.

Date..... 19.....

NOTES.

(i) *Delete if not applicable.

(ii) In terms of section *forty-three* (3) (a) of the Act the applicant must furnish proof to the satisfaction of the Minister at the time when this application is made that a copy thereof has been sent by registered post or delivered to the other party or parties to the dispute.

(iii) This application must in terms of the Act be made *within seven days* of the date on which the dispute was referred to an industrial council or on which application was made for the appointment of a conciliation board and unless the employer is a local authority, *within 30 days* of the date on which the suspension, termination or change took place or on which notice of the proposed suspension, termination or change was given.

AANHANGSEL I.C. 25.

[Regulasie 6 (7).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM 'N BEVEL KRAGTENS ARTIKEL DRIE-EN-VEERTIG (4).

- L.W.— (i) Hierdie vorm moet na gelang van omstandighede in oorleg met die Afdelingsinspekteur paslik gewysig word wanneer 'n individuele werknemer of individuele werknemers die applikante is.
(ii) Die aansoek moet by die Afdelingsinspekteur ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

Naam van vakvereniging _____

Adres _____

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Ons, die ondergetekendes, behoorlik daartoe gemagtig, doen hierby namens die volgende *werknemer(s)/lid/lede van bovermelde vakvereniging _____

[Naam/name van werknemer(s) of lid/lede]

aansoek om 'n bevel kragtens artikel drie-en-veertig (4) van die Wet op Nywerheidsversoening, 1956, teen sy/hul werkgever _____

(Naam van werkgever)

van _____

(Adres)

2. Op _____ 19 ____ is—

- * (a) sy/hul diens geskors/beëindig;
* (b) kennis aan hom/hulle gegee van die werkgever se besluit/voorstel om sy/hul diens te skors/beëindig;
* (c) sy/hul bedinge of diensvoorwaardes verander;
* (d) kennis aan hom/hulle gegee van die werkgever se voorstel om sy/hul bedinge of diensvoorwaardes te verander.

3. Die uitwerking van die verandering of voorgestelde verandering van die bedinge of diensvoorwaardes is as volg _____

*4. Die geskil is na die nywerheidsraad vir die _____

(Naam van raad)

verwys op _____ 19 ____

*5. Aansoek om die aanstelling van 'n versoeningsraad ingevolge artikel vyf-en-dertig (1) van die Wet is op _____ 19 ____ ten opsigte van die geskil gedoen.

6. Soos by artikel drie-en-veertig (3) (a) van die Wet vereis, is 'n afskrif van hierdie aansoek op _____ 19 ____ *per geregistreerde pos gestuur/afgelewer aan die *sekretaris van die nywerheidsraad/ander party by die geskil ter stawing waarvan ons insluit 'n *posontvangsbewys/skriftelike erkenning van die ontvangs deur die *sekretaris van die nywerheidsraad/ander party/beëdigde verklaring van die stappe wat gedoen is om uitvoering aan die bepalinge van genoemde artikel te gee.

Die uwe, _____

Voorsitter,

Sekretaris,

van die
vakvereniging.

GETUIES:

1. _____
2. _____

Datum _____ 19 ____

OPMERKINGS.

- (i) * Skrap indien nie van toepassing nie.
(ii) Ingevolge artikel drie-en-veertig (3) (a) van die Wet moet die applikant, wanneer hierdie aansoek gedoen word, bewys tot tevreedenheid van die Minister lewer dat 'n afskrif daarvan per geregistreerde pos gestuur is of afgelewer is aan die ander party of partye by die geskil.
(iii) Ingevolge die Wet moet hierdie aansoek gedoen word binne 7 dae na die datum waarop die geskil na 'n nywerheidsraad verwys is of waarop aansoek om die aanstelling van 'n versoeningsraad gedoen is, en tensy die werkgever 'n plaaslike owerheid is, binne 30 dae na die datum waarop die skorsing, beëindiging of verandering plaasgevind het of waarop kennis van die voorgestelde skorsing, beëindiging of verandering gegee is.

FOR DEPARTMENTAL USE ONLY.

I certify that the statements made on this form have been investigated and have been found to be correct.
This application was lodged with me on the _____ 19_____.

Divisional Inspector.

Date _____ 19_____
Place _____

ANNEXURE I.C. 26.
[Regulation 6 (9).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION BY CONCILIATION BOARD FOR PUBLICATION OF AGREEMENT.

N.B.—Form to be suitably modified in consultation with the Divisional Inspector according to the circumstances when individual employers or employees are the parties to the application.

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We, representing the conciliation board appointed by you on the _____
to consider and settle a dispute between _____

and

_____ hereby transmit an agreement arrived at by certain of the above disputants.

2. We request that—

(a) all the provisions of the agreement be declared binding in terms of sub-section 1 (a), as applied by sub-section (9), of section *forty-eight* of the Industrial Conciliation Act, 1956, upon:—

* { the employer(s) who,
the employers' organization(s)
which, and
the trade union(s) which,

entered into the said agreement and upon the employers and employees who are members of the said employers' organizations and trade union;

(b) the provisions contained in clauses _____ of the agreement be declared binding in terms of sub-section (1) (b), as applied by sub-section (9), of section *forty-eight* of the Act upon the other employers and employees engaged or employed in _____
(undertaking, industry, trade or occupation) within the _____

(area)

3. We recommend that the provisions contained in clauses _____ of the agreement be declared binding in terms of sub-section (3) (a), as applied by sub-section (9), of section *forty-eight* of the Act upon all natives employed in the _____

(undertaking, industry, trade or occupation)

within the _____

(area)

and upon the employees of such natives.

4. Attached are forms I.C. 16 and 17 completed in respect of the parties to the agreement as is required by regulation 6 (10) under the Act.

Yours faithfully,

_____ } †

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat die verklaring wat op hierdie vorm verskyn, ondersoek en juis gevind is. Hierdie aansoek is op _____ 19____ by my ingedien.

Afdelingsinspekteur.

Plek _____
Datum _____ 19____

AANHANGSEL I.C. 26.

[Regulasie 6 (9).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK DEUR VERSOENINGSRAAD OM PUBLIKASIE VAN OOREENKOMS.

L.W.—Vorm moet na gelang van omstandighede in ooreenstemming met die Afdelingsinspekteur paslik gewysig word wanneer individuele werkgewers of werknemers die partye by die aansoek is.

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Ons, die verteenwoordigers van die versoeningsraad wat u op _____ 19____ aangesel het om 'n geskil tussen _____

en _____

te oorweeg en te besleg, stuur hierby 'n ooreenkoms deur wat deur sekere van bovermelde partye by die geskil bereik is.

2. Ons versoek dat—

(a) al die bepalings van die ooreenkoms ingevolge subartikel 1 (a), soos toegepas by subartikel (9), van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, bindend verklaar word vir—

* { die werkgewer(s),
die werkgewersorganisasie(s), en
die vakvereniging(s),

wat genoemde ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde werkgewersorganisasies en vakverenigings is;

(b) die bepalings in klousules _____

van die ooreenkoms vervat ingevolge subartikel (1) (b), soos toegepas by subartikel (9), van artikel *agt-en-veertig* van die Wet bindend verklaar word vir die ander werkgewers en werknemers betrokke by of in diens in _____

(Onderneming, nywerheid, bedryf of beroep)

in die _____

(Gebied)

3. Ons beveel aan dat die bepalings in klousules _____

van die ooreenkoms vervat ingevolge subartikel (3) (a), soos toegepas by subartikel (9), van artikel *agt-en-veertig* van die Wet bindend verklaar word vir alle Naturelle in diens in die _____

(Onderneming, nywerheid, bedryf of beroep)

in die _____

(Gebied)

en vir die werkgewers van sodanige Naturelle.

4. Aangeheg is vorms I.C. 16 en 17, ingevul ten opsigte van die partye by die ooreenkoms soos vereis by regulasie 6 (10) kragtens die Wet.

Die uwe,

_____ } †

WITNESSES:

1. _____
2. _____

Date _____ 19____

NOTES.

- (i)*Delete which is not applicable.
(ii)†The representatives on the board (or in their absence, the alternates) of the parties.
(iii) Delete paragraphs not applicable.
(iv) If the agreement contains a closed shop provision form I.C. 18 must be completed in respect of each of the trade unions referred to in such provision in the agreement.

ANNEXURE I.C. 27.

[Regulation 6 (11).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR EXTENSION OF PERIOD OF CONCILIATION BOARD AGREEMENT.

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

EXTENSION OF PERIOD OF AGREEMENT.

1. We, the undersigned, having been duly authorised thereto by the parties to the agreement published under Government Notice No. _____ of the _____ 19____ and negotiated by the conciliation board appointed by you on the _____ 19____ to consider and settle the dispute between _____

and _____

hereby request in terms of sub-section (4), as applied by sub-section (9), of section *forty-eight* of the Industrial Conciliation Act, 1956, that—

- (a) the period(s) fixed in that Government Notice be extended for a period of _____ months;
(b) the provisions of that Government Notice [the period(s) of operation of which has/have already expired] be declared effective for a further period of _____ months.

2. Forms I.C. 16 and 17 completed in respect of the parties to the agreement as required by regulation 6 (11) are attached.

Yours faithfully,

authorised by _____

authorised by _____

authorised by _____

authorised by _____

authorised by _____

(signature)

(Union or organization)

AS WITNESSES:

1. _____
2. _____

Date _____ 19____

NOTE.—Delete paragraph 1 (a) or 1 (b) whichever is not applicable.

AANHANGSEL I.C. 28.

[Regulasies 6 (12) en 7 (5).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VRYSTELLING VAN DIE VERSOENINGSRAADOOREENKOMS
OF TOEKENNING.

(IN DUPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

AANSOEK OM VRYSTELLING.

1. Hierby word aansoek kragtens artikel *een-en-vyftig* (1) van die Wet op Nywerheidsversoening, 1956, gedoen om vrystelling van klousule(s) _____ van die * ooreenkoms van die versoeningsraad/toekenning vir die _____

(Onderneming, nywerheid, bedryf of beroep)

gepubliseer by Goewermentskennigsgew No. _____ van _____ 19____
ten opsigte van die volgende * werknemer(s)/klasse werknemers _____

GETUIES:

1. _____
2. _____

Datum _____ 19____

OPMERKINGS.

(i)*Skrap wat nie van toepassing is nie.

(ii)†Die verteenwoordigers (of in hul afwesigheid, die plaasvervangers) van die partye in die versoeningsraad.

(iii) Skrap paragrawe wat nie van toepassing is nie.

(iv) As die ooreenkoms 'n geslote geledere-bepaling bevat, moet vorm I.C. 18 ingevul word ten opsigte van elkeen van die vakverenigings in sodanige bepaling in die ooreenkoms geneem.

AANHANGSEL I.C. 27.

[Regulasie 6 (11).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VERLENGING VAN TYDPERK VAN VERSOENINGSRAADOOREENKOMS.

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

VERLENING VAN TYDPERK VAN OOREENKOMS.

1. Ons, die ondergetekendes, behoorlik daartoe gemagtig deur die partye by die ooreenkoms gepubliseer by Goewermenskennisgewing No. _____ van _____ en tot stand gebring deur die versoeningsraad deur u op _____ 19____ aangestel om die geskil tussen _____

en _____

te oorweeg en te besleg, versoek hierby kragtens subartikel (4), soos toegepas by subartikel (9) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat—

(a) die tydperk(e) in daardie Goewermenskennisgewing vasgestel vir 'n tydperk van _____ maande verleng word;

(b) die bepalings van daardie Goewermenskennisgewing (waarvan die geldigheids tydperke reeds verstryk het) vir 'n verdere tydperk van _____ maande van krag verklaar word.

2. Vorms I.C. 16 en 17, ingevul ten opsigte van die partye by die ooreenkoms soos by regulasie 6 (11) vereis, word hierby aangeheg.

Die uwe,

_____ gemagtig deur _____
_____ gemagtig deur _____
_____ gemagtig deur _____
_____ gemagtig deur _____
_____ gemagtig deur _____
_____ gemagtig deur _____

(Handtekening)

(Vakvereniging of organisasie)

AS GETUIES:

1. _____
2. _____

Datum _____ 19____

OPMERKING.—Skrap paragraaf 1 (a) of 1 (b), nl. die een wat nie van toepassing is nie.

ANNEXURE I.C. 28.

[Regulations 6 (12) and 7 (5)].

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR EXEMPTION FROM CONCILIATION BOARD AGREEMENT OR AWARD.

(IN DUPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

APPLICATION FOR EXEMPTION.

1. Application is hereby made in terms of section *fifty-one* (1) of the Industrial Conciliation Act, 1956, for exemption from clause(s) _____ of the (*) conciliation board agreement/award for the (undertaking, industry, trade or occupation) published under Government Notice No. _____ of the _____ 19____ in respect of the following (*) employee(s)/classes of employees _____

2. The exemption is desired for the period _____ 19____
to _____ 19____ to the following extent _____

3. The name of the employer is _____
and his address is _____

4. The reasons for the exemption are as follows:—

Yours faithfully,

Signature of Applicant.

Designation of Signatory.

Address of Applicant—

Place _____
Date _____ 19____

NOTES.

(i)*Delete which is not applicable.

(ii) In paragraph 2 should be indicated the basis upon which exemption is desired and the conditions which it is proposed to observe in respect of the relative employee or employees.

ANNEXURE I.C. 29.

[Regulation 7 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR AN ORDER UNDER SECTION FORTY-THREE (4) AS APPLIED BY SECTION FORTY-SIX (6) (d).

N.B.— (i) This form should be suitably modified according to circumstances in consultation with the Divisional Inspector when an individual employee or individual employees are the applicants.

(ii) The application must be lodged with the Divisional Inspector either by the personal delivery thereof at his office or by forwarding it to him by registered post.

Name of Trade Union _____

Address _____

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We, the undersigned, having been duly authorised thereto, hereby apply on behalf of the following (*) employee(s)/member(s) of the above trade union _____

[Name(s) of employee(s)/member(s)]
for an order under section *forty-three* (4), as applied by section *forty-six* (6) (d), of the Industrial Conciliation Act 1956, against his/their employer M. _____

(Name of employer)
of _____

(Address of employer)

2. On the _____ 19____

*(a) his/their employment was suspended/terminated;

*(b) notice was given to him/them of the employer's decision/proposal to suspend/terminate his/their employment;

*(c) his/their terms or conditions of employment were changed;

*(d) notice was given to him/them of the employer's proposal to change his/their terms of conditions of employment.

3. The effect of the change or proposed change in the terms or conditions of employment is as follows _____

2. Die vrystelling word verlang vir die tydperk _____ 19____ tot _____ 19____ in die volgende mate: _____
3. Die naam van die werkgewer is _____ en sy adres is _____
4. Die redes vir die vrystelling is as volg:— _____

Die uwe, _____

Handtekening van applikant.

Ampstitel van ondertekenaar.

Adres van applikant— _____

Plek _____ Datum _____ 19____

OPMERKINGS.

- (i)*Skrap wat nie van toepassing is nie.
(ii) In paragraaf 2 moet die grondslag waarop vrystelling verlang word, aangedui word, asook die voorgenome voorwaardes wat ten opsigte van die betrokke werknemer of werknemers nagekom sal word.

AANHANGSEL I.C. 29.

[Regulasie 7 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM 'N BEVEL KRAGTENS ARTIKEL DRIE-EN-VEERTIG (4), SOOS TOEGEPAS BY ARTIKEL SES-EN-VEERTIG (6) (d).

- L.W.— (i) Hierdie vorm moet na gelang van omstandighede in oorleg met die Afdelingsinspekteur paslik gewysig word wanneer 'n individuele werknemer of individuele werknemers die applikante is.
(ii) Die aansoek moet by die Afdelingsinspekteur ingedien word hetsy deur dit persoonlik by sy kantoor af te lewer of deur dit per geregistreerde pos aan hom te stuur.

Naam van vakvereniging _____

Adres _____

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR, DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Ons, die ondergetekendes, behoorlik daartoe gemagtig, doen hierby namens die volgende * werknemer(s)/lid/lede van bovermelde vakvereniging _____

[Naam(name) van werknemer(s)/lid(lede)]

aansoek om 'n bevel kragtens artikel drie-en-veertig (4) soos toegepas by artikel ses-en-veertig (6) (d), van die Wet op Nywerheidsversoening, 1956, teen sy/hul werkgewer m _____

(Naam van werkgewer)

van _____

(Adres van werkgewer)

2. Op _____ 19____ is—

- *(a) sy/hul diens geskors/beëindig;
*(b) kennis aan hom/hulle gegee van die werkgewer se besluit/voorstel om sy/hul diens te skors/beëindig;
*(c) sy/hul bedinge of diensvoorwaardes verander;
*(d) kennis aan hom/hulle gegee van die werkgewer se voorstel om sy/hul bedinge of diensvoorwaardes te verander.

3. Die uitwerking van die verandering of voorgestelde verandering van die bedinge of diensvoorwaardes is as volg _____

4. The parties to the dispute have reported on the _____, 19____, in terms of section *forty-six* (6) (a) of the Act that they are satisfied that any conciliation board which may be established will not be able to settle the dispute.

Yours faithfully,

Chairman,

Secretary,

of the
trade union.

WITNESSES:

1. _____
2. _____

Date _____ 19____

NOTES.

(i)*Delete whichever is not applicable.

(ii) The application must be made *within seven days* of the date on which the parties to the dispute have reported to the Minister in terms of section *forty-six* (6) (a) of the Act that a conciliation board which may be established will not be able to settle the dispute and, unless the employer is a local authority, *within 30 days* of the date on which the termination, suspension or change took place or on which notice of the proposed suspension, termination or change was given.

FOR DEPARTMENTAL USE ONLY.

I certify that the statements made on this form have been investigated and have been found to be correct. This application was lodged with me on the _____, 19____.

Date _____ 19____

Divisional Inspector.

Place _____

ANNEXURE I.C. 30.

[Regulation 7 (3).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR PUBLICATION OF AWARD.

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG _____

DEAR SIR,

1. We, the undersigned, having been duly authorised thereto by the parties on whom the arbitration award for the _____

(Undertaking, industry, trade or occupation)

made on the _____, 19____,
by _____

(Arbitrators)

is binding, submit herewith seven copies of the award and request that the provisions contained in clauses _____ of the award be declared binding in terms of section *forty-eight* (1) (b), as applied by section *forty-nine* (12), of the Act upon the other employers and employees engaged or employed in _____

(Undertaking, industry, trade or occupation)

within the _____

(Area)

2. We recommend that the provisions contained in clauses _____ of the award be declared binding in terms of section *forty-eight* (3) (a), as applied by section *forty-nine* (12), of the Act upon all Natives employed in _____

(Undertaking, industry, trade or occupation)

within the _____

(Area)

and upon the employers of such Natives.

3. Attached are forms I.C. 16 and 17 completed in respect of the parties upon whom the award is binding as required by regulation 7 (4) under the Act.

Yours faithfully,

authorised by _____
authorised by _____
authorised by _____
authorised by _____
authorised by _____
authorised by _____

(Signature.)

(Parties upon whom award is binding)

AS WITNESSES:

1. _____
2. _____

Date _____ 19____

Place _____

NOTE.—If the award contains a closed shop provision, form I.C. 31 must be completed in respect of each trade union upon the member of which such provision is to be declared binding [vide regulation 7 (4)].

4. Die partye by die geskil het op _____ 19____ ingevolge artikel *ses-en-veertig* (6) (a) van die Wet verslag gedoen dat hulle daarvan oortuig is dat geen versoeningsraad wat ingestel mag word, die geskil sal kan besleg nie.

Die uwe,

GETUIES:

1. _____
2. _____

Datum _____ 19____

Voorsitter,

Sekretaris,

van die
vakvereniging.

OPMERKINGS.

(i)*Skrap wat nie van toepassing is nie.

(ii) Die aansoek moet gedoen word *binne sewe dae* na die datum waarop die partye by die geskil ingevolge artikel *ses-en-veertig* (6) (a) van die Wet aan die Minister verslag gedoen het dat 'n versoeningsraad wat ingestel mag word, nie die geskil sal kan besleg nie en, tensy die werkgewer 'n plaaslike owerheid is, *binne 30 dae* na die datum waarop die beëindiging, skorsing of verandering plaasgevind het of waarop kennis van die voorgestelde skorsing, beëindiging of verandering gegee is.

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat die verklaring wat op hierdie vorm verskyn, ondersoek is en juis gevind is. Hierdie aansoek is op _____ 19____ by my ingedien.

Plek _____

Datum _____ 19____

Afdelingsinspekteur.

AANHANGSEL I.C. 30.

[Regulasie 7 (3).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM PUBLIKASIE VAN TOEKENNING.

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK _____

MENEER,

1. Ons, die ondergetekendes, behoorlik daartoe gemagtig deur die partye vir wie die arbitrasietoekenning vir die _____

(Onderneming, nywerheid, bedryf of beroep)

wat op _____ 19____
deur _____

(Abiters)

gedoen is, bindend gemaak is, dien hierby sewe afskrifte van die toekenning in en versoek dat die bepalings vervat in klousules _____

van die toekenning kragtens artikel *agt-en-veertig* (1) (b), soos toegepas by artikel *nege-en-veertig* (12) van die Wet bindend verklaar word vir die ander werkgewers en werknemers betrokke by of in diens in die _____

(Onderneming, nywerheid, bedryf of beroep)

in die _____

(Gebied)

2. Ons beveel aan dat die bepalings in klousules _____
van die toekenning vervat kragtens artikel *agt-en-veertig* (3) (a), soos toegepas by artikel *nege-en-veertig* (12) van die Wet bindend verklaar word vir alle Naturelle in diens in die _____

(Onderneming, nywerheid, bedryf of beroep)

in die _____

(Gebied)

en vir die werkgewers van sodanige Naturelle.

3. Aangeheg is vorms I.C. 16 en 17, ingevul ten opsigte van die partye vir wie die toekenning bindend is, soos vereis by regulasie 7 (4) kragtens die Wet.

Die uwe,

gemagtig deur _____

gemagtig deur _____

gemagtig deur _____

gemagtig deur _____

gemagtig deur _____

gemagtig deur _____

(Handtekening)

(Partye vir wie toekenning bindend is)

AS GETUIES:

1. _____
2. _____

Datum _____ 19____

Plek _____

OPMERKING.—Indien die toekenning 'n geslote geleedere-bepaling bevat, moet vorm I.C. 31 ingevul word ten opsigte van elke vakvereniging vir die lede waarvan sodanige bepaling bindend verklaar moet word—sien regulasie 7 (4).

ANNEXURE I.C. 31.

[Regulation 7 (4).]

INDUSTRIAL CONCILIATION ACT, 1956.

.....(NAME OF TRADE UNION).

TABLE.

Area. (State Each Area separately, indicating whether Local Authority or Magisterial.)	A. Number of Employees Employed in the Occupations and Area in respect of which the Closed Shop Provision in the Award applies, by Employers upon Whom the Award is binding in terms of Section <i>Forty-nine</i> (1) of the Act.					B. The Number of Employees referred to in A Who are Members of the Trade Union.							
	White Persons.	Coloured Persons, excluding Asiatics.	Asiatics.	Natives.	Totals.	White Persons.		Coloured Persons, excluding Asiatics.		Asiatics.		Totals.	
						M.	F.	M.	F.	M.	F.	M.	F.
TOTALS.....													

State the number of members included in the figures shown at (a) who were not "in good standing" at the date on which the award was made.....

NOTES.— (i) A member "in good standing" is a member who has paid the entrance fee (if any) prescribed in the union's constitution and who is not more than three months in arrear with the payment of his membership fees [*vide* section one (2) of the Act].

(ii) M denotes males and F females.

(iii) The information reflected on this Annexure must be given as at the date on which the award was made.

Chairman of the Union.

Secretary of the Union.

Date _____ 19____

Place _____

FOR DEPARTMENTAL USE ONLY.

I certify that I have investigated the information contained in the above table and am satisfied that the particulars shown are substantially correct.

Date _____ 19____

Place _____

Divisional Inspector.

(IN TRIPLO.)

AANHANGSEL I.C. 31.

[Regulasie 7 (4).]

WET OP NYWERHEIDSVERSOENING, 1956.

(NAAM VAN VAKVERENIGING).

TABEL.

Gebied. (Noem elke gebied afsonderlik en meld of dit 'n plaaslike owerheid- of 'n magistraatsgebied is.)	A. Getal werknemers in diens in die beroepe en die gebied ten opsigte waarvan die geslo'e geledere-bepaling in die toekenning van toepassing is, by werkgewers vir wie die toekenning ingevolge artikel <i>nege-en-veertig</i> (1) van die Wet bindend gemaak is.					B. Die getal werknemers in A genoem wat lede van die vakvereniging is.							
	Blanke persone.	Gekleurde persone, uitgesonderd Asiate.	Asiate.	Naturelle.	Totale.	Blanke persone.		Gekleurde persone, uitgesonderd Asiate.		Asiate.		Totale.	
						M.	V.	M.	V.	M.	V.	M.	V.
TOTALE.....											(a)		

Noem die getal lede inbegrepe by die syfers by (a) getoon wat nie volwaardig was op die datum waarop die toekenning gedoen is nie.....

OPMERKINGS.— (i) 'n Volwaardige lid is 'n lid wat die intreegeld (indien vereis) wat in die vakvereniging se konstitusie voorgeskryf word, betaal het en wat nie meer as drie maande met sy ledegeld agterstallig is nie [sien artikel *een* (2) van die Wet].

(ii) M. dui mans en V. vrouens aan.

(iii) Die inligting in hierdie aanhangsel aangegee, moet ten opsigte van die datum waarop die toekenning gedoen is, verstrek word.

Voorsitter van die Vakvereniging.

Sekretaris van die Vakvereniging.

Plek.....

Datum.....19.....

SLEGS VIR DEPARTEMENTELE GEBRUIK.

Ek sertifiseer dat ek die inligting in bostaande tabel vervat, ondersoek het en dat ek oortuig is dat die besonderhede wat verstrek word, wesenlik juis is.

Datum.....19.....

Plek.....

Afdelingsinspekteur.

RECORDS TO BE KEPT BY EMPLOYER.

I. State shifts worked in establishment:—

Shift (a) m. to m.
Shift (b) m. to m.
Shift (c) m. to m.

(If only one shift per day worked, state the ordinary hours of commencing and ceasing work, viz. a.m. to p.m.)

II. Particulars in respect of persons employed:—

NOTE.—These records shall be retained for a period of three years subsequent to the occurrence of the events recorded and must be available for inspection at any time within that period [see section fifty-seven (3) of Industrial Conciliation Act, 1956].

REKORDS WAT DEUR WERKGEWER GEHOU MOET WORD.

Week geëindig 19

I. Noem skofte in inrigting gewerk:—

Skof (a) m. tot m.

Skof (b) m. tot m.

Skof (c) m. tot. m.

(Indien slegs een skof per dag gewerk word, noem die gewone ure wanneer werk begin en eindig, nl. vm. tot nm.

II. Besonderhede ten opsigte van persone in diens:—

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.	16.	17.	18.	19.	20.
Identifikasienommer van werker (as daar een is).	Volle naam.	Beroep.	Ras [blanke, Gekleurde (uitgesonderd Asiate), Asiate of Naturel].	Spesifiseer ouderdom indien onder 21, anders vul in „volwassene“.	Geslag.	Gewone tyd gewerk (in ure of breuke daarvan). Meld (a), (b) of (c) na die getal ure op elke dag volgens die skofte gewerk — sien paragraaf I (voeg dag van week in).	Totaal van gewone tyd vir week, d.w.s. uitgesonderd oortyd.	Meld of tydwerk, stukwerk of aansporingsbonuswerk gedoen word.	Indien tydwerker, meld gewone loontarief per uur, per dag, per week of per maand.	Indien stukwerker of aansporingsbonuswerker, meld wetlike minimum bedrag betaalbaar per week.	Bedrag verskuldig vir gewone tyd-gewerk.	Oortyd gewerk (in ure of breuke daarvan, voeg in dag van week).	Totaal van oortyd vir week (ure).	Bedrag verskuldig vir oortyd gewerk.	Bedrag aan lewenskostetoelae verskuldig.	Bedrag verskuldig ten opsigte van ander toelaes (spesifiseer soort toelaes).	Gemagtigde aftrekkings.	Totale bedrag vir gewone tyd en oortyd betaal.	Opmerkings.
																			(a) Indien korttyd gewerk, noem rede as of „afwesigheid van werknemer“ of „korttyd deur werkgewer vereis“.
																			(b) Indien skofte (a), (b) of (c) nie gewerk word nie, meld ure in elke geval gewerk.
																			(c) Indien ander voordele, geniet word, bv. kos of inwoning, meld aard en waarde daarvan.

* Hierbenewens moet die rekord in regulasie 8 (1) (b) voorgeskryf, gehou word.

OPMERKINGS.—Hierdie rekords moet bewaar word vir 'n tydperk van drie jaar na die gebeurtenisse wat aangeteken is, plaasgevind het, en moet op enige tyd gedurende daardie tydperk ter insae lê [sien artikel sewe-en-veftig (3) van die Wet op Nywerheidsversoening, 1956].

ANNEXURE I.C. 33.

[Regulation 8 (5).]

INDUSTRIAL CONCILIATION ACT, 1956.

NOTICE IN TERMS OF SECTION FIFTY-EIGHT (1) (b).

It is notified for general information that the official address of the inspector defined by regulation is:—

THE DIVISIONAL INSPECTOR,
DEPARTMENT OF LABOUR,

(Insert address)

The address of the Secretary of the _____

(Insert name of industrial council having jurisdiction)

is _____

ANNEXURE I.C. 34.

[Regulation 8 (5).]

INDUSTRIAL CONCILIATION ACT, 1956.

NOTICE IN TERMS OF SECTION FIFTY-EIGHT (1) (c).

(a) Appended is a copy of an $\frac{\text{agreement}}{\text{award}}$ at present applicable to this business:—

{ Here follows $\frac{\text{agreement}}{\text{award}}$ }

(a) Appended are $\frac{\text{summaries of}}{\text{extracts from}}$ the provisions of the $\frac{\text{agreement}}{\text{award}}$ at present applicable to this business:—

(Insert summaries or extracts which in terms of the relative $\frac{\text{agreement}}{\text{award}}$ must be affixed upon the premises in terms of the Act.)

(a) Delete whichever is inapplicable.

ANNEXURE I.C. 35.

[Regulation 8 (5).]

INDUSTRIAL CONCILIATION ACT, 1956.

NOTICE IN TERMS OF SECTION FIFTY-EIGHT (1) (d).

TIME AND PLACE OF PAYMENT OF REMUNERATION.

Payment of remuneration to persons employed in this business will be made at _____

(Place)

at _____ on _____

(Time)

(Specify the day where payment is made weekly)
(Specify the date each month where payment is made monthly)

(Signature of Employer or Person
authorised by him.)

AANHANGSEL I.C. 33.

[Regulasie 8 (5).]

WET OP NYWERHEIDSVERSOENING, 1956.

KENNISGEWING INGEVOLGE ARTIKEL AGT-EN-VYFTIG (1) (b).

Hierby word vir algemene inligting bekendgemaak dat die amptelike adres van die inspekteur by regulasie omskryf as volg is—

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,

(Vul adres in)

Die adres van die Sekretaris van die

(Vul in naam van nywerheidsraad met regsbevoegdheid)

is

AANHANGSEL I.C. 34.

[Regulasie 8 (5).]

WET OP NYWERHEIDSVERSOENING, 1956.

KENNISGEWING INGEVOLGE ARTIKEL AGT-EN-VYFTIG (1) (c).

(a) Hieronder volg 'n afskrif van 'n $\frac{\text{ooreenkoms}}{\text{toekenning}}$ wat tans op hierdie besigheid van toepassing is:—

{ Hier volg die $\frac{\text{ooreenkoms}}{\text{toekenning}}$ }

(a) Hieronder volg $\frac{\text{opsomming van}}{\text{uittreksels uit}}$ die bepalings van die $\frac{\text{ooreenkoms}}{\text{toekenning}}$ wat tans op hierdie besigheid van toepassing is:—

(Vul in opsommings of uittreksels wat ingevolge die betrokke $\frac{\text{ooreenkoms}}{\text{toekenning}}$ op die perseel opgeplak moet word ingevolge die Wet)

(a) Skrap wat nie van toepassing is nie.

AANHANGSEL I.C. 35.

[Regulasie 8 (5).]

WET OP NYWERHEIDSVERSOENING, 1956.

KENNISGEWING INGEVOLGE ARTIKEL AGT-EN-VYFTIG (1) (d).

TYD EN PLEK VAN BETALING VAN BESOLDIGING.

Die betaling van die besoldiging van persone wat in hierdie besigheid in diens is, sal te

om

(Plek)

(Tyd)

opgedoen word.

(Spesifiseer die dag waar betaling weekliks gedoen word)

(Spesifiseer die datum van elke maand waar betaling maandeliks gedoen word)

(Handtekening van werkgewer of
persoon deur hom gemagtig.)

ANNEXURE I.C. 37.

[Regulation 9 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

STATEMENT IN TERMS OF SECTION FIFTY-NINE (1) (b) (CHANGE IN PARTICULARS).

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

In accordance with section fifty-nine (1) (b) of the Industrial Conciliation Act, 1956, I have to advise you of the following changes in the particulars contained in the statement(s) previously furnished to you under section fifty-nine (1) (a) and in respect of which a certificate of registration No. was issued to me.

1. Name under which business is carried on.....

(a) 2. Address of head office in the Union.....

(a) 3. Address(es) at which business is carried on.....

(a) 4. Nature of business.....

(a) 5. The agreement/award applicable to this business is.....

6. Description, names and addresses of management:—

(a) Description:—

Name.

Address.

Proprietor.....

Partners.....

Directors (in case of

Company).....

Managers.....

Secretary.....

(a) Other changes. (In the event of sequestration, winding up, transfer or abandonment or acquisition or commencement of any other business give full particulars.)

Yours faithfully,

Signature of Employer or Person Authorised by Him,

NOTES.

(i) Delete irrelevant headings at (a) and if the space is insufficient attach supplementary statement.

(ii) The number of the registration certificate issued to the employer must be indicated in the preamble to this form.

ANNEXURE I.C. 38.

[Regulation 9 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF EMPLOYER IN TERMS OF SECTION FIFTY-NINE (2).

I hereby certify in terms of section fifty-nine (2) of the Industrial Conciliation Act, 1956, that.....

(Name and address of employer—if the employer has branches, insert head office address)
carrying on business under the style of.....

has been registered as an employer in the.....

(Undertaking, industry, trade or occupation)

in the.....

[Area(s)]

Divisional Inspector, Department of Labour.

Number of certificate.....

Date..... 19.....

Place.....

NOTE.—In the event of sequestration, winding up, abandonment of business, transfer, commencement of additional business or change in the class of business, address, ownership or management, such change must be notified to the Divisional Inspector, Department of Labour, within fourteen days in terms of section fifty-nine (1) (b) of the Act.

AANHANGSEL I.C. 37.

[Regulasie 9 (1).]

WET OP NYWERHEIDSVERSOENING, 1956

VERKLARING INGEVOLGE ARTIKEL NEGE-EN-VYFTIG (1) (b)
(VERANDERING IN BESONDERHEDE.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK

MENEER,

Ingevolge artikel *nege-en-vyftig* (1) (b) van die Wet op Nywerheidsversoening, 1956, moet ek u in kennis stel van die volgende veranderings in die besonderhede vervat in die verklaring(s) wat vroeër aan u ingevolge artikel *nege-en-vyftig* (1) (a) gestuur is en ten opsigte waarvan 'n registrasiesertifikaat, No _____ aan my uitgereik is.

1. Naam waaronder besigheid bedryf word _____

(a) 2. Adres van hoofkantoor in die Unie _____

(a) 3. Adres(se) waar besigheid gedryf word _____

(a) 4. Aard van besigheid _____

(a) 5. Die ooreenkoms/toekenning van toepassing op hierdie besigheid, is _____

6. Beskrywing, name en adresse van bestuur:—

(a) Beskrywing:—

	<i>Naam.</i>	<i>Adres.</i>
Eienaar.....	_____	_____
Vennote.....	_____	_____
Direkteure (in geval van maatskappy)	_____	_____
Bestuurders.....	_____	_____
Sekretaris.....	_____	_____

(a) Ander veranderings. (In geval van sekwestrasie, likwidasie, oordrag of opgee of verkryging of begin van enige ander besigheid, gee volledige besonderhede.)

Die uwe,

*Handtekening van werkgewer of
persoon deur hom gemagtig.*

OPMERKINGS.

- (i) Skrap ontoepaslike opskrifte by (a) en as die ruimte onvoldoende is, heg aanvullende verklaring aan.
(ii) Die nommer van die registrasiesertifikaat wat aan die werkgewer uitgereik is, moet in die aanhef van hierdie vorm aangedui word

AANHANGSEL I.C. 38.

[Regulasie 9 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN WERKGEWER INGEVOLGE ARTIKEL
NEGE-EN-VYFTIG (2).

Hierby sertifiseer ek ingevolge artikel *nege-en-vyftig* (2) van die Wet op Nywerheidsversoening, 1956, dat

(Naam en adres van werkgewer; as die werkgewer takke het, vul adres van hoofkantoor in)
wat besigheid dryf onder die firmanaam _____

as 'n werkgewer geregistreer is in die _____

(Onderneming, nywerheid, bedryf of beroep)
in die _____

[Gebied(e)] _____

Nommer van sertifikaat _____

Plek _____

Datum _____ 19 _____

Afdelingsinspekteur, Departement van Arbeid.

OPMERKING.—In geval van sekwestrasie, likwidasie, opgee van besigheid, oordrag, begin van bykomende besigheid of verandering van die soort besigheid, adres, eiendomsreg of bestuur, moet die Afdelingsinspekteur, Departement van Arbeid ingevolge artikel *nege-en-vyftig* (1) (b) van die Wet binne veertien dae daarvan in kennis gestel word.

ANNEXURE I.C. 39.
[Regulation 10 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR THE REGISTRATION OF A PRIVATE REGISTRY OFFICE.

Place.....
Date.....19.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

I beg to apply, in terms of section *sixty-three* of the Industrial Conciliation Act, 1956, for the registration of a Private Registry Office and to submit the following particulars in regard thereto:—

- (1) Full name of applicant.....
- (2) Residential address of applicant.....
- (3) Postal address.....
- (4) Telephone number.....
- (5) Address of premises where the business of private registry office will be conducted.....
- (6) Class or classes of employment for which private registry office proposes to cater.....
- (7) Race or races of applicants for work for which private registry office proposes to cater.....
- (8) Name by which the private registry office will be known.....
- (9) Date on which applicant desires to commence business.....
- (10) I have not been convicted of any criminal offence and sentenced to a term of imprisonment within a period of five years immediately preceding the date of this application.

Yours faithfully,

.....
Signature of Applicant.

NOTES.

- (i) In terms of section *sixty-three* of the Industrial Conciliation Act, 1956, it is an offence for any person to conduct a private registry office unless he is in possession of a certificate of registration issued under that Act.
- (ii) The possession of a licence in terms of the Licences Consolidation Act, 1925, does not render unnecessary a certificate in terms of the Industrial Conciliation Act.

ANNEXURE I.C. 40.
[Regulation 10 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

CERTIFICATE OF REGISTRATION OF A PRIVATE REGISTRY OFFICE.

This is to certify that M.....
has/have, in terms of section *sixty-three* of the Industrial Conciliation Act, 1956, been granted permission to keep or conduct a private registry office at the premises situate at.....

known as.....
for a period of twelve months commencing on the.....
day of.....19..... subject to the following conditions, viz.—

.....
Industrial Registrar.

Date.....19.....

NOTE.—At the expiration of the period for which this certificate is issued, it must be returned to the Industrial Registrar through the Divisional Inspector, Department of Labour, for renewal or cancellation.

CHANGE OF ADDRESS.

The removal of the above-named private registry office to premises situated at.....
has been approved.

.....
Industrial Registrar.

Date.....19.....

AANHANGSEL I.C. 39.
[Regulasie 10 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.
AANSOEK OM REGISTRASIE VAN 'N PRIVATE REGISTRASIEKANTOOR.

Plek.....
Datum.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,
DEPARTEMENT VAN ARBEID,
POSBUS/PRIVAATSAK.....

MENEER,

Ek doen ingevolge artikel *drie-en-sestig* van die Wet op Nywerheidsversoening, 1956, aansoek om registrasie van 'n private registrasiekantoor en lê die volgende besonderhede in verband daarmee voor:—

- (1) Volle naam van applikant.....
- (2) Woonadres van applikant.....
- (3) Posadres.....
- (4) Telefoonnommer.....
- (5) Adres van perseel waar die besigheid van private registrasiekantoor gedryf sal word.....
- (6) Klas of klasse werk waarvoor private registrasiekantoor ingestel word.....
- (7) Ras of rasse van werksoekers wat private registrasiekantoor van voorname is om te bedien.....
- (8) Naam waaronder private registrasiekantoor bekend sal staan.....
- (9) Datum waarop applikant sy besigheid wil begin.....
- (10) Binne 'n tydperk van vyf jaar onmiddellik voor die datum van hierdie aansoek is ek nie skuldig bevind aan enige kriminele oortreding en tot gevangenskap gevonnies nie.

Die uwe,

Handtekening van applikant.

OPMERKINGS.

- (i) Dit is, ingevolge artikel *drie-en-sestig* van die Wet op Nywerheidsversoening, 1956, 'n oortreding vir enige persoon om 'n private registrasiekantoor te bestuur tensy hy in besit is van 'n registrasiesertifikaat ingevolge die Wet uitgereik.
- (ii) Die besit van 'n lisensie ingevolge die Licenties Konsolidatie Wet, 1925, maak dit nie onnodig om 'n sertifikaat ingevolge die Wet op Nywerheidsversoening te hê nie.

AANHANGSEL I.C. 40.
[Regulasie 10 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTRASIESERTIFIKAAT VAN 'N PRIVATE REGISTRASIEKANTOOR.

Hierby word gesertifiseer dat aan m..... ingevolge artikel *drie-en-sestig* van die Wet op Nywerheidsversoening, 1956, toestemming verleen is om 'n private registrasiekantoor te hou of te bestuur by.....

bekend as.....
vir 'n tydperk van twaalf maande met ingang van die.....
dag van..... 19..... onderworpe aan die volgende voorwaardes:—

Nywerheidsregistrateur.

Datum..... 19.....

OPMERKING.—By verstryking van die tydperk waarvoor hierdie sertifikaat uitgereik is, moet dit deur bemiddeling van die Afdelingsinspekteur, Departement van Arbeid, aan die Nywerheidsregistrateur vir hernuwing of intrekking gestuur word.

VERANDERING VAN ADRES.

Die verskuiwing van bogenoemde private registrasiekantoor na 'n perseel geleë te..... is goedgekeur.

Datum..... 19.....

Nywerheidsregistrateur.

RENEWALS.

Above Certificate Renewed.	Signature of Industrial Registrar.
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	
From _____ to _____	

ANNEXURE I.C. 41.
[Regulation 10 (5) (b).]

INDUSTRIAL CONCILIATION ACT, 1956.

REGISTER OF APPLICANTS FOR WORK.

Name of Private Registry Office _____
Address _____

Name of Applicant.	Male or Female.	Race of Applicant.	Address.	Occupation.	Name of Last Employer.	Terms Required.	Date of Application for Employment.	Nature and Date of Engagement.	Fee Charged.	Name of Employer with Whom Placed.

NOTE.—This record is to be kept and made available to an inspector at any time within three years after the occurrence of the event recorded. [See section sixty-three (4) of the Industrial Conciliation Act, 1956].

ANNEXURE I.C. 42.
[Regulation 10 (5) (b).]

INDUSTRIAL CONCILIATION ACT, 1956.

EMPLOYER'S REGISTER.

Name of Private Registry Office _____
Address _____

Name of Employer.	Address.	Occupation.	Nature of Employment Offered.	Date Employment is Offered.	Rates of Wages Offered.	Terms of Engagement.	Date when Vacancy Filled.	Fee Charged.

NOTE.—This record is to be kept and made available to an inspector at any time within three years after the occurrence of the events recorded. [See section sixty-three (4) of the Industrial Conciliation Act, 1956.]

HERNUWINGS.

Bogenoemde sertifikaat hernieu.	Handtekening van Nywerheidsregistrator.
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	
Van.....tot.....	

AANHANGSEL I.C. 41.

[Regulasie 10 (5) (b).]

WET OP NYWERHEIDSVERSOENING, 1956.

REGISTER VAN WERKSOEKERS.

Naam van private registrasiekantoor.....

Adres.....

Naam van applikant.	Man of vrou.	Ras van applikant.	Adres.	Beroep.	Naam van vorige werk- gewer.	Vereiste diens- voor- waardes.	Datum van aansoek om werk.	Aard en datum van indiens- neming.	Bedrag gevorder.	Naam van werkgever by wie geplaas.

OPMERKING.—Hierdie rekord moet gehou en beskikbaar gestel word aan 'n inspekteur te eniger tyd binne drie jaar nadat die gebeurtenisse plaasgevind het wat hierin aangeteken is. [Sien artikel drie-en-sestig (4) van die Wet op Nywerheidsversoening, 1956.]

AANHANGSEL I.C. 42.

[Regulasie 10 (5) (b).]

WET OP NYWERHEIDSVERSOENING, 1956.

WERKGEWER SE REGISTER.

Naam van private registrasiekantoor.....

Adres.....

Naam van werkgever.	Adres.	Beroep.	Aard van werk aangebied.	Datum waar- op werk aan- gebied is.	Loon- skale aangebied.	Diens- voor- waardes.	Datum waar- op vakature aangevul is.	Bedrag ge- vorder.

OPMERKING.—Hierdie rekord moet gehou en beskikbaar gestel word aan 'n inspekteur te eniger tyd binne drie jaar nadat die gebeurtenisse plaasgevind het wat hierin aangeteken is. [Sien artikel drie-en-sestig (4) van die Wet op Nywerheidsversoening, 1956.]

ANNEXURE I.C. 43.

[Regulation 11 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR DETERMINATION OF ANY MATTER BY TRIBUNAL IN TERMS OF SECTION SEVENTY-SIX.

Name of *Trade Union/Employers' Organization/Industrial Council/Employer.....

Address.....

IN TRIPLICATE.)

THE CHAIRMAN, INDUSTRIAL TRIBUNAL,

PRETORIA.

DEAR SIR,

1. I/We, the undersigned, having been duly authorised thereto, hereby apply for determination by the tribunal of the question whether—

(a) the undermentioned *employer/employee/class of employers/class of employees.....

is engaged or employed in the.....

(Undertaking, industry, trade or occupation)

within the.....

(area);

(b) the *agreement/notice/award/determination/order relating to the.....

(Undertaking, industry, trade or occupation)

and published under Government Notice No..... of the..... 19.....

is binding on the following *employer/employee/class of employers/class of employees.....

2. Attached is a statement setting forth the applicant's representations in connection with the matter.

Yours faithfully,

Chairman,

Secretary,

Employer.

} of the trade union/employers' organization/industrial council, if such a body is the applicant.

} If the applicant is an individual employer.

WITNESSES:

1.

2.

Date..... 19.....

Place.....

NOTES.— (i) Delete at * whichever is not applicable.

(ii) Delete paragraph 1 (a) or 1 (b) whichever is not required.

AANHANGSEL I.C. 43.

[Regulasie 11 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM VASTSTELLING VAN ENIGE AANGELEENTHEID DEUR NYWERHEIDSHOF
INGEVOLGE ARTIKEL SES-EN-SEWENTIG.

Naam van * vakvereniging/werkgewersorganisasie/nywerheidsraad/werkgewer.....

Adres.....

(IN TRIPLO.)

DIE VOORSITTER,

NYWERHEIDSHOF,

PRETORIA.

MENEER,

1. Ek/Ons, die ondergetekendes, behoorlik daartoe gemagtig, doen hierby aansoek om vasstelling deur die Nywerheidshof van die vraag of—

(a) ondergenoemde *werkgewer/werknemer/klas werkgewers/klas werknemers.....

betrokke is by of in diens is in die.....

(Onderneming, nywerheid, bedryf of beroep)

in die.....

(gebied);

(b) die *ooreenkoms/kennisgewing/toekenning/vasstelling/bevel rakende die.....

(Onderneming, nywerheid, bedryf of beroep)

en gepubliseer by Goewermenskennisgewing No.....

van.....19...; bindend is vir die volgende *werkgewer/

werknemer/klas werkgewers/klas werknemers.....

2. Aangeheg is 'n uiteensetting van die applikant se vertoë in verband met die aangeleentheid.

Die uwe,

Voorsitter,

Sekretaris,

Werkgewer.

} van die vakvereniging/werk-
gewersorganisasie/nywerheids-
raad, indien sodanige liggaam
die applikant is.

} Indien die applikant 'n indivi-
duële werkgewer is.

GETUIES:

1.

2.

Datum.....19.....

Plek.....

OPMERKINGS.—(i) Skrap by * wat nie van toepassing is nie.

(ii) Skrap paragraaf 1 (a) of 1 (b), nl. die een wat ontoepaslik is.

ANNEXURE I.C. 44.

[Regulation 12 (1).]

INDUSTRIAL CONCILIATION ACT, 1956.

APPLICATION FOR REGISTRATION OF FEDERATION.

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR,

DEPARTMENT OF LABOUR,

P.O. BOX/PRIVATE BAG.....

DEAR SIR,

1. We hereby apply for registration in terms of section *eighty* of the Industrial Conciliation Act, 1956

2. The following particulars in respect of the federation are submitted:—

(a) Name of federation.....

(b) Address of federation.....

(c) State whether it is one of the principal objects of federation to promote the interests of employees or employers and specify relative enabling provision in constitution { *Yes/No.
*Employers/Employees.
Clause.....

(d) Office-bearers:—

Name.

Address.

Chairman.....

Executive Committee (1).....
or Committee of Management (2).....

(3).....

(4).....

(5).....

(6).....

(7).....

(8).....

(9).....

(10).....

(e) Officials:—

Secretary.....

Other officials.....

3. We attach a list of the bodies affiliated to this federation with particulars of their addresses and the number of persons each of them represents in the federation.

4. Three duly signed copies of the federation's constitution are attached.

Yours faithfully,

President/Chairman._____
Secretary.

Delete at * whichever is inapplicable.

AANHANGSEL I.C. 44.

[Regulasie 12 (1).]

WET OP NYWERHEIDSVERSOENING, 1956.

AANSOEK OM REGISTRASIE VAN FEDERASIE.

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,

DIE DEPARTEMENT VAN ARBEID,

POSBUS/PRIVAATSAK.....

MENEER,

1. Hierby doen ons aansoek om registrasie ingevolge artikel *tagtig* van die Wet op Nywerheidsversoening, 1956.

2. Die volgende besonderhede ten opsigte van die federasie word verstrek:—

(a) Naam van federasie.....

(b) Adres van federasie.....

(c) Meld of dit een van vernaamste oogmerke van federasie is om die belange van werknemers of werkgewers te bevorder, en spesifiseer { * Ja/Nee.
* Werkgewers/Werknemers.
betrokke bevoegdheidgewende bepaling in konstitusie } Klousule.....

(d) Ampsdraer:—

Naam.

Adres.

Voorsitter.....

Uitvoerende komitee (1) of bestuurskomitee (2).....

(3).....

(4).....

(5).....

(6).....

(7).....

(8).....

(10).....

(e) Amptenare:—
Sekretaris.....

Ander amptenare.....

3. Ons heg 'n lys aan van die liggame wat met hierdie federasie geaffilieer is met besonderhede van hul adresse en die getal persone wat elkeen van hulle in die federasie verteenwoordig.

4. Drie behoorlik getekende afskrifte van die federasie se konstitusie gaan hierby.

Die uwe,

.....
President/Voorsitter.

.....
Sekretaris.

* Skrap wat nie van toepassing is nie.

ANNEXURE I.C. 45.

[Regulation 12 (2).]

INDUSTRIAL CONCILIATION ACT, 1956.

STATEMENT IN TERMS OF SECTION EIGHTY (7).

Name of Federation.....

Address.....

(IN TRIPLICATE.)

THE DIVISIONAL INSPECTOR, DEPARTMENT OF LABOUR,
P.O. BOX/PRIVATE BAG.....

DEAR SIR,

As required by section eighty (7) of the Industrial Conciliation Act, 1956, we furnish the following information in respect of the year ended the 31st December, 19....., in regard to the above-named federation:—

	<i>Name and Address of Member.</i>	<i>No. of Persons the Member represents in the Federation.</i>
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
(11)		
(12)		

Yours faithfully,

President/Chairman,

Secretary,

} of the
federation.

Date.....19.....

NOTES.

- (i) The above statement must be forwarded to the Registrar not later than the last day of March in the year following that to which the information relates.
- (ii) If the space provided in this form is insufficient, attach a supplementary statement.

AANHANGSEL I.C. 45.
[Regulasie 12 (2).]

WET OP NYWERHEIDSVERSOENING, 1956.

STAAT INGEVOLGE ARTIKEL TAGTIG (7).

Naam van federasie.....

Adres.....

(IN TRIPLO.)

DIE AFDELINGSINSPEKTEUR,

DEPARTEMENT VAN ARBEID,

POSBUS/PRIVAATSAK.....

MENEER,

Soos vereis by artikel tagtig (7) van die Wet op Nywerheidsversoening, 1956, verstrek ons die volgende gegewens betreffende die jaar geëindig 31 Desember 19....., ten opsigte van bovermelde federasie:—

Naam en adres van lid.

Getal persone wat die lid in die federasie verteenwoordig.

- | | |
|------------|-------|
| (1) ..... | ..... |
| (2) ..... | ..... |
| (3) ..... | ..... |
| (4) ..... | ..... |
| (5) ..... | ..... |
| (6) ..... | ..... |
| (7) ..... | ..... |
| (8) ..... | ..... |
| (9) ..... | ..... |
| (10) ..... | ..... |
| (11) ..... | ..... |
| (12) ..... | ..... |

Die uwe,

.....
President/Voorsitter,

.....
Sekretaris,

} van die federasie.

Datum..... 19.....

OPMERKINGS.

- (i) Bostaande staat moet op of voor die laaste dag van Maart in die jaar wat volg op dié waarop die gegewens betrekking het, aan die Registrateur gestuur word.
- (ii) As die ruimte wat op hierdie vorm verskaf word nie voldoende is nie, heg 'n aanvullende staat aan.