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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. 683.] [13 May 1960.

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

ELECTRICAL INDUSTRY, EAST LONDON.

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

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Electrical Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said second Monday upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation or that union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 1 (2), 3 to 25 (inclusive) and 27 to 29 (inclusive) of the said Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said second Monday, upon all employers and employees other than those referred to in paragraph (a) of this notice, engaged or employed in the said Industry in the Magisterial District of East London; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Magisterial District of East London and from the second Monday after the date of publication of this notice and for the period ending three years from the said second Monday the provisions contained in clauses 1 (2), 3 to 6 (3) (a) (inclusive), 6 (3) (c) to 25 (inclusive) and 27 to 29 (inclusive) of the said Agreement shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees, and upon those employers in respect of Natives in their employ.

J. DE KLERK,
Minister of Labour.

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. 683.] [13 Mei 1960.

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

ELEKTROTEGNIESE NYWERHEID, OOS-LONDEN.

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

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Elektrotegniese Nywerheid betrekking het, vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar van genoemde tweede Maandag eindig, bindend is vir die werkgewersorganisasie en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasie of daardie vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 1 (2), 3 tot en met 25 en 27 tot en met 29 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde tweede Maandag eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, betrokke by of in diens in genoemde Nywerheid in die landdrosdistrik Oos-Londen; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 1 (2), 3 tot en met 6 (3) (a), 6 (3) (c) tot en met 25 en 27 tot en met 29 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van die publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde tweede Maandag eindig, in die landdrosdistrik Oos-Londen *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by die werkgewers vir wie enige van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens.

J. DE KLERK,
Minister van Arbeid.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY, EAST LONDON.

AGREEMENT

in accordance with the Industrial Conciliation Act, 1956, made and entered into between the

Electrical Contractors' Association of South Africa (hereinafter referred to as "The Employers" or "The Employers' Organisation") of the one part, and the

South African Electrical Workers' Association (hereinafter referred to as "The Employees" or "The Trade Union") of the other part, being the parties to the Industrial Council for the Electrical Industry, East London.

1. SCOPE OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed in the Magisterial District of East London by all employers and employees in the Electrical Industry who are members of the Employers' Organisation and the Trade Union respectively.

(2) (a) Notwithstanding the provisions of sub-clause (1) the terms of the Agreement shall apply to apprentices and minors only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder.

(b) The terms of the Agreement shall apply to trainees of the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

(c) The terms of the Agreement shall not apply to drivers of mechanical vehicles.

(d) The terms of the Agreement shall not apply to clerical employees or administrative staffs.

2. PERIOD OF OPERATION OF AGREEMENT.

The Agreement shall come into operation on such date as may be determined by the Minister in terms of section forty-eight of the Industrial Conciliation Act, 1956, and shall remain in operation for a period of three years, or for such period as the Minister may determine.

3. DEFINITIONS.

Any term or expression used in this Agreement which is defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to any Act, shall include any amendment thereof; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to have been registered in terms of the Apprenticeship Act, 1944;

"call out work" means work of an emergency or essential nature, performed when called out to do so, at any time other than during the normal hours of work as laid down in clause 10 of this Agreement;

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

"constant supervision" means remaining within such a distance of the work to be supervised, that the main aspects of such work can be observed;

"Council" means the Industrial Council for the Electrical Industry, East London, registered in terms of section nineteen of the Act;

"country job" means a job within the Magisterial District of East London, but not within a radius of eight miles from the principal post office at East London;

"Electrical Industry" means the industry in which employer and employee are associated for the purpose of—

(a) the installation and/or repair of electrical equipment including generators, motors, converters, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment, and other equipment utilising the principles used in the operation of radio or electronic equipment and including all operations incidental thereto, but not including—

(i) the manufacture of the equipment referred to or the installation and/or repair of primary and secondary cells and batteries where these are installed or repaired by a manufacturer of batteries;

(ii) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(iii) the installation, repair and/or servicing of type-writing machines and/or other mechanical office appliances where the use of electrical power and the application of the principles used in the operation of radio and electronic equipment are involved;

BYLAE.

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE NYWERHEID, OOS-LONDEN.

OOREENKOMS

ingevoelge die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan deur en tussen die

Electrical Contractors' Association of South Africa (hieronder die „werkgewers” of die „werkgewersorganisasie” genoem), aan die een kant, en die

South African Electrical Workers' Association (hieronder die „werknemers” of die „vakvereniging” genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid, Oos-Londen.

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Die bepalinge van hierdie Ooreenkoms moet nagekom word in die landdrosdistrik Oos-Londen deur alle werkgewers en werknemers in die Elektrotegniese Nywerheid wat onderskeidelik lede van die Werkgewersorganisasie en die Vakvereniging is.

(2) (a) Ondanks die bepalinge van subklousule (1) is die bepalinge van die Ooreenkoms van toepassing op vakleerlinge en minderjarige slegs vir sover dit nie strydig is nie met die bepalinge van die Wet op Vakleerlinge, 1944, soos gewysig, of enige kontrak daarkragtens aangegaan of enige voorwaardes daarkragtens vasgestel.

(b) Die bepalinge van die Ooreenkoms is van toepassing op kwekelinge van die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie strydig is nie met die bepalinge van daardie Wet of met enige voorwaardes daarkragtens vasgestel.

(c) Die bepalinge van die Ooreenkoms is nie op bestuurders van meganiese voertuie van toepassing nie.

(d) Die bepalinge van die Ooreenkoms is nie op klerklike werknemers of administratiewe personeel van toepassing nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die Ooreenkoms tree in werking op 'n datum wat kragtens artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, deur die Minister vasgestel word, en bly vir 'n tydperk van drie jaar van krag of vir 'n tydperk wat hy kan bepaal.

3. WOORDOMSKEYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en wat in die Wet op Nywerheidsversoening, 1956 omskryf is, het dieselfde betekenis as in die Wet, en enige verwysing na 'n wet, omvat ook alle wysigings daarvan; verder, tensy dit strydig met die samehang is, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956;

„vakleerling” 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak wat geregistreer is of as geregistreer beskou word ingevolge die Wet op Vakleerlinge, 1944;

„ontbiedwerk” noodwerk of noodsaaklike werk wat verrig word wanneer werknemers te eniger tyd uitgeroep word om dit te doen, uitgesonderd gedurende die gewone werke soos vasgestel in klousule 10 van hierdie Ooreenkoms;

„los arbeider” 'n ongeskoolde arbeider wat vir hoogstens drie dae in enige week by dieselfde werkgever in diens is;

„voortdurende toesig” om so na aan die werk waarvoor toesig gehou moet word, te bly dat die belangrikste aspekte van sodanige werk waargeneem kan word;

„Raad” die Nywerheidsraad vir die Elektrotegniese Nywerheid, Oos-Londen, wat geregistreer is ingevolge artikel negentien van die Wet;

„werk op die platteland” werk binne die landdrosdistrik Oos-Londen, maar nie binne 'n straal van agt myl vanaf die Hoofposkantoor van Oos-Londen nie;

„Elektrotegniese Nywerheid” die nywerheid waarn werkgever en werknemer met mekaar geassosieer is vir—

(a) die installering en/of herstel van elektriese uitrusting, met inbegrip van generators, motore, konvertors, skakelaar- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), uitrusting vir elektriese beligting, verwarming, kook, bevroesing en verkoeling, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radiotoestelle en verwante elektriese toestelle, seinuitrusting en ander uitrusting wat gebruik maak van die beginsels wat aangewend word in die bediening van radio- of elektroniese uitrusting en met inbegrip van alle werksaamhede wat daarmee in verband staan, maar uitgesonderd—

(i) die vervaardiging van genoemde uitrusting of die installering en/of herstel van primêre en sekondêre selle en batterye indien sodanige selle en batterye deur 'n batteryvervaardiger geïnstalleer of herstel word;

(ii) die bedrading van of installering in motorvoertuie van beligtings-, verwarmings- of ander uitrusting of toebehore, hetsy permanent of andersins;

(iii) die installering, herstel en/of bediening van tikmasjien en/of ander meganiese kantoortoestelle waar die gebruik van elektriese krag en die toepassing van die beginsels wat aangewend word in die bediening van radio- en elektroniese uitrusting, daarby betrokke is;

(b) the wiring of or installation in buildings or structures of electrical lighting, electrical heating or other permanent fixtures and/or the making of articles for use incidental to the foregoing operations whether the work is performed, the material is prepared or the necessary articles are made on the site of the buildings or structures or elsewhere, but not including—

(i) the repair and/or maintenance and/or installation of lifts and escalators in buildings or structures;

“emergency work” means such work as cannot reasonably be performed during the hours prescribed in clause 10 (1) and (2) of this Agreement;

“essential services” means any work in the Electrical Industry which must necessarily be performed in order to ensure the convenience, health and safety of the public or the carrying on of any other industry, business or undertaking, including the services necessary to restore breakdowns in established electrical services;

“labourer” means an employee exclusively engaged in any or all of the following:—

- (a) Loading or unloading materials;
- (b) chasing and cutting of walls and concrete, floors for conduits, drilling concrete and brickwork;
- (c) cutting and threading of piping, removing sharp edges after cutting;
- (d) bending pipes with bending machine, other than with a Hickey;
- (e) under supervision of an artisan, join pipes; screw holders on pipes; put boxes on pipes; fit lock-nuts and bushes; use a hacksaw; cut wires to pre-determined lengths, but not to use wire strippers; put shades onto pipes; measure with a templet but not with a rule;
- (f) digging of trenches;
- (g) assisting artisans whenever necessary but not to perform skilled work as prescribed by the Apprenticeship Act, 1944, or work which is not normally done by labourers;

“lock up” means any shed, room, workshop, factory or similar place, constructed of four walls and roof, composed of concrete, brickwork, wood, iron or any combination thereof, which can be securely locked; the whole to be so constructed to provide a place for the safekeeping of employees’ tools and clothes at any time;

“military training” means continuous training which an employee is required to undergo in terms of section *twenty-one* (1) read with sub-sections (1) and (2) of section *twenty-two* of the Defence Act, 1957, but does not include any training he may elect to undergo in terms of section *twenty-three* of the said Act nor any other training or service for which he volunteers or which he elects to undergo;

“minor” means an employee employed during the probationary period allowed under the Apprenticeship Act, 1944, as amended; from time to time;

“overtime” means all time worked in excess of and outside those ordinary hours of work as laid down in clause 10 of this Agreement;

“piecework” means any system of work under which an employee’s earnings are partly or wholly based on the quantity or output of work done;

“public holiday” means Good Friday, Ascension Day, Day of the Covenant, Christmas Day, and New Year’s Day; provided that if any of these holidays fall on a Sunday, then the following Monday shall be observed as a public holiday;

“suitable sleeping accommodation” means any waterproof shelter, capable to be securely locked with a wooden floor, and the necessary washing and lavatory accommodation, stretchers and mattresses;

“wage” means that portion of the remuneration payable in money to an employee in respect of the ordinary hours of work laid down in clause 10;

“wet weather shelter” means a shelter constructed of weather proof materials in such a manner that the occupants will be kept dry and comfortable under any circumstances;

“working employer” or “partner” means an employer or any partner in a partnership who is an employer and who himself performs work similar to that carried out by employees in the industry;

“working day” means any day other than Saturday, Sunday, Good Friday, Ascension Day, Day of the Covenant, Christmas Day, New Year’s Day or the following Monday whenever any of the aforesaid public holidays falls on a Sunday.

4. REMUNERATION.

(1) The minimum wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder: provided that for the first three months after the date of publication of this Agreement, the con-

(b) die bedrading van of installering in geboue of bouwerke van elektriese beligting, elektriese verwarming en/of ander vaste toebehore en/of die maak van artikels vir gebruik by voorgaande werksaamhede, hetsy die werk gedoen word op die perseel waar die geboue of bouwerke opgerig word of die materiaal daar voorberei word, of elders, maar uitgesonderd—

(i) die herstel en/of instandhouding en/of installering van hysers en roltrappe in geboue of bouwerke.

„noodwerk” dié werk wat nie redelikerwys gedurende die ure in klousule 10 (1) en (2) van hierdie Ooreenkoms voorgeskryf, gedoen kan word nie;

„noodsaaklike dienste” enige werk wat in die Elektrotegniese Nywerheid noodsaaklik gedoen moet word om die gerief, gesondheid en veiligheid van die publiek of die voortsetting van enige ander nywerheid, besigheid of onderneming te verseker, met inbegrip van die nodige dienste om onklaarrakings in bestaande elektriese dienste te herstel;

„arbeider” ’n werknemer wat uitsluitlik een of almal van die volgende werksaamhede verrig:—

- (a) Materiaal op- of aflaai;
- (b) groewe in mure en betonvloere kap en uitsny vir pype, gate in beton en baksteen boor;
- (c) pype sny en skroefdraad daaraan sny, skerp kante verwyder nadat dit gesny is;
- (d) pype met ’n buigmasjien, uitgesonderd ’n Hickey, buig;
- (e) onder toesig van ’n ambagsman pype las; houers aan pype skroef; mowwe aan pype sit; sluitmoere en naafbusse pas; ’n ystersaag gebruik; draad in vooraf bepaalde lengtes sny, maar nie isolasiesnyers gebruik nie; skerms aan pype sit; met ’n sjabloon maar nie met ’n liniaal nie, meet;
- (f) slote grawe;
- (g) ambagsmanne help, waar nodig, maar nie met die verrigting van geskoolde werk, voorgeskryf ingevolge die Wet op Vakleerlinge, 1944, nie of werk wat nie gewoonweg deur arbeiders gedoen word nie;

„toesluitplek” enige skuur, kamer, werkwinkel, fabriek, of soortgelyke plek met vier mure en ’n dak en wat gebou is van beton, steenwerk, hout, yster of enige kombinasie daarvan, wat veilig gesluit kan word; die geheel moet so gebou word dat dit te eniger tyd plek verskaf vir die veilige bewaring van werknemers se gereedskap en klere;

„minderjarige” ’n werknemer wat in diens is gedurende die proeftydperk, toegestaan ooreenkomstig die Wet op Vakleerlinge, 1944, soos van tyd tot tyd gewysig;

„militêre opleiding” aaneenlopende opleiding wat ’n werknemer verplig is om mee te maak ingevolge artikel *een-en-twintig* (1), gelees met subartikels (1) en (2) van artikel *twee-en-twintig* van die Verdedigingswet, 1957, maar dit omvat geen opleiding wat hy ingevolge artikel *drie-en-twintig* van genoemde Wet uit eie keuse ondergaan nie en ook geen ander opleiding of diens wat hy vrywillig of uit eie keuse ondergaan nie;

„oortyd” alle tyd wat ’n werknemer langer as en buite die gewone werkeure, soos vasgestel in klousule 10 van hierdie Ooreenkoms, werk;

„stukwerk” enige werkstelsel waarvolgens ’n werknemer se besoldiging gedeeltelik of uitsluitlik op die hoeveelheid gedane werk gebaseer is;

„openbare vakansiedag” Goeie Vrydag, Hemelvaartsdag, Gelofte dag, Kersdag en Nuwejaarsdag; met dien verstande dat as enigeen van hierdie vakansiedae op ’n Sondag val, die daaropvolgende Maandag as ’n vakansiedag nagekom moet word;

„geskikte slaapplek” ’n waterdigte skuiling wat veilig gesluit kan word, met ’n houtvloer en die nodige wasgeriewe en sanitêre geriewe, kampbeddens en matrasse;

„loon” dié deel van die besoldiging wat in kontant aan ’n werknemer betaalbaar is ten opsigte van die gewone werkeure wat in klousule 10 voorgeskryf word;

„reënweerskuiling” ’n skuiling van waterdigte materiaal wat die persoon daarbinne in alle omstandighede droog en gemaklik hou;

„werkende werkgever” of „vennoot” ’n werkgever of enige vennoot in ’n vennootskap, wat ’n werkgever is en wat self werk verrig soortgelyk aan dié wat deur werknemers in die nywerheid gedoen word;

„werkdag” enige dag, uitgesonderd Saterdag, Sondag, Goeie Vrydag, Hemelvaartsdag, Gelofte dag, Kersdag, Nuwejaarsdag of die daaropvolgende Maandag, indien enigeen van bogenoemde vakansiedae op ’n Sondag val.

4. BESOLDIGING.

(1) Die minimum loon wat ’n werkgever aan elkeen van sy werknemers in ondergenoemde klasse moet betaal, word hieronder uiteengesit; met dien verstande dat vir die eerste drie maande na die datum van publikasie van hierdie Ooreenkoms die diensvoorwaardes van enige werknemer nie verander mag word nie

ditions of employment of any employee, shall not be altered to conditions which are less favourable than those which he was enjoying as at date of publication of this Agreement:—

Class of Employee.	Per Hour.
	s. d.
(a) Casual labourer.....	1 0
(b) Labourer—	
(i) during the first year of employment with the same employer.....	0 10
(ii) after one year's employment with the same employer.....	0 10½
(c) Employees in all other trades and occupations (excluding apprentices and minors during the probationary period under the Apprenticeship Act, 1944).	4 6

(2) *Licence and Specialist Allowance.*—In addition to wages and other allowances prescribed in this Agreement an allowance of 3d. per hour worked, including overtime, and hours of work on a Saturday, Sunday or Public Holidays shall be paid by an employer to each employee employed by him—

- (a) who is the holder of an Electrical Wiremen's Licence in terms of the Electrical Wiremen and Contractors Act, 1939;
- (b) who is exclusively employed as—
- radiotrician;
 - domestic appliances mechanic;
 - refrigerator mechanic.

Payment of the licence and specialist allowance shall be deferred until the employee proceeds on annual leave and will be paid simultaneously with the amount determined under clause 13.

(3) Minors, during the probationary period allowed by the Apprenticeship Act, shall be paid not less than first year apprenticeship rate of wages.

5. COST OF LIVING ALLOWANCE.

(1) In addition to wages payable to employees under this Agreement as prescribed in clause 4 hereof, cost of living allowance shall be paid calculated on the ordinary weekly hours of work, from Mondays to Fridays, exclusive of overtime and in accordance with the following scale:—

- (a) Casual labourers, 6d. per hour.
- (b) Labourers shall be paid cost of living allowance in accordance with War Measure No. 43 of 1942, as amended, from time to time.
- (c) Employees for whom wages are prescribed in clause 4 (1) (c) shall be paid cost of living allowance at the rate of £4. 3s. 9d. per week, which rate shall be adjusted upwards or downwards at a rate of 7d. per week for every 2.2 complete points rise or fall in the consumer price index figure above or below 100 points, provided that this clause shall not apply to apprentices.

Subject to sub-paragraph (ii) of this sub-clause—

- (i) the allowance payable to an employee in respect of any week may be reduced *pro rata* according to any period of absence from work without the employer's permission unless such absence is due to illness or a disablement falling within the provisions of the Workmen's Compensation Act, 1944, in which event no reduction shall be made in respect of the first week of such absence;
- (ii) any employer who is required to pay any allowance in respect of any period of absence due to illness may require the employee to produce a medical certificate in respect of such absence before payment is made.

(2) In the event of the allowance prescribed under War Measure No. 43 of 1942, or under any substituting or superseding legislation exceeding the amount prescribed in sub-clause (1), an amount up to a maximum of 1s. per hour of the prescribed minimum wage applicable to employees referred to in sub-clause (1) (c) shall continue to count as cost of living allowance for the purpose of the said War Measure or of substituting or superseding legislation.

(3) In the event of legislation being introduced whereby the cost of living allowance or any part of the cost of living allowance as prescribed in sub-clause (1) is consolidated into basic wages, the wage rates prescribed for employees referred to in sub-clause (1) (c) shall be regarded as being in compliance with such legislation to the extent of a maximum amount of 1s. per hour, and, to the extent applicable, such amount shall be set off against any amount consolidated under such legislation.

(4) The cost of living allowance due to an employee in terms of sub-clause (1) shall include any allowance payable to such employee under War Measure No. 43 of 1942, and where the cost of living allowance payable under the War Measure is higher than that due in terms of sub-clause (1) (c) the War Measure allowance shall be paid, subject to the provisions of sub-clauses (2) and (3).

(5) All other employees shall receive cost of living allowances at the rates prescribed by War Measure No. 43 of 1942.

(6) Any adjustment in the rate of cost of living allowance consequent upon a variation of the index shall be effected as from the first pay day in the month following publication of the *Government Gazette* reflecting such variation.

na voorwaardes wat minder gunstig is as dié wat op hom van toepassing was op die datum van publikasie van hierdie Ooreenkoms:—

Klas werknemer.	Per uur.
	s. d.
(a) Los arbeider.....	1 0
(b) Arbeider—	
(i) gedurende die eerste jaar diens by dieselfde werkgever.....	0 10
(ii) na een jaar diens by dieselfde werkgever....	0 10½
(c) Werknemers in alle bedrywe en betrekkings (uitgesonderd vakleerlinge en minderjariges gedurende die proeftydperk ingevolge die Wet op Vakleerlinge, 1944).....	4 6

(2) *Lisensie- en spesialistoelae.*—Benewens lone en ander toelae voorgeskryf by hierdie Ooreenkoms, moet 'n toelaag van 3d. per uur gewerk, met inbegrip van oortyd en vir werkure op 'n Saterdag, Sondag of openbare vakansiedag deur 'n werkgever betaal word aan elkeen van die werknemers wat by hom in diens is en—

- (a) wat die houer is van 'n Elektrotegniese Draadwerkerslisensie ingevolge die Wet op Elektrotegniese Draadwerkers en Aannemers, 1939;
- (b) wat uitsluitlik in diens is as—
- radiofrisiën;
 - huishoudelike toestel werktuigkundige;
 - koelkaswerktuigkundige.

Betaling van die lisensie- en spesialistoelae moet uitgestel word totdat die werknemer sy jaarlikse verlof neem, en word saam met die bedrag vasgestel by klousule 13, betaal.

(3) Gedurende die proeftydperk bepaal deur die Wet op Vakleerlinge, moet minderjariges betaal word teen minstens die loonskaal vir eerstejaarkleerlinge.

5. LEWENSKOSTETOELAE.

(1) Benewens die lone betaalbaar aan werknemers ingevolge hierdie Ooreenkoms soos voorgeskryf in klousule 4 hiervan, moet 'n lewenskostoelae betaal word bereken op die gewone weeklikse werkure, vanaf Maandag tot Vrydag, uitgesonderd oortyd, en ooreenkomstig die volgende skaal:—

- (a) Los arbeiders, 6d. per uur.
- (b) Aan arbeiders moet lewenskostoelae betaal word ooreenkomstig Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig.
- (c) Aan werknemers vir wie lone in klousule 4 (1) (c) voorgeskryf is, moet 'n lewenskostoelae betaal word teen die skaal van £4. 3s. 9d. per week, en hierdie skaal moet boontoe en ondertoe aangepas word teen 'n skaal van 7d. per week vir elke 2.2 volttoede punte wat die verbruikersprysindeksyfer hoër of laer as 100 punte styg of daal, met dien verstande dat hierdie klousule nie op vakleerlinge van toepassing is nie.

Behoudens subparagraaf (ii) van hierdie subklousule—

- (i) kan die toelae aan 'n werknemer betaalbaar ten opsigte van enige week, verminder word in verhouding met enige tydperk van afwesigheid van werk sonder die werkgever se toestemming, tensy sodanige afwesigheid te wyte is aan siekte of ongeskiktheid wat binne die bepalings van die Ongevalwet, 1944, val, en in daardie geval mag geen afrekening ten opsigte van die eerste week van sodanige afwesigheid gemaak word nie;
- (ii) enige werkgever wat verplig is om enige toelae te betaal ten opsigte van 'n tydperk van afwesigheid, weens siekte, kan van die werknemer vereis om 'n mediese sertifikaat ten opsigte van sodanige afwesigheid te toon voordat betaling geskied.

(2) Ingeval die toelae wat by Oorlogsmaatreël No. 43 van 1942 of enige vervangende wetgewing voorgeskryf is, die bedrag wat in subklousule (1) hiervan voorgeskryf word, oorskry, moet 'n bedrag tot 'n maksimum van 1s. per uur van die voorgeskrewe minimum loon vir werknemers wat in subklousule (1) (c) vermeld word, aanhou geld as lewenskostoelae vir die toepassing van genoemde Oorlogsmaatreël of vervangende wetgewing.

(3) Ingeval wetgewing ingedien is waarby die lewenskostoelae of enige deel van die lewenskostoelae wat in subklousule (1) voorgeskryf word, gekonsolideer is met basiese lone, moet die loonskaal voorgeskryf vir werknemers in subklousule (1) (c) vermeld, beskou word as in ooreenstemming met sodanige wetgewing tot 'n maksimum bedrag van 1s. per uur, en, intepaslike mate moet sodanige bedrag afgetrek word van enige bedrag wat ingevolge sodanige wetgewing gekonsolideer is.

(4) Die lewenskostoelae wat ingevolge subklousule (1) aan 'n werknemer verskuldig is, moet enige toelae insluit wat aan sodanige werknemer ingevolge Oorlogsmaatreël No. 43 van 1942 betaalbaar is, en waar die lewenskostoelae wat ingevolge dié Oorlogsmaatreël betaalbaar is, hoër is as dié wat ingevolge subklousule (1) (c) verskuldig is, moet die toelae van die Oorlogsmaatreël betaal word, onderworpe aan die bepalings van subklousules (2) en (3).

(5) Alle ander werknemers moet lewenskostoelaes ontvang teen die skaal wat by Oorlogsmaatreël No. 43 van 1942 voorgeskryf is.

(6) Enige wysiging van die lewenskostoelaeskaal wat volg op 'n verskil van die indeks, tree in werking op die eerste betaaldag van die maand wat volg op die publikasie van die *Staatskoerant* wat sodanige verskil bekendmaak.

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

For the purpose of this clause "Index Figure" means the consumer price index figure weighted average relating to all items for the nine principal urban areas in the Union of South Africa as assessed by the Director of Census and Statistics on the October, 1958=100 points.

6. PAYMENT OF REMUNERATION.

(1) Subject to the provisions of clause 4 (2) wages, earnings for overtime, allowances and all other remuneration due shall be paid in cash weekly not later than 4.30 p.m., on Fridays or on termination of employment if this takes place before the ordinary pay day of the employee. When a Friday is a holiday in the Electrical Industry, payments shall be made on the Thursday preceding.

(2) Any amount due to an employee shall be contained in a closed envelope or container, on which shall be reflected, or which shall be accompanied by a statement showing—

- the employer's name;
- the employee's name, his paysheet number, if any, and his occupation;
- the number of overtime hours worked;
- the employee's wage;
- the employee's cost of living allowance;
- the details of any deductions made;
- any other allowances, specify;
- the actual amount paid to the employee;
- the period in respect of which payment is made.

(3) Subject to the provision of clause 5 (1) (c) (i) and clause 24 no deduction of any kind shall be made from amounts due to an employee in respect of wages, earnings for overtime and/or any other form of remuneration, other than the following:—

- With the written consent of the employee deductions for sick benefit, insurance and pension funds.
- With the written consent of the employee, deductions for subscriptions to the Trade Union.
- Any amount which an employer is, by any statutory law, or order of any competent court, required or permitted to make.

7. WALKING TIME AND TRANSPORT.

(1) Whenever a job is situated within an area to which this Agreement relates, and not within a radius of three miles, but within a radius of eight miles from the principal post office of East London, the said employer shall pay to any employee who is working on such a job an allowance of 4d. for every half mile or portion of half mile of the distance beyond such three miles radius. The allowance shall be payable for both ways daily, but shall be calculated separately.

(2) An employer shall be entitled to provide suitable transport both ways in lieu of the foregoing or pay for transport in respect of the said distance, as described in sub-clause (1) of this clause.

(3) Any time occupied by an employee in proceeding to or from work shall not be deemed to be part of the ordinary hours of work or overtime.

(4) An employer shall pay any employee, entitled to walking time and/or transport allowance weekly, together with his ordinary weekly remuneration.

(5) For the purpose of this clause "suitable transport" shall mean transport provided with water-proof covering and planed wooden seating.

8. COUNTRY JOB AND WORKING AWAY ALLOWANCES.

(1) Transport to and from the place of work shall be provided by an employer to an employee sent by him to a country job, provided that the employer may make the following payments in lieu thereof:—

- Where an employee can reasonably be said to be able to and does return to his home every day, return second class railway fare daily. Only time worked on the job shall be paid for.
- Where an employee can reasonably be said to be unable to return to his home daily second class railway fare to and from the place of work at the beginning and termination of such work respectively and also once a month if the employee is absent from his home for one month or longer; time occupied in travelling during the ordinary hours of work shall be paid for at the hourly rate of wages of the employee concerned and the time occupied in travelling outside the ordinary hours of work at half such rate.
- Where an employee can reasonably be said to be able to proceed to his home at the week-end and return by the ordinary starting time on Monday (or Tuesday if New Year's Day, Ascension Day, Christmas Day or the Day of the Covenant falls on a Sunday or Monday) he shall be entitled to second class railway return fare at week-ends, but no payment in lieu of such fare shall be made if the journey is not undertaken. An employee shall not be entitled to any remuneration or cost of living allowance in respect of time spent in travelling during such week-ends.

(2) Suitable board and sleeping accommodation in proximity to the place of work shall be provided by the employer.

(7) Die toelae wat in subartikel (1) vermeld word, moet op dieselfde tydstop wanneer die werknemer gewoonweg sy ander besoldiging ontvang, betaal word. Vir die toepassing van hierdie klousule beteken „indeksyfer" die beswaarde gemiddelde van die verbruikersprysindeksyfer ten opsigte van alle items vir die nege belangrikste stedelike gebiede in die Unie van Suid-Afrika soos bereken deur die Direkteur van Sensus en Statistiek op die Oktober 1958=100 punte.

6. BETALING VAN BESOLDIGING.

(1) Behoudens die bepalinge van klousule 4 (2) moet lone, geld vir oortyd, toelaes en alle ander besoldiging verskuldig, weekliks in kontant, nie later nie as 4.30 nm. op Vrydae, of by diensbeëindiging as dié voor die gewone betaaldag van die werknemer geskied, betaal word. As Vrydag 'n vakansiedag in die Elektrotegniese Nywerheid is, moet betaling op die voorafgaande Donderdag geskied.

(2) Enige bedrag wat aan 'n werknemer verskuldig is, moet in 'n verseelde koevert of houër wees waarop aangegee word, of wat vergesel gaan van 'n staat wat—

- die werkgewer se naam;
- die werknemer se naam of sy nommer (indien daar is) in die betaalstaat en sy beroep;
- die getal ure wat die werknemer oortyd gewerk het;
- die werknemer se loon;
- die werknemer se lewenskostetoelae;
- die besonderhede oor enige bedrae wat afgetrek is;
- enige ander toelaes, spesifiseer;
- die werklike bedrag wat aan die werknemer betaal is;
- die tydperk waarvoor die betaling geskied, aantoon.

(3) Behoudens die bepalinge van klousules 5 (1) (c) (i) en 24 mag geen bedrag afgetrek word van bedrae wat aan 'n werknemer betaalbaar is vir lone, verdienste vir oortyd en/of enige ander vorm van besoldiging, behalwe die volgende nie:—

- Met die skriftelike toestemming van die werknemer af-trekkings vir siektebystand-, versekerings- en pensioen-fonds.
- Met die skriftelike toestemming van die werknemer, af-trekkings vir ledegeld van die Vakvereniging.
- Enige bedrag wat 'n werkgewer by Wet of op bevel van 'n bevoegde hof verplig of toegelaat word om af te trek.

7. STAPTYD EN VERVOER.

(1) Wanneer 'n werk binne 'n gebied geleë is waarop hierdie Ooreenkoms betrekking het, en nie binne 'n straal van drie myl nie, maar binne 'n straal van agt myl vanaf die hoofposkantoor van Oos-Londen, moet genoemde werkgewer 'n werknemer wat aan sodanige werk verbonde is, 'n toelae van 4d. betaal vir elke halfmyl of gedeelte van 'n halfmyl van die afstand buite sodanige driemylstraal. Die toelae is daagliks betaalbaar in albei rigtings, maar moet apart bereken word.

(2) 'n Werkgewer kan of geskikte vervoer in beide rigtings verskaf in plaas van die voorafgaande of betaal vir vervoer met betrekking tot genoemde afstand, soos in subklousule (1) van hierdie klousule voorgeskryf.

(3) Enige tyd wat deur 'n werknemer in beslag geneem word om na of van die werk te gaan, word nie as deel van die gewone werkdag of as oortyd gereken nie.

(4) 'n Werkgewer moet aan 'n werknemer wat weekliks op 'n staptyd- of vervoertoelae geregtig is, sy toelae saam met sy gewone weeklikse besoldiging betaal.

(5) Vir die toepassing van hierdie klousule beteken „geskikte vervoer" vervoer wat van waterdigte bedekking en geskaafde houtsitplekke voorsien is.

8. TOELAES VIR BUITEWERK EN WERK OP DIE PLATTELAND.

(1) 'n Werkgewer moet vervoer van en na die werkplek verskaf aan 'n werknemer wat hy na 'n plattelandse werk stuur, met dien verstande dat die werkgewer die volgende in plaas daarvan kan betaal:—

- Waar dit redelik gesê kan word dat 'n werknemer elke dag heen en weer tussen sy huis en sy werk kan gaan, 'n tweedeklasreitoer-spoorwegreiskaartjie daagliks. Hy moet alleen vir die tyd wat gewerk is, betaal word.
- Waar dit redelik gesê kan word dat 'n werknemer nie in staat is om elke dag huis toe te gaan nie, 'n tweedeklas-spoorwegreiskaartjie na en van die werkplek onderskeidelik by die begin en beëindiging van sodanige werk en ook een maal elke maand as die werknemer vir 'n maand of langer van sy huis af weg is; vir tyd wat gedurende die gewone werkdag deur reis in beslag geneem word, moet teen die uurloonskaal van die betrokke werknemer betaal word en vir die tyd deur reis in beslag geneem buite die gewone werkdag, teen die helfte van sodanige skaal.
- Waar dit redelik gesê kan word dat 'n werknemer naweke na sy huis kan gaan en teen die gewone invaltyd op Maandag weer terug kan wees (of op Dinsdag as Nuwejaarsdag, Hemelvaartsdag, Kersdag, of Gelofteagdag op 'n Sondag of Maandag val), is hy geregtig op 'n tweedeklasreitoer-spoorwegreiskaartjie oor die naweek, maar geen betaling kan in die plek van sodanige reiskaartjie geskied indien die reis nie onderneem word nie. 'n Werknemer is nie geregtig op enige besoldiging of lewenskostetoelae vir tyd wat hy in sodanige naweke aan reis bestee het nie.

(2) Die werkgewer moet geskikte eet- en slaapplek in die nabyheid van die werkplek verskaf.

9. TERMINATION OF EMPLOYMENT:

(1) An employee desirous of terminating his employment with his employer, and an employer desirous of terminating the services of an employee, shall give not less than one working day's notice of such termination of employment to the employer or the employee as the case may be.

(2) An employer or his employee shall be entitled to terminate the contract of employment, without notice by paying or forfeiting one day's, as the case may be in lieu of the notice referred to in sub-clause (1) of this clause.

(3) No notice of termination of employment shall be required if the employee concerned has worked for less than twelve hours with the same employer.

(4) The period of notice prescribed by this clause shall not run concurrently with any period of annual leave prescribed by clause 12 nor during any period of military training in terms of the Defence Act, 1957.

10. HOURS AND DAYS OF WORK.

(1) Subject to the provisions of clause 11 and sub-clause (2) of this clause, no employer shall require an employee to work and an employee shall not work—

- for more than 42 hours in any one week;
- for more than eight and one-half hours in any day from Monday to Thursday inclusive, and eight hours on Friday;
- between 1 p.m. and 2 p.m. on any day from Monday to Friday, inclusive;
- on Saturday, Sunday, Good Friday, Day of the Covenant, Christmas Day, New Year's Day and Ascension Day;
- for longer than five hours without a break of at least one hour.

(2) Notwithstanding anything contained in sub-clause (1) of this clause an employer may require or permit an employee to work for three hours on Saturdays on essential maintenance services for which time such employee shall be remunerated at his normal hourly wage plus a flat rate of cost of living allowance of 2s. 3d. per hour irrespective of the rise or fall in the cost of living price index figure.

(3) All working employers and partners shall observe the provisions of sub-clause (1).

(4) No employee whilst in the employ of an employer shall solicit, undertake or perform any work in the Electrical Industry, whether for remuneration or not, outside of the ordinary hours of work or working days prescribed in sub-clause (1) and (2) save that such employee may work for himself only.

11. OVERTIME.

(1) Subject to the provisions of clause 10 (2) an employer shall not require nor allow his employee to work overtime except on essential services or in cases of emergency work.

(2) An employee who is required to work overtime shall be paid at the rate of one and a half times his consolidated basic rate of wages, or an amount equal to the ordinary remuneration of the employee made up of the basic wage which shall include the allowance referred to in clause 4 (2) and cost of living allowance whichever is the more favourable to the employee, for the first two hours overtime worked per day from Mondays to Fridays and, where overtime is not worked on the preceding Friday, for the first four hours overtime worked before noon on Saturday, and double the consolidated basic rate for all overtime in excess of two hours per day from Mondays to Fridays, for overtime on Saturdays prior to noon where overtime has been worked on the preceding Friday, and for all overtime after twelve noon on Saturdays, until the normal starting time of the first ordinary working day thereafter.

(3) Whenever an employee is required to perform call out work for less than one hour, such employee shall nevertheless be paid for a minimum of one hour.

(4) Payment in respect of call out work shall be made on the same basis as that for overtime referred to in sub-clause (2) of this clause, provided that when call out work is performed on any public holiday referred to in clause 10 (1) (d) such call out work shall be paid for at double the consolidated basic rate of wages which shall include the specialist allowance referred to in clause 4 (2).

12. ANNUAL LEAVE.

(1) An employer shall grant to each employee in respect of each completed year of employment with him three consecutive weeks' leave on full pay at the rate of remuneration he was receiving immediately prior to proceeding on leave. In addition the employee shall be paid the full amount which accrued to his credit in terms of clause 4 (2).

(2) The leave referred to in sub-clause (1) shall be granted at a time to be fixed by the employer; provided that—

- if such leave has not been granted earlier, it shall be granted within two months of the completion of the year of employment to which it relates;
- the period of leave shall not be concurrent with any period during which the employee is required to undergo military training;
- if New Year's Day, Good Friday, Day of the Covenant, Christmas Day or Ascension Day falls within the period of such leave, another day shall, in substitution of each such day be added to the said period as a further period of leave on full pay.

9. DIENSBEËINDIGING.

(1) 'n Werknemer wat sy diens by sy werkgever wil beëindig, en 'n werkgever wat die dienste van 'n werknemer wil beëindig, moet minstens een werkdag kennis gee van sodanige diensbeëindiging aan die werkgever of die werknemer, wat die geval mag wees.

(2) 'n Werkgever of sy werknemer is by magte om die dienskontrak sonder kennisgewing op te sê deur die betaling of verbeuring van een dag se loon, wat die geval mag wees, in plaas van die kennisgewing wat in subklousule (1) van hierdie klousule vermeld word.

(3) Geen kennisgewing van diensbeëindiging is nodig as die betrokke werknemer vir minder as twaalf uur by dieselfde werkgever gewerk het nie.

(4) Die tydperk vir kennisgewing wat by hierdie klousule voorgeskryf word, moet nie saamval met enige tydperk van jaarlikse verlof wat by klousule 12 voorgeskryf word nie; ook nie gedurende enige tydperk van militêre opleiding ingevolge die Verdedigingswet 1957, nie.

10. WERKURE EN WERKDAE.

(1) Behoudens die bepalings van klousule 11 en subklousule (2) van hierdie klousule, moet geen werkgever 'n werknemer versoek om te werk, en moet geen werkgever werk—

- vir langer as 42 uur in enige week nie;
- vir langer as 8½ uur op enige dag nie, van Maandag tot en met Donderdag, en agt uur op Vrydag;
- tussen 1 nm. en 2 nm. nie, op enige dag van Maandag tot en met Vrydag;
- op Saterdag, Sondag, Goeie Vrydag, Geloftedag, Kersdag, Nuwejaarsdag en Hemelvaartsdag nie;
- vir langer as vyf uur sonder 'n ruspouse van minstens een uur nie.

(2) Ondanks enigiets in subklousule (1) van hierdie klousule vervat, kan 'n werkgever van 'n werknemer vereis of hom toelaat om vir drie uur op Saterdag aan noodsaaklike instandhoudingsdienste te werk, waarvoor sodanige werknemer teen sy gewone uurloon plus 'n eenvormige lewenskostetoelaeskaal van 2s. 3d. per uur, ongeag die styging of daling in die lewenskosteprysindexsifer, besoldig moet word.

(3) Geen werknemer mag, terwyl hy in diens van 'n werkgever is, enige werk in die Elektrotegniese Nywerheid solliiteer, onderneem of verrig nie, hetsy met of sonder betaling, buite die gewone werkure of werkdade wat in subklousule (1) en (2) voorgeskryf is, behoudens dat sodanige werknemer slegs vir homself mag werk.

11. OORTYD.

(1) Behoudens die bepalings van klousule 10 (2) mag 'n werkgever nie van sy werknemer verlang of hom toelaat om oortyd te werk nie, behalwe vir noodsaaklike dienste of in gevalle van noodwerk.

(2) 'n Werknemer wat oortyd moet werk, moet betaal word teen die tarief van een en 'n half maal sy gekonsolideerde basiese loonskaal, of 'n bedrag gelykstaande met die gewone besoldiging van die werknemer, bestaande uit die basiese loon wat die toelae moet insluit wat in klousule 4 (2) vermeld word en lewenskostetoelae, watter een ook al die gunstigste vir die werknemer is, vir die eerste twee uur oortyd per dag van Maandag tot Vrydag en, waar oortyd nie gewerk is op die voorafgaande Vrydag nie, vir die eerste vier uur oortyd voor twaalfuur middag op Saterdag, en dubbel die gekonsolideerde basiese skaal vir alle oortyd bo twee uur per dag van Maandag tot Vrydag, vir oortyd op Saterdag voor twaalfuur middag waar daar op die voorafgaande Vrydag oortyd gewerk is, en vir alle oortyd na twaalfuur middag op Saterdag, tot die gewone invaltyd van die eerste gewone werkdag daarna.

(3) Wanneer van 'n werknemer verlang word om ontbiedwerk vir minder as een uur te doen, moet sodanige werknemer nogtans vir 'n minimum van 'n uur betaal word.

(4) Betaling vir ontbiedwerk moet op dieselfde grondslag geskied as vir oortyd, wat in subklousule 2 van hierdie klousule vermeld word, met dien verstande dat as ontbiedwerk verrig word op enige openbare vakansiedag wat in klousule 10 (1) (d) vermeld word, moet vir sodanige werk dubbel die gekonsolideerde basiese loonskaal betaal word wat die spesialistoelae wat in klousule 4 (2) vermeld word, moet insluit.

12. JAARLIKSE VERLOF.

(1) 'n Werkgever moet aan elke werknemer ten opsigte van elke voltooide jaar diens by hom drie opeenvolgende weke verlof met volle betaling gee teen die besoldigingskaal wat hy ontvang het onmiddellik voordat hy met verlof gegaan het. Hierbenewens moet die werknemer die volle bedrag betaal word wat tot sy krediet opgeloopt het ingevolge klousule 4 (2).

(2) Die verlof wat in subklousule (1) vermeld word, moet toegestaan word op 'n tydstop wat die werkgever vasstel; met dien verstande dat—

- indien sodanige verlof nie vroeër toegestaan is nie, dit binne twee maande na voltooiing van die jaar se werk waarop dit betrekking het, toegestaan moet word;
- die verloftydperk moet nie saamval met enige tydperk waarin die werknemer militêre opleiding moet ondergaan nie;
- indien Nuwejaarsdag, Goeie Vrydag, Geloftedag, Kersdag of Hemelvaartsdag binne die tydperk van sodanige verloftydperk val, moet 'n ekstra dag by genoemde tydperk getel word as 'n verdere verloftydperk met volle betaling.

(3) (a) An employee who, when he next qualifies for a paid holiday in terms of sub-clause (1) of this clause, has completed not less than 12 years' service with the same employer shall be entitled each year at the employers' convenience whilst employed by the same employer to an extra week's paid holiday, provided that by mutual arrangement between the employer and employee—

- (i) the paid holiday referred to in sub-section (1) of this section may be extended by an extra week; or
- (ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such extra week's paid holiday.

(b) Whenever the employer and employee come to the arrangement provided for in paragraph (a) (ii) and the employee has qualified for three such extra weeks' paid holiday (hereinafter referred to as the accumulated leave), the employer shall grant and the employee shall take the accumulated leave when the employee is granted the paid holiday provided for in sub-clause (1) of this clause, unless the employer and employee agree to the accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated leave within such period his title thereto shall cease.

(c) An employee whose contract of employment terminates during any period in respect of which the additional leave has accrued, before the period of leave prescribed in this clause has been granted or taken, shall upon such termination, and in addition to any other remuneration which may be due to him, be paid in respect of each completed accrued week's leave based on completed years of service in addition to the 12 years minimum, prescribed in sub-clause 3 (a); one week's remuneration.

For the purpose of this clause, "Employment" shall include any period of apprenticeship served under contract with the same employer.

13. PAYMENT IN RESPECT OF ANNUAL LEAVE AND CERTAIN PUBLIC HOLIDAYS.

(1) The remuneration in respect of annual leave referred to in clause 12 shall be paid not later than the last work day before the date of the commencement of such leave or upon termination of employment if such leave has not already been granted before the date of such termination.

(2) An employee, who has not qualified for leave as prescribed in clause 12, shall upon termination of employment be paid by his employer for one and a half days in respect of each completed month of employment with such employer at the rate of wages and allowances he was receiving immediately prior to termination of such service.

The employer shall also pay the employee the full amount accrued to the credit of the employee in terms of clause 4 (2) up to the date of termination of employment.

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

Provided that if an employee works on Good Friday, Day of the Covenant, Christmas Day, New Year's Day or Ascension Day, his employer shall pay him remuneration in addition to the remuneration prescribed in the first paragraph of this sub-clause at the rate of double his consolidated basic rate of remuneration in respect of the total period worked on such day.

14. STORAGE AND PROVISION OF TOOLS.

(1) A suitable place shall be provided by the employer on all jobs, jobbing work, sheds, and workshops, for locking up tools. The employer shall insure such tools against loss by fire.

(2) The employer shall also provide screwing tackle, such as stocks, dies, taps and notches over $\frac{1}{4}$ inch and upwards, pipe vices, files and hack-saw blades, large hammers, chisels for chasing concrete, pipe benders, refrigator gauges and pulley pullers, stepladders and scaffolding.

15. LABOUR ONLY CONTRACT.

No employer shall give out work on a labour only contract basis and no employee shall perform work on such a basis.

16. PIECEWORK/TASK WORK/INCENTIVE SCHEMES.

(1) The giving out by employers or the performance by employees of work on a piece work or task work basis is prohibited.

(2) Notwithstanding the provisions of sub-clause (1) of this clause, it shall be permissible, by mutual agreement between any individual employer and his employees, to introduce and operate a system of incentive payments; provided that as a result of the introduction and operation of such system, the remuneration and other monetary benefits accruing to employees shall not be less than those prescribed in clauses 4, 5 and 13 of this agreement and provided further that the other provisions of this agreement are adhered to in every respect.

Provided further, that apprentices shall not be allowed to participate in such a scheme.

(3) (a) 'n Werknemer wat, wanneer hy die volgende keer vir 'n betaalde vakansie ingevolge subklousule (1) van hierdie klousule kwalifiseer, minstens twaalf jaar diens by dieselfde werkgever voltooi het, is elke jaar tot gerief van die werkgever, terwyl hy by dieselfde werkgever in diens is, op 'n ekstra week betaalde vakansie geregtig, met dien verstande dat deur onderlinge ooreenkoms tussen die werkgever en die werknemer—

(i) die betaalde vakansie wat in subartikel (1) van hierdie artikel vermeld word, met 'n ekstra week verleng kan word; of

(ii) die ekstra week se verlof mag uitgestel word binne die jaar van kwalifikasie en deur die werknemer opgeloopt laat word totdat hy vir drie sulke ekstra weke se betaalde vakansie kwalifiseer.

(b) Wanneer die werkgever en die werknemer tot 'n ooreenkoms geraak waarvoor in paragraaf (a) (ii) voorsiening gemaak word, en die werknemer kwalifiseer vir drie sodanige ekstra weke betaalde vakansie (hieronder opgeloopte verlof genoem), moet die werkgever die opgeloopte verlof toestaan en moet die werknemer dit neem wanneer die werknemer die betaalde vakansie toegestaan word waarvoor in subklousule (1) van hierdie klousule voorsiening gemaak word, tensy die werkgever en werknemer ooreengekom het dat die opgeloopte verlof op 'n ander tydperk geneem word; met dien verstande dat die werkgever in elk geval die werknemer in staat moet stel om die opgeloopte verlof in die tydperk te neem voordat hy vir 'n volgende betaalde vakansie kwalifiseer, en, indien die werknemer in gebreke bly om die opgeloopte verlof binne sodanige tydperk te neem, verloor hy sy aanspraak daarop.

(c) 'n Werknemer wie se dienskontrak verstryk gedurende enige tydperk ten opsigte waarvan die addisionele verlof opgeloopt het, voor die tydperk van verlof wat in hierdie klousule voorgeskryf word, toegestaan of geneem is, moet by sodanige verstryking en bo en behalwe enige ander besoldiging wat aan hom mag toekom, betaal word vir elke voltooid agterstallige week se verlof gebaseer op voltooid jare diens bo en behalwe die 12 jaar minimum, voorgeskryf in subklousule (3) (a), een week se besoldiging. Vir die toepassing van hierdie klousule moet „indiensneming” enige tydperk van vakleerlingskap wat onder kontrak by dieselfde werkgever gedien word, insluit.

13. BESOLDIGING VIR JAARLIKSE VERLOF EN SEKERE OPENBARE VAKANSIEDAE.

(1) Die besoldiging vir jaarlikse verlof wat in klousule 12 vermeld word, moet voor of op die laaste werkdag voor die datum van die aanvang van sodanige verlof betaal word of by diensbeëindiging, as sodanige verlof nie alreeds toegestaan is voor die datum van sodanige beëindiging nie.

(2) 'n Werknemer wat nie kwalifiseer vir verlof soos in klousule 12 voorgeskryf word nie, moet by diensbeëindiging deur sy werkgever betaal word vir een en 'n half dag ten opsigte van elke maand diens by sodanige werkgever, teen die loonskaal en toelae wat hy onmiddellik voor die beëindiging van sodanige diens ontvang het. Die werkgever moet ook die werknemer die volle bedrag betaal wat tot krediet van die werknemer opgeloopt het ingevolge klousule 4 (2) tot die datum van diensbeëindiging.

(3) Indien 'n werknemer nie op Goeie Vrydag, Geloftedag, Kersdag, Nuwejaarsdag of Hemelvaartsdag werk nie, moet sy werkgever hom vir sulke dae besoldig teen 'n skaal wat nie minder as sy gekonsolideerde basiese besoldigingskaal is nie, asof hy op sodanige dae sy gemiddelde gewone werkure gewerk het. Met dien verstande dat indien 'n werknemer op Goeie Vrydag, Geloftedag, Kersdag, Nuwejaarsdag of Hemelvaartsdag werk, sy werkgever hom dubbel die skaal van sy gewone gekonsolideerde basiese loonskaal moet betaal vir die totale tydperk wat hy op so 'n dag gewerk het, by die besoldiging wat in die eerste paragraaf van hierdie subklousule voorgeskryf word.

14. BEWARING EN VERSKAFFING VAN GEREEDSKAP.

(1) Die werkgever moet 'n geskikte plek voorsien vir alle werke, skure en werkinkels om gereedskap in toe te sluit. Die werkgever moet sodanige gereedskap teen brand verseker.

(2) Die werkgever moet ook draadsgnygereedskap, soos snystokke, draadsgnymoere, snytappe en kepe van $\frac{1}{4}$ duim en groter, pypskroewe, vyle en ystersaaglemme, groot hamers, bytels om beton mee te dryf, pypbuiers, koelkasmeters en katroltrekkers, staanlere en steierwerk verskaf.

15. KONTRAK SLES VIR ARBEID.

Geen werkgever moet werk op grondslag van 'n kontrak slegs vir arbeid uitgee nie en geen werknemer moet werk op so 'n grondslag uitvoer nie.

16. STUKWERK/TAAKWERK/AANSPORINGSKEMAS.

(1) Die uitgee deur werkgevers of die verrig deur werknemers van werk op 'n stukwerk- of taakwerkbasis is verbode.

(2) Ondanks die bepalings van subklousule (1) van hierdie klousule, is dit toelaatbaar, by onderlinge ooreenkoms tussen enige individuele werkgever en sy werknemers, om 'n stelsel van werkaansporingsbetalings in te voer en toe te pas; met dien verstande dat, as gevolg van die invoer en toepassing van so 'n stelsel, die besoldiging en ander geldelike voordele wat aan werknemers toekom, nie minder moet wees as dié wat in klousules 4, 5 en 13 van hierdie Ooreenkoms voorgeskryf word nie, en voorts met dien verstande dat die ander bepalings van hierdie Ooreenkoms en elke opsig nagekom word.

Voorts met dien verstande dat vakleerlinge nie toegelaat moet word om aan so 'n skema deel te neem nie.

17. PROHIBITION OF EMPLOYMENT OF ANY PERSONS UNDER THE AGE OF FIFTEEN YEARS.

An employer shall not employ any person under the age of fifteen years.

18. WET WEATHER SHELTER.

At any site where operations in the Electrical Industry are being conducted, employers shall provide suitable accommodation in which employees may take shelter during wet weather.

19. LATRINES.

Proper sanitary accommodation shall be provided by all employers on all jobs for whites and non-whites separately.

20. WORKING EMPLOYER OR PARTNER.

Any working employer and/or partner shall in respect of the trade at which he is working, observe the working hours prescribed in this Agreement.

21. FIRST-AID.

Each employer shall provide and maintain in good order suitable First-Aid equipment as prescribed in the Factories, Machinery and Building Work Act, 1941, on any premises where employees are employed by him.

22. TIME AND WAGE RECORD.

Employers shall keep such time and wage records as are prescribed by regulations under the Act.

23. EXEMPTIONS.

(1) Subject to the proviso of section fifty-one (3) of the Act, the Council may in writing grant exemption to any person or persons from any of the provisions of this agreement for any good and sufficient reason.

(2) A certificate of exemption under the signature of the secretary of the Council shall be issued to every person exempted. A certificate shall not be valid in an area other than that for which it was granted.

(3) A certificate of exemption may be amended or withdrawn at any time by the Council without assigning any reason during the period for which it was granted.

(4) An employer shall observe the modified conditions created by any certificate of exemption granted in accordance with the provisions of this clause.

24. GENERAL FUND.

(1) For the purpose of meeting the expenses of the Council each employer shall deduct 1s. 6d. per week from the earnings of each of his employees, for whom wages are prescribed in clause 4 (1) (c) of this Agreement and to the amount so deducted the employer shall contribute an equal amount, and these amounts shall be paid by the employer to the Council, in accordance with the procedure prescribed in sub-clause (2) hereof.

(2) All amounts payable in accordance with the provisions of sub-clause (1) of this clause, together with a statement showing the number of employees employed and their trades shall be forwarded by the employer to the secretary of the Council in the area in which the work is executed on or before the seventh day of each month, in respect of the previous month's dues together with the particulars referred to in sub-clause (3) of this clause.

(3) Each employer shall, when forwarding his contributions to the Council, on printed forms supplied by the Council, enclose a list of the artisans employed by him.

(4) Where an employer did not employ any employees as specified in sub-clause (1) of this clause, such employer shall nevertheless submit a return on or before the seventh day of each month with the words "No Employees" written across the form.

25. ADMINISTRATION OF AGREEMENT.

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

26. AGENTS.

(1) The Council shall appoint one or more persons as agent or agents to assist in giving effect to the terms of this Agreement. An agent shall have the right to—

(a) enter, at any time, any premises or place in which operations in the Electrical Industry are carried on when he has reasonable cause to believe that any person is employed therein;

(b) examine orally, either alone or in the presence of any other persons he may think fit, every person whom he finds in or about the premises or place and require such persons to answer the questions put to him with respect to matters relating to this Agreement;

(c) require the production of, inspect, examine and make extracts of such books, time-sheets, records and documents as he may deem necessary for ascertaining whether the provisions of this Agreement are being complied with.

17. VERBOD OP INDIENSNEEMING VAN ENIGIEMAND ONDER DIE OUDERDOM VAN VYFTIEN JAAR.

'n Werkgewer moet geen persoon onder die ouderdom van vyftien jaar in diens neem nie.

18. SKUILING IN REÛNWEER.

Op enige terrein waar werk in die Elektrotegniese Nywerheid verrig word, moet werkgewers geskikte akkommodasie verskaf waarin werknemers skuil kan soek in reënweer.

19. LATRINES.

Alle werkgewers moet behoorlike afsonderlike sanitêre geriewe vir blankes en nie-blankes by alle werke verskaf.

20. WERKENDE WERKGEWER OF VENNOOT.

'n Werkende werkgewer en/of vennoot moet, wat betref die bedryf waarin hy werk, die werkure wat in hierdie Ooreenkoms voorgeskryf word, nakom.

21. NOODHULP.

Elke werkgewer moet geskikte noodhulpuitrusting, soos voorgeskryf in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verskaf en in goeie orde hou op terreine waar werknemers in sy diens is.

22. TYD- EN LOONSTAAT.

Werkgewers moet dié tyd- en loonstate hou soos by die regulasies in die Wet voorgeskryf is.

23. VRYSTELLINGS.

(1) Behoudens die voorbehoudsbepaling van Afdeling 51 (3) van die Wet, kan die Raad skriftelik aan enige persoon of persone van enige van die bepalings van hierdie Ooreenkoms vir enige goeie en voldoende rede vrystelling verleen.

(2) 'n Vrystellingstifikaat wat deur die sekretaris van die Raad onderteken is, moet aan elke vrygestelde persoon uitgereik word. 'n Tifikaat is nie geldig in 'n ander gebied as dié waarvoor dit toegestaan is nie.

(3) Die Raad kan te eniger tyd gedurende die tydperk waarvoor die toegeken is 'n vrystellingstifikaat wysig of intrek sonder om enige rede te verstrek.

(4) 'n Werkgewer moet die gewysigde voorwaardes wat gestel word deur enige vrystellingstifikaat in ooreenstemming met die bepalings van hierdie klousule toegestaan, nakom.

24. ALGEMENE FONDS.

(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer weekliks 1s. 6d. van die verdienstes van sy werknemers vir wie die lone in klousule 4 (1) (c) van hierdie Ooreenkoms voorgeskryf word, aftrek, en by die bedrag wat op die wyse afgetrek is, moet die werkgewer 'n gelyke bedrag bydra, en hierdie bedrae moet die werkgewer aan die Raad betaal ooreenkomstig die prosedure wat in subklousule (2) hiervan voorgeskryf word.

(2) Alle bedrae ingevolge die bepalings van subklousule (1) van hierdie klousule verskuldig, saam met 'n staat waarop die getal werknemers in sy diens en hulle beroëpe aangegee word, moet deur die werkgewer aangestuur word aan die Sekretaris van die Raad in die gebied waar die werk uitgevoer word op of voor die sewende dag van elke maand, ten opsigte van die/vir die vorige maand, saam met die besonderhede wat in subklousule (3) van hierdie klousule vermeld word.

(3) Elke werkgewer moet, wanneer hy sy bydrae aan die Raad stuur, op gedrukte vorms wat deur die Raad verskaf word, 'n lys van die ambagsmanne wat in sy diens is insluit.

(4) Waar 'n werkgewer nie enige werknemers soos in subklousule (1) van hierdie klousule gespesifiseer, in diens geneem het nie, moet sodanige werkgewer nogtans 'n opgaaf op of voor die sewende dag van elke maand voorlê met die woorde "geen werknemers" oor die vorm geskryf.

25. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat verantwoordelik is vir die toepassing van hierdie Ooreenkoms en hy mag vir die leiding van werkgewers en werknemers meningsuitings huldig wat nie teenstrydig is met die bepalings hiervan nie.

26. VERTEENWOORDIGERS.

(1) Die Raad moet een of meer persone benoem as verteenwoordiger of verteenwoordigers om behulpsaam te wees met die uitvoering van die bepalings van hierdie Ooreenkoms. 'n Verteenwoordiger het die reg om—

(a) enige perseel of plek binne te gaan waar werk in die Elektrotegniese Nywerheid verrig word, en as hy redelike grond het om te glo dat enige persoon daarin in diens is;

(b) elke persoon wat hy in of op die perseel aantref, mondeling te ondervra, of alleen of in die teenwoordigheid van enige ander persone wat hy as geskik mag ag, en van sodanige persone vereis om die vrae te beantwoord wat hy aan hulle stel oor sake wat hierdie Ooreenkoms raak;

(c) te vereis dat sodanige boeke, tydstate, rekords en dokumente as wat hy nodig mag ag om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word, voorgelê word, om dit te ondersoek, te inspekteer en uittreksels daaruit te maak.

(2) The agent when entering any premises or place or inspecting or examining any person, book or document, may take with him an interpreter.

(3) Every person upon whom the provisions of this Agreement are binding shall grant the agent all facilities referred to.

27. REGISTRATION OF EMPLOYERS.

(1) (a) Every employer in the Electrical Industry at the date on which this agreement comes into operation shall, within three months, forward to the secretary of the Council the following particulars:—

(i) Full name.

(ii) Business address.

(iii) The trade or trades which he is carrying on in the Industry.

(b) The particulars required under paragraph (a) of this sub-clause shall also be furnished by all employers entering the Electrical Industry after the date on which the Agreement comes into operation within one month of commencing operation.

(c) Where the employer is a partnership or a company, information in accordance with paragraph (1) (a) of this sub-clause shall be furnished in respect of each partner, director. The trading name under which the partnership or company is operating shall be furnished.

(2) The secretary of the Council shall maintain a register of all employers referred to in sub-clause (1) hereof.

(3) Every registered employer shall within 7 days notify the Council in writing of any change in the particulars furnished on registration.

28. EXHIBITION OF AGREEMENT.

Each employer shall exhibit a legible copy of this Agreement in both official languages and in the form prescribed by the regulations under the Act, in every workshop, job or yard where he carries on his business, in a conspicuous position easily accessible to all his employees.

29. GENERAL.

No employer or employee may waive the provisions of this Agreement whether or not the said provisions create a benefit or obligation upon the employer or employee concerned. Each provision, sub-clause or clause shall create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provisions, sub-clause or clause of this Agreement being inoperative or ultra vires the powers of the parties or the Minister, either before or after publication of the Agreement in the *Government Gazette* by the Minister under the provisions of the Act, this shall in no way affect the remainder of the Agreement, which shall in that event constitute the Agreement.

Signed at East London, on the 19th day of November, 1959.

A. JUBBER,
Chairman of the Council.

R. G. STARKEY,
Vice-Chairman of the Council.

A. D. JACOBS,
Secretary of the Council.

No. 684.] [13 May 1960.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

ELECTRICAL INDUSTRY, EAST LONDON.

I, JOHANNES DE KLERK, Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Electrical Industry, East London, published under Government Notice No. 683 of the 13th May, 1960, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

J. DE KLERK,
Minister of Labour.

(2) Die verteenwoordiger kan, as hy enige perseel of plek binnegaan of enige persoon, boek of dokument inspekteer of ondersoek, 'n tolk met hom saamneem.

(3) Elke persoon vir wie die bepalings van hierdie Ooreenkoms bindend is, moet alle fasiliteite wat vermeld word, tot beskikking van die verteenwoordiger stel.

27. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkgever in die Elektrotegniese Nywerheid moet binne drie maande na die datum waarop hierdie Ooreenkoms in werking tree, aan die Sekretaris van die Raad die volgende besonderhede stuur:—

(i) Volle naam.

(ii) Sakeadres.

(iii) Die bedryf of bedrywe wat hy in die Nywerheid beoefen.

(b) Die besonderhede wat ingevolge paragraaf (a) van hierdie subklousule verlang word, moet ook deur alle werkgevers wat tot die Elektrotegniese Nywerheid toetree na die datum waarop hierdie Ooreenkoms in werking tree, voorgelê word binne een maand nadat hulle hul bedryf begin uitoefen het.

(c) Waar die werkgever 'n vennootskap of 'n maatskappy is, moet inligting ooreenkomstig paragraaf (1) (a) van hierdie subklousule met betrekking tot elke vennoot of direkteur voorgelê word. Die handelsnaam waaronder die vennootskap of maatskappy sy bedryf uitoefen moet ook verstrek word.

(2) Die Sekretaris van die Raad moet 'n register byhou van al sy werkgevers wat in subklousule (1) hiervan vermeld word.

(3) Elke geregistreerde werkgever moet binne 7 dae die Raad skriftelik in kennis stel van enige verandering in die besonderhede wat tydens registrasie aangegee is.

28. VERTONING VAN OOREENKOMS.

Elke werkgever moet 'n leesbare kopie van hierdie Ooreenkoms in albei landstale vertoon en op dié manier wat by die regulasies in die Wet voorgeskryf is in elke werkwinkel, werk of werkplaas waar hy sy besigheid beoefen, op 'n opvallende plek wat vir werknemers maklik toeganklik is.

29. ALGEMEEN.

Geen werkgever of werknemer mag die bepalings van hierdie Ooreenkoms prysgee nie, of genoemde bepalings nou ook al 'n voordeel verleen aan of verpligting plaas op die werkgever of werknemer al dan nie. Elke bepaling, subklousule of klousule bring 'n reg of verpligting mee, wat die geval mag wees, ongeag die bestaan van ander bepalings. Ingeval enige bepaling, subklousule of klousule van hierdie Ooreenkoms nie van krag is nie, of die bevoegdhede van die Minister of die partye *ultra vires* maak, of voor of na publikasie van die Ooreenkoms in die *Staatkoerant* deur die Minister ingevolge die bepalings van die Wet, sal dit geensins die res van die Ooreenkoms beïnvloed nie, wat in daardie geval die Ooreenkoms sal uitmaak.

Op hede die 19de dag van November 1959 te Oos-Londen onderteken.

A. JUBBER,
Voorsitter van die Raad.

R. G. STARKEY,
Ondervoorsitter van die Raad.

A. D. JACOBS,
Sekretaris van die Raad.

No. 684.] [13 Mei 1960.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

ELEKTROTEGNIJSE NYWERHEID, OOS-LONDEN.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Elektrotegniese Nywerheid, Oos-Londen, gepubliseer by Goewermentskennisgewing No. 683 van 13 Mei 1960 vir die persone wie se werkure daarby gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

J. DE KLERK,
Minister van Arbeid.

No. 685.]

[13 May 1960.]

WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCE PAYABLE UNDER WAR MEASURE No. 43 OF 1942.

ELECTRICAL INDUSTRY, EAST LONDON.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, hereby suspend the operation of sub-regulation (1) of regulation 2 of the said regulations in respect of all employees who are entitled to a cost of living allowance in terms of clause 5 (1) (c) of the Agreement for the Electrical Industry, East London, published under Government Notice No. 683 of the 13th May, 1960.

J. DE KLERK,
Minister of Labour.

No. 685.]

[13 Mei 1960.]

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-KOSTETOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942.

ELEKTROTEGNIËSE NYWERHEID, OOS-LONDEN.

Ek, JOHANNES DE KLERK, Minister van Arbeid, en handelende kragtens subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreeël No. 43 van 1942, skort hierby die bepalings van subregulasie (1) van regulasie 2 van genoemde regulasies op ten opsigte van alle werknemers wat kragtens klousule 5 (1) (c) van die Ooreenkoms vir die Elektrotegniese Nywerheid, Oos-Londen, gepubliseer by Goewermentskennisgewing No. 683 van 13 Mei 1960, op 'n lewenskostetoelae geregtig is.

J. DE KLERK,
Minister van Arbeid.



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