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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. 1718.] [21 October 1960.
INDUSTRIAL CONCILIATION ACT, 1956.

BESPOKE TAILORING INDUSTRY, WITWATERSRAND.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby—

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the schedule hereto and which relates to the Bespoke Tailoring Industry, Witwatersrand, shall be binding from the 15th day of December, 1960, and for the period ending on the 14th December, 1963, 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 3 to 24 (inclusive), 27 to 30 (inclusive) of Chapter 1, clauses 1, 2 and 4 of Chapter 2, clauses 1, 2 and 3 of Chapter 3 and clauses 1, 2 and 3 of Chapter 4 of the said Agreement shall be binding from the 15th day of December, 1960, and for the period ending on the 14th day of December, 1963, 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 Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas, Randfontein and that portion of the Magisterial District of Kempton Park which prior to publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni;
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas, Randfontein and that portion of the Magisterial District of Kempton Park which prior to publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956,

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. 1718.] [21 Oktober 1960.
WET OP NYWERHEIDSVERSOENING, 1956.

KLEREMAKERY-OP-MAATNYWERHEID, WITWATERSRAND.

Namens die Minister van Arbeid verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae verskyn en op die Klere-makery-op-Maatnywerheid, Witwatersrand, betrekking het, vanaf die 15de dag van Desember 1960 en vir die tydperk wat op die 14de dag van Desember 1963 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en op 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 3 tot en met 24, 27 tot en met 30 van Hoofstuk 1, klousules 1, 2 en 4 van Hoofstuk 2, klousules 1, 2 en 3 van Hoofstuk 3 en klousules 1, 2 en 3 van Hoofstuk 4 van genoemde Ooreenkoms, vanaf die 15de dag van Desember 1960 en vir die tydperk wat op die 14de dag van Desember 1963 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrosdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas en Randfontein, met inbegrip van daardie gedeelte van die landdrosdistrik Kempton Park wat voor die publikasie van Goewermenskennisgewing No. 556 van 29 Maart 1956, soos gewysig, by Goewermenskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het;
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 3 tot en met 4 (2) (b) (ix), 4 (3) tot en met 18, 20 tot en met 24, 27, 28 en 29 van Hoofstuk 1, klousules 1, 2 en 4 van Hoofstuk 2, klousules 1, 2 en 3 van Hoofstuk 3 en klousules 1, 2 en 3 van Hoofstuk 4 van genoemde Ooreenkoms, vanaf die 15de dag van Desember 1960 en vir die

fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni, and from the 15th day of December, 1960, and for the period ending on the 14th day of December, 1963, the provisions contained in clauses 3 to 4 (2) (b) (ix) (inclusive), 4 (3) to 18 (inclusive), 20 to 24 (inclusive), 27, 28 and 29 of Chapter 1, clauses 1, 2 and 4 of Chapter 2, clauses 1, 2 and 3 of Chapter 3 and clauses 1, 2 and 3 of Chapter 4 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; and

- (d) in terms of sub-section (7) of section *forty-eight* of the said Act declare that the provisions contained in clauses 3 of Chapters 1 and 2 of the said Agreement, shall be binding from the 15th day of December, 1960, and for the period ending on the 14th day of December, 1963 upon such principals and contractors as are referred to in clause 3 of Chapter 2 of the said Agreement and upon the persons to whom work is given out by such principals or contractors in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas, Randfontein and that portion of the Magisterial District of Kempton Park which prior to publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni.

M. VILJOEN,
Deputy-Minister of Labour.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE BESPOKE TAILORING INDUSTRY (WITWATERSRAND).

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, No. 28 of 1956, as amended, made and entered into by and between

The Bespoke Tailoring, Dressmaking and Allied Trades Employers' Association

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

The Tailoring Workers' Industrial Union

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

being the parties of the Industrial Council of the Bespoke Tailoring Industry (Witwatersrand).

CHAPTER 1.

1. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of sub-section (1) of section *forty-eight* of the Act, and shall remain in force for such period as may be determined by him.

2. SCOPE OF APPLICATION OF THE AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas, Randfontein and in that portion of the Magisterial District of Kempton Park which prior to the publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni, by all employees and employers in the Bespoke Tailoring Industry who are members of the trade union and of the employers' organisation respectively, and for whom wages are prescribed in this Agreement.

tydperk wat op die 14de dag van Desember 1963 eindig, in die landdrosdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas en Randfontein, met inbegrip van daardie gedeelte van die landdrosdistrik Kempton Park wat vóór die publikasie van Goewermentskennisgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het, *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by die werkgewers vir wie enigeen van sodanige bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens; en

- (d) kragtens subartikel (7) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 3 van Hoofstukke 1 en 2 van genoemde Ooreenkoms, vanaf die 15de dag van Desember 1960 en vir die tydperk wat op die 14de dag van Desember 1963 eindig, bindend is vir die prinsipale of aannemers vermeld in klousule 3 van Hoofstuk 2 van genoemde Ooreenkoms en vir persone aan wie werk uitgegee word deur sodanige prinsipale of aannemers in die landdrosdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas en Randfontein, met inbegrip van daardie gedeelte van die landdrosdistrik Kempton Park wat vóór die publikasie van Goewermentskennisgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het.

M. VILJOEN,
Adjunk-minister van Arbeid.

BYLAE.

NYWERHEIDSRaad VIR DIE KLEREMAKERY-OP-MAAT-NYWERHEID (WITWATERSRAND).

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoenig, No. 28 van 1956, soos gewysig, gesluit en aangegaan tussen die Bespoke Tailoring, Dressmaking and Allied Trades Employers' Association

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

Tailoring Workers' Industrial Union

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

wat die partye is by die Nywerheidsraad vir die Kleremakery-op-maatnywerheid (Witwatersrand).

HOOFSTUK 1.

1. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op sodanige datum as wat deur die Minister van Arbeid kragtens subartikel (1) van artikel *agt-en-veertig* van die Wet vasgestel word en bly van krag vir sodanige tydperk as wat hy bepaal.

2. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die landdrosdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Delmas en Randfontein, en in dié gedeelte van die landdrosdistrik Kempton Park wat voor die publikasie van Goewermentskennisgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het, nagekom word deur alle werknemers en werkgewers in die Kleremakery-op-maatnywerheid wat onderskeidelik lede van die vakvereniging en van die werkgewersorganisasie is en vir wie lone in hierdie Ooreenkoms voorgeskrif is.

3. DEFINITIONS.

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

“Act” means the Industrial Conciliation Act, 1956, as amended;

“Bespoke Tailoring Industry” or “Industry” means the industry in which employers and employees are associated for the purpose of—

(a) the making of the measurement of individual persons of outer garments (including ladies' garments but excluding millinery), under-garments, nightwear, dresses, fur garments and/or furs includes any process in or branch of such making but does not include—

(i) the making of any garment for or on behalf of a Department of State, Provincial Administration, the South African Railways and Harbours Administration or local authorities;

(ii) the making of any garment by a woman in her dwelling if she employs not more than one employee for that purpose;

(b) the alteration or repair of any item of wearing apparel referred to in paragraph (a) so as to comply with the measurement of an individual person, if such alteration or repair is carried out by an employer engaged in activities covered by the said paragraph, whether or not the article which is altered or repaired was made to the individual measurement of the person concerned;

(c) the manufacturing and/or designing of wearing apparel made from fur pelts irrespective of whether such wearing apparel was made to the measurement of the individual person or otherwise but shall not include wearing apparel having fur trimming or lining, and being made mainly from materials other than fur pelts; and/or

(d) the dyeing of fur pelts;

“Clothing Industry” means dressmaking, the making of all classes of outer and under garments, including nightwear and the making of all classes of men's and boys' tweed and linen hats and caps, ties, and the making of all classes of garments to the order of any Department of State or Provincial Administration, the South African Railways and Harbours Administration or local authorities but excludes any of the above-mentioned garments made to the measurement of the individual person in terms of the definition “Bespoke Tailoring Industry”;

“Council” means the Industrial Council for the Bespoke Tailoring Industry (Witwatersrand) registered in terms of section two of the Industrial Conciliation Act, 1924, and deemed to have been registered in terms of section nineteen of the Industrial Conciliation Act, No. 28 of 1956, as amended;

“consumer price index” means the index relating to food, fuel, light, rent and sundries for the Witwatersrand, compared with itself on the 1958 basis as assessed by the Director of Census and Statistics and published in the Monthly Bulletin of Union Statistics;

“dressmaking section” means the portion of the Industry in which is performed the processes in the making of dresses, other outer garments, under garments, including men's, ladies' and juveniles' nightwear and underwear falling within the scope of this Agreement in terms of paragraphs (a) or (b) of definition “Industry” but excludes tailored garments, fur garments and/or furs;

“establishment” means a place in which any of the activities connected with the Bespoke Tailoring Industry are carried out;

“experience” means the period of employment in bespoke tailoring and/or in the Clothing Industry both before and subsequent to the date of the commencement of this Agreement; provided that any period of training for the Bespoke Tailoring and/or Clothing Industry undergone by an employee in any industrial school, shall be regarded as being equivalent to experience in the Bespoke Tailoring and/or Clothing Industry amounting to one-third of the said period of training;

“fur section” means the portion of the Industry in which is performed the processes in the making of fur garments and/or furs and/or dyeing of fur pelts falling within the scope of this Agreement in terms of paragraph (a), (b), (c) or (d) of the definition “Industry”;

“hourly rate” means the total remuneration divided by the number of hours ordinarily worked during the week by the establishment concerned;

“law” includes the common law;

“monthly rate” or “monthly remuneration” means the weekly remuneration multiplied by 4½;

“merchant tailor” means an employer who takes or causes to be taken an order or orders for the making of tailored garments;

3. WOORDCMISKRYWINGS.

Enige uitdrukkings wat in hierdie Ooreenkoms gebesig word en in die Wet omskryf is, het dieselfde betekenis as in daardie Wet; by 'n verwysing na 'n wet is ook enige verwysing van sodanige wet inbegrepe, en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui ook vrouens; voorts, tensy strydig met die samehang, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956, soos gewysig;

„Kleremakery-op-maatnywerheid” of „Nywerheid” die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die doel van—

(a) die maak van boklere (met inbegrip van damesklere, maar uitgesonderd dameshoede), op maat van individuele persone, onderklere, slaapkler, rokke, pelsklere en/of pelse en omvat enige proses in verband daarmee of onderklere daarvan, maar omvat nie—

(i) die maak van enige klere vir of ten behoeve van 'n Staatsdepartement, Provinsiale Administrasie, die Suid-Afrikaanse Spoorweg- en Hawensadministrasie of plaaslike owerhede nie;

(ii) die maak van enige kledingstuk deur 'n vrou in haar woning, indien sy hoogstens een werknemer vir daardie doel in diens het;

(b) die verandering van of herstelwerk aan enige kledingstuk genoem in paragraaf (a) ten einde te voldoen aan die mate van 'n individuele persoon, indien sodanige verandering of herstel gedoen word deur 'n werkgewer wat werksaamhede uitoefen wat deur genoemde paragraaf gedek word, hetsy die artikel, wat verander of herstel word, op die individuele maat van die betrokke persoon gemaak is of nie.

(c) die vervaardiging en/of ontwerp van klere gemaak van pels, ongeag of sodanige klere volgens die maat van die individuele persoon gemaak is of andersins, maar omvat nie klere wat met pels getooi of uitgevoer is of hoofsaaklik van ander stowwe as pels gemaak is nie; en/of

(d) die kleur van pels;

„klerasieynwerheid” modemakery, die maak van alle klasse bo- en onderklere, met inbegrip van slaapkler, en die maak van alle klasse tweed- en linnehoede, pette en dasse vir mans en seuns, en die maak van alle klasse kledingstukke op bestelling van enige Staatsdepartement of Provinsiale Administrasie, die Suid-Afrikaanse Spoorweg- en Hawensadministrasie of plaaslike owerhede, maar omvat geen van die bogenoemde kledingstukke wat kragtens die woordskrywing van

„Kleremakery-op-maatnywerheid” op die maat van 'n individuele persoon gemaak is nie;

„Raad” die Nywerheidsraad vir die Kleremakery-op-maatnywerheid (Witwatersrand), wat ingevolge artikel twee van die Nijverheid Verzoenings Wet, 1924, geregistreer is en beskou word as geregistreer te wees ingevolge artikel negentien van die Wet op Nywerheidsversoening, Wet No. 28 van 1956 soos gewysig;

„verbruikersprysindeks” die indeks met betrekking tot voedsel, brandstof, ligte huur en diverse vir die Witwatersrand, vergeleke met homself op die 1938-basis soos deur die Direkteur van Sensus en Statistieke vasgestel en in die Maandbulletin van Unie-statistieke gepubliseer;

„modemakeryafdeling” dié gedeelte van die nywerheid waarin die prosesse in verband met die maak van rokke, ander boklere, onderklere, met inbegrip van slaapkler vir mans, dames en jeugdiges, asook onderklere wat kragtens paragraaf (a) of (b) van die woordskrywing van „Nywerheid” binne die bestek van hierdie Ooreenkoms val, maar uitgesonderd snyerspakke, pelskledingstukke en/of pelse;

„inrigting” 'n plek waarin enigeen van die bedrywighede in verband met die Kleremakery-op-maatnywerheid uitgevoer word;

„ondervinding” die dienstydpark in kleremakery-op-maat- en/of klerasieynwerheid sowel voor as na die datum waarop hierdie Ooreenkoms in werking tree; met dien verstande dat enige opleidingstyd vir die kleremakery-op-maat- en/of klerasieynwerheid wat 'n werknemer in enige nywerheidsskool deurgemaak het, as gelykstaande aan ondervinding in die kleremakery-op-maat- en/of klerasieynwerheid tot een-derde van genoemde opleidingstyd beskou moet word;

„pelsafdeling” dié gedeelte van die nywerheid waarin die prosesse verrig word in verband met die maak van pelskledingstukke en/of pelse en/of die kleur van pelse wat kragtens die bepalings van paragraaf (a), (b), (c) of (d) van die woordskrywing van „Nywerheid” binne die bestek van hierdie Ooreenkoms val;

„uurloon” die totale besoldiging gedeel deur die getal ure wat gewoonlik gedurende die week in die betrokke inrigting gewerk word;

„wet” ook die gemene reg;

„maandelikse loonskaal” of „maandelikse besoldiging” die weklíkse besoldiging met 4½ vermenigvuldig;

"military training" means any 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 training or service for which he volunteers or which he elects to undergo;

"piece-work" means any system other than task-work by which remuneration is calculated by quantity or output of work done in an unspecified time;

"remuneration" means basic wages, basic piece-work rates, basic rates for "complete making", basic rates for "make and trim" or basic rates for "cut, make and trim", plus cost of living allowance;

"short-time" means the temporary reduction in the number of ordinary hours worked due to slackness of trade, shortage of raw material or a general breakdown of plant or machinery or other unforeseen emergency;

"tailored garments" means men's or boy's outer garments including coats, suits, jackets, blazers, trousers, breeches, jodhpurs, plusfours, shorts and knickers made to the measurements of the individual person and includes ladies' or girl's outer garments to the measurement of the individual person made by similar processes and with similar materials;

"task-work" means any system of work in which a minimum quantity of output work to be done in a specified time is fixed as a condition for the payment of wages prescribed in section 2 of Chapters 2, 3 and 4 of this Agreement;

"tailoring section" means the portion of the Industry in which is performed the processes in the making of tailored garments falling within the scope of this Agreement in terms of paragraphs (a) or (b) of the definition "Industry";

"time-worker" means an employee whose rate of pay is determined on a weekly basis;

"working employer and/or partner" means any employer or any partner who is an employer in a partnership or director in a company who is an employer and who himself performs any of the processes in the making of garments falling within the scope of this Agreement in terms of paragraph (a), (b) or (d) of the definition "Industry".

4. REMUNERATION.

(1) (a) In addition to the other conditions prescribed herein an employer shall in relation to his employees engaged in the tailoring section of the Industry pay the wages and conform to the conditions prescribed in Chapter 2 of this Agreement.

(b) In addition to the other conditions prescribed herein an employer shall in relation to his employees engaged in the dress-making section of the Industry pay the wages and conform to the conditions prescribed in Chapter 3 of this Agreement.

(c) In addition to the other conditions prescribed herein an employer shall in relation to his employees engaged in the fur section of the Industry pay the wages and conform to the conditions prescribed in Chapter 4 of this Agreement.

(2) (a) Wages and other amounts due to employees shall be paid in cash weekly, during working hours on Friday; provided that where an employee's services terminate on a day other than a Friday, any amounts due to him shall be paid immediately upon such termination and provided further that when an employee is working short-time or the ordinary pay day is a holiday, payment in terms of this sub-clause shall be made before the employee finishes work for the week.

(b) No deduction of any description shall be made from amounts due to any employee provided that—

(i) except where otherwise provided in this Agreement, where an employee absents himself from work otherwise than on the instructions of his employer, a *pro rata* amount for the period of such absence may be deducted;

(ii) subject to the provisions of clause 9 of this Chapter where short-time has been introduced, the employee may be paid for the actual time worked;

(iii) subject to the provisions of clause 10 of this Chapter where an employer closes an establishment during the months of December and/or January, due to holiday recess, for a period not exceeding four weeks, the employer shall not be obliged to pay wages for the time lost;

(iv) where an employer supplies an employee with tea he may deduct 9d. per week from his wages;

(v) with the consent of the employee, deductions may be made by an employer for insurance or pension funds;

(vi) contributions to Council funds shall be deducted in terms of clause 17 of this Chapter;

(vii) contributions to the "Sick Benefit Fund" shall be deducted in terms of clause 27 of this Chapter;

"militêre opleiding" enige deurlopende opleiding wat 'n werknemer verplig word om te ondergaan ingevolge artikel *een-en-twintig* (1), gelees met subartikels (1) en (2) van artikel *twee-en-twintig* van die Verdedigingswet, 1957 maar omvat nie enige opleiding wat hy mag verkies om te ondergaan kragtens artikel *drie-en-twintig* van genoemde Wet of diens wat hy vrywillig ondergaan of wat hy verkies om te ondergaan nie;

"kleremaker-handelaar" 'n werkgewer wat 'n bestelling of bestellings vir die maak van snyerspakke neem of laat neem; "stukwerk" enige stelsel, uitgesonderd taakwerk, waarvolgens besoldiging Ooreenkomstig hoeveelheid of omvang van werk binne 'n onbepaalde tyd gedoen, bereken word;

"besoldiging" basiese lone, basiese stukwerk lone, basiese lone vir "klaarmaak", basiese lone vir "maak en tooi" of basiese lone vir "sny, maak en tooi", plus lewenskostoelae;

"korttyd" die tydelike vermindering van die getal gewone ure gewerk weens handelslapte, tekort aan grondstowwe of 'n algemene onklaarraking van installasie of masjinerie of ander onvoorsiene noodgeval;

"snyersklere" boklere vir mans of seuns met inbegrip van baadjies, pakke, seunsbaadjies, kleurbaadjies, broeke, rybroeke, jodhpurs, kuitbroeke, kortbroeke en kniebroeke op maat van die individuele persoon gemaak en omvat boklere vir dames en dogters wat vir die individuele persoon deur soortgelyke prosesse en van soortgelyke materiaal gemaak is;

"taakwerk" enige werksstelsel waarvolgens 'n minimum hoeveelheid of omvang van werk wat binne 'n bepaalde tyd gedoen moet word, vasgestel word as 'n voorwaarde vir die betaling van lone wat in klousule 2 van hoofstukke 2, 3 en 4 van hierdie Ooreenkoms voorgeskryf is;

"kleremakery-afdeling" die deel van die nywerheid waarin die prosesse verrig word in verband met die maak van snyerspakke wat binne die bestek van hierdie Ooreenkoms kragtens die bepalings van paragrawe (a) of (b) van die woordskrywing "Nywerheid" val;

"tydwerker" 'n werknemer wie se loonskaal op 'n weeklikse basis vasgestel word;

"werkende werkgewer en/of vennoot" enige werkgewer of enige vennoot wat 'n werkgewer is in 'n vennootskap of direkteur in 'n maatskappy wat 'n werkgewer is en wat self enigeen van die prosesse in verband met die maak van kledingstukke verrig wat binne die bestek van hierdie Ooreenkoms kragtens die bepalings van paragrawe (a), (b), (c) of (d) van die woordskrywing "Nywerheid" val.

4. BESOLDIGING.

(1) (a) Benewens die ander voorwaardes hierin voorgeskryf, moet 'n werkgewer met betrekking tot sy werknemers wat in die kleremakery-afdeling van die Nywerheid in diens is, die lone betaal en die voorwaardes nakom wat in hoofstuk 2 van hierdie Ooreenkoms voorgeskryf word;

(b) Benewens die ander voorwaardes hierin voorgeskryf, moet 'n werkgewer met betrekking tot sy werknemers wat in die mode-makery-afdeling van die Nywerheid in diens is, die lone betaal en die voorwaardes nakom wat in hoofstuk 3 van hierdie Ooreenkoms voorgeskryf word.

(c) Benewens die ander voorwaardes hierin voorgeskryf, moet 'n werkgewer met betrekking tot sy werknemers wat in die pels-afdeling van die Nywerheid in diens is, die lone betaal en die voorwaardes nakom wat in hoofstuk 4 van hierdie Ooreenkoms voorgeskryf word.

(2) (a) Lone en ander bedrae wat aan werknemers verskuldig is, moet wekeliks op Vrydag gedurende werkure betaal word; met dien verstande dat wanneer 'n werknemer se dienste op 'n ander dag as 'n Vrydag eindig, enige bedrae wat aan hom verskuldig is onmiddellik by sodanige beëindiging betaal moet word; voorts met dien verstande dat wanneer 'n werknemer korttyd werk of die gewone betaaldag 'n vakansiedag is, betaling kragtens die bepalings van hierdie subklousule moet geskied voordat die werknemer klaar vir die week werk.

(b) Geen aftrekking van enige aard mag van bedrae gemaak word wat aan 'n werknemer verskuldig is nie; met dien verstande dat—

(i) behoudens soos anders bepaal in hierdie Ooreenkoms, wanneer 'n werknemer van sy werk afwesig is, anders as in opdrag van sy werkgewer, in *pro rata* bedrag vir die tydperk van sodanige afwesigheid afgetrek kan word;

(ii) behoudens die bepalings van klousule 9 van hierdie hoofstuk, 'n werknemer, waar korttyd ingevoer is, vir die werklike tyd gewerk betaal kan word;

(iii) behoudens die bepalings van klousule 10 van hierdie hoofstuk, 'n werkgewer nie verplig is om lone vir tyd wat verlore is, te betaal indien hy 'n inrigting gedurende die maande Desember en/of Januarie, vanweë die vakansiereses, vir 'n tydperk van hoogstens vier weke sluit nie;

(iv) as 'n werkgewer 'n werknemer van tee voorsien, hy 9d. per week van sy loon aftrek;

(v) met die toestemming van die werknemer, aftrekking deur 'n werkgewer vir versekerings- of pensioenfondse, of vir bydraes tot die fondse van die vakvereniging gemaak kan word;

(vi) bydraes tot die fondse van die Raad kragtens klousule 17 van hierdie hoofstuk afgetrek moet word;

(vii) bydraes tot die "Siekttebystandfonds" kragtens klousule 27 van hierdie hoofstuk afgetrek moet word;

- (viii) any amount paid by an employer on behalf of an employee in order to comply with any law or order of Court, may be deducted;
- (ix) extra remuneration payable in terms of clause 4 of Chapter 2, clause 3 of Chapter 3 and clause 3 of Chapter 4 may be deducted.
- (x) with the consent of the employee, deductions may be made by an employer for contributions to the funds of the trade union.

(3) All payments to employees shall be made in sealed envelopes which shall be retained by the employee and which shall reflect the following information on the cover:—

Name and factory number of the employee, basic wage, cost of living allowance, number of hours worked, amount earned for time worked, amount of any bonuses earned, details of all deductions made from such amount, the amount contained in the envelope, and the week in respect of which wages are paid.

(4) Particulars of all deductions made shall be entered in the wage register.

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

5. PREMIUMS.

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

6. LEARNERS.

(1) No employer shall engage a learner, and no employer who is employing a learner at the date of coming into operation of this Agreement shall continue to employ such learner for a period longer than one month as from the date of coming into operation of this Agreement, unless a certificate authorising the engagement or continued employment of the learner concerned with the said employer has been issued by the Council.

(2) An application for permission to employ a learner shall be made to the Council by the employer on a form to be obtained from the Council.

(3) The Secretary of the Council shall issue to each employer who has been granted permission to employ a learner a certificate showing the name of the learner, his or her age, minimum wage payable, the name of the employer and the period during which the permission shall be effective; provided that the Council may, after having given one week's notice in writing to the employer and employee withdraw any certificate issued in terms of this sub-clause whether or not the period for which permission was granted has expired whenever the Council is satisfied that proper facilities for training is not provided, or for any other good and sufficient reason it is considered that the learnership should be terminated.

(4) In relation to each section of the Industry at least four qualified employees must be employed in respect of each learner whose engagement or continued employment is authorised by the Council; provided that all such qualified employees need not necessarily be employed on the same class of work within the section of the Industry to which the learnership relates, and provided further that if there is no qualified employee employed on a particular class of work in which the learner has to be trained, the engagement or continued employment of the learner may nevertheless be authorised, notwithstanding anything to the contrary herein contained, if in the opinion of the Council the employer or one of the partners in the case of a partnership is himself capable of training the learner in respect of the particular class of work involved.

(5) A learner shall be employed under the strict supervision of a working employer, a qualified male employee or a qualified female employee at all times and such employer or employee shall be responsible for his or her training to ensure that at the end of the prescribed period of learnership the learner will have become proficient in all branches of the work appertaining to his particular class of work.

7. HOURS OF WORK.

(1) No employer in the tailoring section and/or the dress-making section shall require or permit an employee other than a labourer—

- (a) to work for more than 42½ hours excluding meal times in any one week; or
- (b) to work for more than five days in any one week;
- (c) to work on Saturdays and Sundays;
- (d) to work for more than 8½ hours excluding meal times in any one day;
- (e) to work before 8 a.m. or later than 5.30 p.m. or during rest intervals, provided in this section, or between 1 p.m. and 2 p.m. in any day from Mondays to Fridays inclusive;
- (f) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of

(viii) enige bedrag wat deur 'n werkgewer ten behoeve van 'n werknemer betaal word ten einde aan enige wet of hofbevel te voldoen, afgetrek kan word;

(ix) bykomende besoldiging wat kragtens klousule 4 van hoofstuk 2, klousule 3 van hoofstuk 3 en klousule 3 van hoofstuk 4 betaalbaar is, afgetrek kan word.

(x) met die toestemming van die werknemer, 'n werkgewer aftrekkings kan maak vir bydraes tot die fonds van die vakvereniging.

(3) Alle betalings aan werknemers moet gemaak word in verselde koevert wat deur die werknemer gehou moet word en wat op die buitekant die volgende inligting moet weergee:—

Naam en fabrieksnummer van die werknemer, basiese loon, lewenskostoelae, getal ure gewerk, bedrag verdien vir tyd gewerk, bedrag van bonusse verdien, besonderhede van alle aftrekkings van sodanige bedrag, die bedrag ingesluit in die koevert, en die week ten opsigte waarvan die lone betaal is.

(4) Besonderhede van alle aftrekkings wat gedoen is, moet in die loonregister ingeskryf word.

(5) Ondanks andersluidende bepalinge in hierdie Ooreenkoms en onderworpe aan die bepalinge van artikel drie-en-tagtig van die Wet mag geen bepalinge wat die indiensneming of die diens hê van 'n werknemer by enige klas werk of op enige voorwaardes belet, beskou word dat dit die werkgewer onthef van die betaling van die besoldiging en nakoming van die voorwaardes wat hy sou moes betaal of nagekom het indien sodanige indiensneming of in diens hê nie belet was nie, en die werkgewer moet voortgaan om sodanige besoldiging te betaal en daardie voorwaardes na te kom asof so 'n indiensneming of in diens hê nie belet was nie.

5. PREMIES.

Geen premie mag deur 'n werkgewer vir die opleiding van 'n werknemer vereis of aangeneem word nie.

6. LEERLINGE.

(1) Geen werkgewer mag 'n leerling in diens neem nie, en geen werkgewer wat op die datum waarop hierdie Ooreenkoms in werking tree, 'n leerling in diens het, mag voortgaan om so 'n leerling in diens te hou vir 'n tydperk van langer as een maand van die datum af waarop hierdie Ooreenkoms in werking tree nie, tensy 'n sertifikaat wat die indiensneming of voortgesette diens van die betrokke leerling by genoemde werkgewer magtig, deur die Raad uitgereik is.

(2) 'n Aansoek om toestemming om 'n leerling in diens te neem, moet deur die werkgewer by die Raad gedoen word op 'n vorm wat van die Raad verkrygbaar is.

(3) Die Sekeretaar van die Raad moet aan elke werkgewer aan wie toestemming verleen is om 'n leerling in diens te neem, 'n sertifikaat uitreik wat die naam van die leerling, sy of haar ouderdom, die minimum loon betaalbaar, die naam van die werkgewer en die tydperk aantoon waarin die toestemming van krag is; met dien verstande dat die Raad, nadat hy een week skriftelike kennis aan die werkgewer en werknemer gegee het, enige sertifikaat kan terugtrek wat kragtens die bepalinge van hierdie subklousule uitgereik is, hetsy die tydperk waarvoor toestemming verleen is, verstryk het of nie, as die Raad oortuig voel dat geskikte fasiliteite vir opleiding nie verskaf word nie, of indien dit om enige ander goeie en voldoende rede blyk dat die leerling-skap beëindig behoort te word.

(4) Met betrekking tot elke afdeling van die Nywerheid moet minstens vier gekwalifiseerde werknemers in diens geneem word ten opsigte van elke leerling wie se indiensneming of voortgesette diens deur die Raad gemagtig word; met dien verstande dat al sulke werknemers nie noodsaaklik by dieselfde klas werk binne die afdeling van die nywerheid waarop die leerling-skap betrekking het, in diens hoef te wees nie, en voorts met dien verstande dat as daar geen gekwalifiseerde werknemer in diens is by die besondere klas werk waarin die leerling opleiding moet ontvang nie, die indiensneming of voortgesette diens van die leerling nietemin gemagtig kan word, ondanks andersluidende bepalinge hierin vervat, indien, na die mening van die Raad, die werkgewer, of een van die vennote in die geval van 'n vennootskap, persoonlik in staat is om die leerling op te lei ten opsigte van die besondere klas werk wat daarby betrokke is.

(5) 'n Leerling moet te alle tye onder die strenge toesig van 'n werkende werkgewer, 'n gekwalifiseerde manlike werknemer of 'n gekwalifiseerde vroulike werknemer in diens wees, en sodanige werkgewer of werknemer is verantwoordelik vir sy of haar opleiding en einde te verseker dat die leerling aan die end van die voorgeskrewe tydperk van opleiding bedrewe geword het in alle vertakings van die werk wat betrekking het op sy besondere klas werk.

7. WERKURE.

(1) Geen werkgewer in die kleremakery-afdeling en/of mode-makery-afdeling mag van 'n werknemer, uitgesonderd 'n arbeider, vereis of hom toelaat om soos volg te werk nie:—

- (a) langer as 42½ uur, etensy uitgesluit, in een week; of
- (b) langer as 5 dae in een week;
- (c) op Saterdag en Sondag;
- (d) langer as 8½ uur, etensy uitgesluit, op een dag;
- (e) voor 8 vm. of na 5.30 nm. of gedurende ruspouses, soos in hierdie klousule bepaal, of tussen 1 nm. en 2 nm. op enige dag van Maandae tot en met Vrydae;
- (f) 'n aaneenlopende tydperk van langer as 5 uur sonder 'n ononderbroke pouse van minstens een uur waarin geen werk verrig mag word nie, en so 'n pouse mag nie as deel van die gewone werkure of oortyd beskou word nie. Vir

work or overtime. For the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(2) No employer in the fur section shall require or permit an employee other than a labourer—

- (a) to work more than 40 hours excluding meal times in any one week; or
- (b) to work for more than five days in one week;
- (c) to work on Saturdays and Sundays;
- (d) to work for more than eight hours excluding meal times in any one day;
- (e) to work before 8 a.m. and later than 5 p.m. or during rest intervals provided in this clause, or between 1 p.m. and 2 p.m. in any day from Mondays to Fridays inclusive;
- (f) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of work or overtime. For the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(3) No employer in the tailoring section and/or dressmaking section and/or fur section shall require or permit a labourer—

- (a) to work for more than 46 hours excluding meal times in any one week; or
- (b) to work for more than six days in any one week;
- (c) to work on Sundays;
- (d) to work for more than 8½ hours excluding meal times in any day from Mondays to Fridays inclusive;
- (e) to work for more than 3½ hours on Saturdays;
- (f) to work before 8 a.m. or later than 5.30 p.m. or during rest intervals provided in this clause or between 1 p.m. and 2 p.m. in any day from Mondays to Fridays inclusive;
- (g) to work before 8 a.m. or later than 11.30 a.m. on Saturdays except in accordance with the provisions of sub-clause (5) hereof and clause 8 of this chapter;
- (h) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of work or overtime. For the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(4) No working employer and/or partner shall work—

- (a) for more than 49 hours and 10 minutes excluding meal times in any one week; or
- (b) to work for more than five days in any one week;
- (c) to work on Saturdays and Sundays;
- (d) to work for more than 9 hours and 50 minutes excluding meal times in any one day;
- (e) to work before 7.30 a.m. or later than 6.20 p.m. or during rest intervals provided in this clause, or between 12.30 p.m. and 1.30 p.m. in any day from Mondays to Fridays inclusive.

(5) Notwithstanding the provisions of sub-clauses (1), (2) and (3) of this clause an employer may require or permit an employee to work overtime subject to the provisions of clause 8 of this Chapter for a period not exceeding 10 hours in any one week; provided that no employer shall require or permit a female employee to work overtime—

- (a) for more than 2 hours in any working day;
- (b) on more than 3 consecutive days;
- (c) for more than 10 hours in any calendar week;
- (d) on more than 60 days in any year;
- (e) after completion of her ordinary working hours for more than one hour in any day unless he has—
 - (i) given notice thereof to such employee before midday; or
 - (ii) provided such employee with an adequate meal before she is to commence overtime; or
 - (iii) paid such employee an allowance of 1s. 6d. in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(6) Rest intervals of not less than 10 minutes during which no work shall be performed, shall be allowed to each employee not later than 2 hours after the commencement of the morning work period and as nearly as practicable in the middle of the afternoon work period, and such intervals shall be regarded as time worked.

(7) No employer in the tailoring section and/or dressmaking section and/or the fur section of the Industry shall require or permit an employee to be in his establishment outside the hours specified in sub-clauses (1), (2) and (3) of this clause, except in accordance with the provisions of clause 8 of this chapter, and/or during the public holidays, annual leave and closed period referred to in clause 10 of this Chapter.

(8) No employer shall require or permit a female employee to work—

- (i) between 6 p.m. and 6 a.m.
- (ii) after 1 p.m. on more than five days in any one week.

8. OVERTIME AND SUNDAY WORK.

(1) Overtime, that is time worked outside the usual working hours of an establishment in the tailoring section and/or the dressmaking section and/or fur section as specified in sub-clauses (1), (2), (3) and (4) of clause 7 of this Chapter shall not be worked except with the written permission of the Council.

die toepassing van hierdie paragraaf word tydperke van werk wat deur 'n pouse van minder as een uur onderbreek word, as aaneenlopend gereken.

(2) Geen werkgewer in die pelsafdeling mag van 'n werknemer uitgesonderd 'n arbeider, vereis of hom toelaat om soos volg te werk nie:—

- (a) Langer as 40 uur, etensyde uitgesluit, in een week; of
- (b) meer as 5 dae in een week;
- (c) op Saterdag en Sondag;
- (d) langer as 8 uur, etensyde uitgesluit op een dag;
- (e) voor 8 vm. en na 5 nm. of gedurende ruspouses soos in hierdie klousule bepaal, of tussen 1 nm. en 2 nm. op enige dag van Maandae tot en met Vrydae;
- (f) 'n aaneenlopende tydperk van langer as 5 uur sonder 'n ononderbroke pouse van minstens een uur, waarin geen werk verrig mag word nie, en so 'n pouse mag nie as deel van die gewone werkure of oortyd beskou word nie. Vir die toepassing van hierdie paragraaf word tydperke van werk wat deur 'n pouse van minder as een uur onderbreek word, as aaneenlopend gereken.

(3) Geen werkgewer in die kleremakery-afdeling en/of die modemakery-afdeling en/of die pelsafdeling mag van 'n arbeider vereis of hom toelaat om soos volg te werk nie:—

- (a) Langer as 46 uur, etensyde uitgesluit, in een week;
- (b) Langer as 6 dae in een week;
- (c) op Sondag;
- (d) langer as 8½ uur, etensyde uitgesluit, op een dag van Maandae tot en met Vrydae;
- (e) langer as 3½ uur op Saterdag;
- (f) Voor 8 vm. of later as 5.30 nm. of gedurende ruspouses, soos in hierdie klousule bepaal, of tussen 1 nm. en 2 nm. op een dag van Maandae tot en met Vrydae;
- (g) voor 8 vm. of later as 11.30 vm. op Saterdag, behalwe in ooreenstemming met die bepalings van sub-klousule (5) hiervan en klousule 8 van hierdie hoofstuk;
- (h) 'n aaneenlopende tydperk van langer as 5 uur sonder 'n ononderbroke pouse van minstens een uur, waarin geen werk verrig mag word nie, en so 'n pouse mag nie as deel van die gewone werkure of oortyd gereken word nie. Vir die toepassing van hierdie paragraaf word tydperke van werk wat deur 'n pouse van minder as een uur onderbreek word, as aaneenlopende gereken.

(4) Geen werkende werkgewer en/of vennoot mag soos volg werk nie:—

- (a) Langer as 49 uur en 10 minute, etensyde uitgesluit, in een week; of
- (b) langer as 5 dae in een week;
- (c) Op Saterdag en Sondag;
- (d) langer as 9 uur en 50 minute, etensyde uitgesluit, op een dag;
- (e) voor 7.30 vm. of later as 6.20 nm. of gedurende ruspouses soos in hierdie klousule bepaal, of tussen 12.30 nm. en 1.30 nm. op enige dag van Maandae tot en met Vrydae.

(5) Ondanks die bepalings van subklousules (1), (2) en (3) van hierdie klousule, kan 'n werkgewer van 'n werknemer vereis of hom toelaat om oortyd vir 'n tydperk van hoogstens 10 uur in 'n week te werk onderworpe aan die bepalings van klousule 8 van hierdie hoofstuk; met dien verstande dat geen werkgewer van 'n vroulike werknemer mag vereis of haar toelaat om oortyd soos volg te werk nie:—

- (a) Langer as twee uur op enige werkdag;
- (b) op meer as drie agtereenvolgende dae;
- (c) langer as 10 uur in enige kalenderweek;
- (d) op meer as 60 dae in een jaar;
- (e) na die voltooiing van haar gewone werkure langer as een uur op 'n dag, tensy hy—
 - (i) aan daardie werknemer voor 12 vm. daarvan kennis gee; of
 - (ii) sodanige werknemer van 'n voldoende maaltyd voorsien het voordat sy met haar oortyd begin; of
 - (iii) sodanige werknemer 'n toelae van 1s. 6d. betaal het om haar in staat te stel om 'n maaltyd te verkry voordat sy met haar oortydwerk moet begin.

(6) Ruspouses van minstens 10 minute waarin geen werk verrig mag word nie moet aan elke werknemer nie later nie as 2 uur na die aanvang van die oggendwerktydperk toegestaan word, en so na as moontlik aan die middel van die middagwerktydperk, en sulke pouses moet as tyd wat gewerk is, gereken word.

(7) Geen werkgewer in die kleremakery-afdeling en/of die modemakery-afdeling en/of die pelsafdeling van die Nywerheid mag van 'n werknemer vereis of hom toelaat om buite die ure genoem in subklousules (1), (2) en (3) van hierdie klousule, in sy inrigting te wees nie, behalwe in ooreenstemming met die bepalings van klousule 8 van hierdie hoofstuk, en/of gedurende die openbare vakansiedae, jaarlikse verlof en die geslote tydperk genoem in klousule 10 van hierdie hoofstuk.

(8) Geen werkgewer mag van 'n vroulike werknemer vereis of haar toelaat om soos volg te werk nie:—

- (i) Tussen 6 nm. en 6 vm.
- (ii) na 1 nm. op meer as 5 dae in 'n week.

8. OORTYD EN SONDAGWERK.

(1) Oortyd, d.w.s. tyd gewerk buite die gewone werkure van 'n inrigting in die kleremakery-afdeling en/of die modemakery-afdeling en/of die pelsafdeling genoem in subklousules (1), (2), (3) en (4) van klousule 7 van hierdie hoofstuk, mag nie gewerk word nie, behalwe met die skriftelike toestemming van die Raad.

(2) (a) Payment for overtime shall be made at the following minimum rates:—

- (i) A time-worker in the tailoring section and/or the dress-making section of the Industry shall be paid at not less than one and one-third times the hourly rate applicable to him for each hour, or part of an hour so worked on weekdays including Saturdays.
- (ii) A piece-worker in the tailoring section of the Industry shall be paid one and one-third the minimum hourly rate for each hour or part of an hour so worked on weekdays including Saturdays which would be applicable to him if he were employed on a time-work basis.
- (iii) A time-worker in the fur section of the Industry shall be paid not less than one and one-half times the hourly rate applicable to him for each hour or part of an hour so worked on weekdays including Saturdays.

(b) Whenever a time-worker in the tailoring section and/or the dressmaking section and/or the fur section works on Sunday his employer shall either—

- (i) pay to the time-worker not less than double the remuneration payable in respect of the period ordinarily worked by him on a weekday, or pay him at a rate not less than double his ordinary rate of remuneration in respect of the total period worked on such Sunday, whichever is the greater; or
- (ii) pay to the time-worker remuneration at the rate of one and one-half times the ordinary remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday on full pay.

(c) Whenever a piece-worker in the tailoring section of the Industry works on Sunday his employer shall either—

- (i) pay to such piece-worker not less than double the minimum remuneration payable in respect of the period ordinarily worked by him on a weekday which would be applicable to him if he were employed on a time-work basis, or pay him at a rate not less than double his ordinary rate of remuneration in respect of the total period worked on such Sunday, whichever is the greater; or
- (ii) pay to such piece-worker remuneration at the rate of one and one-half times the minimum ordinary remuneration in respect of the total period worked on such Sundays which would be applicable to him if he were employed on a time-work basis and grant him within seven days of such Sunday one day's holiday on full pay.

(3) No employee shall be required to work overtime without his consent.

(4) No employee shall be dismissed or prejudiced in his employment by reason of his refusal to work overtime.

(5) No female employee may work overtime between the hours of 6 p.m. and 6 a.m.

(6) Notwithstanding the provisions of this clause an employer may, in order to make up lost time for not working on a public holiday other than those referred to in clause 10 of this Chapter permit his employees to work overtime on any day except on Sundays, prior or subsequent to such public holiday at ordinary rates of pay; provided that permission has previously been obtained from the Council.

9. SHORT-TIME.

Where short-time is being worked, in an establishment and a time-worker attends at his employer's establishment on any day unless he has prior to such day received notice that his services will not be required on that day for the whole or part thereof, he shall be given two hour's employment commencing from the usual starting hour of the establishment or be paid in lieu thereof a minimum for two hour's work.

10. PUBLIC HOLIDAYS, ANNUAL LEAVE AND CLOSED PERIOD.

No employer shall employ any employee and no employee or working employer or partner shall work on Good Friday, Easter Monday, Ascension Day, Queen's Birthday (second Monday in July), Kruger Day (10th day of October) and Day of the Covenant (16th day of December), or any day during the period commencing on the 25th December of each year and ending on the 14th January of the following year, both inclusive, being annual leave period, and the extra remuneration payable to an employee in terms of section 4 of Chapter 2 and in terms of section 3 of Chapters 3 and 4 of this Agreement, shall be deemed to be payment for such annual leave and such public holidays.

11. TERMINATION OF EMPLOYMENT.

(1) Subject to—

- (i) the right of an employer or employee to terminate a contract of employment without notice for any good cause recognised by law as sufficient; or
- (ii) the provisions of any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than five working days;

an employer and his employee shall give not less than five working days notice to terminate a contract of service, which for the purpose of this clause shall include paid public holidays and which shall take effect from the working day following that on which it is given.

(2) (a) Betaling vir oortyd moet teen die volgende minimum loonskaal geskied:—

- (i) 'n tydwerker in die kleremakery-afdeling en/of die mode-makery-afdeling van die Nywerheid moet betaal word teen minstens 1½ maal die uurloon wat op hom van toepassing is vir elke uur of gedeelte van 'n uur aldus op weekdae, met inbegrip van Saterdag, gewerk;
- (ii) 'n stukwerker in die kleremakery-afdeling van die Nywerheid moet 1½ die minimum uurloon, wat op hom van toepassing sou wees indien hy op 'n tydwerkbasis in diens was, betaal word vir elke uur of gedeelte van 'n uur aldus op weekdae, met inbegrip van Saterdag, gewerk;
- (iii) 'n tydwerker in die pelsafdeling van die Nywerheid moet minstens 1½ maal die uurloon wat op hom van toepassing is, betaal word vir elke uur of gedeelte van 'n uur wat aldus op weekdae, met inbegrip van Saterdag, gewerk is.

(b) Wanneer 'n tydwerker in die kleremakery-afdeling en/of die mode-makery-afdeling en/of pelsafdeling op Sondag werk, moet sy werkgever of—

- (i) die tydwerker minstens dubbel die besoldiging betaal wat ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk, betaalbaar is, of hom teen 'n skaal van minstens dubbel sy gewone besoldigingskaal besoldig ten opsigte van die totale tydperk op sodanige Sondag gewerk, na gelang van die grootte; of
- (ii) die tydwerker besoldiging betaal teen die skaal van een en 'n half maal die gewone besoldiging ten opsigte van die totale tydperk op sodanige Sondag gewerk en hom binne sewe dae vanaf sodanige Sondag een dag vakansie met volle betaling toestaan.

(c) Wanneer 'n stukwerker in die Klerasiemakeryafdeling van die Nywerheid op Sondag werk, moet sy werkgever of—

- (i) so 'n stukwerker minstens dubbel die minimum besoldiging betaal ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk wat op hom van toepassing sou wees indien hy op 'n tydwerkbasis in diens was, of hom teen 'n skaal betaal van minstens dubbel sy besoldigingskaal ten opsigte van die totale tydperk op sodanige Sondag gewerk, na gelang van die grootte; of—
- (ii) sodanige stukwerker besoldiging betaal teen die skaal van een en 'n half maal die minimum gewone besoldiging ten opsigte van die totale tydperk op sodanige Sondag gewerk wat op hom van toepassing sou wees as hy op 'n tydwerkbasis in diens was, en hom binne sewe dae vanaf sodanige Sondag een dag vakansie met volle betaling toestaan.

(3) Van geen werknemer mag vereis word om oortyd sonder sy toestemming te werk nie.

(4) Geen werknemer mag ontslaan of in sy diens benadeel word omdat hy geweier het om oortyd te werk nie.

(5) Geen vroulike werknemer mag oortyd tussen die ure 6 nm. en 6 vm. werk nie.

(6) Ondanks die bepalinge van hierdie klousule kan 'n werkgever, met die doel om tyd in te haal wat verloor is omdat geen werk op 'n openbare vakansiedag, behalwe dié genoem in klousule 10 van hierdie hoofstuk, verrig is nie, sy werknemers toelaat om op enige dag, uitgesonderd op Sondag, voor of na so 'n openbare vakansiedag oortyd teen gewone loonskale te werk; met dien verstande dat toestemming vooraf van die Raad verkry is.

9. KORTTYD.

Wanneer korttyd in 'n inrigting gewerk word en 'n tydwerker op enige dag by sy werkgever se inrigting aanwesig is, moet hy, tensy hy voor sodanige dag kennis ontvang het dat sy dienste op daardie dag vir die hele dag of gedeelte daarvan nie nodig sal wees nie, twee uur se diens gegee word, wat van die gewone begin tyd van die inrigting 'n aanvang neem, in plaas daarvan 'n minimum vir twee uur se werk betaal word.

10. OPENBARE VAKANSIEDAE, JAARLIKSE VERLOF EN GESLOTE TYDPERK.

Geen werkgever mag enige werknemer in diens neem en geen werknemer of werkende werkgever of vennoot mag op Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Koninginsverjaarsdag (tweede Maandag in Julie), Helledag (10 Oktober) en Gelofte-dag (16 Desember) werk nie, of op enige dag gedurende die tydperk wat op 25 Desember van elke jaar begin en op 14 Januarie van die volgende jaar eindig, albei datums ingeslote, aangesien dit die jaarlikse verloftydperk is, en die bykomende besoldiging wat aan 'n werknemer kragtens klousule 4 van hoofstuk 2 en kragtens klousules 3 van hoofstukke 3 en 4 van hierdie Ooreenkomst betaalbaar is, moet as besoldiging vir sodanige jaarlikse verlof en sulke openbare vakansiedae gereken word.

11. DIENSBEÏNDIGING.

(1) Onderworpe aan—

- (i) die reg van 'n werkgever of werknemer om 'n dienskontrak te beëindig sonder kennisgewing om enige goeie rede wat deur die wet as genoegsaam erken word; of
- (ii) die bepalinge van enige skriftelike ooreenkoms tussen 'n werkgever en sy werknemer wat voorsiening maak vir 'n kennisgewingstydperk van gelyke duur aan beide kante en vir langer as vyf werksdae—

moet 'n werkgever en sy werknemer minstens vyf werksdae kennis gee van diensbeëindiging, wat by die toepassing van hierdie klousule openbare vakansiedae met besoldiging insluit en wat in werking tree op die werksdag wat volg op die een waarop kennis gegee is.

(2) An employee who is working short-time may terminate his employment without giving notice.

(3) The first five working days of the period of employment of an employee by an employer shall (unless otherwise stated in a written agreement) be deemed to be a trial period and such employment may be terminated without notice either by the employer or the employee at any time within such trial period.

(4) Monthly paid employees shall give or be given not less than one calendar month's notice of termination of employment, in writing, to take effect from the first day of the month following that in which notice is given.

(5) An employer or his employee shall be entitled to terminate the contract of employment without notice prescribed or agreed upon in terms of sub-clause (1) (a) and (b) of this clause by paying or forfeiting five working days' remuneration or remuneration in respect of the period agreed upon in terms of sub-clause (1) (b) of this clause.

(6) No employer shall terminate the services of any employee by reason of such employee's absence from work through illness for which he is not himself responsible provided that—

- (a) the employer is notified within three working days of the commencement of such illness;
- (b) a medical certificate for the period of absence is produced on the employee's return to work; and
- (c) the period of absence from work does not exceed 30 days, or in the case of a confinement 12 weeks.

(7) The period of notice referred to in this clause shall not run concurrently with, nor shall notice be given during an employee's absence on annual leave or the closed period in terms of clause 10 or leave with the written consent of his employer or any period during which the employee is undergoing military training.

12. PIECE-WORK AND WAGE INCENTIVES.

Where no piece-work rates are prescribed in this Agreement for any operation in the Industry or in all cases where other incentive work is to be performed in the Industry, the employer and his employees may, subject to the approval of the Council, agree to piece-work or incentive rates; provided that irrespective of the quantity or output of work done, the employer shall pay to such employee not less than the weekly wage prescribed in terms of clause 2 of Chapters 2, 3 and 4 of this Agreement for an employee of his class in respect of each week in which piece-work or other incentive rates work is done.

13. CONTROL OF OUTWORK.

(1) No employer to whom this Agreement applies, shall employ any piece-worker elsewhere than on his premises.

(2) No employee to whom this Agreement applies, shall perform any operations in connection with the Industry in a dwelling-house or dwelling, and no employer to whom this Agreement applies shall allow any of the operations in connection with the Industry to be performed in a dwelling-house or dwelling, by his employee.

(3) A "dwelling-house" or "dwelling" means a house to be occupied as a residence in contradistinction to a place of business, office or other building.

14. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

(1) Every employee shall, within one month from the date on which this Agreement comes into operation, and every person who becomes an employer after that date, shall, within one month from the date of commencement of operations by him, forward to the Secretary of the Council a signed statement containing the following particulars:—

- (a) His full name and title of business;
- (b) business address;
- (c) the trade or trades carried on by him;
- (d) full name of each employee whom he employs or carries on business with, together with his full residential address;
- (e) occupation of each employee;
- (f) full period of experience of each employee.

(2) Every employee shall within seven days of the engagement of a new employee by him, forward to the Secretary of the Council, a signed statement containing the following particulars:—

- (a) The full name and residential address of every such employee;
- (b) his occupation and full period of experience.

(3) Every employer shall within seven days notify the Secretary of the Council of any change in the particulars mentioned in sub-clauses (1) and (2) of this clause as they occur.

(4) Where the employer is a partnership or company, information in accordance with sub-clause (1) of this clause shall be furnished in regard to each partner, or director as the case may be, as well as the title under which the partnership operates.

(5) The Secretary of the Council shall maintain a register of employers (including partnerships) and for their employees.

15. EXEMPTIONS.

(1) The Council may grant exemption from any of the provisions of this Agreement to or in respect of any persons for any good or sufficient reason.

(2) 'n Werknemer wat korttyd werk, kan sy diens sonder kennisgewing beëindig.

(3) Die eerste vyf werksdae van die dienstrydperk van 'n werknemer by 'n werkgever moet (tensy anders vermeld in 'n skriftelike ooreenkoms) as 'n proeftydperk beskou word, en sodanige diens kan beëindig word sonder kennisgewing van of die werkgever of die werknemer te eniger tyd binne sodanige proeftydperk.

(4) Werknemers wat maandeliks betaal word, moet minstens een kalendermaand skriftelik kennis gee of gegee word en dit tree in werking van die eerste dag van die maand wat volg op dié waarin kennis gegee word.

(5) 'n Werkgever of sy werknemer is geregtig om die dienskontrak sonder die kennisgewing voorgeskryf of waaroor ooreengekom is ingevolge subklousule (1) (a) en (b) van hierdie klousule te beëindig deur die betaling of verbeuring van vyf dae se besoldiging of besoldiging ten opsigte van die tydperk waarop ooreengekom is ingevolge subklousule (1) (b) van hierdie klousule.

(6) Geen werkgever mag die diens van enige werknemer beëindig om rede sodanige werknemer se afwesigheid van die werk vanweë siekte waarvoor hy nie self verantwoordelik is nie, met dien verstande dat—

- (a) die werkgever binne drie werksdae vanaf die aanvang van die siekte in kennis gestel word;
- (b) 'n doktersertifikaat vir die tydperk van afwesigheid by die werknemer se terugkeer werk toe getoon word; en
- (c) die tydperk van afwesigheid van die werk nie 30 dae oorskry nie, of in die geval van 'n bevalling, 12 weke.

(7) Die tydperk van kennisgewing in hierdie klousule genoem, moet nie saamval met of kennis moet nie gegee word nie gedurende 'n werknemer se afwesigheid met jaarlikse verlof of die geslote tydperk ingevolge klousule 10 of verlof met die geskrewe toestemming van sy werkgever of enige tydperk waarin die werknemer militêre opleiding ondergaan nie.

12. STUKWERK EN LOONAANSPORINGSKALE.

Ingeval geen stukwerkskale in hierdie Ooreenkoms vir enige werk in die Nywerheid voorgeskryf word nie of in alle gevalle waarin ander aansporingswerk in die Nywerheid gedoen moet word, kan die werkgever en sy werknemers, die goedkeuring van die Raad, ooreenkom dat stukwerk of aansporingsloonwerk gedoen word; met dien verstande dat, ongeag die hoeveelheid of omvang van gedane werk, die werkgever aan dié werknemer minstens die weekloon moet betaal wat kragtens klousule 2 van hoofstukke 2, 3 en 4 van hierdie Ooreenkoms vir 'n werknemer van sy klas voorgeskryf word ten opsigte van elke week waarin stukwerk of ander aansporingsloonwerk gedoen word.

13. BEHEER OOR BUITEWERK.

(1) Geen werkgever op wie hierdie Ooreenkoms van toepassing is, mag 'n stukwerker op 'n ander plek as op sy perseel laat werk nie.

(2) Geen werknemer op wie hierdie Ooreenkoms van toepassing is, mag enige werksaamhede in verband met die Nywerheid in 'n woonhuis of woning uitvoer nie, en geen werkgever op wie hierdie Ooreenkoms van toepassing is, mag toelaat dat sy werknemer enigeen van die werksaamhede in verband met die Nywerheid in 'n woonhuis of woning uitvoer nie.

(3) 'n „Woonhuis" of „woning" beteken 'n huis wat bewoon word as 'n woonplek in teenstelling met 'n besigheidsplek, kantoor of ander gebou.

14. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

(1) Elke werkgever moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree, en elke persoon wat na daardie datum 'n werkgever word, moet binne een maand na die datum waarop sy werksaamhede 'n aanvang neem, aan die Sekretaris van die Raad 'n behoorlike getekende staatstuur wat onderstaande besonderhede vermeld:—

- (a) Sy volle naam en die naam van die besigheid;
- (b) besigheidsadres;
- (c) die bedryf of bedrywe wat hy uitoefen;
- (d) volle naam van elke werknemer wat hy in diens het of met wie hy besigheid dryf, tesame met sy volle woonadres;
- (e) bedryf van elke werknemer;
- (f) volle tydperk van ondervinding van elke werknemer.

(2) Elke werkgever moet binne sewe dae nadat hy 'n nuwe werknemer in diens geneem het, 'n getekende staatstuur met onderstaande besonderhede, aan die Sekretaris van die Raad stuur:—

- (a) Die volle naam en woonadres van elke werknemer;
- (b) sy bedryf en volle tydperk van ondervinding.

(3) Elke werkgever moet die Sekretaris van die Raad binne sewe dae in kennis stel van enige verandering in die besonderhede in subklousules (1) en (2) van hierdie klousule genoem, na gelang hulle voorkom.

(4) Indien die werkgever 'n vennootskap of maatskappy is, moet inligting ooreenkomstig subklousule (1) van hierdie klousule ten opsigte van elke vennoot of direkteur, na gelang van die geval, sowel as die naam waaronder die vennootskap besigheid dryf, verstrek word.

(5) Die Sekretaris van die Raad moet 'n register van werkgevers (met inbegrip van vennootskappe) en hul werknemers byhou.

15. VRYSTELLINGS.

(1) Die Raad kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms aan of ten opsigte van enige persoon om enige goeie of grondige rede verleen.

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

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

- (a) The full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions subject to which the licence of exemption is granted; and
- (d) the period during which the licence of exemption shall operate.

(4) The Secretary of the Council shall—

- (a) Number consecutively all licences of exemption issued;
- (b) retain a copy of each licence of exemption issued; and
- (c) where exemption is granted to an employee, forward a copy of the licence of exemption to the employer concerned.

(5) Every employer and employee shall observe the provisions of any licence of exemption issued in terms of this clause.

(6) No exemption shall be granted under this clause to or in respect of any female employee engaged in manual work to permit of such employee being employed between the hours of 6 p.m. and 6 a.m. or after 1 p.m. on more than five days in any week, except for the purpose of performing work which is necessitated by an emergency.

16. CERTIFICATES OF SERVICE.

For the purpose of determining the remuneration that shall be paid to a learner every employer shall issue, in the form of Annexure A to this Agreement, a certificate of service free of charge to each of his learners at the time when he leaves the employer's service. All certificates of services issued by each employer shall be numbered consecutively, and a duplicate of each certificate of service issued shall be retained by him and a further copy forwarded to the Secretary of the Council not later than one week after the termination of the learner's employment.

17. EXPENCES OF THE COUNCIL.

For the purpose of meeting the expences of the Council each employer shall deduct 6d. per week from the earnings of each of his employees employed on a time or piece-work basis for whom wages and piece-work rates are prescribed in this Agreement. To the amount so deducted the employer shall add a like amount and forward month by month but not later than the 7th day of each month, the total sum to the Secretary of the Council, P.O. Box 5789, Johannesburg. In addition each merchant tailor and all other employers engaged in the activities of the definition "Industry" shall pay 5s. per month to the Council at the above address on or before the 7th day of each month.

18. ADMINISTRATION OF AGREEMENT.

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

19. TRADE UNION'S REPRESENTATIVES ON THE COUNCIL.

Every employer shall give to any of his employees who is a representative on the Council every reasonable facility to attend to his duties in connection with the work of the Council.

20. EMPLOYMENT OF MINORS.

No employer shall employ any person upon task-work and no employee shall accept employment upon any such system of task-work.

21. EMPLOYMENT OF MINORS.

No person under the age of fifteen shall be employed on bespoke tailoring.

22. EXISTING CONTRACTS.

Any contract of service in operation at the date of the commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement; provided that any person who, at the date of publication of this Agreement is in receipt of remuneration in excess of that prescribed in clauses 2 of Chapters 2, 3 and 4 of this Agreement shall continue to receive such remuneration whilst he remains in the service of the same employer or takes work from the same principal.

23. TRADING HOURS.

(1) (a) Any establishment which trades with the public shall not—

- (i) open before 8 a.m. and close later than 6 p.m. on Mondays to Fridays inclusive;
- (ii) open before 8 a.m. and close later than 1 p.m. on Saturdays;
- (iii) open on Sundays or public holidays.

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

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

- (a) die volle naam van die betrokke persoon;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes waarop die vrystellingsertifikaat verleen word; en
- (d) die termyn waarvoor die vrystellingsertifikaat geldig is.

(4) Die Sekretaris van die Raad moet—

- (a) alle vrystellingsertifikate wat uitgereik word, in volgorde nummer;
- (b) van elke vrystellingsertifikaat wat uitgereik word, 'n afskrif hou;
- (c) indien vrystelling aan 'n werknemer verleen word, 'n afskrif van die vrystellingsertifikaat aan die betrokke werkgever stuur.

(5) Die voorwaardes van vrystellingsertifikate uitgereik ooreenkomstig die bepalings van hierdie klousule, moet deur elke werkgever en werknemer nagekom word.

(6) Geen vrystelling kragtens hierdie klousule mag aan of ten opsigte van enige vroulike werknemer wat handwerk verrig, verleen word om sodanige werknemer toe te laat om tussen die ure 6 nm. en 6 vm. te werk nie, behalwe vir die doel van verrigting van werk wat deur 'n noodgedwonge noodsaaklik geword het.

16. DIENSSERTIFIKATE.

Ten einde die besoldiging wat aan 'n leerling betaal moet word, te kan vasstel, moet elke werkgever 'n dienssertifikaat, kosteloos in die vorm van Aanhangsel A van hierdie Ooreenkoms, uitreik aan elkeen van sy leerlinge wanneer hy die werkgever se diens verlaat. Alle dienssertifikate deur elke werkgever uitgereik, moet in volgorde genummer word en die werkgever moet 'n afskrif van elke dienssertifikaat wat deur hom uitgereik word, bewaar en nog 'n afskrif uiterlik een week na die beëindiging van die leerlinge se diens aan die Sekretaris van die Raad stuur.

17. UITGAWES VAN DIE RAAD.

Ten einde die uitgawes van die Raad te dek, moet elke werkgever weekliks 6d. van die verdienste van elkeen van sy werknemers wat op 'n tyd- of stukwerkloonbasis in diens is en vir wie lone en stukwerkloonskale in hierdie Ooreenkoms voorgeskryf is, aftrek. Die werkgever moet by die bedrag wat aldus afgetrek word, 'n gelyke bedrag voeg en die totale bedrag maandeliks, maar uiterlik op die sewende dag van elke maand, aan die Sekretaris van die Raad, Posbus 5789, Johannesburg, stuur. Buitendien moet elke handelaar-kleremaker en alle werkgevers betrokke by die werksaamhede van die woordomskriving van „Nywêrheid", 5s. per maand aan die Raad by bogenoemde adres betaal, voor of op die 7de dag van die maand.

18. TOEPASSING VAN OOREENKOMS.

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

19. VERTEENWOORDIGERS VAN VAKVERENIGING IN DIE RAAD.

Elke werkgever moet aan elkeen van sy werknemers wat 'n verteenwoordiger in die Raad is, alle redelike fasiliteite verleen om sy pligte in verband met die werk van die Raad na te kom.

20. TAAKWERK.

Geen werkgever mag enigiemand vir taakwerk in diens neem nie en geen werknemer mag diens onder 'n taakwerkstelsel aanvaar nie.

21. INDIENSNEMING VAN MINDERJARIGES.

Niemand onder die ouderdom van vyftien jaar mag in verband met kleremakery-op-maat in diens geneem word nie.

22. BESTAANDE KONTRAKTE.

Enige dienskontrak wat bestaan op die datum waarop hierdie Ooreenkoms in werking tree, of wat na dié datum aangegaan word, is onderworpe aan die bepalings van hierdie Ooreenkoms; met dien verstande dat enige persoon wat op die datum van publikasie van hierdie Ooreenkoms 'n hoër besoldiging ontvang as wat in klousule 2 van hoofstukke 2, 3 en 4 van hierdie Ooreenkoms voorgeskryf word, sodanige besoldiging moet ontvang solank hy by dieselfde werknemer in diens bly of werk van dieselfde prinsipaal aanneem.

23. BESIGHEIDSURE.

(1) (a) Geen inrigting wat met die publiek handel mag—

- (i) op Maandae tot en met Vrydae voor 8 vm. open en later as 6 nm. sluit nie;
- (ii) op Saterdag voor 8 vm. open en later as 1 nm. sluit nie;
- (iii) op Sondag of openbare vakansiedae open nie.

24. EXHIBITION OF AGREEMENT.

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

25. AGENTS.

(1) The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall have the right to, and every employer and employee upon whom the provisions of this Agreement are binding shall permit the agent to—

- enter any premises or place in which bespoke tailoring is carried on, at any time when he has reasonable cause to believe that any employer or employee is therein;
- orally examine either alone, or in the presence of any other persons, as he thinks fit, with respect to matters relating to this Agreement, every employee whom he finds in or about the premises or place, and every employee shall answer the questions put and sign a declaration of the truth of these answers;
- require the production of any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, and inspect, examine and copy the same;
- require the production and inspect, examine and copy all paysheets or books wherein an account is kept of actual remuneration, whether by piece or not, paid to any employee, whose remuneration is fixed by this Agreement;
- every employer shall produce any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, also all pay sheets or books wherein an account is kept of actual remuneration whether by piece or not, paid to an employee whose remuneration is fixed by this Agreement, to an agent when requested to do so by him.

(2) An agent, when entering any such premises, examining employees or inspecting and examining any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, or any pay sheets or books wherein an account is kept of actual remuneration, whether by piece or not, paid to an employee whose remuneration is fixed by this Agreement, may take with him an interpreter.

(3) Every employer or employee upon whom the provisions of this Agreement are binding shall grant an agent every facility for the purpose of ascertaining whether the terms of the Agreement are being observed.

26. EMPLOYMENT OF TRADE UNION LABOUR.

(1) No employer shall employ any employee who is not a member of the trade union and no member of the trade union shall enter or continue in the service of an employer other than a middleman, who is not a member of the employers' organisation; provided that apart from his rights in terms of section fifty-one (10) of the Act, any person who is or will be adversely affected by a refusal and/or expulsion of membership may within thirty days of such refusal and/or expulsion place his case before the Council, which may declare that notwithstanding such refusal and/or expulsion, the provisions of this clause shall not preclude him from employing members of the trade union or being employed by members of the employers' organisation as the case may be.

Proof of membership of the trade union shall be the production of a certificate of membership.

(2) Every employer shall permit any official or officials appointed by the trade union, in writing, to enter his establishment during the lunch hour or at any other time with the consent of the employer, for the purpose of—

- interviewing employees on the trade union matters;
- enrolling new members;
- posting and distributing notices;
- collection contributions, and carrying out any other trade union work.

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

27. SICK-BENEFIT FUND.

(1) The operation of the fund established under Government Notice No. 1025, dated the 19th July, 1935, and known as "The Bespoke Tailoring Industry Sick Benefit Fund" or "the fund" is hereby continued.

(2) The fund shall be maintained from contributions in terms of sub-clause (3) hereof.

(3) Each employer shall deduct 1s. 6d. per week from the earnings of each of his employees, employed on a time or piece-work basis, for whom wages and piece-work rates are prescribed in this Agreement, and the total sum so collected shall be forwarded month by month, but not later than the 7th day of

24. VERTONING VAN OOREENKOMS.

Elke werkgever moet op 'n opvallende plek in sy inrigting waar dit maklik toeganklik vir sy werknemers is, 'n leesbare eksemplaar van hierdie Ooreenkoms, in die vorm voorgeskryf in die regulasies kragtens die Wet en in albei amptelike tale, opplak en opgeplak hou.

25. AGENTE.

(1) Die Raad moet een of meer aangewese persone as agente aanstel om met die toepassing van die bepalings van hierdie Ooreenkoms behulpsaam te wees.

'n Agent het die reg, en elke werkgever en werknemer op wie die bepalings van hierdie Ooreenkoms bindend is, moet die agent toelaat, om—

- enige perseel of plek waar kleremakery-op-maat verrig word te eniger tyd te betree as hy redelikerwys kan aanneem dat 'n werkgever of werknemer daarin is;
- in verband met sake wat op hierdie Ooreenkoms betrekking het, elke werknemer wat hy op of in die omtrek van die perseel of plek aantref, na goeddunke of alleen of in teenwoordigheid van enige ander persone mondelings te ondervra, en elke werknemer moet die vrae wat gestel word, beantwoord en 'n verklaring aangaande die waarheid daarvan teken;
- te eis dat enige kennisgewing, boek, lys of dokument wat ingevolge hierdie Ooreenkoms gehou, vertoon of opgestel moet word, ter insae en inspeksie voorgelê word, en om daarvan 'n afskrif te maak;
- te eis dat alle loonstate of boeke waarin aantekening gehou word van werklike besoldigings, hetsy per stuk of andersins, wat aan enige werknemer wie se besoldiging ingevolge hierdie Ooreenkoms vasgestel is, bepaal is, vir inspeksie en insae voorgelê word, en om dit te inspekteer, te ondersoek en 'n afskrif daarvan te maak;
- elke werkgever moet, wanneer hy deur die agent daarom versoek word, enige kennisgewing, boek, lys of dokument wat ingevolge hierdie Ooreenkoms gehou, vertoon of opgestel moet word, asook alle loonstate of boeke waarin aantekening gehou word van werklike besoldiging, hetsy per stuk of andersins, wat aan 'n werknemer wie se loon ingevolge hierdie Ooreenkoms vasgestel word, bepaal is, ter insae voorlê.

(2) 'n Agent mag, wanneer hy so 'n perseel betree, werknemers ondervra of enige kennisgewing, boek, lys of dokument wat ingevolge hierdie Ooreenkoms gehou, vertoon of opgestel moet word, of enige boek of loonstate waarin aantekening gehou word van werklike besoldiging, hetsy per stuk of andersins, wat aan 'n werknemer wie se loon ingevolge hierdie Ooreenkoms voorgeskryf is, betaal is, inspekteer en ondersoek, 'n tolk met hom saamneem.

(3) Elke werkgever of werknemer vir wie die bepalings van hierdie Ooreenkoms bindend is, moet aan 'n agent alle fasiliteite verleen wat nodig is om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word.

26. INDIENSNEMING VAN VAKVERENIGINGSARBEIDSKRAGTE.

(1) Geen werkgever mag 'n werknemer wat nie lid van die vakvereniging is, in diens neem nie en geen lid van die vakvereniging mag by 'n werkgever, uitgesonderd 'n middelman, wat nie lid van die werkgewersorganisasie is, in diens gaan of bly nie; met dien verstande dat, afgesien van sy regte ingevolge artikel een-en-veertig (10) van die Wet, elke persoon wat nadelig geraak is of sal word deur weiering en/of skruppel van lidmaatskap, binne dertig dae na die weiering en/of skruppel sy saak voor die Raad kan lê, wat kan verklaar dat, ondanks die weiering en/of skruppel, die bepalings van hierdie klousule hom nie uitsluit van die indiensneming van lede van die vakvereniging of, na gelang van die geval, by lede van die werkgewersorganisasie in diens te wees nie. Bewys van lidmaatskap van die vakvereniging geskied deur vertoning van 'n sertifikaat van lidmaatskap.

(2) Elke werkgever moet enige amptenaar of amptenare wat skriftelik deur die vakvereniging aangestel is, toelaat om sy inrigting gedurende die middaggetensuur of enige ander tyd met toestemming van die werkgever te betree met die doel om—

- werknemers aangaande vakverenigingsake te spreek;
- nuwe lede te werv;
- kennisgewings op te plak en uit te deel;
- bydraes in te samel en enige ander vakverenigingswerk te doen.

(3) Die bepalings van hierdie klousule is nie gedurende die eerste jaar na die datum van sy binnekoms in die Unie van Suid-Afrika op 'n immigrant van toepassing nie; met dien verstande dat as die immigrant te eniger tyd na die eerste drie maande van die aanvang van sy diens in die nywerheid weier om op uitnodiging van die betrokke vakvereniging lid daarvan te word, die bepalings van hierdie klousule onmiddellik van toepassing word.

27. SIEKTEBYSTANDSFONDS.

(1) Die fonds ingestel by Goewermentskennisgewing No. 1025 van 19 Julie 1935, en bekend as die „Liefdadigheidsfonds van die „Kleremakery-op-maatnywerheid" of „die fonds", word hierby voortgesit.

(2) Die fonds word in stand gehou deur die bydraes ingevolge subklousule (3) hiervan.

(3) Elke werkgever moet 1s. 6d. per week aftrek van die verdienste van elke van sy werknemers wat op 'n tydwerk- of stukwerkbasis in diens is, vir wie lone en stukwerkloonskale in hierdie Ooreenkoms voorgeskryf is en die totale som wat aldus ingevorder word, moet maandeliks maar uiterlik op die sewende

each and every month to the Secretary, P.O. Box 5789, Johannesburg, and in addition each employer shall pay to the Council not later than the 7th day of each and every month 1½d. in the pound or part thereof of the total amount paid by him during the preceding month in remuneration and piece-work rates.

(4) The object of the fund shall be to provide medical benefits to employees to whom the Agreement applies, during periods of illness.

(5) (a) The fund shall be administered by a management committee consisting of two representatives each of the employers and employees, appointed by the Council.

(b) All the decisions of the management committee shall be subject to the ratification of the Council.

(6) All moneys received into the fund shall be deposited in a special banking account.

(7) All payments out of the fund shall be by cheque, drawn on the fund's account. All such cheques shall be signed by the chairman or vice-chairman or treasurer, and countersigned by the Secretary.

(8) An employee who has paid contributions for at least thirteen consecutive weeks preceding his illness, shall be entitled to—

- (a) free medical attention (excluding major and obstetrical operations) by a medical officer(s) appointed by the management committee;
- (b) free medicine where prescribed by the fund's medical officer(s) provided that such are made up by a chemist(s) specified by the management committee;
- (c) free oculist and spectacles at the discretion of the management committee;
- (d) £5 or 10% (ten per cent) whichever is the lesser during any calendar year towards hospital and/or operation expenses incurred;
- (e) £1. 1s. during any calendar year towards expenses incurred in extraction and/or filling of teeth;
- (f) £5 may be granted at the discretion of the management committee towards expenses incurred for dental plates;
- (g) £5 as a confinement allowance to female employees who have been members of the fund for at least twelve months;
- (h) sick pay not exceeding £22. 10s. during any calendar year, may be granted by the management committee; provided that the amount standing to the credit of the fund is not less than £100.

(9) The Council shall cause full and true accounts of the fund to be kept and shall cause to be prepared an annual account for the period ending on the 31st December of each year of all the revenue and expenditure of the fund, and a statement showing its assets and liabilities. Every such account and statement shall be certified by the auditor of the Council who shall be a public accountant and shall be countersigned by the chairman of the Council, and shall, within three months after the close of the period covered by it, be transmitted to the Industrial Registrar together with any report made thereon by the said auditors. A copy of the annual accounts and balance sheet shall be available for inspection by members of the fund.

(10) In the event of dissolution or in the event of expiry of the Agreement by effluxion of time or cessation for any other cause all liabilities shall first be met from the fund's bank account and the balance, if any, shall be administered by the management committee until it be liquidated or transferred to a fund duly constituted for the same purpose for which the original fund was created.

(11) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding, in terms of section thirty-four (2) of the Act, the management committee shall continue to administer the fund and the members of the committee existing at that date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes; provided, however, that any vacancy occurring on the committee may be filled by the Minister from employers or employees in the industry as the case may be, so as to ensure equality of employer's and employee's representatives and of alternates in the membership of the committee. In the event of such committee being unable or unwilling to discharge its duties or on deadlock arising thereon which rendered the administration of the fund impracticable or undesirable in the opinion of the Minister, he may appoint a trustee or trustees to carry out the duties of the committee and who shall possess all the power of the committee for such purpose.

(12) Upon the expiration of this Agreement the fund shall be liquidated in the manner set forth in sub-clause (10) of this clause and if upon the expiration of the agreement the affairs of the Council have already been wound up and its assets distributed, the balance of this fund shall be distributed as provided for in section thirty-four, sub-section (4), of the Act as if it formed part of the general funds of the Council.

(13) Upon liquidation of the fund in terms of sub-clause (10) of this clause, the moneys remaining to the credit of the fund after the payment of all claims against the fund including administration and liquidation expenses, shall be paid into the funds of the Council.

(14) Notwithstanding anything to the contrary herein contained, an employer, or in the case of companies or partnerships a director or partner, as the case may be, may elect to participate in the fund as herein provided on condition that each

dag van elke maand aan die Sekretaris van die Raad, Posbus 5789, Johannesburg, gestuur word en boonop moet elke werkgewer uiterlik op die sewende dag van elke maand aan die Raad 1½d. in die pond of gedeelte daarvan betaal op die hele bedrag wat hy gedurende die vorige maand aan besoldiging en stukwerkskale betaal het.

(4) Die fonds dien om in tyd van siekte voorsiening te maak vir mediese bystand aan werknemers op wie die Ooreenkoms van toepassing is.

(5) (a) Die fonds moet geadministreer word deur 'n bestuurskomitee wat bestaan uit twee verteenwoordigers elk van die werkgewers en werknemers, deur die Raad aangestel.

(b) Al die besluite van die bestuurskomitee is onderworpe aan bekragtiging deur die Raad.

(6) Alle geld deur die fond ontvang, moet in 'n spesiale bankrekening gestort word.

(7) Alle betalings uit die fonds moet per tjek, wat op die fonds se rekening getrek is, gedoen word. Alle sodanige tjeks moet deur die voorsitter of ondervoorsitter of tesourier geteken en deur die sekretaris medeonderteken word.

(8) 'n Werknemer wat bydraes vir minstens dertien agtereenvolgende weke wat sy siekte voorafgegaan het, betaal het, is geregtig op—

- (a) kostelose mediese behandeling (uitsluitende groot en verloskundige operasies) deur 'n mediese beampte(s) deur die bestuurskomitee benoem;
- (b) kostelose medisyne indien deur die fonds se mediese beampte(s) voorgeskryf, mits dit opgemaak word deur 'n apteker(s) deur die bestuurskomitee benoem;
- (c) kostelose oogkundige behandeling en brille na goeddunke van die bestuurskomitee;
- (d) £5 of 10% (tien persent), na gelang van die kleinste bedrag, gedurende 'n kalenderjaar vir hospitaal- en/of operasiekoste wat aangegaan is;
- (e) £1. 1s. gedurende 'n kalenderjaar vir koste wat aangegaan is in verband met tand trek en/of stop;
- (f) £5 kan na goeddunke van die bestuurskomitee toegeken word vir koste wat in verband met kunstandplate gemaak is;
- (g) £5 as 'n bevallingstoelae aan vroulike werknemers wat minstens twaalf maande lid van die fonds is;
- (h) siektebetaling van hoogstens £22. 10s. in 'n kalenderjaar, kan deur die bestuurskomitee toegestaan word; met dien verstande dat die bedrag wat in die krediet van die fonds staan nie minder as £100 is nie.

(9) Die Raad moet toesien dat volledige en korrekte rekeninge van die Fonds gehou word en moet toesien dat 'n jaarrekening opgestel word vir die tydperk wat eindig op 31 Desember van elke jaar van alle inkomste en uitgawe van die fonds, en 'n staat waarop sy bates en laste aangegee word. Elke sodanige rekening en staat moet deur die Raad se ouditeur medeonderteken word, wat 'n openbare rekenmeester moet wees, en moet medeonderteken word deur die voorsitter van die Raad, en moet binne drie maande na die einde van die tydperk wat daardeur gedek word, na die Nywerheidsregistrator gestuur word tesame met enige verslag daaroor deur genoemde ouditeur(e). 'n Afskrif van die jaarrekening en balansstaat moet vir insae deur lede van die fonds beskikbaar wees.

(10) Ingeval van ontbinding of in die geval van afloop van die Ooreenkoms deur verstryking van tyd of beëindiging weens enige ander oorsaak, moet al die verpligtings eers nagekom word uit die fonds se bankrekening, en as daar 'n balans is, moet die bestuurskomitee voortgaan met die beheer daarvan tot dit gelikwyder is, of oorgedra is na 'n fonds wat behoorlik gestig is vir dieselfde doel as dié waarvoor die oorspronklike fonds gestig is.

(11) Ingeval van ontbinding van die Raad of ingeval die Raad sy werk staak gedurende enige tydperk waarin hierdie Ooreenkoms bindend is kragtens artikel vier-en-dertig (2) van die Wet, moet die bestuurskomitee aangaan met die fonds te beheer en die lede van die komitee wat bestaan op daardie datum waarop die Raad se werk gestaak of ontbind word, moet vir daardie doel beskou word as die lede daarvan; met dien verstande egter dat enige vakature wat in die komitee ontstaan, deur die Minister na gelang van die geval geval kan word uit werkgewers of werknemers in die nywerheid, ten einde 'n gelyke verhouding van werkgewers- en werknemersverteenwoordigers en van plaasvervangers in die komitee te verseker. Indien daardie komitee nie in staat is-nie, of onwillig is om sy pligte te vervul, of 'n doelpunt bereik wat die beheer van die fonds na die mening van die Minister onprakties of onwenslik maak, kan hy 'n kurator of kuratore aanstel om die werksaamhede van die komitee uit te voer en hulle sal vir daardie doel al die bevoegdhede van die komitee besit.

(12) By afloop van hierdie Ooreenkoms moet die fonds gelikwyder word op die manier voorgeskryf in subklousule (10) van hierdie klousule en indien by afloop van die Ooreenkoms die sake van die Raad reeds afgewikkel is en sy bates verdeel, dan moet die balans van hierdie fonds verdeel word ooreenkomstig die bepaling van artikel vier-en-dertig (4) van die Wet, asof dit deel van die algemene fonds van die Raad uitmaak.

(13) By likwidasië van die fonds ooreenkomstig subklousule (10) van hierdie klousule, moet die geld wat in die krediet van die fonds bly nadat alle eise teen die fonds, met inbegrip van beheer- en likwidasiëkoste betaal is, aan die fondse van die Raad oorbetal word.

(14) Ondanks enige andersluidende bepaling hierin vervat, kan 'n werkgewer, of in die geval van maatskappye of vennootskappe, 'n direkteur of vennoot, na gelang van die geval, verkies om deel te neem aan die fonds soos hierin voorsiening gemaak, op

such employer, director or partner shall pay to the fund the sum of £5, 10s. (five pounds ten shillings) per annum as their contribution to the fund and upon making such payment annually they shall be entitled to the benefits as herein provided, but excluding Sick Pay in terms of paragraph (h) of sub-clause (8) of this clause, on the same conditions as are applicable to employees.

(15) The funds of the Sick Benefit Fund surplus to its requirements shall not be invested otherwise than in—

- (i) Union or Local Government Stock;
- (ii) Union Loan Certificates;
- (iii) Post Office Savings Accounts or Certificates;
- (iv) Savings Accounts, Permanent Shares or Fixed Deposits in Building Societies or Banks, or

in any other manner approved by the Industrial Registrar in terms of the Act.

28. BESPOKE TAILORING INDUSTRY BENEVOLENT FUND.

(1) The operation of the Fund established under Government Notice No. 1754 of 8th November, 1957, and known as the "Bespoke Tailoring Industry Benevolent Fund" "the fund" is hereby continued.

(2) The Benevolent Fund shall consist of the moneys transferred to it from time to time in terms of sub-clause (6) of clause 4 of Chapter 2 and in terms of sub-clause (6) of clause 3 of Chapters 3 and 4 of this Agreement.

(3) The object of the fund shall be to render financial assistance and/or grants to any employee and/or employer who is or was, engaged in the Industry within the area specified in clause 2 of Chapter 1 of this Agreement.

(4) The fund shall be administered by a management committee consisting of two representatives each from the employers and employees appointed by the Council.

(5) All decisions of the management committee shall be subject to the ratification of the Council.

(6) All moneys received into the Benevolent Fund shall be deposited into a special banking account.

(7) All payments out of the Benevolent Fund shall be by cheque drawn on the Benevolent Fund's account. All such cheques shall be signed by the chairman or vice-chairman or treasurer and countersigned by the secretary.

(8) Financial assistance and/or grants if not less than £5 and/or not more than £52 during any calendar year may be granted by the management committee in cases of distress to an employee and/or employer who was engaged in the Industry within the area specified in clause 2 of Chapter 1 of this Agreement, for the past five years, and who is unable to continue to work in the Industry—

- (a) on account of such employee and/or employer having reached the age of 65 years and/or over, and such age is substantiated by proof satisfactory to the management committee;
- (b) on account of infirmity, supported by a medical certificate issued by a medical practitioner;
- (c) on account of ill-health supported by a certificate issued by a medical practitioner.

(9) Payments from the fund shall be subject to—

- (a) the management committee being satisfied that the financial position of such employee and/or employer warrants such financial assistance and/or grants and the amounts to be paid to any such person shall be determined by the management committee, having regard to his financial position; provided that such amount shall not be less than £5 nor more than £52;

- (b) the amount standing to the credit of the Benevolent Fund being not less than £10 when payments shall cease until such time as the amount standing to the credit of the Benevolent Fund exceeds £10.

(10) The Council shall cause full and true accounts of the Fund to be kept and shall cause to be prepared an annual account for the period ending 31st December of each year of all the revenue and expenditure of the Fund, and a statement showing its assets and liabilities. Every such account and statement shall be certified by the auditor(s) of the Council who shall be a public accountant(s) and shall be countersigned by the chairman of the Council, and shall within three months after the close of the period covered by it, be transmitted to the Industrial Registrar together with any report made thereon by the said auditor(s). A copy of the annual accounts and balance sheet shall be available for inspection by members of the Fund.

(11) In the event of dissolution or in the event of expiry of the Agreement by effluxion of time or cessation for any other cause, all liabilities shall first be met from the fund's bank account and the balance, if any, shall be administered by the management committee, until it be liquidated or transferred to a fund duly constituted for the same purpose for which the original fund was created.

(12) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding, in terms of section thirty-four (2) of the Act, the management committee shall continue to administer the fund and the members of the committee existing at that date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes; provided, however, that any vacancy occurring on the committee

voorwaarde dat elke sodanige werkgewer, direkteur of vennoot die bedrag van £5, 10s. (vyf pond tien shillings) per jaar aan die fonds moet betaal as hulle bydrae aan die fonds en by betaling van sodanige bedrag jaarliks is hulle geregtig op die voordele soos hierin bepaal, maar uitgesonderd siektebetaling ingevolge paragraaf (h) van subklousule (8) van hierdie klousule, op dieselfde voorwaardes as wat van toepassing is op werknemers.

(15) Die fondse van die Siektebystandfonds wat sy behoeftes oorskry, moet nie anders as in die volgende belê word nie:—

- (i) Unie- of Plaaslike Bestuurseffekte;
- (ii) Unieleningsertifikate;
- (iii) Pospaarbankrekenings of -sertifikate;
- (iv) Spaarbankrekenings, Permanente Aandeel of Vaste Deposito's in Bougenootskappe of Banke;

of op enige ander manier wat deur die Nywerheidsregistrateur kragtens die Wet goedgekeur is.

28. LIEFDADIGHEIDSFONDS VAN DIE KLEREMAKERY-OP-MAATNYWERHEID.

(1) Hierby word die fonds wat by Goewermentskennisgewing No. 1754 van 8 November 1957 gestig is en bekend is as die „Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid” voortgesit.

(2) Die liefdadigheidsfonds bestaan uit gelde wat van tyd tot tyd daarna oorgedra word kragtens subklousule (6) van klousule 4 van hoofstuk 2 en kragtens subklousule (6) van klousule 3 van hoofstukke 3 en 4 van hierdie Ooreenkoms.

(3) Die doel van die fonds is die verlening van geldelike steun en/of toekennings aan 'n werknemer en/of werkgewer wat binne die gebied genoem in klousule 2 van hoofstuk 1 van hierdie Ooreenkoms, aan die nywerheid verbonde was of is.

(4) Die fonds word beheer deur 'n bestuurskomitee wat bestaan uit twee verteenwoordigers elk van die werkgewers en werknemers wat deur die Raad aangestel word.

(5) Alle besluite van die bestuurskomitee is onderworpe aan bekragtiging deur die Raad.

(6) Alle gelde wat deur die fonds ontvang word, moet in 'n spesiale bankrekening gestort word.

(7) Alle betalings uit die fonds geskied per tjek, wat op die fonds se rekening getrek word. Alle sodanige tjeks moet deur die Voorsitter, of Ondervoorsitter, of Tesourier geteken en deur die Sekretaris mede-onderteken word.

(8) Geldelike steun en/of toekennings van minstens £5 en/of hoogstens £52, gedurende 'n kalenderjaar kan in gevalle van nood deur die bestuurskomitee toegeken word aan 'n werknemer en/of werkgewer wat vir die jongste vyf jaar in die nywerheid werksaam was binne die gebied genoem in klousule 2 van hoofstuk 1 van hierdie Ooreenkoms en wat nie in staat is om langer in die nywerheid te werk nie—

- (a) weens die feit dat dié werknemer en/of werkgewer die ouderdom van 65 jaar en/of meer bereik het en aan die bestuurskomitee bevredigende bewys van daardie ouderdom gelewer word;
- (b) weens gebrekkigheid wat deur 'n mediese sertifikaat van 'n geneesheer gestaaf word;
- (c) weens slegte gesondheid wat deur 'n sertifikaat van 'n geneesheer gestaaf word.

(9) Betalings uit die fonds is onderworpe aan—

- (a) die bestuurskomitee se oortuiging dat die geldelike toestand van die werknemer en/of werkgewer die steun en/of toekennings regverdig en die bedrag wat betaal moet word aan sodanige persoon, word deur die bestuurskomitee vasgestel met inagneming van sy geldelike toestand; met dien verstande dat die bedrag nie minder as £5 en nie meer as £52 kan wees nie;

- (b) die voorwaarde dat as die bedrag in die krediet van die fonds minder as £10 bedra, betaling gestaak moet word tot die bedrag in die krediet van die fonds meer as £10 bedra.

(10) Die Raad moet toesien dat volledige en ware rekeninge van die fonds gehou word en moet toesien dat 'n jaarlikse rekening opgestel word vir die tydperk wat eindig op 31 Desember van elke jaar, van alle inkomste en uitgawe van die fonds, en 'n staat waarop sy bates en laste aangegee word. Elke sodanige rekening en staat moet deur die Raad se ouditeur medeonderteken word, wat 'n openbare rekenmeester moet wees, en moet medeonderteken word deur die Voorsitter van die Raad, en moet binne drie maande na die einde van die tydperk wat daardeur gedek word, na die Nywerheidsregistrateur gestuur word tesame met enige verslag daaroor deur genoemde oudituere. 'n Afskrif van die jaarrekeninge en balansstaat moet vir insae deur lede van die fonds beskikbaar wees.

(11) Ingeval van ontbinding of ingeval van afloop van die Ooreenkoms deur verstryking van tyd of beëindiging weens enige ander oorsaak, moet al die verpligtings eers nagekom word uit die fonds se bankrekening en as daar 'n balans is, moet die bestuurskomitee aangaan met die beheer daarvan tot dit gelikwdeer is of oorgedra is na 'n fonds wat behoorlik gestig is vir dieselfde doel as dié waarvoor die oorspronklike fonds gestig was.

(12) Ingeval van ontbinding van die Raad of ingeval die Raad sy werk staak gedurende enige tydperk waarin hierdie Ooreenkoms bindend is kragtens artikel vier-en-dertig (2) van die Wet, moet die bestuurskomitee aangaan met die fonds te beheer en die lede van die komitee wat bestaan op daardie datum waarop die Raad se werk gestaak word of ontbind word, moet vir daardie doeleindes beskou word as lede daarvan; met dien verstande egter, dat enige yakature wat in die komitee ontstaan, deur die Minister

may be filled by the Minister from employers or employees in the Industry as the case may be, so as to ensure equality of employers' and employees representatives and of alternates in the membership of the committee. In the event of such committee being unable or unwilling to discharge its duties or on deadlock arising thereon which rendered the administration of the fund impracticable or undesirable in the opinion of the Minister, he may appoint a trustee or trustees to carry out the duties of the committee and who shall possess all the power of the committee for such purpose.

(13) Upon the expiration of this Agreement the fund shall be liquidated in the manner set forth in sub-clause (11) of this clause and if upon the expiration of the Agreement, the affairs of the Council have already been wound up and its assets distributed, the balance of this fund shall be distributed as provided for in section thirty-four, sub-section (4), of the Act as if it formed part of the general funds of the Council.

(14) Upon liquidation of the fund in terms of sub-clause (11) of this clause the moneys remaining to the credit of the fund after the payment of all claims against the fund including administration and liquidation expenses, shall be paid into the funds of the Council.

(15) The funds of the Benevolent Fund surplus to its requirements shall not be invested otherwise than in—

- (i) Union or Local Government Stock;
- (ii) Union Loan Certificates;
- (iii) Post Office Savings Accounts or Certificates;
- (iv) Savings Accounts, Permanent Shares or Fixed Deposits in Building Societies or Banks, or

in any other manner approved by the Industrial Registrar in terms of the Act.

29. RECORDS TO BE KEPT BY CERTAIN EMPLOYERS.

Every employer who is also engaged in the Clothing Industry in his establishment shall in respect of his activities falling within the scope of this Agreement, submit the following return to the Industrial Council for the Bespoke Tailoring Industry (Witwatersrand) in respect of each and every month and not later than the 15th of the following month:—

- (i) The number of orders taken for garments to be made to the measurement of the individual person during the month;
- (ii) the number of garments to the measurement of the individual person made during the month;
- (iii) the number, and the names and the wages paid to each employee employed on the making of garments to the measurement of the individual person during the month;
- (iv) the nature of the work performed by each employee employed on the making of garments to the measurement of the individual person during the month.

30. TRADE UNION SUBSCRIPTIONS.

(a) The Subscriptions of trade union members shall be deductible from their wages in terms of sub-clause (2) (b) (x) of Clause 4 of the Agreement.

(b) It shall be the responsibility of the trade union to advise an employer what subscriptions must be deducted from the wages of his employees by way of rendering a statement to the employer. The deduction shall be effected and the amount involved transmitted to the Secretary of the Union at the address appearing on the statement within 14 days of its receipt.

(c) Statements shall be rendered monthly by the Union during the first three months of operation of this Agreement and thereafter quarterly and shall relate to the preceeding month or quarter of membership as the case may be.

(d) Statements shall be submitted at least 7 days before the end of each month during the first three months of operation of this Agreement and at least 7 days before the end of the third month of each quarter thereafter.

(e) An employer shall not be responsible for the collection of any subscriptions owing by an employee whose services are terminated and in respect of which no statement has been rendered by the trade union prior to such termination.

(f) The trade union shall advise the Council of the name and place of employment of any member whose subscriptions are outstanding in terms of this section and whether or not such membership has been terminated in accordance with that body's constitution. Upon receipt of such advice the Council shall take whatever action is necessary to enforce compliance with the requirements of this Agreement.

CHAPTER 2.

DEFINITIONS AND CONDITIONS APPLICABLE TO THE OCCUPATIONS SPECIFIED BELOW IN THE "TAILORING SECTION" OF THE INDUSTRY PURSUANT TO CLAUSE 4 OF CHAPTER 1 OF THIS AGREEMENT.

1. DEFINITIONS.

"Attendant" means an employee engaged in one or both of the following duties:—

- (a) Taking customers' measurements;
- (b) executing fittings and try-ons, and who may in addition be required to perform clerical duties.

na gelang van die geval gevul kan word uit werkgewers of werknemers in die nywerheid ten einde 'n gelyke verhouding van werkgewers- en werknemersvertegenwoordigers en van plaasvervangers in die komitee te verseker. Indien daardie komitee nie in staat is nie, of onwillig is om sy pligte te vervul, of 'n doelpunt bereik wat die beheer van die fonds na die mening van die Minister onprakties of onwenslik maak, kan hy 'n kurator of kuratore aanstel om die werksaamhede van die komitee uit te voer en vir dié doel besit hulle al die bevoegdhede van die komitee.

(13) By afloop van hierdie Ooreenkoms moet die fonds gelikwideer word op die manier voorgeskryf in subklousule (11) van hierdie klousule en indien by afloop van die Ooreenkoms die sake van die Raad reeds gelikwideer is en sy bates verdeel, dan moet die balans van hierdie fonds verdeel word ooreenkomstig die bepaling van artikel vier-en-dertig (4) van die Wet, asof dit deel van die algemene fonds van die Raad uitmaak.

(14) By likwidasie van die fonds ooreenkomstig subklousule (11) van hierdie klousule, moet die geld wat in die krediet van die fonds bly nadat alle eise teen die fonds, met inbegrip van beheer- en likwidasielaste betaal is, aan die fonds van die Raad oorbetal word.

(15) Die fondse van die Liefdadigheidsfonds wat sy behoeftes oorskry, moet nie anders as in die volgende belê word nie:—

- (i) Unie- of Plaaslike Bestuurseffekte;
- (ii) Unieleningsertifikate;
- (iii) Opspaarbankrekenings of -sertifikate;
- (iv) Spaarbankrekenings, Permanente Aandele of Vaste deposito's in bougenootskappe of banke; of

op enige ander manier wat deur die Nywerheidsregistrator kragtens die Wet goedgekeur is.

29. REGISTERS WAT DEUR SEKERE WERKGEWERS BYGEHOU MOET WORD.

Elke werkgewer wat ook die klerasiennywerheid in sy inrigting beoefen, moet die volgende opgawe aan die Nywerheidsraad vir die Kleremakery-op-maatnywerheid (Witwatersrand) ten opsigte van elke en iedere maand en op of voor die 15de van die volgende maand ten opsigte van sy aktiwiteite inlewer wat binne die bestek van hierdie Ooreenkoms val:—

- (i) Die getal bestellings geneem vir kledingstukke wat volgens die mate van die individuele persoon gedurende die maand gemaak moet word;
- (ii) die getal kledingstukke wat gedurende die maand volgens die mate van die individuele persoon gemaak is;
- (iii) die nommer en die naam van en die loon betaal aan elke werknemer in diens vir die maak van kledingstukke wat volgens die mate van die individuele persoon gedurende die maand gemaak is;
- (iv) die aard van die werk gedoen deur elke werknemer in diens vir die maak van kledingstukke volgens die mate van die individuele persoon gedurende die maand.

30. VAKVERENIGINGLEDGELD.

(a) Die ledegeld van vakvereniginglede moet van hulle lone afgetrek word ingevolge subklousule (2) (b) (x) van klousule 4 van die Ooreenkoms.

(b) Dit is die verantwoordelikheid van die vakvereniging om 'n werkgewer in te lig omtrent die ledegeld wat van die lone van sy werknemers afgetrek moet word, deur aan die werkgewer 'n staaf daarvan te verskaf. Die aftrekking moet gedoen word en die betrokke bedrag binne 14 dae na die ontvangs daarvan aan die Sekretaris van die vakvereniging gestuur word na die adres wat op die staaf voorkom.

(c) Gedurende die eerste drie maande wat hierdie Ooreenkoms in werking is, moet state maandeliks ingestuur word en daarna drie maandeliks en moet op die voorafgaande maand of drie maande van lidmaatskap, na gelang van die geval, betrekking hê.

(d) State moet minstens 7 dae voor die einde van elke maand ingestuur word gedurende die eerste drie maande wat hierdie Ooreenkoms in werking is en minstens 7 dae voor die einde van die derde maand van elke drie maande daarna.

(e) 'n Werkgewer is nie verantwoordelik vir die invordering van enige ledegeld verskuldig deur 'n werknemer wie se diens beëindig word nie en ten opsigte van wie geen staat ingestuur is deur die vakvereniging voor sodanige beëindiging nie.

(f) Die vakvereniging moet die Raad verwittig van die naam en werkplek van enige lid wie se ledegeld uitstaande is ingevolge hierdie klousule en of sodanige lidmaatskap beëindig is ooreenkomstig dié liggaam se konstitusie of nie. By ontvangs van sodanige inligting, moet die Raad dié stappe doen wat nodig is om toe te sien dat die vereistes van hierdie Ooreenkoms nagekom word.

HOOFSTUK 2.

WOORDOMSKRYWINGS EN VOORWAARDES VAN TOEPASSING OP DIE WERKSAAHDEDE HIERONDER GENOEM IN DIE AFDELING "KLEREMAKERY-AFDELING" OOREENKOMSTIG KLOUSULE 4 VAN HOOFSTUK 1 VAN HIERDIE OOREENKOMS.

1. WOORDOMSKRYWINGS.

„Hulp” beteken 'n werknemer in diens vir een of albei van die volgende pligte:—

- (a) Klante se mate neem;
- (b) pas en aanpas, en van wie daarbenewens vereis kan word om klerklike werk te verrig.

"Alteration tailor" means an employee who is employed on altering and/or repairing bespoke tailored garments, and/or the altering and repairing of any other garment to the requirement of an individual, even though such garment was not originally made to the measurement of an individual.

"Buttonhole hand" means an employee who is employed in the making of buttonholes in coats and/or vests.

"Complete making" means the making up of tailored garments, complete, excluding cutting, trimming, fitting on and marking up.

"Cut, make and trim" means the making of tailored garments, including cutting, trimming and marking up, but not including fitting.

"First-class cutter" means an employee who is employed on the drafting of patterns to the measurement of individual persons.

"First-class tailor" means an employee who is employed on one or more of the following operations in the making of coats and vests:—

- (a) Fixing;
- (b) shaping;
- (c) basting under;
- (d) basting in sleeves;
- (e) dress work.

"First-class tailoress" means a female employee who is employed in the making of buttonholes in coats and/or vests and who in addition performs any of the operations enumerated in the definition of second-class tailoress.

"First-class trouser tailor" means an employee employed on one or more of the following operations in the making of trousers:—

- (a) Fixing;
- (b) Fitting-up.

"Female learner" means a female employee who is employed as a First-class Tailoress, or a Second-class Tailoress or a Trouser Tailoress and who has had less than three years' experience as a First-class Tailoress, or Second-class Tailoress or Trouser Tailoress.

"Labourer" means an employee who is engaged on one or more of the following operations:—

- (a) Clearing workshops;
- (b) carrying or stacking goods or materials;
- (c) delivering goods;
- (d) making tea;
- (e) delivering messages;

but who is not engaged in any of the operations referred to in the definition of any other employees.

"Learner Attendant" means an employee who has had less than five years' experience as an attendant.

"Learner tailor" means a male employee who is employed as a first-class tailor, or machiner, or presser, or alteration tailor, or first-class cutter, or first-class trouser tailor, or second-class tailor, or plain machiner, or under presser, or trouser machiner, or trouser presser, or second-class cutter, who has had less than five years' experience as first-class tailor, or machiner, or presser or alteration tailor, or first-class cutter, or first-class trouser tailor, or second-class tailor, or plain machiner, or under presser, or trouser machiner or trouser presser or second-class cutter.

"Middleman" means a person to whom work in the making of tailored garments is given out on contract for such work by a principal or contractor.

"Make and trim" means the making of tailored garments, including trimming, but does not include cutting, fitting and marking up.

"Machiner" means an employee (other than a plain machiner) who performs by machine any operations in the making of coats and/or vests other than, or in addition to any, or all of the operations enumerated in the definition of plain machiner.

"Merchant tailor" means an employer who takes or causes to be taken an order or orders for the making of tailored garments.

"Presser" means an employee who is engaged on all or any of the operations involved in pressing of coats.

"Principal or contractor" shall mean any person who gives out work, in connection with the making of tailored garments, on contract to a middleman.

"Plain machiner" means an employee who is employed exclusively on one or more of the following operations:—

- (a) Machining sleeves;
- (b) machining facings;
- (c) machining linings;
- (d) machining inside pockets;
- (e) machining linings of vests.

"Qualified male employee" means a male employee who has had not less than 5 years' experience.

"Qualified female employee" means a female employee who has had not less than three years' experience.

"Second-class cutter" means an employee other than a first-class cutter who is employed on the cutting of cloth and/or marking out of cloth patterns and includes the drafting of trousers direct on to the cloth or drafting patterns for trousers to the measurement of individual persons.

"Second-class tailor" means an employee employed on one or more of the following operations:—

- (a) Canvassing coats;
- (b) preparing coats for padding;
- (c) basting out bridles;

„Klereveranderaar" beteken 'n werknemer wat kledingstukke wat op maat gemaak is, verander en/of herstel en/of enige ander kledingstuk na die vereistes van 'n persoon verander of herstel, selfs al is die kledingstuk nie oorspronklik volgens die mate van 'n persoon gemaak nie.

„Knoopsigatmaker" beteken 'n werknemer wat knoopsgate in baadjies en/of onderbaadjies maak.

„Klaarmaak" beteken die volledige aanmekeerwerk van kledingstukke wat op maat gemaak is, met uitsondering van sny, tooi, aanpas en afmerk.

„Sny, maak en tooi" beteken kleremakery-op-maat met inbegrip van sny, tooi en afmerk, maar met uitsondering van aanpas.

„Snyer, eerste klas" beteken 'n werknemer wat patrone maak volgens die maat van individuele persone.

„Kleremaker, eerste klas" beteken 'n werknemer wat een of meer van die volgende werksaamhede in verband met die maak van baadjies en onderbaadjies verrig:—

- (a) Aanhegting;
- (b) fatsoeneer;
- (c) binnerygwerk;
- (d) moue aanryg;
- (e) werk in verband met aandpake.

„Kleremaakster, eerste klas" beteken 'n vroulike werknemer wat knoopsgate in baadjies en/of onderbaadjies maak en wat boonop enigeen van die werksaamhede vermeld in die woordbepalings van kleremaakster, tweede klas, verrig.

„Broekkleremaker, eerste klas" beteken 'n werknemer wat een of meer van die volgende werksaamhede by die maak van broeke verrig:—

- (a) Aanheg;
- (b) pasmaak.

„Vroulike leerling" beteken 'n vroulike werknemer in diens as 'n kleremaakster, klas 1, of 'n kleremaakster, klas 2, of 'n broekkleremaakster en wat minder as drie jaar ondervinding gehad het as 'n kleremaakster, klas 1, of kleremaakster, klas 2, of broekkleremaakster.

„Arbeider" beteken 'n werknemer wat een of meer van onderstaande werksaamhede verrig:—

- (a) Werkwinkels skoonmaak;
- (b) goedere of materiaal dra of stapel;
- (c) goedere aflewer;
- (d) tee maak;
- (e) boodskappe aflewer;

maar wat nie enigeen van die werksaamhede genoem in die woordbepaling van enige ander werknemers verrig nie.

„Leerling-hulp" beteken 'n werknemer met minder as vyf jaar ondervinding as 'n hulp.

„Leerling-kleremaker" beteken 'n manlike werknemer wat in diens is as 'n kleremaker, klas 1, of masjini, of perser of klereveranderaar, of snyer, klas 1, of broekkleremaker, klas 1, of kleremaker, klas 2, of net masjini, of onderperser of broekmasjini of broekperser of snyer, klas 2, met minder as vyf jaar ondervinding as 'n kleremaker, klas 1, of masjini, of perser of klereveranderaar, of snyer, klas 1, of broekkleremaker, klas 1, of kleremaker, klas 2, of net masjini, of onderperser of broekmasjini of broekperser of snyer, klas 2.

„Middelman" beteken 'n persoon aan wie kleremakery-op-maatwerk op kontrak vir sodanige werk deur 'n prinsipaal of aannemer uitgegee word.

„Maak en tooi" beteken die maak van kledingstukke op maat, met inbegrip van tooi, maar met uitsondering van sny, aanpas en afmerk.

„Masjini" beteken 'n werknemer (uitgesonderd 'n masjini van eenvoudige werk) wat enige werksaamhede in verband met die maak van baadjies en/of onderbaadjies met 'n masjien verrig met uitsondering van of benewens enigeen van of al die werksaamhede vermeld in die woordomskrivings van masjini van eenvoudige werk.

„Handelaarkleremaker" beteken 'n werkgewer wat 'n bestelling of bestellings vir die maak van klere op maat aanneem of laat aanneem.

„Perser" beteken 'n werknemer wat enigeen van of al die werksaamhede in verband met die pers van baadjies verrig.

„Prinsipaal of aannemer" beteken enige persoon wat kleremakery-op-maatwerk aan 'n middelman op kontrak uitgee.

„Masjini van eenvoudige werk" beteken 'n werknemer wat uitsluitlik een of meer van onderstaande werksaamhede verrig:—

- (a) Moue met masjien stik;
- (b) belegsels met masjien stik;
- (c) voerings met masjien stik;
- (d) binnesakke met masjien stik;
- (e) rugvoerings van onderbaadjies met masjien stik.

„Gekwalifiseerde manlike werknemer" beteken 'n manlike werknemer met minstens vyf jaar ondervinding.

„Gekwalifiseerde vroulike werknemer" beteken 'n vroulike werknemer met minstens drie jaar ondervinding.

„Snyer, tweede klas" beteken 'n werknemer (uitgesonderd 'n snyer, eerste klas) in diens vir die uitsny van kledingstof en/of die afmerk op kledingstowwe volgens patrone, en sluit in die teken van broeke direk op die kledingstof, of die ontwerp van patrone vir broeke volgens maat van individuele persone.

„Kleremaker, tweede klas" beteken 'n werknemer wat een of meer van onderstaande werksaamhede verrig:—

- (a) Seilboek in baadjies sit;
- (b) baadjies vir opstopwerk gereedmaak;
- (c) agterlissies vasryg;

- (d) basting under-vests;
(e) basting out edges of coats;
(f) basting wadding in armholes.

"Second-class tailoress" means a female employee employed on one or more of the following operations in the making of coats and/or vests:—

- (a) Felling;
(b) padding;
(c) rough (skeleton) basting;
(d) hand stitching;
(e) any handy work in the making of vests other than the making of buttonholes or hand pressing.

"Trousers machiner" means an employee employed on machining in the making of trousers only.

"Trousers presser" means an employee who is employed on pressing trousers only.

"Trousers tailoress" means an employee who is employed on any operations (other than machining or pressing) in the making of trousers.

"Under-presser" means an employee employed on pressing operations other than pressing off, but which may include the pressing of vests.

2. WAGES, PIECE-WORK RATES AND RATES FOR COMPLETE MAKING.

(1) (a) Subject to the provisions of section 3 of this Chapter no employer in the "tailoring section" shall pay to any time-worker in any of the undermentioned classes and no such employee shall accept remuneration at rates lower than the following:—

	Basic Wage.			Cost of Living Allowance.			Total Remuneration.		
	Per Week.			Per Week.			Per Week.		
(i) Qualified employees—	£	s.	d.	£	s.	d.	£	s.	d.
First-class tailor.....	12	12	0	3	7	6	15	19	6
Machiner, male or female	12	12	0	3	7	6	15	19	6
Presser, male or female..	12	12	0	3	7	6	15	19	6
Alteration tailor.....	12	12	0	3	7	6	15	19	6
First-class cutter.....	12	12	0	3	7	6	15	19	6
First-class trousers tailor, male or female.....	12	12	0	3	7	6	15	19	6
Second-class tailor.....	10	5	2	2	15	0	13	0	2
Plain machiner, male or female.....	10	5	2	2	15	0	13	0	2
Under-presser, male or female.....	10	5	2	2	15	0	13	0	2
Trousers machiner, male or female.....	10	5	2	2	15	0	13	0	2
Trousers presser, male or female.....	10	5	2	2	15	0	13	0	2
Second-class cutter.....	10	5	2	2	15	0	13	0	2
First-class tailoress.....	5	18	5	1	11	9	7	10	2
Buttonhole hand.....	5	18	5	1	11	9	7	10	2
Trouser tailoress.....	5	10	6	1	9	7	7	0	1
Second-class tailoress....	4	18	10	1	6	5	6	5	3

(ii) Learner tailors and/or learner attendants—

First year—									
First 13 weeks.....	1	8	0	0	7	6	1	15	6
Next 13 weeks.....	2	16	0	0	15	0	3	11	0
Next 13 weeks.....	2	19	6	0	16	0	3	15	6
Next 13 weeks.....	3	3	0	0	16	11	3	19	11
Second year—									
First 13 weeks.....	3	6	6	0	17	9	4	4	3
Next 13 weeks.....	3	10	0	0	18	9	4	8	9
Next 13 weeks.....	3	13	6	0	19	9	4	13	3
Next 13 weeks.....	3	17	0	1	0	8	4	17	8
Third year—									
First 13 weeks.....	4	0	6	1	1	6	5	2	0
Next 13 weeks.....	4	4	0	1	2	6	5	6	6
Next 13 weeks.....	4	7	6	1	3	7	5	11	1
Next 13 weeks.....	4	11	0	1	4	8	5	15	8
Fourth year—									
First 13 weeks.....	5	1	6	1	7	3	6	8	9
Next 13 weeks.....	5	12	0	1	10	9	7	2	9
Next 13 weeks.....	6	2	6	1	12	10	7	15	4
Next 13 weeks.....	6	13	0	1	15	4	8	8	4
Fifth year—									
First 13 weeks.....	7	3	6	1	18	6	9	2	0
Next 13 weeks.....	7	14	0	2	0	6	9	14	6
Next 13 weeks.....	8	8	0	2	5	0	10	13	0
Next 13 weeks.....	9	2	0	2	8	9	11	10	9

and thereafter not less than the wage prescribed for the particular class of work in which he is engaged.

- (d) onderbaadjies ryg;
(e) rante van baadjies vasryg;
(f) stopsel in mousgate vasryg.

"Kleremaakster, tweede klas" beteken 'n vroulike werknemer wat een of meer van onderstaande werksaamhede in verband met die maak van baadjies en/of onderbaadjies verrig:—

- (a) Onsigbare soomwerk;
(b) opstopwerk;
(c) ruwe rygwerk;
(d) met die hand stik;
(e) enige ander handwerk in verband met die maak van onderbaadjies as die maak van knoopsgate en pers met die hand.

"Broek-masjinis" beteken 'n manlike werknemer wat masjienwerk slegs in verband met die maak van broeke verrig.

"Broekperser" beteken 'n werknemer wat slegs broeke pers.

"Broekkleremaakster" beteken 'n vroulike werknemer wat enige werk in verband met die maak van broeke verrig (behalwe met die masjien werk of pers).

"Onderperser" beteken 'n werknemer wat ander perswerk as finale perswerk verrig, maar wat die pers van onderbaadjies kan omvat.

2. LONE, STUKWERKSKALE EN SKALE VIR DIE KLAARMAAK VAN KLERE.

(1) (a) Behoudens die bepalings van artikel 3 van hierdie hoofstuk mag geen besoldiging teen laer skale as die volgende deur 'n werkgever in die „snyersafdeling" aan 'n tydwerker in enigeen van onderstaande klasse betaal of deur dié werknemer aangeneem word nie:—

	Basiese loon. Per week.			Lewens-koste-toelae. Per week.			Totale besoldiging. Per week.		
(i) Gekwalifiseerde werknemers—	£	s.	d.	£	s.	d.	£	s.	d.
Eersteklas-kleremaker....	12	12	0	3	7	6	15	19	6
Masjinis, manlik of vroulik.....	12	12	0	3	7	6	15	19	6
Perser, manlik of vroulik.....	12	12	0	3	7	6	15	19	6
Klereveranderaar.....	12	12	0	3	7	6	15	19	6
Eersteklas-snyer.....	12	12	0	3	7	6	15	19	6
Eersteklas - broekkleremaker, manlik of vroulik..	12	12	0	3	7	6	15	19	6
Tweedeklas-kleremaker...	10	5	2	2	15	0	13	0	2
Masjinis van eenvoudige werk, manlik of vroulik	10	5	2	2	15	0	13	0	2
Onderperser, manlik of vroulik.....	10	5	2	2	15	0	13	0	2
Broekmasjinis, manlik of vroulik.....	10	5	2	2	15	0	13	0	2
Broekperser, manlik of vroulik.....	10	5	2	2	15	0	13	0	2
Tweedeklas-snyer.....	10	5	2	2	15	0	13	0	2
Eersteklas-kleremaakster..	5	18	5	1	11	9	7	10	2
Knoopsgatmaker.....	5	18	5	1	11	9	7	10	2
Broekkleremaakster.....	5	10	6	1	9	7	7	0	1
Tweedeklas-kleremaakster	4	18	10	1	6	5	6	5	3
(ii) Leerling-kleremaakers en/of leerling-hulpe—									
Eerste jaar—									
Eerste 13 weke.....	1	8	0	0	7	6	1	15	6
Tweede 13 weke.....	2	16	0	0	15	0	3	11	0
Derde 13 weke.....	2	19	6	0	16	0	3	15	6
Vierde 13 weke.....	3	3	0	0	16	11	3	19	11
Tweede jaar—									
Eerste 13 weke.....	3	6	6	0	17	9	4	4	3
Tweede 13 weke.....	3	10	0	0	18	9	4	8	9
Derde 13 weke.....	3	13	6	0	19	9	4	13	3
Vierde 13 weke.....	3	17	0	1	0	8	4	17	8
Derde jaar—									
Eerste 13 weke.....	4	0	6	1	1	6	5	2	0
Tweede 13 weke.....	4	4	0	1	2	6	5	6	6
Derde 13 weke.....	4	7	6	1	3	7	5	11	1
Vierde 13 weke.....	4	11	0	1	4	8	5	15	8
Vierde jaar—									
Eerste 13 weke.....	5	1	6	1	7	3	6	8	9
Tweede 13 weke.....	5	12	0	1	10	9	7	2	9
Derde 13 weke.....	6	2	6	1	12	10	7	15	4
Vierde 13 weke.....	6	13	0	1	15	4	8	8	4
Vyfde jaar—									
Eerste 13 weke.....	7	3	6	1	18	6	9	2	0
Tweede 13 weke.....	7	14	0	2	0	6	9	14	6
Derde 13 weke.....	8	8	0	2	5	0	10	13	0
Vierde 13 weke.....	9	2	0	2	8	9	11	10	9

en daarna minstens die loon wat vir die bepaalde klas werk waarin hy werksaam is, voorgeskryf word.

	Basic Wage.	Cost of Living Allowance.	Total Remu- neration.
	Per Week.	Per Week.	Per Week.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(iii) Female learners—			
First year—			
First 13 weeks.....	1 8 0	0 7 6	1 15 6
Next 13 weeks.....	2 16 0	0 15 0	3 11 0
Next 13 weeks.....	2 19 6	0 16 0	3 15 6
Next 13 weeks.....	3 3 0	0 16 11	3 19 11
Second year—			
First 13 weeks.....	3 6 6	0 17 9	4 4 3
Next 13 weeks.....	3 10 0	0 18 9	4 8 9
Next 13 weeks.....	3 13 6	0 19 9	4 13 3
Next 13 weeks.....	3 17 0	1 0 8	4 17 8
Third year—			
First 13 weeks.....	4 0 6	1 1 6	5 2 0
Next 13 weeks.....	4 4 0	1 2 6	5 6 6
Next 13 weeks.....	4 7 6	1 3 7	5 11 1
Next 13 weeks.....	4 11 0	1 4 8	5 15 8

and thereafter not less than the wage prescribed for the particular class of work in which she is engaged.

	Basic Wage.	Cost of Living Allowance.	Total Remu- neration.
	Per Week.	Per Week.	Per Week.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(iv) Labourer.....	2 12 1	0 12 6	3 4 7

(b) An employee who is employed on two or more classes of work for which different rates of remuneration are prescribed in this subsection shall be paid at the higher or the highest of such rates.

(2) No employers shall pay to any piece-worker in any of the undermentioned classes, and no such employee accept less than the following piece-work rates:—

	Basic Wage.	Cost of Living Allowance.	Total Remu- neration.
	Per Piece.	Per Piece.	Per Piece.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(a) Cutting—			
Lounge coat.....	0 13 6	0 3 8	0 17 2
Morning coat, frock coat or dress coat.....	0 17 0	0 4 8	1 1 8
Military tunics of all descriptions.....	0 13 6	0 3 8	0 17 2
Vests of all descriptions..	0 6 9	0 1 10	0 8 7
Trousers.....	0 5 1	0 1 5	0 6 6
Breeches of all descriptions	0 17 0	0 4 8	1 1 8
Plus-fours.....	0 8 6	0 2 3	0 10 9
Overcoat.....	0 17 0	0 4 8	1 1 8
Military overcoats of all descriptions.....	0 17 0	0 4 8	1 1 8
Blazer.....	0 13 6	0 3 8	0 17 2
Ladies' coat.....	0 13 6	0 3 8	0 17 2
Skirt.....	0 6 9	0 1 10	0 8 7
(b) Machining—			
Ladies' costumes.....	1 5 5	0 6 10	1 12 3
Coat with not more than five pockets, first-class work, "open" coat....	0 11 0	0 3 1	0 14 1
Coat with not more than five pockets, second-class work, "bagged" coat by machine.....	0 9 3	0 2 7	0 11 10
Blazer.....	0 9 3	0 2 7	0 11 10
Tunic with not more than five pockets.....	0 12 9	0 3 5	0 16 2
Unlined overcoat with not more than five pockets..	0 12 9	0 3 5	0 16 2
Lined overcoat with not more than five pockets..	0 12 9	0 3 5	0 16 2
Morning coat.....	0 12 9	0 3 5	0 16 2
Dress coat.....	0 12 9	0 3 5	0 16 2
Frock coat.....	0 12 9	0 3 5	0 16 2
Dinner coat.....	0 11 0	0 3 1	0 14 1
Vest.....	0 3 8	0 1 1	0 4 9
Raglan coat.....	0 13 6	0 3 8	0 17 2
Extras—			
Double stitched.....	0 1 8	0 0 5	0 2 1
Raised seams.....	0 1 8	0 0 5	0 2 1
Extra pocket.....	0 0 11	0 0 3	0 1 2
Unlined overcoat, taped seams.....	0 2 7	0 0 7	0 3 2
Step collar.....	0 0 6	0 0 1	0 0 7

	Basiese loon. Per week.	Lewens- koste- toelae. Per week.	Totale besol- diging. Per week.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(iii) Vroulike leerlinge—			
Eerste jaar—			
Eerste 13 weke.....	1 8 0	0 7 6	1 15 6
Tweede 13 weke.....	2 16 0	0 15 0	3 11 0
Derde 13 weke.....	2 19 6	0 16 0	3 15 6
Vierde 13 weke.....	3 3 0	0 16 11	3 19 11
Tweede jaar—			
Eerste 13 weke.....	3 6 6	0 17 9	4 4 3
Tweede 13 weke.....	3 10 0	0 18 9	4 8 9
Derde 13 weke.....	3 13 6	0 19 9	4 13 3
Vierde 13 weke.....	3 17 0	1 0 8	4 17 8
Derde jaar—			
Eerste 13 weke.....	4 0 6	1 1 6	5 2 0
Tweede 13 weke.....	4 4 0	1 2 6	5 6 6
Derde 13 weke.....	4 7 6	1 3 7	5 11 1
Vierde 13 weke.....	4 11 0	1 4 8	5 15 8

en daarna minstens die loon wat vir die bepaalde klas werk waarin sy werksaam is, voorgeskryf word.

	Basiese loon. Per week.	Lewens- koste- toelae. Per week.	Totale besol- diging. Per week.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(iv) Arbeider.....	2 12 1	0 12 6	3 4 7

(b) 'n Werknemer wat werksaam is in twee of meer klasse werk waarvoor verskillende skale van besoldiging in hierdie subartikel voorgeskryf word, moet teen die hoër of hoogste van die skale betaal word.

(2) Geen werkgever mag aan enige stukwerker in enigeen van ondergenoemde klasse minder as die volgende stukwerklone betaal en geen werknemer mag minder as die volgende stukwerklone aanneem nie:—

	Basiese loon. Per stuk.	Lewens- koste- toelae. Per stuk.	Totale besol- diging. Per stuk.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
(a) Sny—			
Dagbaadjie.....	0 13 6	0 3 8	0 17 2
Pantbaadjie, manel of aandbaadjie.....	0 17 0	0 4 8	1 1 8
Alle soorte militêre uni- formbaadjies.....	0 13 6	0 3 8	0 17 2
Alle soorte onderbaadjies..	0 6 9	0 1 10	0 8 7
Broeke.....	0 5 1	0 1 5	0 6 6
Alle soorte rybroeke.....	0 17 0	0 4 8	1 1 8
Kuitbroeke.....	0 8 6	0 2 3	0 10 9
Jas.....	0 17 0	0 4 8	1 1 8
Alle soorte militêre jasse..	0 17 0	0 4 8	1 1 8
Kleurbaadjie.....	0 13 6	0 3 8	0 17 2
Damesjas.....	0 13 6	0 3 8	0 17 2
Romp.....	0 6 9	0 1 10	0 8 7
(b) Masjienwerk—			
Dameskostuums.....	1 5 5	0 6 10	1 12 3
Baadjie met hoogstens vyf sakke, eerste klaswerk, „oop“-baadjie.....	0 11 0	0 3 1	0 14 1
Baadjie met hoogstens vyf sakke, tweede klaswerk „sak“-baadjie met masjien gewerk.....	0 9 3	0 2 7	0 11 10
Kleurbaadjie.....	0 9 3	0 2 7	0 11 10
Uniformbaadjie met hoog- stens vyf sakke.....	0 12 9	0 3 5	0 16 2
Jas sonder voering met hoogstens vyf sakke....	0 12 9	0 3 5	0 16 2
Jas met voering met hoog- stens vyf sakke.....	0 12 9	0 3 5	0 16 2
Pantbaadjie.....	0 12 9	0 3 5	0 16 2
Aandbaadjie.....	0 12 9	0 3 5	0 16 2
Manel.....	0 12 9	0 3 5	0 16 2
Dineebaadjie.....	0 11 0	0 3 1	0 14 1
Onderbaadjie.....	0 3 8	0 1 1	0 4 9
Raglan-jas.....	0 13 6	0 3 8	0 17 2
Ekstras—			
Dubbelgestik.....	0 1 8	0 0 5	0 2 1
Bo-opgestikte nate.....	0 1 8	0 0 5	0 2 1
Ekstra sak.....	0 0 11	0 0 3	0 1 2
Jas sonder voering, band- some.....	0 2 7	0 0 7	0 3 2
Plat kraag.....	0 0 6	0 0 1	0 0 7

	Basic Wage.			Cost of Living Allowance.			Total Remuneration.		
	Per Week.			Per Week.			Per Week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(c) Pressing—									
Coat, first-class work, open coat.....	0	11	0	0	3	1	0	14	1
Coat, second-class work, "bagged" coat by machine.....	0	9	3	0	2	7	0	11	10
Blazer.....	0	9	3	0	2	7	0	11	10
Vest.....	0	3	8	0	1	1	0	4	9
Dress coat.....	0	12	9	0	3	5	0	16	2
Frock coat.....	0	12	9	0	3	5	0	16	2
Dinner coat.....	0	11	0	0	3	1	0	14	1
Morning coat.....	0	12	9	0	3	5	0	16	2
Overcoat.....	0	13	6	0	3	8	0	17	2
Tunic.....	0	10	2	0	2	11	0	13	1
Raglan coat.....	0	13	6	0	3	8	0	17	2
Extras—									
Bluffed edges.....	0	0	11	0	0	3	0	1	2
Hand stitched.....	0	0	11	0	0	3	0	1	2
Step collar.....	0	0	11	0	0	3	0	1	2

First-class work, i.e. "Open" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
(d) Complete making—									
Lounge coat with not more than five pockets, to start.....	3	6	9	0	17	11	4	4	8
Sporting coat with not more than five pockets, to start.....	3	18	6	1	1	1	4	19	7
Norfolk coat with not more than four straps and belt, to start.....	4	9	1	1	3	11	5	13	0
Morning coat with not more than five pockets, to start.....	5	2	10	1	7	8	6	10	6
Dress coat with not more than four pockets, to start.....	6	0	0	1	12	1	7	12	2
Frock coat with not more than five pockets, to start.....	6	8	5	1	14	6	8	2	11
Dinner coat with not more than five pockets, to start.....	4	10	0	1	4	0	5	14	0
Single breasted overcoat with not more than five pockets, to start.....	4	5	8	1	3	1	5	8	9
Double breasted overcoat with not more than five pockets, to start.....	4	14	2	1	5	3	5	19	5
Raglan with not more than five pockets, to start....	4	14	2	1	5	3	5	19	5
Ulster with not more than five pockets, to start....	5	2	10	1	7	8	6	10	6
Blazer, unlined, with not more than five pockets, to start.....	3	6	9	0	17	11	4	4	8

First-class work, i.e. linings felled in by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vest with not more than four pockets, to start....	0	18	9	0	5	1	1	3	10
Dress vest with not more than two pockets, to start.....	1	5	7	0	6	10	1	12	5

Second-class work, i.e. "Bagged" Coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Lounge coat with not more than five pockets, to start.....	2	10	6	0	13	7	3	4	1
Sporting coat with not more than five pockets, to start.....	2	19	11	0	16	1	3	16	0
Norfolk coat with not more than four straps and belt, to start.....	3	5	1	0	17	6	4	2	7
Morning coat with not more than five pockets, to start.....	4	5	8	1	3	1	5	8	9
Dress coat with not more than four pockets, to start.....	5	2	10	1	7	8	6	10	6
Frock coat with not more than five pockets, machined edges, to start	5	11	5	1	9	10	7	1	3

	Basiese loon. Per week.			Lewens-koste-toelae. Per week.			Totale besol-diging. Per week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(c) Perswerk—									
Baadjie, eerste klaswerk, „oop"-baadjie.....	0	11	0	0	3	1	0	14	1
Baadjie, tweede klaswerk, „sak"-baadjie met masjiën gestik.....	0	9	3	0	2	7	0	11	10
Kleurbaadjie.....	0	9	3	0	2	7	0	11	10
Onderbaadjie.....	0	3	8	0	1	1	0	4	9
Aandbaadjie.....	0	12	9	0	3	5	0	16	2
Manel.....	0	12	9	0	3	5	0	16	2
Dinee baadjie.....	0	11	0	0	3	1	0	14	1
Pantbaadjie.....	0	12	9	0	3	5	0	16	2
Jas.....	0	13	6	0	3	8	0	17	2
Uniformbaadjie.....	0	10	2	0	2	11	0	13	1
Raglan-jas.....	0	13	6	0	3	8	0	17	2
Ekstras—									
Omslaankante.....	0	0	11	0	0	3	0	1	2
Met die hand gewerk.....	0	0	11	0	0	3	0	1	2
Plat kraag.....	0	0	11	0	0	3	0	1	2

Eerste klaswerk, nl. „oop"-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
(d) Klaarmaak—									
Dagbaadjie met hoogstens vyf sakke, vanaf.....	3	6	9	0	17	11	4	4	8
Sportbaadjie met hoogstens vyf sakke, vanaf.....	3	18	6	1	1	1	4	19	7
Norfolk-baadjie met hoogstens vier bandjies en gordel, vanaf.....	4	9	1	1	3	11	5	13	0
Pantbaadjie met hoogstens vyf sakke, vanaf.....	5	2	10	1	7	8	6	10	6
Aandbaadjie met hoogstens vier sakke, vanaf.....	6	0	0	1	12	1	7	12	2
Manel met hoogstens vyf sakke, vanaf.....	6	8	5	1	14	6	8	2	11
Dinee baadjie met hoogstens vyf sakke, vanaf.....	4	10	0	1	4	0	5	14	0
Gewone jas met hoogstens vyf sakke, vanaf.....	4	5	8	1	3	1	5	8	9
Oorknoopjas met hoogstens vyf sakke, vanaf.....	4	14	2	1	5	3	5	19	5
Raglan met hoogstens vyf sakke, vanaf.....	4	14	2	1	5	3	5	19	5
Ulster met hoogstens vyf sakke, vanaf.....	5	2	10	1	7	8	6	10	6
Kleurbaadjie sonder voering, met hoogstens vyf sakke, vanaf.....	3	6	9	0	17	11	4	4	8

Eerste klaswerk, nl. voerings onsigbaar met die hand ingesoom.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadjie met hoogstens vier sakke, vanaf..	0	18	9	0	5	1	1	3	10
Aandonderbaadjie met hoogstens twee sakke, vanaf.....	1	5	7	0	6	10	1	12	5

Tweede klaswerk, nl. „sak"-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Dagbaadjie met hoogstens vyf sakke, vanaf.....	2	10	6	0	13	7	3	4	1
Sportbaadjie met hoogstens vyf sakke, vanaf.....	2	19	11	0	16	1	3	16	0
Norfolk-baadjie met hoogstens vier bandjies en gordel, vanaf.....	3	5	1	0	17	6	4	2	7
Pantbaadjies met hoogstens vyf sakke, vanaf..	4	5	8	1	3	1	5	8	9
Aandbaadjie met hoogstens vier sakke, vanaf..	5	2	10	1	7	8	6	10	6
Manel met hoogstens vyf sakke, kante met masjiën gestik, vanaf.....	5	11	5	1	9	10	7	1	3

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Frock coat with not more than five pockets, to start.....	5	15	8	1	11	1	7	6	9
Dinner coat with not more than five pockets, sides of linings and facings by machine, to start.....	3	13	8	0	19	10	4	13	6
Single breasted overcoat with not more than five pockets, to start.....	3	10	4	0	18	10	4	9	2
Double breasted overcoat with not more than five pockets, to start.....	3	18	10	1	1	2	5	0	0
Single breasted raglan with not more than five pockets, to start.....	3	18	10	1	1	2	5	0	0
Double breasted raglan with not more than five pockets, to start.....	4	3	0	1	2	4	5	5	4
Ulster with not more than five pockets, to start....	4	8	0	1	6	0	5	14	0
Blazer, unlined, with not more than five pockets, to start.....	2	10	6	0	13	7	3	4	1

Second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vest with not more than four pockets, to start....	0	15	5	0	4	1	0	19	6
Dress vest with not more than two pockets, to start.....	1	1	1	0	5	6	1	6	7

First-class work, i.e. "Open" coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Coat and/or vest extras—									
Balloon pockets or military pockets.....	0	4	2	0	1	2	0	5	4
Step collar for vest.....	0	2	5	0	0	8	0	3	1
Extra pockets, each.....	0	1	7	0	0	6	0	2	1
Skeleton baste coat.....	0	3	4	0	1	0	0	4	4
Skeleton baste vest.....	0	0	10	0	0	3	0	1	1
Baste morning coat.....	0	6	9	0	1	10	0	8	7
Baste morning vest.....	0	0	10	0	0	3	0	1	1
Baste dress coat.....	0	6	9	0	1	10	0	8	7
Baste dress vest.....	0	0	10	0	0	3	0	1	1
Baste frock coat.....	0	6	9	0	1	10	0	8	7
Baste frock vest.....	0	0	10	0	0	3	0	1	1
Single stitched, by hand coat.....	0	6	11	0	1	10	0	8	9
Single stitched, by hand vest.....	0	0	10	0	0	3	0	1	1
Forward try on coat....	0	3	4	0	1	0	0	4	4
Forward try on vest....	0	0	10	0	0	3	0	1	1
Double stitched, by machine.....	0	1	7	0	0	6	0	2	1
Gauntlet cuffs.....	0	1	7	0	0	6	0	2	1
Double breasted lounge	0	4	2	0	1	0	0	5	2
Double breasted vest...	0	2	5	0	0	8	0	3	1
Raised seams.....	0	1	7	0	0	6	0	2	1
Unlined coat.....	0	4	2	0	1	2	0	5	4
Outsize, from 44-inch waist.....	0	2	5	0	0	8	0	3	1
Bluffed edges.....	0	4	2	0	1	2	0	5	4
After three hole and button cuff, per hole..	0	0	4	0	0	1	0	0	5
Centre vent.....	0	3	5	0	1	1	0	4	6
Side vents each.....	0	3	5	0	1	1	0	4	6
Military and clerical garments—									
Ordinary tunic, pointed cuffs.....	4	10	0	1	4	1	5	14	1
Ordinary tunic, braided cuffs.....	4	10	0	1	4	1	5	14	1
Scottish tunic, bandolier on top of pocket....	4	10	0	1	4	1	5	14	1
Military overcoat, double slits, storm cuffs.....	4	14	9	1	5	6	5	0	3
British warmcoat, Prussian collar, storm cuffs	5	13	7	1	10	5	7	4	0

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Manel met hoogstens vyf sakke, vanaf.....	5	15	8	1	11	1	7	6	9
Dineebaadjie met hoogstens vyf sakke, kante van voerings en belegsels met masjien gestik.....	3	13	8	0	19	10	4	13	6
Gewone jas met hoogstens vyf sakke, vanaf.....	3	10	4	0	18	10	4	9	2
Oorknoopjas met hoogstens vyf sakke, vanaf...	3	18	10	1	1	2	5	0	0
Gewone raglan met hoogstens vyf sakke, vanaf...	3	18	10	1	1	2	5	0	0
Oorknoop-raglan met hoogstens vyf sakke, vanaf.....	4	3	0	1	2	4	5	5	4
Ulster met hoogstens vyf sakke, vanaf.....	4	8	0	1	6	0	5	14	0
Kleurbaadjie, ongevoer, met hoogstens vyf sakke, vanaf.....	2	10	6	0	13	7	3	4	1

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadjie met hoogstens vier sakke, vanaf..	0	15	5	0	4	1	0	19	6
Aandonderbaadjie met hoogstens twee sakke, vanaf.....	1	1	1	0	5	6	1	6	7

Eersteklaswerk, d.w.s. „oop“-baadjie en/of tweedeklaswerk, d.w.s. „sak“-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Baadjie en/of onderbaadjie, ekstras—									
Ballonsakke en/of militêre sakke.....	0	4	2	0	1	2	0	5	4
Plat kraag vir onderbaadjie.....	0	2	5	0	0	8	0	3	1
Ekstra sakke, per stuk..	0	1	7	0	0	6	0	2	1
Ruwe rygwerk, baadjie..	0	3	4	0	1	0	0	4	4
Ruwe rygwerk, onderbaadjie.....	0	0	10	0	0	3	0	1	1
Ryg, pantbaadjie.....	0	6	9	0	1	10	0	8	7
Ryg, onderbaadjie van pantbaadjie.....	0	0	10	0	0	3	0	1	1
Ryg, aandbaadjie.....	0	6	9	0	1	10	0	8	7
Ryg, aandonderbaadjie	0	0	10	0	0	3	0	1	1
Ryg, manel.....	0	6	9	0	1	10	0	8	7
Ryg, manelonderbaadjie	0	0	10	0	0	3	0	1	1
Enkel met die hand gewerk, baadjie.....	0	6	11	0	1	10	0	8	9
Enkel met die hand gewerk, onderbaadjie...	0	0	10	0	0	3	0	1	1
Eerste aanpas, baadjie..	0	3	4	0	1	0	0	4	4
Eerste aanpas, onderbaadjie.....	0	0	10	0	0	3	0	1	1
Dubbel gestik, met masjien.....	0	1	7	0	0	6	0	2	1
Handskoemansjette....	0	1	7	0	0	6	0	2	1
Oorknoop-dagbaadjie...	0	4	2	0	1	0	0	5	2
Oorknoop-onderbaadjie.	0	2	5	0	0	8	0	3	1
Bo-opgestikte nate.....	0	1	7	0	0	6	0	2	1
Baadjie sonder voering.	0	4	2	0	1	2	0	5	4
Ekstra grootte met middel van 44 duim af....	0	2	5	0	0	8	0	3	1
Omslaankante.....	0	4	2	0	1	2	0	5	4
Mansjette, meer as drie gate en knope, per gat ekstra.....	0	0	4	0	0	1	0	0	5
Middelspleet.....	0	3	5	0	1	1	0	4	6
Sysplete, elk.....	0	3	5	0	1	1	0	4	6

Militêre kledingstukke en kledingstukke vir geestelikes—

Gewone uniformbaadjie, gepunte mansjette.	4	10	0	1	4	1	5	14	1
Gewone uniformbaadjie, mansjette met koord omgeboor.....	4	10	0	1	4	1	5	14	1
Skotse uniformbaadjie, bandelier oor sak....	4	10	0	1	4	1	5	14	1
Militêre jas, dubbele splete, stormmansjette	4	14	9	1	5	6	6	0	3
Kort jas (British Warm), Pruisiese kraag, stormmansjette.....	5	13	7	1	10	5	7	4	0

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Officers' Mess coat, quilted, lining, plain pointed cuffs, leather bottom.....	5	4	2	1	7	11	6	12	1
Officers' Mess vest.....	1	8	9	0	7	9	1	16	6
Coatee and vest, double side edges.....	6	12	8	1	15	6	8	8	2
Livery.....	5	4	2	1	7	11	6	12	1
Top livery.....	6	12	8	1	15	6	8	8	2
Clerical frock.....	5	13	7	1	10	5	7	4	0
Cassock vest.....	2	3	5	0	11	7	2	15	0

First-class work, i.e. seat seam and/or pockets by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers—									
Trousers, two side and one hip pocket, side straps and turned in tops, to start.....	1	9	5	0	7	10	1	17	3
Breeches, two pockets, made by hand, to start	3	17	1	1	0	8	4	17	9
Jodhpur breeches, two pockets, by hand, to start.....	2	7	1	0	12	8	2	19	9

First-class work, i.e. seat seam and/or pockets by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Knickers, strap and buckle at knee, to start	1	6	6	0	7	0	1	13	6
Plus-fours, two side and one hip pocket, to start.....	1	8	3	0	7	6	1	15	9
Shorts, two side and one hip pocket, side straps and turned in tops, to start.....	1	8	8	0	7	2	1	15	10
Leggings, with or without tongue, to start.....	0	19	9	0	5	3	1	5	0

Second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers, two side, one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	1	11	0	5	10	1	7	9
Breeches, two pockets, to start.....	2	7	1	0	12	8	2	19	9
Jodhpur breeches, two pockets, to start.....	1	14	3	0	9	3	2	3	6
Knickers, strap and buckle at knee, to start	1	1	4	0	5	8	1	7	0
Plus-fours, two side and one hip pocket, to start.....	1	3	1	0	6	2	1	9	3
Shorts, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	1	11	0	5	10	1	7	9

First-class work, i.e. seat seam and/or pockets by hand and/or second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trouser extras—									
Extra fob pocket.....	0	0	10	0	0	3	0	1	1
Extra hip pocket.....	0	1	7	0	0	6	0	2	1
Loops for belt.....	0	1	7	0	0	6	0	2	1
B.B. loops, each.....	0	0	10	0	0	3	0	1	1
Tube.....	0	1	7	0	0	6	0	2	1
French bearer, single button.....	0	0	10	0	0	3	0	1	1
French bearer, two buttons.....	0	1	7	0	0	6	0	2	1
Tab to American pocket	0	0	10	0	0	3	0	1	1
Loose raised seams.....	0	1	7	0	0	6	0	2	1
Piped side seams.....	0	3	4	0	1	0	0	4	4

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Offisiersdinee-uniform, deurgestikte voering, gewone gepunte mansjette, leersitvlak.....	5	4	2	1	7	11	6	12	1
Offisiersdinee-onderbaadjie.....	1	8	9	0	7	9	1	16	6
Kort baadjie en onderbaadjie, kante dubbel afgewerk.....	6	12	8	1	15	6	8	8	2
Livrei.....	5	4	2	1	7	11	6	12	1
Toplivrei.....	6	12	8	1	15	6	8	8	2
Manel vir geestelikes....	5	13	7	1	10	5	7	4	0
Priesteronderbaadjie.....	2	3	5	0	11	7	2	15	0

Eersteklaswerk, nl. sitvlaknaat en/of sakke met die hand gewerk.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke—									
Broeke, twee sysakke en een heupsak, sybandjies en bokante, omgeslaan, vanaf.....	1	9	5	0	7	10	1	17	3
Rybroeke, twee sakke, met die hand gemaak, vanaf.....	3	17	1	1	0	8	4	17	9
Jodhpur-rybroeke, twee sakke, met die hand gemaak, vanaf.....	2	7	1	0	12	8	2	19	9

Eersteklaswerk, nl. sitvlaknaat en/of sakke met die hand gewerk.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Kniebroeke, bandjie en gespe by knie, vanaf..	1	6	6	0	7	0	1	13	6
Kuitbroeke, twee sysakke en een heupsak, vanaf.	1	8	3	0	7	6	1	15	9
Kortbroeke, twee sysakke en een heupsak, sybandjies en top omgeslaan, vanaf.....	1	8	8	0	7	2	1	15	10
Kamaste, met of sonder tong, vanaf.....	0	19	9	0	5	3	1	5	0

Tweedeklaswerk, nl. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke, twee sysakke en een heup- en horlosiesakke, bandjies agter of aan die sy, bo-ente omgeslaan, vanaf.....	1	1	11	0	5	10	1	7	9
Rybroeke, twee sakke, vanaf.....	2	7	1	0	12	8	2	19	9
Jodhpur-rybroeke, twee sakke, vanaf.....	1	14	3	0	9	3	2	3	6
Kniebroeke, bandjie en gespe by knie, vanaf..	1	1	4	0	5	8	1	7	0
Kuitbroeke, twee sysakke en een heupsak, vanaf.....	1	3	1	0	6	2	1	9	3
Kortbroeke, twee sysakke en een heup- en horlosiesakke, bandjies agter of aan die sy, boontoe omgeslaan...	1	1	11	0	5	10	1	7	9

Eersteklaswerk, nl. sitvlaknaat en/of sakke met die hand gewerk, en/of tweedeklaswerk, nl. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ekstras aan broeke—									
Ekstra horlosiesakke...	0	0	10	0	0	3	0	1	1
Ekstra heupsakke.....	0	1	7	0	0	6	0	2	1
Gordellissies.....	0	1	7	0	0	6	0	2	1
B.B.-lissies, per stuk....	0	0	10	0	0	3	0	1	1
Skede.....	0	1	7	0	0	6	0	2	1
Frans band, een knoop	0	0	10	0	0	3	0	1	1
Frans band, twee knope	0	1	7	0	0	6	0	2	1
Oorklap aan Amerikaanse sak.....	0	0	10	0	0	3	0	1	1
Los bo-opgestikte nate..	0	1	7	0	0	6	0	2	1
Geplypte synate.....	0	3	4	0	1	0	0	4	4

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Leather on heel.....	0	1	1	0	0	5	0	1	6
Outsize from 44-inch waist.....	0	0	10	0	0	3	0	1	1
Extension band.....	0	1	7	0	0	6	0	2	1
Leather all round.....	0	2	5	0	0	8	0	3	1
Chamois pockets.....	0	1	1	0	0	5	0	1	6
Double pockets at bottom.....	0	0	10	0	0	3	0	1	1
Double seat, out or inside	0	1	7	0	0	6	0	2	1
Braid on side seam, by hand.....	0	5	1	0	1	5	0	6	6
Double braid on side seam, by hand.....	0	10	2	0	2	10	0	13	0
Try on.....	0	1	7	0	0	6	0	2	1
Buckskin strappings.....	0	10	2	0	2	10	0	13	0
Breeches, frog mouth pockets.....	0	2	5	0	0	8	0	3	1
Breeches, split falls.....	0	5	1	0	1	5	0	6	6
Breeches, continuations.	0	5	1	0	1	4	0	6	5
Jodhpur breeches, extras same as breeches.....	—	—	—	—	—	—	—	—	—
Knickers, continuations, box cloth or same material, four hole...	0	7	8	0	2	1	0	9	9
Braid on side seam, by machine.....	0	3	4	0	1	0	0	4	4
Double braid on side seam, by machine....	0	6	11	0	1	10	0	8	9
Serged seams.....	0	1	1	0	0	5	0	1	6
Zip flies.....	0	1	1	0	0	5	0	1	6
Binding bottoms.....	0	1	1	0	0	5	0	1	6
Trousers, lined.....	0	3	4	0	1	0	0	4	4

First-class work, i.e. seat seam and/or pockets by hand and/or second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ladies' garments—									
Plain skirt, from.....	1	5	8	0	6	10	1	12	6
Plain coat, from.....	3	11	11	0	19	4	4	11	3
Breeches, made by machine, from.....	2	11	5	0	13	8	3	5	1
Breeches, made by hand	4	5	8	1	3	1	5	8	9
Ladies' slacks.....	1	9	5	0	7	11	1	17	4

Extras to be paid for at the rate of 7s. 6½d. per hour.

(3) (a) At every complete 10·5 points' rise in the consumer price index figure above 72·5 the cost of living allowance prescribed in sub-clauses (1) and (2) of this clause shall be increased by an amount equal to 2½ per cent of the basic wages and rates.

(b) In the case of any decrease in the consumer price index figure reductions in the cost of living allowance prescribed in sub-clauses (1) and (2) of this clause shall take place at the same stages at which the increases took place in terms of paragraph (a) and at the rate of an amount equal to 2½ per cent of the basic wage and rates in respect of every such stage of 10·5 complete points.

(c) At every complete 10·5 points' fall in the consumer price index figure below 72·5 the cost of living allowance shall be decreased by an amount equal to 2½ per cent of the basic wages and rates.

(d) In the case of any increases in the consumer price index figure, increases in the cost of living allowance prescribed in sub-clauses (1) and (2) of this clause shall take place at the same stages at which the decreases took place in terms of paragraph (c) and at the rate of an amount equal to 2½ per cent of the basic wages and rates in respect of every such stage of 10·5 complete points.

3. CONTRACT RATES.

(1) Where the word "person" is used in this context it shall be deemed to include a middleman, firm, company or Association of individuals.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Leer oor hak.....	0	1	1	0	0	5	0	1	6
Ekstra grootte, met middel van 44 duim af....	0	0	10	0	0	3	0	1	1
Verlengingsband.....	0	1	7	0	0	6	0	2	1
Heeltemal met leer omgeboor.....	0	2	5	0	0	8	0	3	1
Seemsleersakke.....	0	1	1	0	0	5	0	1	6
Dubbelle sakke, onderaan.....	0	0	10	0	0	3	0	1	1
Dubbele sitvlak, buite- of binnekant.....	0	1	7	0	0	6	0	2	1
Synaat met die hand met koord afgewerk.....	0	5	1	0	1	5	0	6	6
Dubbele koord op synaat met die hand gewerk.....	0	10	2	0	2	10	0	13	0
Aanpas.....	0	1	7	0	0	6	0	2	1
Bokvelbelegselstukke....	0	10	2	0	2	10	0	13	0
Rybroeke, paddabek-sakke.....	0	2	5	0	0	8	0	3	1
Rybroeke, gesplete beenstukke.....	0	5	1	0	1	5	0	6	6
Rybroeke, verlenging stukke.....	0	5	1	0	1	4	0	6	5
Jodhpur-rybroeke, ekstras dieselfde as vir rybroeke.....	—	—	—	—	—	—	—	—	—
Kniebroeke, verlengstukke van „box cloth" of van dieselfde materiaal, vier gate...	0	7	8	0	2	1	0	9	9
Koord met die masjien op synaat werk.....	0	3	4	0	1	0	0	4	4
Dubbele koord met die masjien op synaat werk.....	0	6	11	0	1	10	0	8	9
Serge-nate.....	0	1	1	0	0	5	0	1	6
Ritsluitergulpe.....	0	1	1	0	0	5	0	1	6
Onderente omgesoom...	0	1	1	0	0	5	0	1	6
Broeke met voering.....	0	3	4	0	1	0	0	4	4

Eersteklaswerk, nl. sitvlaknate en/of sakke met die hand gewerk, en/of tweedeklaswerk, nl. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Dameskledingstukke—									
Gewone romp, van.....	1	5	8	0	6	10	1	12	6
Gewone baadjie, van....	3	11	11	0	19	4	4	11	3
Rybroeke met die masjien gemaak, van.....	2	11	5	0	13	8	3	5	1
Rybroeke met die hand gemaak.....	4	5	8	1	3	1	5	8	9
Langbroeke vir dames...	1	9	5	0	7	11	1	17	4

Vir ekstras moet teen die skaal van 7s. 6½d. per uur betaal word.

(3) (a) Met elke volle styging van 10·5 punte in die verbruikersprysindekssyfer bo 72·5, moet die lewenskostetoelae wat in sub-klausules (1) en (2) van hierdie klausule voorgeskryf word, met 'n bedrag verhoog word gelyk aan 2½ persent van die basiese lone en skale.

(b) Ingeval daar 'n daling in die verbruikersprysindekssyfer voorkom, moet aftrekkings van die lewenskostetoelae wat in sub-klausules (1) en (2) van hierdie klausule voorgeskryf is, gedoen word in dieselfde stadiums waarby die verhogings ingevolge die bepalings van paragraaf (a) aangebring word, en teen die skaal van 'n bedrag gelyk aan 2½ persent van die basiese lone en skale, t.o.v. elke stadium van 10·5 volle punte.

(c) By elke daling van 'n volle 10·5 punte in die verbruikersprysindekssyfer onderkant 72·5, moet die lewenskostetoelae verminder word met 'n bedrag gelyk aan 2½ persent van die basiese lone en skale.

(d) Ingeval daar 'n styging van die verbruikersprysindekssyfer voorkom, moet verhogings in die lewenskostetoelae wat in sub-klausules (1) en (2) van hierdie klausule voorgeskryf word, in dieselfde stadiums geskied waarby die verminderings ingevolge die bepalings van paragraaf (c) plaasvind, en teen die skale van 'n bedrag gelyk aan 2½ persent van die basiese lone en skale, t.o.v. elke stadium van 10·5 volle punte.

3. KONTRAKSKALE.

(1) Waar die woord „persoon" hier gebruik word, moet dit beskou word dat dit 'n middelman, firma, maatskappy of vereniging van individue omvat.

(2) Where work in connection with the making of "tailored garments" is given out on contract to any person by a principal or contractor, whether or not such a principal or contractor is an employer, such principal or contractor shall pay that person for such work at not less than the following rates:—

First-class work, i.e. "Open" coat.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
(a) For complete making—			
Lounge coat with not more than five pockets, to start.....	3 6 9	0 17 11	4 4 8
Sporting coat with not more than five pockets, to start.....	3 18 6	1 1 1	4 19 7
Norfolk coat with not more than four straps and belt, to start.....	4 9 1	1 3 11	5 13 0
Morning coat, with not more than five pockets, to start.....	5 2 10	1 7 8	6 10 6
Dress coat with not more than four pockets, to start.....	6 0 0	1 12 2	7 12 2
Frock coat with not more than five pockets, to start.....	6 8 5	1 14 6	8 2 11
Dinner coat with not more than five pockets, to start.....	4 10 0	1 4 0	5 14 0
Single breasted overcoat with not more than five pockets, to start.....	4 5 8	1 3 1	5 8 9
Double breasted overcoat with not more than five pockets, to start.....	4 14 2	1 5 3	5 19 5
Raglan with not more than five pockets, to start....	4 14 2	1 5 3	5 19 5
Ulster with not more than five pockets, to start....	5 2 10	1 7 8	6 10 6
Blazer, unlined, with not more than five pockets, to start.....	3 6 9	0 17 11	4 4 8

First-class work, i.e. linings felled in by hand.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
Vest with not more than four pockets, to start....	0 18 9	0 5 1	1 3 10
Dress vest with not more than two pockets, to start.....	1 5 7	0 6 10	1 12 5

Second-class work, i.e. "Bagged" coat.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
Lounge coat with not more than five pockets, to start.....	2 10 6	0 13 7	3 4 1
Sporting coat with not more than five pockets, to start.....	2 19 11	0 16 1	3 16 0
Norfolk coat with not more than four straps and belt, to start.....	3 5 1	0 17 6	4 2 7
Morning coat with not more than four pockets, to start.....	4 5 8	1 3 1	5 8 9
Dress coat with not more than four pockets, to start.....	5 2 10	1 7 8	6 10 6
Frock coat with not more than five pockets, machined edges, to start.....	5 11 5	1 9 10	7 1 3
Frock coat with not more than five pockets, to start.....	5 15 8	1 11 1	7 6 9
Dinner coat with not more than five pockets, sides of linings and facings by machine, to start.....	3 13 8	0 19 10	4 13 6
Single breasted overcoat with not more than five pockets, to start.....	3 10 4	0 18 10	4 9 2
Double breasted overcoat with not more than five pockets, to start.....	3 18 10	1 1 2	5 0 0
Single breasted raglan with not more than five pockets, to start.....	3 18 10	1 1 2	5 0 0

(2) Waar werk van die kleremakery-op-maatnywerheid aan 'n persoon op kontrak deur 'n prinsipaal of kontrakteur uitgegee word, of die prinsipaal of kontrakteur 'n werkgewer is of nie, moet die prinsipaal of kontrakteur daardie persoon vir die werk teen minstens die volgende skale besoldig:—

Eersteklaswerk, d.w.s. „oop”-baadjie.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
(a) Klaarmaak—			
Dagbaadjie met hoogstens vyf sakke, vanaf.....	3 6 9	0 17 11	4 4 8
Sportbaadjie met hoogstens vyf sakke, vanaf.....	3 18 6	1 1 1	4 19 7
Norfolkbaadjie met hoogstens vier bandjies en gordel, vanaf.....	4 9 1	1 3 11	5 13 0
Pantbaadjie met hoogstens vyf sakke, vanaf.....	5 2 10	1 7 8	6 10 6
Aandbaadjie met hoogstens vier sakke, vanaf.....	6 0 0	1 12 2	7 12 2
Manel met hoogstens vyf sakke, vanaf.....	6 8 5	1 14 6	8 2 11
Dineebaadjie met hoogstens vyf sakke, vanaf...	4 10 0	1 4 0	5 14 0
Gewone jas met hoogstens vyf sakke, vanaf.....	4 5 8	1 3 1	5 8 9
Oorknoopjas met hoogstens vyf sakke, vanaf...	4 14 2	1 5 3	5 19 5
Raglan met hoogstens vyf sakke, vanaf.....	4 14 2	1 5 3	5 19 5
Ulster met hoogstens vyf sakke, vanaf.....	5 2 10	1 7 8	6 10 6
Kleurbaadjie sonder voering, met hoogstens vyf sakke, vanaf.....	3 6 9	0 17 11	4 4 8

Eersteklaswerk, nl. voerings onsigbaar met die hand omgesoom.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
Onderbaadjie met hoogstens vier sakke, vanaf...	0 18 9	0 5 1	1 3 10
Aandonderbaadjie, met hoogstens twee sakke, vanaf.....	1 5 7	0 6 10	1 12 5

Tweedeklaswerk, nl. „sak”-baadjie.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
Dagbaadjie met hoogstens vyf sakke, vanaf.....	2 10 6	0 13 7	3 4 1
Sportbaadjies met hoogstens vyf sakke, vanaf...	2 19 11	0 16 1	3 16 0
Norfolkbaadjie met hoogstens vier bandjies en gordel, vanaf.....	3 5 1	0 17 6	4 2 7
Pantbaadjie met hoogstens vier sakke, vanaf.....	4 5 8	1 3 1	5 8 9
Aandbaadjie met hoogstens vier sakke, vanaf...	5 2 10	1 7 8	6 10 6
Manel met hoogstens vyf sakke, kante met die masjien gestik, vanaf....	5 11 5	1 9 10	7 1 3
Manel met hoogstens vyf sakke, vanaf.....	5 15 8	1 11 1	7 6 9
Dineebaadjie met hoogstens vyf sakke, nate van voerings en belegsels met die masjien gewerk, vanaf.....	3 13 8	0 19 10	4 13 6
Gewone jas met hoogstens vyf sakke, vanaf.....	3 10 4	0 18 10	4 9 2
Oorknoopjas met hoogstens vyf sakke, vanaf...	3 18 10	1 1 2	5 0 0
Gewone raglan met hoogstens vyf sakke, vanaf...	3 18 10	1 1 2	5 0 0

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Double breasted raglan with not more than five pockets, to start.....	4	3	0	1	2	4	5	5	4
Ulster with not more than five pockets, to start....	4	8	0	1	6	0	5	14	0
Blazer, unlined, with not more than five pockets, to start.....	2	10	6	0	13	7	3	4	1

Second-class work, i.e. by machine

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vest with not more than four pockets, to start....	0	15	5	0	4	1	0	19	6
Dress vest with not more than two pockets, to start.....	1	1	1	0	5	6	1	6	7

First-class work, i.e. "Open coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Coat and/or vest extras—									
Balloon pockets or military pockets.....	0	4	2	0	1	2	0	5	4
Step collar for vest....	0	2	5	0	0	8	0	3	1
Extra pockets, each....	0	1	7	0	0	6	0	2	1
Skeleton baste coat....	0	3	4	0	1	0	0	4	4
Skeleton baste vest....	0	0	10	0	0	3	0	1	1
Baste morning coat....	0	6	9	0	1	10	0	8	7
Baste morning vest....	0	0	10	0	0	3	0	1	1
Baste dress coat....	0	6	9	0	1	10	0	8	7
Baste dress vest....	0	0	10	0	0	3	0	1	1
Baste frock coat....	0	6	9	0	1	10	0	8	7
Baste frock vest....	0	0	10	0	0	3	0	1	1
Single stitched, by hand, coat.....	0	6	11	0	1	10	0	8	9
Single stitched, by hand, vest.....	0	0	10	0	0	3	0	1	1
Forward try on, coat....	0	3	4	0	1	0	0	4	4
Forward try on, vest....	0	0	10	0	0	3	0	1	1
Double stitched, by machine.....	0	1	7	0	0	6	0	2	1
Gauntlet cuffs.....	0	1	7	0	0	6	0	2	1
Double breasted lounge	0	4	2	0	1	0	0	5	2
Double breasted vest....	0	2	5	0	0	8	0	3	1
Raised seams.....	0	1	7	0	0	6	0	2	1
Unlined coat.....	0	4	2	0	1	2	0	5	4
Outsize, from 44-inch waist.....	0	2	5	0	0	8	0	3	1
Bluffed edges.....	0	4	2	0	1	2	0	5	4
After three hole and button cuff, per hole....	0	0	4	0	0	1	0	0	5
Centre vent.....	0	3	5	0	1	1	0	4	6
Side vents, each.....	0	3	5	0	1	1	0	4	6

First-class work, i.e. "Open coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Military and clerical garments—									
Ordinary tunic, pointed cuffs.....	4	10	0	1	4	1	5	14	1
Ordinary tunic, braided cuffs.....	4	10	0	1	4	1	5	14	1
Scottish tunic, bandolier on top of pocket....	4	10	0	1	4	1	5	14	1
Military overcoat, double slits storm cuffs.....	4	14	9	1	5	6	6	0	3
British warmcoat, Prussian collar, storm cuffs	5	13	7	1	10	5	7	4	0
Officers' Mess coat, quilted lining, plain pointed cuffs, leather bottom.....	5	4	2	1	7	11	6	12	1
Officers' Mess vest.....	1	8	9	0	7	9	1	16	6
Coatee and vest, double side edges.....	6	12	8	1	15	6	8	8	2
Livery.....	5	4	2	1	7	11	6	12	1
Top livery.....	6	12	8	1	15	6	8	8	2
Clerical frock.....	5	13	7	1	10	5	7	4	0
Cassock vest.....	2	3	5	0	11	7	2	15	0

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Oorknoopraglan met hoogstens vyf sakke, vanaf...	4	3	0	1	2	4	5	5	4
Ulster met hoogstens vyf sakke, vanaf.....	4	8	0	1	6	0	5	14	0
Kleurbaadje sonder voering, met hoogstens vyf sakke, vanaf.....	2	10	6	0	13	7	3	4	1

Tweedeklaswerk, nl. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadje met hoogstens vier sakke, vanaf..	0	15	5	0	4	1	0	19	6
Aandonderbaadje met hoogstens twee sakke, vanaf.....	1	1	1	0	5	6	1	6	7

Eersteklaswerk, nl. „oop“-baadje en/of tweedeklaswerk, nl. „sak“-baadje.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ekstras aan baadje en/of onderbaadje—									
Ballon- of militêre sakke	0	4	2	0	1	2	0	5	4
Plat kraag vir onderbaadje.....	0	2	5	0	0	8	0	3	1
Ekstra sakke, per stuk...	0	1	7	0	0	6	0	2	1
Ruwe rygwerk, baadje..	0	3	4	0	1	0	0	4	4
Ruwe rygwerk, onderbaadje.....	0	0	10	0	0	3	0	1	1
Ryg, pantbaadje.....	0	6	9	0	1	10	0	8	7
Ryg, pantbaadje-onderbaadje.....	0	0	10	0	0	3	1	1	1
Ryg, aandbaadje.....	0	6	9	0	1	10	0	8	7
Ryg, aandonderbaadje..	0	0	10	0	0	3	0	1	1
Ryg, manel.....	0	6	9	0	1	10	0	8	7
Ryg, manelonderbaadje	0	0	10	0	0	3	0	1	1
Enkel met die hand gewerk, baadje.....	0	6	11	0	1	10	0	8	9
Enkel met die hand gewerk, onderbaadje..	0	0	10	0	0	3	0	1	1
Eerste aanpas, baadje..	0	3	4	0	1	0	0	4	4
Eerste aanpas, onderbaadje.....	0	0	10	0	0	3	0	1	1
Dubbel met die masjien gestik.....	0	1	7	0	0	6	0	2	1
Handskoemansjette....	0	1	7	0	0	6	0	2	1
Oorknoopdagbaadje....	0	4	2	0	1	0	0	5	2
Oorknooponderbaadje..	0	2	5	0	0	8	0	3	1
Bo-opgestikte nate....	0	1	7	0	0	6	0	2	1
Baadje sonder voering..	0	4	2	0	1	2	0	5	4
Ekstra grootte, met middel van 44 duim af....	0	2	5	0	0	8	0	3	1
Omslaankante.....	0	4	2	0	1	2	0	5	4
Mansjet, meer as drie gate en knope, per gat meer.....	0	0	4	0	0	1	0	0	5
Middelspleet.....	0	3	5	0	1	1	0	4	6
Sysplete, elk.....	0	3	5	0	1	1	0	4	6

Eersteklaswerk, nl. „oop“-baadje en/of tweedeklaswerk, nl. „sak“-baadje.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Militêre kledingstukke, en kledingstukke vir geestelikes—									
Gewone uniformbaadje, gepunte mansjette....	4	10	0	1	4	1	5	14	1
Gewone uniformbaadje, mansjette met koord omgeboor.....	4	10	0	1	4	1	5	14	1
Skotse uniformbaadje, bandolier oor sak....	4	10	0	1	4	1	5	14	1
Militêre jas, dubbele spleet stormmansjette.	4	14	9	1	5	6	6	0	3
Kort jas (British Warm), Pruisiese kraag, stormmansjette.....	5	13	7	1	10	5	7	4	0
Offisiersdinee-baadje, deurgestikte voering, gewone gepunte mansjette, leersitvlak.....	5	4	2	1	7	11	6	12	1
Offisiersdinee-onderbaadje.....	1	8	9	0	7	9	1	16	6
Kort baadje en onderbaadje, kante dubbel afgewerk.....	6	12	8	1	15	6	8	8	2
Livrei.....	5	4	2	1	7	11	6	12	1
Toplivrei.....	6	12	8	1	15	6	8	8	2
Manel vir geestelikes....	5	13	7	1	10	5	7	4	0
Priesteronderbaadje....	2	3	5	0	11	7	2	15	0

	First-class work, i.e. seat seam and/or pockets by hand.								
	Basic Rate.			Cost of Living Allowance.			Total Remu- neration.		
Trousers—	£	s.	d.	£	s.	d.	£	s.	d.
Trousers, two side and one hip pocket, side straps and turned in tops, to start.....	1	9	5	0	7	10	1	17	3
Breeches, two pockets, made by hand, to start	3	17	1	1	0	8	4	17	9
Jodhpur breeches, two pockets, by hand, to start.....	2	7	1	0	12	8	2	19	9
Knickers, strap and buckle at knee, to start	1	6	6	0	7	0	1	13	6
Plus-fours, two side and one hip pocket, to start.....	1	8	3	0	7	6	1	15	9
Shorts, two side and one hip pocket, side straps and turned in tops, to start.....	1	8	8	0	7	2	1	15	10
Leggings, with or without tongue, to start.....	0	19	9	0	5	3	1	5	0

Second-class work, i.e. by machine.									
	Basic Wage.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	1	11	0	5	10	1	7	9
Breeches, two pockets, to start.....	2	7	1	0	12	8	2	19	9
Jodhpur breeches, two pockets, to start.....	1	14	3	0	9	3	2	3	6
Knickers, strap and buckle at knee, to start	1	1	4	0	5	8	1	7	0
Plus-fours, two side and one hip pocket, to start.....	1	3	1	0	6	2	1	9	3
Shorts, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	1	11	0	5	10	1	7	9

First-class work, i.e. seat seam and/or pockets by hand and/or second-class work, i.e. by machine.									
	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
Trouser extras—	£	s.	d.	£	s.	d.	£	s.	d.
Extra fob pocket.....	0	0	10	0	0	3	0	1	1
Extra hip pocket.....	0	1	7	0	0	6	0	2	1
Loops for belt.....	0	1	7	0	0	6	0	2	1
B.B. loops, each.....	0	0	10	0	0	3	0	1	1
Tube.....	0	1	7	0	0	6	0	2	1
French bearer, single button.....	0	0	10	0	0	3	0	1	1
French bearer, two buttons.....	0	1	7	0	0	6	0	2	1
Tab to American pocket	0	0	10	0	0	3	0	1	1
Loose raised seams.....	0	1	7	0	0	6	0	2	1
Piped side seams.....	0	3	4	0	1	0	0	4	4
Leather, on heel.....	0	1	1	0	0	5	0	1	6
Outsize, from 44-inch waist.....	0	0	10	0	0	3	0	1	1
Extension band.....	0	1	7	0	0	6	0	2	1
Leather, all round.....	0	2	5	0	0	8	0	3	1
Chamois pockets.....	0	1	1	0	0	5	0	1	6
Double pockets at bottom.....	0	0	10	0	0	3	0	1	1
Double seat, out or inside	0	1	7	0	0	6	0	2	1
Braid on side seam, by hand.....	0	5	1	0	1	5	0	6	6
Double braid, on side seam, by hand.....	0	10	2	0	2	10	0	13	0
Try on.....	0	1	7	0	0	6	0	2	1
Buckskin strappings....	0	10	2	0	2	10	0	13	0
Breeches, frog mouth pockets.....	0	2	5	0	0	8	0	3	1
Breeches, split falls.....	0	5	1	0	1	5	0	6	6
Breeches, continuations.	0	5	1	0	1	4	0	6	5
Jodhpur breeches, extras same as breeches....	—	—	—	—	—	—	—	—	—
Knickers, continuations, box cloth or same material, four holes..	0	7	8	0	2	1	0	9	9

Eersteklaswerk, nl. sitvlaknate en/ of sakke met die hand werk.									
	Basiese skaal.			Lewens- koste- toelae.			Totale besol- diging.		
Broeke—	£	s.	d.	£	s.	d.	£	s.	d.
Broeke, twee sysakke en een heupsak, bandjies aan die sye en bo-ente omgeslaan, vanaf.....	1	9	5	0	7	10	1	17	3
Rybroeke, twee sakke, met die hand gemaak, vanaf.....	3	17	1	1	0	8	4	17	9
Jodhpur-rybroeke, twee sakke, met die hand gemaak, vanaf.....	2	7	1	0	12	8	2	19	9
Kniebroeke, bandjie en gespe by knie, vanaf..	1	6	6	0	7	0	1	13	6
Kuitbroeke, twee sysak- ke, en een heupsak, vanaf.....	1	8	3	0	7	6	1	15	9
Kortbroeke, twee sy- sakke en een heupsak, sybandjies en bo-ente omgeslaan, vanaf.....	1	8	8	0	7	2	1	15	10
Kamaste, met of sonder tong, vanaf.....	0	19	9	0	5	3	1	5	0

Tweedeklaswerk, nl. met masjien.									
	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broek, twee sysakke en een heup- en horlosie-sakkie, bandjies agter of aan die sye, bo-ente omgeslaan, vanaf.....	1	1	11	0	5	10	1	7	9
Rybroeke, twee sakke, vanaf.....	2	7	1	0	12	8	2	19	9
Jodhpur-rybroeke, twee sakke, vanaf.....	1	14	3	0	9	3	2	3	6
Kniebroeke, bandjie en gespe by knie, vanaf..	1	1	4	0	5	8	1	7	0
Kuitbroeke, twee sysakke en een heupsak, vanaf.	1	3	1	0	6	2	1	9	3
Kortbroeke, twee sysakke en een heup- en horlosiesakke, bandjies agter of aan die sye, bo-ente omgeslaan, vanaf.....	1	1	11	0	5	10	1	7	9

Eersteklaswerk, nl. sitvlaknate en/ of sakke met die hand werk en/of tweedeklaswerk, nl. met masjien.									
	Basiese skaal.			Lewens- koste- toelae.			Totale besol- diging.		
Ekstras aan broeke—	£	s.	d.	£	s.	d.	£	s.	d.
Ekstra horlosiesakkie...	0	0	10	0	0	3	0	1	1
Ekstra heupsak.....	0	1	7	0	0	6	0	2	1
Lissies vir gordel.....	0	1	7	0	0	6	0	2	1
B.B.-lissies, per stuk....	0	0	10	0	0	3	0	1	1
Skede.....	0	1	7	0	0	6	0	2	1
Fransse band, een knoop.	0	0	10	0	0	3	0	1	1
Fransse band, twee knope	0	1	7	0	0	6	0	2	1
Oorklap aan Ameri- kaanse sak.....	0	0	10	0	0	3	0	1	1
Los bo-opgestikte nate..	0	1	7	0	0	6	0	2	1
Gepyppte synate.....	0	3	4	0	1	0	0	4	4
Leer oor die hak.....	0	1	1	0	0	5	0	1	6
Ekstra grootte, met mid- del van 44 duim af....	0	0	10	0	0	3	0	1	1
Verlengingsband.....	0	1	7	0	0	6	0	2	1
Heeltemal met leer om- geboor.....	0	2	5	0	0	8	0	3	1
Seemseleersakke.....	0	1	1	0	0	5	0	1	6
Dubbele sakke onderaan	0	0	10	0	0	3	0	1	1
Dubbele sitvlak, buite- of binnekant.....	0	1	7	0	0	6	0	2	1
Synaat met die hand met koord afgewerk.....	0	5	1	0	1	5	0	6	6
Dubbele koord op synaat met die hand werk....	0	10	2	0	2	10	0	13	0
Aanpas.....	0	1	7	0	0	6	0	2	1
Bokvelbelegselstukke...	0	10	2	0	2	10	0	13	0
Rybroeke, paddabel- sakke.....	0	2	5	0	0	8	0	3	1
Rybroeke, gesplete been- stukke.....	0	5	1	0	1	5	0	6	6
Rybroeke, verlengstukke	0	5	1	0	1	4	0	6	5
Jodhpur-rybroeke, ekstras dieselfde as vir rybroeke.....	—	—	—	—	—	—	—	—	—
Kniebroeke, verleng- stukke „box cloth“, of dieselfde soort ma- teriaal, vier gate.....	0	7	8	0	2	1	0	9	9

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Braid on side seam, by machine.....	0	3	4	0	1	0	0	4	4
Double braid on side seam, by machine....	0	6	11	0	1	10	0	8	9
Serged seams.....	0	1	1	0	0	5	0	1	6
Zip flies.....	0	1	1	0	0	5	0	1	6
Binding bottoms.....	0	1	1	0	0	5	0	1	6
Trousers, lined.....	0	3	4	0	1	0	0	4	4
Ladies' garments—									
Plain skirt, from.....	1	5	8	0	6	10	1	12	6
Plain coat, from.....	3	11	11	0	19	4	4	11	3
Breeches made by machine, from.....	2	11	5	0	13	8	3	5	1
Breeches made by hand	4	5	8	1	3	1	5	8	9
Ladies' slacks.....	1	9	5	0	7	11	1	17	4

Extras to be paid for at the rate of 7s. 6½d. per hour.

First-class work, i.e. "Open" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
(b) For make and trim—									
Lounge coat with not more than five pockets, to start.....	4	16	11	1	6	1	6	3	0
Sporting coat with not more than five pockets, to start.....	4	14	2	1	6	0	6	0	2
Norfolk coat with not more than four straps and belt, to start.....	5	14	11	1	10	10	7	5	9
Morning coat with not more than five pockets, to start.....	7	1	6	1	18	0	8	19	6
Dress coat with not more than four pockets, to start.....	8	7	2	2	4	10	10	12	0
Frock coat with not more than five pockets, to start.....	8	15	10	2	7	1	11	2	11
Dinner coat with not more than five pockets, sides of linings and facings by machine, to start.....	6	17	2	1	16	9	8	13	11
Single breasted overcoat with not more than five pockets, to start.....	6	0	0	1	12	3	7	12	3
Double breasted overcoat with not more than five pockets, to start.....	6	8	5	1	14	6	8	2	11
Raglan with not more than five pockets, to start....	6	8	5	1	14	6	8	2	11
Ulster with not more than five pockets, to start....	6	17	2	1	16	9	8	13	11
Blazer, unlined, with not more than five pockets, to start.....	4	12	7	1	4	11	5	17	6

First-class work, i.e. linings felled in by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vests—									
Vest with not more than four pockets, to start..	1	6	6	0	7	0	1	13	6
Dress vest with not more than four pockets, to start.....	1	19	5	0	10	7	2	10	0

Second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Lounge coat with not more than five pockets, to start	3	12	1	0	19	4	4	11	5
Sporting coat with not more than five pockets, to start.....	3	12	11	0	19	9	4	12	8
Norfolk coat with not more than four straps and belt, to start.....	4	2	3	1	2	0	5	4	3
Morning coat with not more than five pockets, to start.....	5	15	8	1	11	3	7	6	11
Dress coat with not more than four pockets, to start.....	6	17	2	1	16	9	8	13	11
Frock coat with not more than five pockets, machined edges, to start	7	5	9	1	19	2	9	4	11
Dinner coat with not more than five pockets, to start.....	5	8	1	1	9	0	6	17	1

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Koord met synaat met die masjien-gewerk....	0	3	4	0	1	0	0	4	4
Dubbele koord met die masjien op synaat werk.....	0	6	11	0	1	10	0	8	9
Sergenate.....	0	1	1	0	0	5	0	1	6
Ritsluitergulpe.....	0	1	1	0	0	5	0	1	6
Onder-ente omgesoom..	0	1	1	0	0	5	0	1	6
Broeke, met voering....	0	3	4	0	1	0	0	4	4

Dameskledingstukke—

Gewone romp, vanaf....	1	5	8	0	6	10	1	12	6
Gewone baadjie vanaf...	3	11	11	0	19	4	4	11	3
Rybroeke met die masjien gemaak, vanaf...	2	11	5	0	13	8	3	5	1
Rybroeke met die hand gemaak.....	4	5	8	1	3	1	5	8	9
Langbroeke vir Dames..	1	9	5	0	7	11	1	17	4

Vir ekstra moet teen die skaal van 7s. 6½d. per uur betaal word.

Eersteklaswerk, nl. „oop”-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
(b) Vir maak en tooi—									
Dagbaadjie met hoogstens vyf sakke, vanaf.....	4	16	11	1	6	1	6	3	0
Sportbaadjie met hoogstens vyf sakke, vanaf...	4	14	2	1	6	0	6	0	2
Norfolkbaadjie met hoogstens vier bandjies en gordel, vanaf.....	5	14	11	1	10	10	7	5	9
Pantbaadjie met hoogstens vyf sakke, vanaf.....	7	1	6	1	18	0	8	19	6
Aandpak met hoogstens vier sakke, vanaf.....	8	7	2	2	4	10	10	12	0
Manel met hoogstens vyf sakke, vanaf.....	8	15	10	2	7	1	11	2	11
Dineebaadjie met hoogstens vyf sakke, kante van voerings en belegsels met die masjien gestik, vanaf.....	6	17	2	1	16	9	8	13	11
Gewone jas met hoogstens vyf sakke, vanaf.....	6	0	0	1	12	3	7	12	3
Oorknoopjas met hoogstens vyf sakke, vanaf...	6	8	5	1	14	6	8	2	11
Raglan met hoogstens vyf sakke, vanaf.....	6	8	5	1	14	6	8	2	11
Ulster met hoogstens vyf sakke, vanaf.....	6	17	2	1	16	9	8	13	11
Kleurbaadjie, ongevoer met hoogstens vyf sakke, vanaf.....	4	12	7	1	4	11	5	17	6

Eersteklaswerk, nl. voerings onsigbaar met die hand ingesoom.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadjies—									
Onderbaadjie met hoogstens vier sakke, vanaf	1	6	6	0	7	0	1	13	6
Aandonderbaadjie met hoogstens vier sakke, vanaf.....	1	19	5	0	10	7	2	10	0

Tweedeklaswerk, d.w.s. „sak”-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Dagbaadjie met hoogstens vyf sakke, vanaf.....	3	12	1	0	19	4	4	11	5
Sportbaadjie met hoogstens vyf sakke, vanaf.....	3	12	11	0	19	9	4	12	8
Norfolk-baadjie met hoogstens vier bandjies en gordel, vanaf.....	4	2	3	1	2	0	5	4	3
Pantbaadjie met hoogstens vyf sakke, vanaf.....	5	15	8	1	11	3	7	6	11
Aandbaadjie met hoogstens vier sakke, vanaf...	6	17	2	1	16	9	8	13	11
Manel met hoogstens vyf sakke, kante met masjien gestik, vanaf.....	7	5	9	1	19	2	9	4	11
Dineebaadjie met hoogstens vyf sakke, vanaf...	5	8	1	1	9	0	6	17	1

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Single breasted overcoat with not more than five pockets, to start.....	4	16	0	1	5	8	6	1	8
Double breasted overcoat with not more than five pockets, to start.....	5	4	8	1	8	0	6	12	8
Single breasted raglan with not more than five pockets, to start.....	5	4	8	1	8	0	6	12	8
Double breasted raglan with not more than five pockets, to start.....	5	8	9	1	9	2	6	17	11
Ulster with not more than five pockets, to start....	5	15	0	1	11	0	7	6	0
Blazer unlined with not more than five pockets, to start.....	3	7	8	0	18	1	4	5	9

Second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vest with not more than four pockets, to start....	1	0	6	0	5	6	1	6	0
Dress vest with not more than four pockets, to start.....	1	9	2	0	7	10	1	17	0

First-class work, i.e. "Open" coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Coat and/or vest extras—									
Balloon pockets or military pockets.....	0	4	2	0	1	2	0	5	4
Step collar for vest.....	0	2	5	0	0	8	0	3	1
Extra pockets, each.....	0	1	7	0	0	6	0	2	1
Skeleton baste coat.....	0	3	4	0	1	0	0	4	4
Skeleton baste vest.....	0	0	10	0	0	3	0	1	1
Baste morning coat.....	0	6	9	0	1	10	0	8	7
Baste morning vest.....	0	0	10	0	0	3	0	1	1
Baste dress coat.....	0	6	9	0	1	10	0	8	7
Baste dress vest.....	0	0	10	0	0	3	0	1	1
Baste frock coat.....	0	6	9	0	1	10	9	8	7
Baste frock vest.....	0	0	10	0	0	3	0	1	1
Single stitched, by hand, coat.....	0	6	11	0	1	10	0	8	9
Single stitched, by hand, vest.....	0	0	10	0	0	3	0	1	1
Forward try on, coat....	0	3	4	0	1	0	0	4	4
Forward try on, vest....	0	0	10	0	0	3	0	1	1
Double stitched, by machine.....	0	1	7	0	0	6	0	2	1
Gauntlet cuffs.....	0	1	7	0	0	6	0	2	1
Double breasted lounge.	0	4	2	0	1	0	0	5	2
Double breasted vest....	0	2	5	0	0	8	0	3	1
Raised seams.....	0	1	7	0	0	6	0	2	1
Unlined coat.....	0	4	2	0	1	2	0	5	4

First-class work, i.e. "Open" coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Outsize, from 44-inch waist.....	0	2	5	0	0	8	0	3	1
Bluffed edges.....	0	4	2	0	1	2	0	5	4
After three hole and button cuff, per hole....	0	0	4	0	0	1	0	0	5
Centre vent.....	0	3	5	0	1	1	0	4	6
Side vents, each.....	0	3	5	0	1	1	0	4	6
Military and clerical garments—									
Ordinary tunic, pointed cuffs.....	5	9	11	1	9	5	6	19	4
Ordinary tunic, braided cuffs.....	5	9	11	1	9	5	6	19	4
Scottish tunic, bandolier on top of pocket.....	5	9	11	1	9	5	6	19	4
Military overcoat, double slits, storm cuffs.....	5	10	7	1	9	8	7	0	3
British warmcoat, Prussian collar, storm cuffs	6	9	10	1	14	10	8	4	8

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Gewone jas met hoogstens vyf sakke, vanaf.....	4	16	0	1	5	8	6	1	8
Oorknoopjas met hoogstens vyf sakke, vanaf...	5	4	8	1	8	0	6	12	8
Gewone raglan met hoogstens vyf sakke, vanaf...	5	4	8	1	8	0	6	12	8
Oorknoop - raglan met hoogstens vyf sakke, vanaf.....	5	8	9	1	9	2	6	17	11
Ulster met hoogstens vyf sakke, vanaf.....	5	15	0	1	11	0	7	6	0
Kleurbaadjie, sonder voering, met hoogstens vyf sakke, vanaf.....	3	7	8	0	18	1	4	5	9

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadjie met hoogstens vier sakke, vanaf...	1	0	6	0	5	6	1	6	0
Aandonderbaadjie met hoogstens vier sakke, vanaf.....	1	9	2	0	7	10	1	17	0

Eersteklaswerk, d.w.s. „oop“-baadjie en/of tweedeklaswerk, d.w.s. „sak“-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ekstras aan baadjie en/of onderbaadjie—									
Ballonsakke of militêre sakke.....	0	4	2	0	1	2	0	5	4
Plat kraag vir onderbaadjie.....	0	2	5	0	0	8	0	3	1
Ekstra sakke per stuk...	0	1	7	0	0	6	0	2	1
Ruwe rygwerk, baadjie..	0	3	4	0	1	0	0	4	4
Ruwe rygwerk, onderbaadjie.....	0	0	10	0	0	3	0	1	1
Ryg, pantbaadjie.....	0	6	9	0	1	10	0	8	7
Ryg, pantbaadjie-onderbaadjie.....	0	0	10	0	0	3	0	1	1
Ryg, aandbaadjie.....	0	6	9	0	1	10	0	8	7
Ryg, aandonderbaadjie..	0	0	10	0	0	3	0	1	1
Ryg, manel.....	0	6	9	0	1	10	0	8	7
Ryg, manelonderbaadjie	0	0	10	0	0	3	0	1	1
Baadjie, enkel met die hand gewerk.....	0	6	11	0	1	10	0	8	9
Onderbaadjie, enkel, met die hand gewerk.....	0	0	10	0	0	3	0	1	1
Eerste aanpas, baadjie...	0	3	4	0	1	0	0	4	4
Eerste aanpas, onderbaadjie.....	0	0	10	0	0	3	0	1	1
Dubbel met die masjien gestik.....	0	1	7	0	0	6	0	2	1
Handskoemansjette....	0	1	7	0	0	6	0	2	1
Oorknoopdagbaadjie....	0	4	2	0	1	0	0	5	2
Oorknooponderbaadjie..	0	2	5	0	0	8	0	3	1
Bo-opgestikte nate.....	0	1	7	0	0	6	0	2	1
Baadjie sonder voering..	0	4	2	0	1	2	0	5	4

Eersteklaswerk, d.w.s. „oop“-baadjie en/of tweedeklaswerk, d.w.s. „sak“-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ekstra grootte met middel van 44 duim af....	0	2	5	0	0	8	0	3	1
Omslaankante.....	0	4	2	0	1	2	0	5	4
Mansjet met meer as drie knoopsgate, per gat meer.....	0	0	4	0	0	1	0	0	5
Middelspleet.....	0	3	5	0	1	1	0	4	6
Sysplete, elk.....	0	3	5	0	1	1	0	4	6
Militêre kledingstukke en kledingstukke vir geestelikes—									
Gewone uniformbaadjie, gepunte mansjette....	5	9	11	1	9	5	6	19	4
Gewone uniformbaadjie, met koord-omboorde mansjette.....	5	9	11	1	9	5	6	19	4
Skotse uniformbaadjie bandolier oor sak....	5	9	11	1	9	5	6	19	4
Militêre jas, dubbele spleet, strommansjette	5	10	7	1	9	8	7	0	3
Kort jas (British Warm), Pruisiese kraag, stormmansjette.....	6	9	10	1	14	10	8	4	8

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Officers' Mess coat, quilted lining, plain pointed cuffs, leather bottom.....	5	15	6	1	11	1	7	6	7
Officers' Mess vest.....	1	16	5	0	9	10	2	6	3
Coatee and vest, double side edges.....	7	8	5	1	19	10	9	8	3
Livery.....	5	16	2	1	11	4	7	7	6
Top livery.....	7	8	5	1	19	10	9	8	3
Clerical frock.....	6	8	9	1	14	8	8	3	5
Cassock vest.....	2	10	4	0	13	8	3	4	0

First-class work, i.e. seat seam and/or pockets by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers—									
Trousers, two side and one hip pocket, side straps and turned in tops, to start.....	1	16	5	0	9	10	2	6	3
Breeches, two pockets, made by hand, to start	5	5	0	1	8	2	6	13	2
Jodhpur breeches, two pockets, by hand, to start.....	2	19	6	0	16	0	3	15	6
Knickers, strap and buckle at knee, to start.....	1	19	8	0	10	7	2	10	3
Plus-fours, two side and one hip pocket, to start.....	1	19	10	0	10	10	2	10	8
Shorts, two side and one hip pocket, side straps and turned in tops, to start.....	1	16	5	0	9	10	2	6	3
Leggings, with or without tongue, to start.....	1	8	2	0	7	8	1	15	10

Second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers—									
Trousers, two sides, one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	9	1	0	7	9	1	16	10
Breeches, two pockets, to start.....	2	19	6	0	16	0	3	15	6
Jodhpur breeches, two pockets, to start.....	2	2	0	0	11	3	2	13	3
Knickers, strap and buckle at knee, to start.....	1	8	11	0	7	9	1	16	8
Plus-fours, two side and one hip pocket, to start.....	1	9	9	0	8	0	1	17	9
Shorts, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	9	1	0	7	9	1	16	10

First-class work, i.e. seat seam and/or pockets by hand and/or second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trouser extras—									
Extra fob pocket.....	0	0	10	0	0	3	0	1	1
Extra hip pocket.....	0	1	7	0	0	6	0	2	1
Loops for belt.....	0	1	7	0	0	6	0	2	1
B.B. loops, each.....	0	0	10	0	0	3	0	1	1
Tube.....	0	1	7	0	0	6	0	2	1
French bearer, single button.....	0	0	10	0	0	3	0	1	1
French bearer, two button.....	0	1	7	0	0	6	0	2	1
Tab to American pocket	0	0	10	0	0	3	0	1	1
Loose raised seams.....	0	1	7	0	0	6	0	2	1
Piped side seams.....	0	3	4	0	1	0	0	4	4
Leather, on heel.....	0	1	1	0	0	5	0	1	6
Outsize, from 44-inch waist.....	0	0	10	0	0	3	0	1	1
Extension band.....	0	1	7	0	0	6	0	2	1
Leather, all round.....	0	2	5	0	0	8	0	3	1
Chamois pockets.....	0	1	1	0	0	5	0	1	6

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Offisiersdinee baadjie deurgestikte voering, gewone gepunte mansjette, leersitvlak.....	5	15	6	1	11	1	7	6	7
Offisiersdinee-onder baadjie.....	1	16	5	0	9	10	2	6	3
Kort baadjie en onderbaadjie, dubbel afge- werkte kante.....	7	8	5	1	19	10	9	8	3
Livrei.....	5	16	2	1	11	4	7	7	6
Toplivrei.....	7	8	5	1	19	10	9	8	3
Manel vir geestelikes....	6	8	9	1	14	8	8	3	5
Priesteronderbaadjie.....	2	10	4	0	13	8	3	4	0

Eersteklaswerk, d.w.s. sitvlaknaat en/of sakke met die hand gewerk.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke—									
Broeke, twee sysakke, en een heupsak, sy-bandjies, bo-ente omgeslaan, vanaf.....	1	16	5	0	9	10	2	6	3
Rybroeke, twee sakke met die hand gemaak, vanaf.....	5	5	0	1	8	2	6	13	2
Jodhpur-rybroeke, twee sakke met die hand gemaak, vanaf.....	2	19	6	0	16	0	3	15	6
Kniebroeke, bandjie en gespe by knie, vanaf..	1	19	8	0	10	7	2	10	3
Kuitbroeke, twee sysakke en een heupsak, vanaf..	1	19	10	0	10	10	2	10	8
Kortbroeke, twee sysakke en een heupsak, bandjies aan die sy, bo-ente omgeslaan vanaf.....	1	16	5	0	9	10	2	6	3
Kamaste, met of sonder tong, vanaf.....	1	8	2	0	7	8	1	15	10

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke—									
Broeke, twee sysakke, een heupsak, horlosiesakke, bandjies agter of aan die sy, bo-ente omgeslaan, vanaf.....	1	9	1	0	7	9	1	16	10
Rybroeke, twee sakke, vanaf.....	2	19	6	0	16	0	3	15	6
Jodhpur-rybroeke, twee sakke, vanaf.....	2	2	0	0	11	3	2	13	3
Kniebroeke, bandjie en gespe by knie, vanaf..	1	8	11	0	7	9	1	16	8
Kuitbroeke, twee sysakke en een heupsak, vanaf..	1	9	9	0	8	0	1	17	9
Kortbroeke, twee sysakke, een heupsak en horlosiesakke, bandjies agter of aan die sy, bo-ente omgeslaan, vanaf.....	1	9	1	0	7	9	1	16	10

Eersteklaswerk, d.w.s. sitvlaknaat en/of sakke met die hand en/of tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Ekstras aan broeke—									
Ekstra horlosiesakke...	0	0	10	0	0	3	0	1	1
Ekstra heupsak.....	0	1	7	0	0	6	0	2	1
Lissies vir gordel.....	0	1	7	0	0	6	0	2	1
B.B.-lissies, per stuk....	0	0	10	0	0	3	0	1	1
Skede.....	0	1	7	0	0	6	0	2	1
Franse band, een knoop	0	0	10	0	0	3	0	1	1
Franse band, twee knope	0	1	7	0	0	6	0	2	1
Oorklap aan Amerikaanse sak.....	0	0	10	0	0	3	0	1	1
Los bo-opgestikte nate..	0	1	7	0	0	6	0	2	1
Geplypte synate.....	0	3	4	0	1	0	0	4	4
Leer oor die hak.....	0	1	1	0	0	5	0	1	6
Ekstra grootte met middel van 44 duim af....	0	0	10	0	0	3	0	1	1
Verlengingsband.....	0	1	7	0	0	6	0	2	1
Gehel met leer omgeboor.....	0	2	5	0	0	8	0	3	1
Seemsleersakke.....	0	1	1	0	0	5	0	1	6

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Double pockets at bottom.....	0	0	10	0	0	3	0	1	1
Double seat, out or inside.....	0	1	7	0	0	6	0	2	1
Braid on side seam, by hand.....	0	5	1	0	1	5	0	6	6
Double braid on side seam, by hand.....	0	10	2	0	2	10	0	13	0
Try on.....	0	1	7	0	0	6	0	2	1
Buckskin strappings.....	0	10	2	0	2	10	0	13	0
Breeches, frog mouth pockets.....	0	2	5	0	0	8	0	3	1
Breeches, split falls.....	0	5	1	0	1	5	0	6	6
Breeches, continuations.	0	5	1	0	1	4	0	6	5
Jodhpur breeches, extras same as breeches.....	—	—	—	—	—	—	—	—	—
Knickers, continuations, box cloth or same material, four holes...	0	7	8	0	2	1	0	9	9
Braid on side seam, by machine.....	0	3	4	0	1	0	0	4	4
Double braid on side seam, by machine....	0	6	11	0	1	10	0	8	9
Serged seams.....	0	1	1	0	0	5	0	1	6
Zip flies.....	0	1	1	0	0	5	0	1	6
Binding bottoms.....	0	1	1	0	0	5	0	1	6
Trousers, lined.....	0	3	4	0	1	0	0	4	4
Make and trim, ladies' garments—									
Plain skirt, from.....	1	14	5	0	10	9	2	5	2
Plain coat, from.....	3	18	4	0	19	8	4	18	0
Breeches made by machine, from.....	2	19	6	0	16	0	3	15	6
Breeches made by hand	4	14	1	1	4	10	5	18	11
Ladies' slacks.....	1	18	5	0	10	5	2	8	10

Extras to be paid for at the rate of 7s. 6½d. per hour.

First-class work, i.e. "Open" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
(c) For cut, make and trim—									
Lounge coat with not more than five pockets, to start.....	5	10	7	1	9	8	7	0	3
Sporting coat with not more than five pockets, to start.....	5	8	0	1	9	0	6	17	0
Norfolk coat with not more than four straps and belt, to start.....	6	11	7	1	15	4	8	6	11
Morning coat with not more than five pockets, to start.....	7	18	5	2	2	9	10	1	2
Dress coat with not more than four pockets, to start.....	9	4	4	2	9	4	11	13	8
Frock coat with not more than five pockets, to start.....	9	12	8	2	11	9	12	4	5
Dinner coat, with not more than five pockets, to start.....	7	14	4	2	0	8	9	15	0
Single breasted overcoat with not more than five pockets, to start.....	6	17	2	1	16	10	8	14	0
Double breasted overcoat with not more than five pockets, to start.....	7	5	9	1	19	1	9	4	10
Raglan with not more than five pockets, to start....	7	5	9	1	19	1	9	4	10
Ulster with not more than five pockets, to start....	7	14	4	2	1	4	9	15	8
Blazer, unlined with not more than five pockets, to start.....	5	6	3	1	8	6	6	14	9

First-class work, i.e. linings felled in by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Vest with not more than four pockets, to start....	1	13	3	0	8	11	2	2	2
Dress vest with not more than two pockets, to start.....	2	6	3	0	12	6	2	18	9

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Dubbele sakke onder....	0	0	10	0	0	3	0	1	1
Dubbele sitvlak, buite-of binnekant.....	0	1	7	0	0	6	0	2	1
Synaat met koord met die hand afgewerk....	0	5	1	0	1	5	0	6	6
Synaat met dubbelkoord met die hand afgewerk	0	10	2	0	2	10	0	13	0
Aanpas.....	0	1	7	0	0	6	0	2	1
Bokvelbelegselstukke....	0	10	2	0	2	10	0	13	0
Rybroeke, paddabek-sakke.....	0	2	5	0	0	8	0	3	1
Rybroeke, gesplete been-stukke.....	0	5	1	0	1	5	0	6	6
Rybroek verlengstukke..	0	5	1	0	1	4	0	6	5
Jodhpur-rybroeke, ekstras dieselfde as vir rybroeke.....	—	—	—	—	—	—	—	—	—
Kniebroek, verlengstuk-ke, „box cloth”, of dieselfde soort mate-riaal, vier gate.....	0	7	8	0	2	1	0	9	9
Koord op synaat met die masjien werk.....	0	3	4	0	1	0	0	4	4
Synaat met dubbel-koord, met masjien...	0	6	11	0	1	10	0	8	9
Serge-nate.....	0	1	1	0	0	5	0	1	6
Ritsluitergulpe.....	0	1	1	0	0	5	0	1	6
Onder-ente omgesoom...	0	1	1	0	0	5	0	1	6
Broeke, gevoer.....	0	3	4	0	1	0	0	4	4
Vir maak en toel, dames-kledingstukke—									
Gewone romp, vanaf....	1	14	5	0	10	9	2	5	2
Gewone baadjie, vanaf...	3	18	4	0	19	8	4	18	0
Rybroek met die masjien gemaak, vanaf.....	2	19	6	0	16	0	3	15	6
Rybroek met die hand gemaak, vanaf.....	4	14	1	1	4	10	5	18	11
Langbroek vir dames....	1	18	5	0	10	5	2	8	10

Vir ekstras moet teen die skaal van 7s. 6½d. per uur betaal word
Eersteklaswerk, d.w.s. „oep”-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
(c) Vir sny, maak en toel—									
Dagbaadjie met hoogstens vyf sakke, vanaf.....	5	10	7	1	9	8	7	0	3
Sportbaadjie met hoogstens vyf sakke, vanaf...	5	8	0	1	9	0	6	17	0
Norfolk-baadjie met hoogstens vier lissies en gordel, vanaf.....	6	11	7	1	15	4	8	6	11
Pantbaadjie met hoogstens vyf sakke, vanaf.....	7	18	5	2	2	9	10	1	2
Aandbaadjie met hoogstens vier sakke, vanaf...	9	4	4	2	9	4	11	13	8
Manel met hoogstens vyf sakke, vanaf.....	9	12	8	2	11	9	12	4	5
Dineebaadjie met hoogstens vyf sakke, vanaf...	7	14	4	2	0	8	9	15	0
Gewone jas met hoogstens vyf sakke, vanaf.....	6	17	2	1	16	10	8	14	0
Oorknoopjas met hoogstens vyf sakke, vanaf...	7	5	9	1	19	1	9	4	10
Raglan met hoogstens vyf sakke, vanaf.....	7	5	9	1	19	1	9	4	10
Ulster met hoogstens vyf sakke, vanaf.....	7	14	4	2	1	4	9	15	8
Kleurbaadjie sonder voering, met hoogstens vyf sakke, vanaf.....	5	6	3	1	8	6	6	14	9

Eersteklaswerk, nl. voerings onsigbaar met die hand ingesoom.

	Basiese skaal.			Lewens-koste-toelae.			Totale besol-diging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Onderbaadjie met hoogstens vier sakke, vanaf..	1	13	3	0	8	11	2	2	2
Aandonderbaadjie met hoogstens twee sakke, vanaf.....	2	6	3	0	12	6	2	18	9

Second-class work, i.e. "Bagged" coat.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
Lounge coat with not more than five pockets, to start.....	4 5 9	0 19 11	5 5 8
Sporting coat with more than five pockets, to start.....	4 6 6	1 3 3	5 9 9
Norfolk coat with not more than four straps and belt, to start.....	4 19 5	1 6 8	6 6 1
Morning coat with not more than four pockets, to start.....	6 12 10	1 15 7	8 8 5
Dress coat with not more than four pockets, to start.....	7 14 4	2 1 4	9 15 8
Frock coat with not more than five pockets, machined edges, to start.....	8 2 10	2 3 7	10 6 5
Frock coat with not more than five pockets, to start.....	8 7 1	2 4 8	10 11 9
Dinner coat with not more than five pockets, sides of linings and facings by machine, to start.....	6 5 2	1 13 10	7 19 0
Single breasted overcoat with not more than five pockets, to start.....	5 13 2	1 10 3	7 3 5
Double breasted overcoat with not more than five pockets, to start.....	6 15 8	1 15 10	8 11 6
Single breasted raglan with not more than five pockets, to start.....	6 1 8	1 12 7	7 14 3
Double breasted raglan with not more than five pockets, to start.....	6 6 0	1 13 9	7 19 9
Ulster with not more than five pockets, to start....	6 12 11	1 15 6	8 8 5
Blazer, unlined with not more than five pockets, to start.....	4 1 6	1 1 9	5 3 3

Second-class work, i.e. by machine.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
Vest with not more than four pockets, to start....	1 7 5	0 7 4	1 14 9
Dress vest with not more than two pockets, to start.....	1 15 11	0 9 8	2 5 7

First-class work, i.e. "Open" coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.	Cost of Living Allowance.	Total Remuneration.
	£ s. d.	£ s. d.	£ s. d.
Coat and/or vest extras—			
Ballon pockets or military pockets.....	0 4 2	0 1 2	0 5 4
Step collar for vest.....	0 2 5	0 0 8	0 3 1
Extra pockets, each....	0 1 7	0 0 6	0 2 1
Skeleton baste coat....	0 3 4	0 1 0	0 4 4
Skeleton baste vest....	0 0 10	0 0 3	0 1 1
Baste morning coat....	0 6 9	0 1 10	0 8 7
Baste morning vest....	0 0 10	0 0 3	0 1 1
Baste dress coat.....	0 6 9	0 1 10	0 8 7
Baste dress vest.....	0 0 10	0 0 3	0 1 1
Baste frock coat.....	0 6 9	0 1 10	0 8 7
Baste frock vest.....	0 0 10	0 0 3	0 1 1
Single stitched, by hand, coat.....	0 6 11	0 1 10	0 8 9
Single stitched, by hand, vest.....	0 0 10	0 0 3	0 1 1
Forward try on, coat....	0 3 4	0 1 0	0 4 4

Tweedeklaswerk, d.w.s. „sak”-baadjie.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
Dagbaadjie met hoogstens vyf sakke, vanaf.....	4 5 9	0 19 11	5 5 8
Sportbaadjie met hoogstens vyf sakke, vanaf...	4 6 6	1 3 3	5 9 9
Norfolk-baadjie met hoogstens vier lissies en gordel, vanaf.....	4 19 5	1 6 8	6 6 1
Pantbaadjie met hoogstens vier sakke, vanaf.....	6 12 10	1 15 7	8 8 5
Aandbaadjie met hoogstens vier sakke, vanaf..	7 14 4	2 1 4	9 15 8
Manel met hoogstens vyf sakke, kante met masjien gestik, vanaf.....	8 2 10	2 3 7	10 6 5
Manel met hoogstens vyf sakke, vanaf.....	8 7 1	2 4 8	10 11 9
Dinee-baadjie met hoogstens vyf sakke, kante van voering en belegsels met masjien gestik, vanaf.....	6 5 2	1 13 10	7 19 0
Gewone jas met hoogstens vyf sakke, vanaf.....	5 13 2	1 10 3	7 3 5
Oorknoopjas met hoogstens vyf sakke, vanaf...	6 15 8	1 15 10	8 11 6
Raglan met hoogstens vyf sakke, vanaf.....	6 1 8	1 12 7	7 14 3
Oorknoop - raglan met hoogstens vyf sakke, vanaf.....	6 6 0	1 13 9	7 19 9
Ulster met hoogstens vyf sakke, vanaf.....	6 12 11	1 15 6	8 8 5
Kleurbaadjie sonder voering, met hoogstens vyf sakke, vanaf.....	4 1 6	1 1 9	5 3 3

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
Onderbaadjie met hoogstens vier sakke, vanaf...	1 7 5	0 7 4	1 14 9
Aandonderbaadjie met hoogstens twee sakke, vanaf.....	1 15 11	0 9 8	2 5 7

Eersteklaswerk, nl. „oop”-baadjie en/of tweedeklaswerk, d.w.s. „sak”-baadjie.

	Basiese skaal.	Lewens-koste-toelae.	Totale besoldiging.
	£ s. d.	£ s. d.	£ s. d.
Ekstras aan baadjie en/of onderbaadjie—			
Ballonsakke of militêre sakke.....	0 4 2	0 1 2	0 5 4
Plat kraag vir onderbaadjie.....	0 2 5	0 0 8	0 3 1
Ekstra sakke, per stuk...	0 1 7	0 0 6	0 1 2
Ruwe rygwerk, baadjie..	0 3 4	0 1 0	0 4 4
Ruwe rygwerk, onderbaadjie.....	0 0 10	0 0 3	0 1 1
Ryg, pantbaadjie.....	0 6 9	0 1 10	0 8 7
Ryg, pantanderbaadjie..	0 0 10	0 0 3	0 1 1
Ryg, aandbaadjie.....	0 6 9	0 1 10	0 8 7
Ryg, aandonderbaadjie..	0 0 10	0 0 3	0 1 1
Ryg, manel.....	0 6 9	0 1 10	0 8 7
Ryg, manelonderbaadjie.	0 0 10	0 0 3	0 1 1
Enkel met die hand gestik, baadjie.....	0 6 11	0 1 10	0 8 9
Enkel met die hand gestik, onderbaadjie.....	0 0 10	0 0 3	0 1 1
Eerste aanpas, baadjie...	0 3 4	0 1 0	0 4 4

First-class work, i.e. "Open" coat and/or second-class work, i.e. "Bagged" coat.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Forward try on, vest....	0	0	10	0	0	3	0	1	1
Double stitched, by machine.....	0	1	7	0	0	6	0	2	1
Gauntlet cuffs.....	0	1	7	0	0	6	0	2	1
Double breasted lounge	0	4	2	0	1	0	0	5	2
Double breasted vest....	0	2	5	0	0	8	0	3	1
Raised seams.....	0	1	7	0	0	6	0	2	1
Unlined coat.....	0	4	2	0	1	2	0	5	4
Outsize, from 44-inch waist.....	0	2	5	0	0	8	0	3	1
Bluffed edges.....	0	4	2	0	1	2	0	5	4
After three hole and button cuff, per hole....	0	0	4	0	0	1	0	0	5
Centre vent.....	0	3	5	0	1	1	0	4	6
Side vents, each.....	0	3	5	0	1	1	0	4	6
Military and clerical garments—									
Ordinary tunic, pointed cuffs.....	5	15	5	1	11	1	7	6	6
Ordinary tunic, braided cuffs.....	5	15	5	1	11	1	7	6	6
Scottish tunic, bandolier on top of pocket.....	5	15	5	1	11	1	7	6	6
Military overcoat, double slits, storm cuffs.....	6	7	4	1	14	2	8	1	6
British warmcoat, Prussian collar, storm cuffs	7	6	3	1	19	3	9	5	6
Officers' Mess coat, quilted lining, plain pointed cuffs, leather bottom.....	6	13	8	1	15	10	8	9	6
Officers' Mess vest.....	2	2	8	0	11	5	2	14	1
Coatee and vest, double side edges.....	8	11	11	2	11	0	11	2	11
Livery.....	6	13	8	1	17	3	8	10	11
Top livery.....	8	5	7	2	4	4	10	9	11
Clerical frock.....	7	6	3	1	19	3	9	5	6
Cassock vest.....	2	18	9	0	15	11	3	14	8

First-class work, i.e. seat seam and/or pockets by hand.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers—									
Trousers, two side and one hip pocket, side straps and turned in tops, to start.....	2	3	0	0	11	7	2	14	7
Breeches, two pockets, made by hand, to start	5	19	0	1	11	11	7	10	11
Jodhpur breeches, two pockets, by hand, to start.....	4	7	5	1	3	7	5	11	0
Knickers, strap and buckle at knee, to start.....	2	3	9	0	11	9	2	15	6
Plus-fours, two side and one hip pocket, to start.....	2	5	5	0	12	4	2	17	9
Shorts, two side and one hip pocket, side straps and turned in tops, to start.....	2	2	8	0	12	6	2	15	2
Leggings, with or without tongue, to start.....	1	16	4	0	9	11	2	6	3

Second-class work, i.e. by machine.

	Basic Rate.			Cost of Living Allowance.			Total Remuneration.		
	£	s.	d.	£	s.	d.	£	s.	d.
Trousers, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1	11	2	0	8	5	1	19	7
Breeches, two pockets, made by hand to start	3	16	0	1	0	4	4	16	4
Jodhpur breeches, two pockets, to start.....	2	19	2	0	15	11	3	15	1

Eersteklaswerk, nl. „oop"-baadjie en/of tweedeklaswerk, d.w.s. „sak"-baadjie.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Eerste aanpas, onderbaadjie.....	0	0	10	0	0	3	0	1	1
Dubbel met masjien gestik.....	0	1	7	0	0	6	0	2	1
Handskoemansjette....	0	1	7	0	0	6	0	2	1
Oorknoopdagbaadjie....	0	4	2	0	1	0	0	5	2
Oorknooponderbaadjie..	0	2	5	0	0	8	0	3	1
Bo-opgestikte nate.....	0	1	7	0	0	6	0	2	1
Baadjie sonder voering..	0	4	2	0	1	2	0	5	4
Ekstra grootte met middel van 44 duim af....	0	2	5	0	0	8	0	3	1
Omslaankante.....	0	4	2	0	1	2	0	5	4
Mansjet met meer as drie knoopsgate, per gat meer.....	0	0	4	0	0	1	0	0	5
Middelspleet.....	0	3	5	0	1	1	0	4	6
Syspleet, elk.....	0	3	5	0	1	1	0	4	6
Militêre kledingstukke en kledingstukke vir geestelikes—									
Gewone uniformbaadjie, gepunte mansjette.	5	15	5	1	11	1	7	6	6
Gewone uniformbaadjie, met koord omgeboorde mansjette.....	5	15	5	1	11	1	7	6	6
Skotse uniformbaadjie, bandolier oor sak.....	5	15	5	1	11	1	7	6	6
Militêre jas, dubbele spleet stormmansjette.	6	7	4	1	14	2	8	1	6
Kort jas (British Warm), Pruisiese kraag, stormmansjette.....	7	6	3	1	19	3	9	5	6
Offisiersdinee-baadjie, deurgestikte voering, gewone gepunte mansjette, leersitvlak.....	6	13	8	1	15	10	8	9	6
Offisiersdinee-onderbaadjie.....	2	2	8	0	11	5	2	14	1
Kort baadjie en onderbaadjie, kante dubbel afgewerk.....	8	11	11	2	11	0	11	2	11
Livrei.....	6	13	8	1	17	3	8	10	11
Toplivrei.....	8	5	7	2	4	4	10	9	11
Manel vir geestelikes....	7	6	3	1	19	3	9	5	6
Priesteronderbaadjie.....	2	18	9	0	15	11	3	14	8

Eersteklaswerk, d.w.s. sitvlaknaat en/of sakke met die hand gewerk.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke—									
Broeke, twee sysakke en een heupsak, bandjies aan die sye, bo-ente omgeslaan, vanaf.....	2	3	0	0	11	7	2	14	7
Rybroeke, twee sakke, met die hand gemaak, vanaf.....	5	19	0	1	11	11	7	10	11
Jodhpur-rybroeke, twee sakke met die hand gemaak, vanaf.....	4	7	5	1	3	7	5	11	0
Kniebroeke, bandjie en gespe by knie, vanaf..	2	3	9	0	11	9	2	15	6
Kuitbroeke, twee sysakke en een heupsak, vanaf.....	2	5	5	0	12	4	2	17	9
Kortbroeke, twee sysakke en een heupsak, sybandjies en bo-ente, omgeslaan, vanaf.....	2	2	8	0	12	6	2	15	2
Kamaste, met of sonder tong, vanaf.....	1	16	4	0	9	11	2	6	3

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.			Lewens-koste-toelae.			Totale besoldiging.		
	£	s.	d.	£	s.	d.	£	s.	d.
Broeke, twee sysakke en een heupsak en horlosiesakke, bandjies agter of aan die sy, bo-ente, omgeslaan, vanaf.....	1	11	2	0	8	5	1	19	7
Rybroeke, twee sakke met die hand gemaak, vanaf.....	3	16	0	1	0	4	4	16	4
Jodhpur-rybroeke, twee sakke, vanaf.....	2	19	2	0	15	11	3	15	1

Second-class work, i.e. by machine.

	Basic Rate.	Cost of Living Allowance.	Total Remu- neration.
	£ s. d.	£ s. d.	£ s. d.
Knickers, strap and buckle at knee, to start.....	1 16 4	0 9 11	2 6 3
Plus-fours, two side and one hip pocket, to start.....	1 19 2	0 10 7	2 9 9
Shorts, two side and one hip and fob pockets, back straps or side straps, turned in tops, to start.....	1 10 9	0 8 5	1 19 2

First-class work, i.e. seat seam and/or pockets by hand and/or second-class work, i.e. by machine.

	Basic Rate.	Cost of Living Allowance.	Total Remu- neration.
	£ s. d.	£ s. d.	£ s. d.
Trouser extras—			
Extra fob pocket.....	0 0 10	0 0 3	0 1 1
Extra hip pocket.....	0 1 7	0 0 6	0 2 1
Loops for belt.....	0 1 7	0 0 6	0 2 1
B.B. loops, each.....	0 0 10	0 0 3	0 1 1
Tube.....	0 1 7	0 0 6	0 2 1
French bearer, single button.....	0 0 10	0 0 3	0 1 1
French bearer, two buttons.....	0 1 7	0 0 6	0 2 1
Tab to American pocket	0 0 10	0 0 3	0 1 1
Loose raised seams.....	0 1 7	0 0 6	0 2 1
Piped side seams.....	0 3 4	0 1 0	0 4 4
Leather, on heel.....	0 1 1	0 0 5	0 1 6
Outsize, from 44-inch waist.....	0 0 10	0 0 3	0 1 1
Extensions band.....	0 1 7	0 0 6	0 2 1
Leather, all round.....	0 2 5	0 0 8	0 3 1
Chamois pockets.....	0 1 1	0 0 5	0 1 6
Double pockets at bottom.....	0 0 10	0 0 3	0 1 1
Double seat, out or inside.....	0 1 7	0 0 6	0 2 1
Braid on side seam, by hand.....	0 5 1	0 1 5	0 6 6
Double braid on side seam, by hand.....	0 10 2	0 2 10	0 13 0
Try on.....	0 1 7	0 0 6	0 2 1
Buckskin strappings.....	0 10 2	0 2 10	0 13 0
Breeches, frog mouth pockets.....	0 2 5	0 0 8	0 3 1
Breeches, split falls.....	0 5 1	0 1 5	0 6 6
Breeches, continuations.	0 5 1	0 1 4	0 6 5
Jodhpur breeches, extras same as breeches.....	—	—	—
Knickers, continuations, box cloth or same material, four holes...	0 7 8	0 2 1	0 9 9
Braid on side seam, by machine.....	0 3 4	0 1 0	0 4 4
Double braid on side seam, by machine.....	0 6 11	0 1 10	0 8 9
Serged seams.....	0 1 1	0 0 5	0 1 6
Zip flies.....	0 1 1	0 0 5	0 1 6
Binding bottoms.....	0 1 1	0 0 5	0 1 6
Trousers, lined.....	0 3 4	0 1 0	0 4 4
Ladies' garments—			
Plain skirt, from.....	1 19 10	0 10 9	2 10 7
Plain coat, from.....	4 18 0	1 6 3	6 4 3
Breeches made by machine, from.....	3 15 7	1 0 4	4 15 11
Breeches, made by hand	5 10 2	1 9 7	6 19 9
Ladies' slacks.....	2 5 5	0 12 4	2 17 9

Extras to be paid for at the rate of 7s. 6½d. per hour.

(3) (a) At every complete 10·5 points' rise in the consumer price index figure above 72·5 the cost of living allowance prescribed in this clause shall be increased by an amount equal to 2½ per cent of the basic rates.

(b) In the case of any decrease in the consumer price index figure reductions in the cost of living allowance prescribed in this clause shall take place in the same stages at which the increases took place in terms of paragraph (a) and at the rate of an amount equal to 2½ per cent of the basic rates in respect of every such stage of 10·5 complete points.

(c) At every complete 10·5 points' fall in the consumer price index figure below 72·5 the cost of living allowance shall be decreased by an amount equal to 2½ per cent of the basic rates.

Tweedeklaswerk, d.w.s. met masjien.

	Basiese skaal.	Lewens- koste- toelae.	Totale besol- diging.
	£ s. d.	£ s. d.	£ s. d.
Knibroeke, bandjie en gespe by knie, vanaf...	1 16 4	0 9 11	2 6 3
Kuitbroeke, twee sy-sakke en een heupsak, vanaf.....	1 19 2	0 10 7	2 9 9
Kortbroeke, twee sy-sakke en een heupsak en horlosiesakkies, bandjies agter of aan die sy, bo-ente omgeslaan, vanaf.....	1 10 9	0 8 5	1 19 2

Eersteklaswerk, d.w.s. sitvlaknaat en/of sakke met die hand en/of tweedeklaswerk, nl. met masjien.

	Basiese skaal.	Lewens- koste- toelae.	Totale besol- diging.
	£ s. d.	£ s. d.	£ s. d.
Ekstras aan broeke—			
Ekstra horlosiesakkie....	0 0 10	0 0 3	0 1 1
Ekstra heupsak.....	0 1 7	0 0 6	0 2 1
Lissies vir gordel.....	0 1 7	0 0 6	0 2 1
B.B.-lissies, per stuk....	0 0 10	0 0 3	0 1 1
Skede.....	0 1 7	0 0 6	0 2 1
Franse band, een knoop.	0 0 10	0 0 3	0 1 1
Franse band, twee knope	0 1 7	0 0 6	0 2 1
Oorklap aan Ameri- kaanse sak.....	0 0 10	0 0 3	0 1 1
Los bo-opgestikte nate..	0 1 7	0 0 6	0 2 1
Gepyppte synate.....	0 3 4	0 1 0	0 4 4
Leer oor die haak.....	0 1 1	0 0 5	0 1 6
Ekstra grootte met mid- del van 44 duim af....	0 0 10	0 0 3	0 1 1
Verlengingsband.....	0 1 7	0 0 6	0 2 1
Geheel met leer omge- boor.....	0 2 5	0 0 8	0 3 1
Seemsleersakke.....	0 1 1	0 0 5	0 1 6
Dubbele sakke onder....	0 0 10	0 0 3	0 1 1
Dubbele sitvlak, buite- of binnekant.....	0 1 7	0 0 6	0 2 1
Synaat met koord met die hand afgewerk....	0 5 1	0 1 5	0 6 6
Synaat met dubbel koord, met die hand afge- werk.....	0 10 2	0 2 10	0 13 0
Aanpas.....	0 1 7	0 0 6	0 2 1
Bokvelbelegstukke.....	0 10 2	0 2 10	0 13 0
Rybroeke, paddabek- sakke.....	0 2 5	0 0 8	0 3 1
Rybroeke, gesplete been- stukke.....	0 5 1	0 1 5	0 6 6
Rybroeke, verlengstukke	0 5 1	0 1 4	0 6 5
Jodhpur-rybroeke, ekstras, dieselfde as vir rybroeke.....	—	—	—
Knibroeke, verleng- stukke, „box cloth“, of dieselfde soort ma- teriaal, vier gate.....	0 7 8	0 2 1	0 9 9
Koord op synaat met masjien werk.....	0 3 4	0 1 0	0 4 4
Synaat met dubbelkoord, met masjien werk.....	0 6 11	0 1 10	0 8 9
Serge-nate.....	0 1 1	0 0 5	0 1 6
Ritsluitergulpe.....	0 1 1	0 0 5	0 1 6
Onder-ente, omgesoom..	0 1 1	0 0 5	0 1 6
Broeke, gevoer.....	0 3 4	0 1 0	0 4 4
Dameskledingstukke—			
Gewone romp, vanaf....	1 19 10	0 10 9	2 10 7
Gewone baadjie, vanaf..	4 18 0	1 6 3	6 4 3
Rybroek met masjien gemaak, vanaf.....	3 15 7	1 0 4	4 15 11
Rybroek met die hand gemaak.....	5 10 2	1 9 7	6 19 9
Langbroek vir dames....	2 5 5	0 12 4	2 17 9

Vir ekstras moet teen die skaal van 7s. 6½d. per uur betaal word.

(3) (a) Vir elke volle styging van 10·5 punte in die verbruikers-handelsprysindeksyfer bo 72·5 moet die lewenskostetoelae verhoog word met 'n bedrag gelyk met 2½ persent van die basiese loonskale wat in hierdie klousule voorgeskryf is.

(b) In die geval van 'n daling van die verbruikersprysindeks moet vermindering van die lewenskostetoelae, wat in hierdie klousule voorgeskryf is, in dieselfde stadiums geskied as wat die verhogings gemaak is, kragtens paragraaf (a) en teen die skaal van 'n bedrag gelyk met 2½ persent van die basiese loonskale, t.o.v. elke sodanige stadium van 'n volle 10·5 punte.

(c) By 'n daling van elke volle 10·5 punte in die verbruikers-prysindeksyfer onderkant 72·5, moet die lewenskostetoelae vermind word met 'n bedrag gelyk met 2½ persent van die basiese loonskale.

(d) In the case of any increase in the consumer price index figure, increases in the cost of living allowance prescribed in this clause shall take place at the same stages at which the decreases took place in terms of paragraph (c) and at the rate of an amount equal to 2½ per cent of the basic rates in respect of every such stage, of 10·5 complete points.

4. EXTRA REMUNERATION.

(1) (a) Every employer in the "tailoring section" who is a merchant tailor shall in addition to the remuneration and rates referred to in clauses 2 and 3 of this Chapter pay the following additional remuneration to his employees, piece-workers and middlemen in respect of the months of January, February, March, April, May, June, July, August, September and October, in accordance with this clause:—

- (i) One-quarter of the weekly remuneration plus six-twelfths of one day's pay paid to each of his employees employed on time-work or payable to them in terms of clause 2 of this Chapter, whichever is the greater.
- (ii) three shillings in the pound of the total amount paid by him to his piece-workers or payable to them in terms of clause 2 of this Chapter during the preceding calendar month, which ever is the greater.
- (iii) three shillings in the pound of the total amount paid or payable by him to his middlemen in terms of clause 3 of this chapter during the preceding calendar month whichever is the greater.

Payment in respect of the month of November shall be at double rates prescribed in paragraphs (i), (ii) and (iii) of this sub-clause and no payments shall be made in respect of the month of December.

(b) Every employer who is a middleman shall in addition to the remuneration referred to in clause 2 of this Chapter pay the following additional remuneration to his employees in respect of the months of January, February, March, April, May, June, July, August, September and October:—

- (i) One-quarter of the weekly remuneration plus six-twelfths of one day's pay paid to each of his employees employed on time-work or payable to them in terms of clause 2 of this Chapter whichever is the greater;
- (ii) three shillings in the pound of the total amount paid by him to his piece-workers or payable to them in terms of clause 3 of this Chapter during the preceding month whichever is the greater.

Payment in respect of the month of November shall be at double the rates prescribed in paragraphs (i) and (ii) of this sub-clause and no payments shall be made in respect of the month of December.

(c) For the purpose of this clause one day's pay means 8½ hours of the weekly remuneration paid or payable to an employee employed on time-work.

(2) (a) Payments made in terms of sub-clause (1) (a) of this clause shall be paid to the Council not later than the seventh day of each and every month, to be held by the Council in trust for the persons entitled thereto.

(b) Payments due by middlemen to their employees in terms of sub-clause (1) (b) of this clause shall be deducted by the Industrial Council from the amounts due to the middleman concerned in terms of sub-clause (1) (a) (iii) of this clause.

(3) (a) Every merchant tailor shall, when making payments in terms of this clause, furnish a statement in the form prescribed in Annexure B setting out in respect of the calendar month to which it refers, the name of each employee and middleman, and the remuneration payable and the amounts on which such remuneration is based.

(b) Each middleman shall in respect of each calendar month submit a return in the form of Annexure B showing in respect of each time-worker and each piece-worker the total amounts in wages and piece-work remuneration excluding overtime paid during that month to such employees.

(4) (a) Middlemen, time-workers and piece-workers who have been engaged throughout the year in the Industry shall receive the following amounts:—

- (i) In the case of a middleman himself, the sum equivalent to the pay of a first-class tailor for 21 days in full time;
- (ii) in the case of a time-worker, a sum equivalent to the wage prescribed for an employee of his class for 21 days on full time;
- (iii) in the case of a piece-worker, a sum equivalent to the wages which would have been paid to an employee of his class had he been employed on full time as a time-worker for 21 days.

(b) Middlemen, time-workers and piece-workers who have not been continuously engaged or employed in the Industry during the year shall receive such portions of the amount referred to in sub-clause (4) (a) of this clause as is pro rata to the length of time during which they were engaged or employed in the Industry during the year.

(c) Whenever the amount standing to the credit of any middleman in terms of this clause appears to the Council to be insufficient as at the 7th December to enable the middleman and his employees to receive the amounts referred to in sub-clauses (4) (a) and (4) (b) of this clause then such shortfall shall be paid jointly to the Council by all the merchant tailors who gave out

(d) In die geval van 'n styging van die verbruikersprysindeks-syfer moet verhogings van die lewenskostetoelae, wat in hierdie klousule voorgeskryf is, in dieselfde stadiums geskied as dié waarby die verminderinge gemaak is kragtens paragraaf (c) en teen die skaal van 'n bedrag wat gelyk is met 2½ persent van die basiese loonskaal, t.o.v. elke sodanige stadium van 'n volle 10·5 punte.

4. EKSTRA BESOLDIGING.

(1) (a) Elke werkgever in die „kleremakeryafdeling" wat 'n handelaarkleremaker is moet bo en behalwe die besoldiging en stuklone genoem in klousule 2 en 3 van hierdie hoofstuk, ondergenoemde ekstra besoldiging ingevolge hierdie klousule aan sy werknemers, stukwerkers en middelmannen ten opsigte van die maande Januarie, Februarie, Maart, April, Mei, Junie, Julie, Augustus, September en Oktober betaal—

- (i) een-kwart van die weeklikse besoldiging plus ses-twaalfdes van een dag se loon wat aan elkeen van sy werknemers wat tydwerk verrig, betaal is, of, na gelang van die grootste bedrag, aan hulle betaalbaar is ingevolge klousule 2;
- (ii) drie sjielings in die pond van die totale bedrag deur hom gedurende die voorafgaande kalendermaand aan sy stukwerkers betaal, of, na gelang van die grootste, aan hulle betaalbaar kragtens klousule 2 van hierdie hoofstuk;
- (iii) drie sjielings in die pond van die totale bedrag gedurende die voorafgaande kalendermaand deur hom aan sy middelmannen betaal, of, na gelang van die grootste, aan hulle betaalbaar kragtens klousule 3 van hierdie hoofstuk.

Besoldiging ten opsigte van die maand November moet teen dubbel die skale wees wat in paragrafe (i), (ii) en (iii) van hierdie subklousule voorgeskryf word, en geen besoldiging moet ten opsigte van die maand Desember betaal word nie.

(b) Elke werknemer wat 'n middelman is moet bo en behalwe die besoldiging wat in klousule 2 van hierdie hoofstuk genoem word, die volgende bykomende besoldiging aan sy werknemers ten opsigte van die maande Januarie, Februarie, Maart, April, Mei, Junie, Julie, Augustus, September en Oktober aan sy werknemers betaal—

- (i) een-kwart van die weeklikse besoldiging plus ses-twaalfdes van een dag se loon wat deur hom aan elkeen van sy tydwerkers betaal is of, na gelang van die grootste, ingevolge klousule 2 van hierdie hoofstuk aan hulle betaalbaar is;
- (ii) drie sjielings in die pond van die totale bedrag wat deur hom aan sy stukwerkers gedurende die voorafgaande kalendermaand betaal is, of, na gelang van die grootste, aan hulle ingevolge klousule 2 van hierdie hoofstuk betaalbaar is.

Besoldiging ten opsigte van die maand November moet teen dubbel die skale wees wat in paragrafe (i) en (ii) van hierdie subklousule voorgeskryf word, en geen besoldiging moet ten opsigte van die maand Desember betaal word nie.

(c) Vir die toepassing van hierdie klousule, beteken een dag se loon 8½ uur van die weeklikse besoldiging wat aan 'n werknemer op tydwerk in diens betaal is of betaalbaar is.

(2) (a) Betalings wat ingevolge subklousule (1) (a) van hierdie klousule gedoen is, moet voor of op die sewende dag van elke maand aan die Raad betaal word om deur die Raad in bewaring gehou te word vir die persone wat reg daarop het.

(b) Besoldiging deur 'n middelman ingevolge subklousule (1) (b) van hierdie klousule aan sy werknemers verskuldig, moet deur die Nywerheidsraad afgetrek word van die bedrae ingevolge subklousule (1) (a) (iii) van hierdie klousule aan die betrokke middelman verskuldig.

(3) (a) Elke handelaarkleremaker moet, as hy betalings ingevolge hierdie klousule doen, 'n staat verstrek in die vorm voorgeskryf in Aanhangsel B wat ten opsigte van die kalendermaand wat dit noem, die naam van elke werknemer en middelman, die besoldiging betaalbaar en die bedrae waarop sodanige besoldiging gebaseer is, moet aantoon.

(b) Elke middelman moet ten opsigte van elke kalendermaand 'n opgawe verstrek in die vorm van Aanhangsel B wat ten opsigte van elke tydwerker en elke stukwerker die totale bedrae in lone en besoldiging vir stukwerk, met uitsondering van oortyd, wat gedurende daardie maande aan sodanige werknemers betaal is, moet aantoon.

(4) (a) Middelmannen, tydwerkers en stukwerkers wat dwarsdeur die jaar in die nywerheid in diens was, moet onderstaande bedrae ontvang:—

- (i) In die geval van die middelman self, die bedrag gelyk met die loon van 'n kleremaker, eerste klas, vir 21 dae teen volle tyd.
- (ii) In die geval van 'n tydwerker, 'n bedrag gelyk met die loon voorgeskryf vir 'n werknemer van sy klas vir 21 dae teen volle tyd.
- (iii) In die geval van 'n stukwerker, 'n bedrag gelyk met die lone wat aan 'n werknemer van sy klas betaal sou gewees het as hy voltyds as tydwerker vir 21 dae in diens gewees het.

(b) Middelmannen, tydwerkers en stukwerkers wat nie onafgebroke gedurende die jaar in die nywerheid in diens of werksaam was nie, moet dié gedeeltes van die bedrag in subklousule (4) (a) van hierdie klousule genoem, ontvang wat in die verhouding tot die lengte van die tyd is gedurende welke hulle gedurende die jaar in die nywerheid in diens of werksaam was.

(c) As die bedrag in die kredit van 'n middelman ingevolge die bepaling van hierdie klousule, op 7 Desember vir die Raad blyk onvoldoende te wees om die middelman en sy werknemers in staat te stel om die bedrag, genoem in subklousule (4) (a) en (4) (b) van hierdie klousule te ontvang, moet sodanige tekort deur al die handelaarkleremakers wat werk aan daardie middelman gegee

work to be made up by that middleman during the year ended 30th November pro rata according to the total amounts paid as contract rates by each of those merchant tailors during the said year in respect of that middleman.

(5) All moneys received in terms of this clause shall be paid into a special banking account and payments to persons entitled thereto in terms of his clause shall be made during the week ending the 23rd December of each year, by cheque signed by the chairman or vice-chairman of treasurer, and countersigned by the secretary.

(6) In the event of any time-worker, piece-worker or middleman entitled to extra remuneration in terms of this clause failing to make a claim therefor for a period of six months reckoned from the 31st December next after the money was paid or deducted in terms of sub-clauses (2) (a) and (b) of this clause, his claim shall lapse and he shall not be entitled thereafter to make any claim in respect of extra remuneration for that year, and the said amount of extra remuneration shall be transferred to the general funds of the Council; provided that the Council may in its discretion make payments from such general funds in respect of claims for extra remuneration submitted to the Council after the expiry of six months but before the expiry of a period of twelve months reckoned from the said 31st day of December. After the expiry of the said period of twelve months such amount of unpaid extra remuneration shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

(7) The Council may invest any moneys received in terms of sub-clause (5) of this clause upon such security and on such terms and conditions as may from time to time be decided by the Council and the interest earned thereon, shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

CHAPTER 3.

DEFINITIONS AND CONDITIONS APPLICABLE TO THE OCCUPATIONS SPECIFIED BELOW IN THE DRESS-MAKING SECTION PURSUANT TO CLAUSE 4 OF CHAPTER 1 OF THIS AGREEMENT.

1. DEFINITIONS.

"Cutter" means an employee who is employed on one or more of the following operations in the making of dresses, other outer garments, under garments including men's ladies' and juveniles' nightwear and underwear:—

- Designing and/or drafting of patterns;
- cutting of dresses, other outer garments, under garments, including men's, ladies' and juveniles' nightwear and underwear.

"Dressmaker" means an employee who performs any or all of the operations in the making of dresses, other outer garments, under garments, including mens', ladies' and juveniles' nightwear and underwear, but does not include designing and/or drafting of patterns and/or cutting of dresses, other outer garments, under garments, including mens', ladies' and juveniles' nightwear and under garments.

"Learner cutter" means an employee who has had less than 5 years' experience.

"Learner dressmaker" means an employee who has had less than 3 years' experience.

"Labourer" means an employee who is employed on one or more of the following operations:—

- Cleaning workshop;
- carrying or stacking goods;
- delivering goods;
- making tea;
- delivering messages;

but who is not engaged in any of the operations referred to in the definitions of any other employee.

"Qualified dressmaker" means an employee who has had 3 years' experience.

"Qualified cutter" means an employee who has had 5 years' experience.

2. REMUNERATION.

(1) (a) No employer in the "dressmaking section" shall pay to any time-worker in any of the undermentioned classes, and no such employee shall accept remuneration at rates lower than the following:—

	Basic Wage.	Cost of Living Allowance.	Total Remuneration.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(i) Qualified employees—			
Cutter.....	10 0 0	2 14 2	12 14 2
Dressmaker.....	5 18 5	1 11 9	7 10 2
(ii) Learner cutter—			
First Year—			
First 13 weeks.....	1 8 0	0 7 6	1 15 6
Next 13 weeks.....	2 16 0	0 15 0	3 11 0
Next 13 weeks.....	2 19 6	0 16 0	3 15 6
Next 13 weeks.....	3 3 0	0 16 11	3 19 11

het om gedurende die jaar geëindig 30 November opgemaak te word, gesamentlik aan die Raad betaal word in verhouding tot die totale bedrae wat as kontraklone deur elkeen van daardie handelaarkleremakers gedurende genoemde jaar ten opsigte van daardie middelman betaal is.

(5) Alle geld wat ingevolge hierdie klousule ontvang word, moet op 'n spesiale bankrekening gestort word en betalings aan persone wat ingevolge hierdie klousule daarop reg het, moet gedurende die week wat eindig op 23 Desember van elke jaar, per tjek, onderteken deur die voorsitter of ondervoorsitter of tesourier en mede-onderteken deur die Sekretaris, gedoen word.

(6) Ingeval 'n tydwerker, stukwerker of middelman, wat kragtens hierdie klousule op ekstra besoldiging geregtig is versuim om vir 'n tydperk van ses maande, bereken vanaf die volgende 31ste Desember nadat die geld kragtens subklousule (2) (a) en (b) van hierdie klousule betaal of afgetrek is, dit op te eis, verval sy aanspraak daarop en hy is daarna nie daarop geregtig om 'n eis in te stel ten opsigte van ekstra besoldiging vir dié jaar nie, en genoemde bedrag aan ekstra besoldiging word na die algemene fondse van die Raad oorgeplaas; met dien verstande dat die Raad na goeddunke uit dié algemene fondse uitbetaling kan doen ten opsigte van eise om ekstra besoldiging wat na verloop van ses maande, maar voor verloop van 'n tydperk van twaalf maande, bereken vanaf genoemde 31ste dag van Desember, by die Raad ingedien is. Na verloop van die genoemde tydperk van twaalf maande word die bedrag aan onbetaalde ekstra besoldiging na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid kragtens klousule 28 van hoofstuk 1 van hierdie Ooreenkoms oorgeplaas.

(7) Die Raad kan alle geld wat kragtens subklousule (5) van hierdie klousule ontvang word, teen die sekerheidstelling en op die voorwaardes waarop van tyd tot tyd deur die Raad besluit kan word, belê en die rente wat daarop gekweek word, moet kragtens klousule 28 van hoofstuk 1 van hierdie Ooreenkoms na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid oorgedra word.

HOOFSTUK 3.

WOORDOMSKRYWINGS EN VOORWAARDES VAN TOEPASSING OP DIE WERKSAAMHEDE HIERONDER GENOEM IN DIE „MODEMAKERY-AFDELING“ OOREENKOMSTIG KLOUSULE 4 VAN HOOFSTUK 1 VAN HIERDIE OOREENKOMS.

1. WOORDOMSKRYWINGS.

„Snyer“ beteken 'n werknemer wat in diens is vir een of meer van die ondergenoemde werksaamhede by die maak van rokke, ander boklere, onderklere, met inbegrip van mans-, dames- en kindernagklere en -onderklere:—

- Die ontwerp en/of skets van patrone;
- die sny van rokke, ander boklere, onderklere, met inbegrip van mans-, dames- en kindernagklere en onderklere.

„Modemaakster“ beteken 'n werknemer wat enigeen of al die werksaamhede uitvoer by die maak van rokke, ander boklere, onderklere, met inbegrip van mans-, dames- en kindernagklere en -onderklere, maar met uitsluiting van die ontwerp en/of skets van patrone en/of sny van rokke, ander boklere, onderklere, met inbegrip van mans-, dames- en kindernagklere en -onderklere.

„Leerling-snyer“ beteken 'n werknemer wat minder as 5 jaar ondervinding gehad het.

„Leerling-modemaakster“ beteken 'n werknemer wat minder as 3 jaar ondervinding gehad het.

„Arbeider“ beteken 'n werknemer in diens vir een of meer van die volgende werksaamhede:—

- Werkwinkel skoonmaak;
- goedere dra of stawel;
- goedere aflewer;
- tee maak;
- boodskappe aflewer;

maar wat nie die werksaamhede uitvoer wat in die woordomskrywing van enige ander werknemer genoem word nie.

„Gekwalifiseerde modemaakster“ beteken 'n werknemer wat 3 jaar ondervinding gehad het.

„Gekwalifiseerde snyer“ beteken 'n werknemer wat 5 jaar ondervinding gehad het.

2. BESOLDIGING.

(1) (a) Geen werkgewer in die „Modemakery-afdeling“ moet enige tydwerker in enigeen van die ondergenoemde klasse besoldiging betaal teen skale laer as die volgende, en geen werknemer mag skale laer as die volgende aanneem nie:—

	Basiese loon.	Lewens-kostetoelae.	Totale besoldiging.
	Per week.	Per week.	Per week.
	£ s. d.	£ s. d.	£ s. d.
(i) Gekwalifiseerde werknemers—			
Snyer.....	10 0 0	2 14 2	12 14 2
Modemaakster.....	5 18 5	1 11 9	7 10 2
(ii) Leerlingsnyer—			
Eerste jaar—			
Eerste 13 weke.....	1 8 0	0 7 6	1 15 6
Volgende 13 weke.....	2 16 0	0 15 0	3 11 0
Volgende 13 weke.....	2 19 6	0 16 0	3 15 6
Volgende 13 weke.....	3 3 0	0 16 11	3 19 11

	Basic Wage. Per Week.			Cost of Living Allowance. Per Week.			Total Remuneration. Per Week.		
	£	s.	d.	£	s.	d.	£	s.	d.
Second Year—									
First 13 weeks.....	3	6	6	0	17	9	4	4	3
Next 13 weeks.....	3	10	0	0	18	9	4	8	9
Next 13 weeks.....	3	13	6	0	19	9	4	13	3
Next 13 weeks.....	3	17	0	1	0	8	4	17	8
Third Year—									
First 13 weeks.....	4	0	6	1	1	6	5	2	0
Next 13 weeks.....	4	4	0	1	2	6	5	6	6
Next 13 weeks.....	4	7	6	1	3	7	5	11	1
Next 13 weeks.....	4	11	0	1	4	8	5	15	8
Fourth Year—									
First 13 weeks.....	5	1	6	1	7	3	6	8	9
Next 13 weeks.....	5	12	0	1	10	9	7	2	9
Next 13 weeks.....	6	2	6	1	12	10	7	15	4
Next 13 weeks.....	6	13	0	1	15	4	8	8	4
Fifth Year—									
First 13 weeks.....	7	3	6	1	18	6	9	2	0
Next 13 weeks.....	7	14	0	2	0	6	9	14	6
Next 13 weeks.....	8	8	0	2	5	0	10	13	0
Next 13 weeks.....	9	2	0	2	8	9	11	10	9
And thereafter not less than.....	10	0	0	2	14	2	12	14	2
(iii) Learner Dressmakers—									
First Year—									
First 13 weeks.....	1	8	0	0	7	6	1	15	6
Next 13 weeks.....	2	16	0	0	15	0	3	11	0
Next 13 weeks.....	2	19	6	0	16	0	3	15	6
Next 13 weeks.....	3	3	0	0	16	11	3	19	11
Second Year—									
First 13 weeks.....	3	6	6	0	17	9	4	4	3
Next 13 weeks.....	3	10	0	0	18	9	4	8	9
Next 13 weeks.....	3	13	6	0	19	9	4	13	3
Next 13 weeks.....	3	17	0	1	0	8	4	17	8
Third Year—									
First 13 weeks.....	4	0	6	1	1	6	5	2	0
Next 13 weeks.....	4	4	0	1	2	6	5	6	6
Next 13 weeks.....	4	7	6	1	3	7	5	11	1
Next 13 weeks.....	4	11	0	1	4	8	5	15	8
And thereafter not less than.....	5	18	5	1	11	9	7	10	2
(iv) Labourer.....									
	2	12	1	0	12	6	3	4	7

(b) An employee who is employed on two or more classes of work for which different rates of remuneration are prescribed in this sub-clause shall be paid at the higher or the highest of such rates.

(2) (a) At every complete 10.5 points' rise in the consumer price index figure above 72.5 the cost of living allowance prescribed in sub-clause (1) of this clause shall be increased by an amount equal to 2½ (per cent) of the basic wages and rates.

(b) In the case of any decrease in the consumer price index figure reductions in the cost of living allowance prescribed in sub-clause (1) of this clause shall take place at the same stages at which the increases took place in terms of paragraph (a) and at the rate of an amount equal to 2½ per cent of the basic wages and rates in respect of every such stage of 10.5 complete points.

(c) At every complete 10.5 points' fall in the consumer price index figure below 72.5 the cost of living allowance shall be decreased by an amount equal to 2½ per cent of the basic wages and rates.

(d) In the case of any increase in the consumer price index figure, increases in the cost of living allowance prescribed in sub-clause (1) of this clause shall take place at the same stages at which the decreases took place in terms of paragraph (c), and at the rate of an amount equal to 2½ per cent of the basic wages and rates in respect of every such stage of 10.5 complete points.

3. EXTRA REMUNERATION.

(1) (a) Every employer in the "dressmaking section" shall in addition to the remuneration referred to in clause 2 of this Chapter pay the following additional remuneration to his employees in respect of the months of January, February, March, April, May, June, July, August, September and October, in accordance with this clause:—

One-quarter of the weekly remuneration plus six-twelfths of one day's pay paid to each of his employees employed on time-work or payable to them in terms of clause 2 of this Chapter, whichever is the greater.

Payment in respect of the month of November, shall be at double the rates prescribed in paragraph (i) of this sub-clause and no payments shall be made in respect of the month of December.

(b) For the purpose of this clause one day's pay means eight and one-half hours of the weekly remuneration paid or payable to an employee employed on time-work.

	Basiese loon. Per week.			Lewens-koste-toelae. Per week.			Totale besoldiging. Per week.		
	£	s.	d.	£	s.	d.	£	s.	d.
Tweede jaar—									
Eerste 13 weke.....	3	6	6	0	17	9	4	4	3
Volgende 13 weke.....	3	10	0	0	18	9	4	8	9
Volgende 13 weke.....	3	13	6	0	19	9	4	13	3
Volgende 13 weke.....	3	17	0	1	0	8	4	17	8
Derde jaar—									
Eerste 13 weke.....	4	0	6	1	1	6	5	2	0
Volgende 13 weke.....	4	4	0	1	2	6	5	6	6
Volgende 13 weke.....	4	7	6	1	3	7	5	11	1
Volgende 13 weke.....	4	11	0	1	4	8	5	15	8
Vierde jaar—									
Eerste 13 weke.....	5	1	6	1	7	3	6	8	9
Volgende 13 weke.....	5	12	0	1	10	9	7	2	9
Volgende 13 weke.....	6	2	6	1	12	10	7	15	4
Volgende 13 weke.....	6	13	0	1	15	4	8	8	4
Vyfde jaar—									
Eerste 13 weke.....	7	3	6	1	18	6	9	2	0
Volgende 13 weke.....	7	14	0	2	0	6	9	14	6
Volgende 13 weke.....	8	8	0	2	5	0	10	13	0
Volgende 13 weke.....	9	2	0	2	8	9	11	10	9
en daarna minstens.....	10	0	0	2	14	2	12	14	2

(iii) Leerlingmodemaaksters—

Eerste jaar—									
Eerste 13 weke.....	1	8	0	0	7	6	1	15	6
Volgende 13 weke.....	2	16	0	0	15	0	3	11	0
Volgende 13 weke.....	2	19	6	0	16	0	3	15	6
Volgende 13 weke.....	3	3	0	0	16	11	3	19	11
Tweede jaar—									
Eerste 13 weke.....	3	6	6	0	17	9	4	4	3
Volgende 13 weke.....	3	10	0	0	18	9	4	8	9
Volgende 13 weke.....	3	13	6	0	19	9	4	13	3
Volgende 13 weke.....	3	17	0	1	0	8	4	17	8
Derde jaar—									
Eerste 13 weke.....	4	0	6	1	1	6	5	2	0
Volgende 13 weke.....	4	4	0	1	2	6	5	6	6
Volgende 13 weke.....	4	7	6	1	3	7	5	11	1
Volgende 13 weke.....	4	11	0	1	4	8	5	15	8
en daarna minstens.....	5	18	5	1	11	9	7	10	2
(iv) Arbeider.....	2	12	1	0	12	6	3	4	7

(b) 'n werknemer wat in diens is in twee of meer klasse werk waarvoor verskillende skale van besoldiging in hierdie subklousule voorgeskryf word, moet teen die hoër of hoogste van sodanige skale besoldig word.

(2) (a) Vir elke volle styging van 10.5 punte in die verbruikersprysindekssyfer bo 72.5 moet die lewenskostoelae wat in subklousule (1) van hierdie klousule voorgeskryf is, verhoog word met 'n bedrag gelyk met 2½ (persent) van die basiese lone en skale.

(b) In geval van 'n daling van die verbruikersprysindekssyfer moet verminderings van die lewenskostoelae, wat in subklousule (1) van hierdie klousule voorgeskryf is, in dieselfde stadiums geskied as wat die verhogings gemaak is kragtens paragraaf (a) en teen die skaal van 'n bedrag wat gelyk is met 2½ persent van die basiese lone en skale, t.o.v. elke sodanige stadium van 'n volle 10.5 punte.

(c) By 'n daling van elke volle 10.5 punte in die verbruikersprysindekssyfer onderkant 72.5, moet die lewenskostoelae verminder word met 'n bedrag wat gelyk staan met 2½ persent van die basiese lone en skale.

(d) In die geval van 'n styging van die verbruikersprysindekssyfer moet verhogings van die lewenskostoelae, wat in subklousule (1) van hierdie klousule voorgeskryf is, in dieselfde stadiums geskied as dié waarby die verminderings gemaak is kragtens paragraaf (c) en teen die skaal van 'n bedrag wat gelyk is met 2½ persent van die basiese lone en skale, t.o.v. elk sodanige stadium van 'n volle 10.5 punte.

3. EKSTRA BESOLDIGING.

(1) (a) Elke werkgewer in die „Modemakery-afdeling” moet bo en behalwe die besoldiging en stuklone genoem in klousule 2 van hierdie hoofstuk, onderstaande ekstra besoldiging ingevolge hierdie klousule aan sy werknemers ten opsigte van die maande Januarie, Februarie, Maart, April, Mei, Junie, Julie, Augustus, September en Oktober betaal:—

Een-kwart van die weeklikse besoldiging plus ses twaalfdes vaneen dag-se loon wat aan elkeen van sy werknemers wat tydwerk verrig betaal is, of na gelang van die grootste bedrag aan hulle betaalbaar is ingevolge klousule 2 van hierdie hoofstuk.

Besoldiging ten opsigte van die maand November moet teen dubbel die skale wees wat in paragraaf (i) van hierdie subklousule voorgeskryf word, en geen besoldiging moet ten opsigte van die maand Desember betaal word nie.

(b) Vir die toepassing van hierdie artikel, beteken een dag se loon 8½ uur van die weeklikse besoldiging wat aan 'n werknemer op tydwerk in diens betaal is of betaalbaar is.

(2) (a) Payments made in terms of sub-clause (1) (a) of this clause shall be paid to the Council not later than the seventh day of each and every month, to be held by the Council in trust for the persons entitled thereto.

(3) (a) Every employer shall when making the payments to the Council in terms of this clause, furnish a statement in the form prescribed in Annexure B setting out in respect of the calendar month to which it refers, the name of each employee, the remuneration payable and the amounts on which such remuneration is based.

(4) (a) Time-workers who have been engaged throughout the year in the Industry shall receive a sum equivalent to the wage prescribed for an employee of his class for 21 days on full time.

(b) Time-workers who have not been continuously engaged or employed in the Industry during the year shall receive such portions of the amount referred to in sub-clause (4) (a) of this clause as is pro rata to the length of time during which they were engaged or employed in the Industry during the year.

(5) All moneys received in terms of this clause shall be paid into a special banking account and payments to persons entitled thereto in terms of this clause shall be made during the week ending the 23rd December of each year, by cheque signed by the chairman or vice-chairman or treasurer, and counter-signed by the secretary of the Council.

(6) In the event of a time-worker entitled to extra remuneration in terms of this clause, failing to make a claim therefor for a period of six months reckoned from the 31st December next after the money was paid in terms of sub-clause (2) (a) of this clause, his claim shall lapse and he shall not be entitled thereafter to make any claim in respect of extra remuneration for that year, and the said amount of extra remuneration shall be transferred to the general funds of the Council; provided that the Council may in its discretion make payments from such general funds in respect of claims for extra remuneration submitted to the Council after the expiry of six months but before the expiry of a period of twelve months reckoned from the said 31st day of December. After the expiry of the said period of twelve months such amount of unpaid extra remuneration shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

(7) The Council may invest any moneys received in terms of sub-clause (5) of this clause upon such security and on such terms and conditions as may from time to time be decided by the Council and the interest earned thereon, shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

CHAPTER 4.

DEFINITIONS AND CONDITIONS APPLICABLE TO THE OCCUPATIONS SPECIFIED BELOW IN THE "FUR SECTION" OF THE INDUSTRY PURSUANT TO CLAUSE 4 OF CHAPTER 1 OF THIS AGREEMENT.

1. DEFINITIONS.

"Cutter" means an employee who is employed on one or more of the following operations:—

- (a) Drafting and/or designing of patterns;
- (b) cutting of fur skins into garments;
- (c) cutting of fur skins into furs.

"Chamber-master" means a person to whom work in the making of fur garments and/or furs is given out on contract by a principal or contractor.

"Dyer" means an employee who is employed on the dying of fur pelts.

"Finisher and/or liner" means an employee who is employed on one or more of the following operations:—

- (a) Backing;
- (b) padding;
- (c) basting;
- (d) taping round edges with tape;
- (e) preparing article for lining;
- (f) machining lining.

"Labourer" means an employee who is employed in one or more of the following operations:—

- (a) Cleaning workshop;
- (b) carrying or stacking goods;
- (c) delivering goods;
- (d) making tea;
- (e) delivering messages;

but who is not engaged in any of the operations referred to in the definitions of any other employee.

"Learner dyer" means an employee who has had less than 3½ years' experience.

"Learner machiner" means an employee who has had less than 4½ years' experience.

"Learner cutter" means an employee who has had less than 5 years' experience.

"Learner finisher and/or liner" means an employee who has had less than 3½ years' experience.

"Learner nailer" means an employee who has had less than 2½ years' experience.

"Machiner" means an employee who performs any operations in the machining of fur skins on a fur machine.

(2) (a) Betalings wat ingevolge subklousule (1) (a) van hierdie klousule gedoen is, moet voor of op die sewende dag van elke maand aan die Raad betaal word om deur die Raad in bewaring gehou te word vir die persone wat daarop reg het.

(3) (a) Elke werkgever moet, as hy betalings aan die Raad ingevolge hierdie klousule doen, 'n staat verstrek in die vorm voorgeskryf in Aanhangsel B wat ten opsigte van elke kalendermaand wat dit noem, die naam van elke werknemer, die besoldiging betaalbaar en die bedrae waarop sodanige besoldiging gebaseer is, moet aantoon.

(4) (a) Tydwerkers wat dwarsdeur die jaar in die nywerheid in diens was, moet 'n bedrag ontvang gelyk met die loon wat vir 'n werknemer van sy klas vir 21 dae vir voltydse diens voorgeskryf word.

(b) Tydwerkers wat nie onafgebroke gedurende die jaar in die nywerheid in diens of werksaam was nie, moet die gedeeltes van die bedrag in subklousule (4) (a) van hierdie klousule genoem, ontvang wat in verhouding tot die lengte van tyd is gedurende welke hulle gedurende die jaar in die nywerheid in diens was of werksaam was.

(5) Alle geld wat ingevolge hierdie klousule ontvang word, moet in 'n spesiale bankrekening gesort word en die betalings aan persone wat ingevolge hierdie klousule daarop reg het, moet gedurende die week wat eindig op 23 Desember van elke jaar, per tjek, onderteken deur die voorsitter of ondervoorsitter of tesourier en medeonderteken deur die Sekretaris van die Raad, gedoen word.

(6) Ingeval 'n tydwerker wat kragtens hierdie klousule op ekstra besoldiging geregtig is, versuim om vir 'n tydperk van ses maande, bereken vanaf die volgende 31ste Desember nadat die geld kragtens subklousule (2) (a) van hierdie klousule betaal is, dit op te eis, vervall sy aanspraak daarop en hy is daarna nie daarop geregtig om 'n eis in te stel ten opsigte van ekstra besoldiging vir dié jaar nie, en genoemde bedrag aan ekstra besoldiging word na die algemene fondse van die Raad oorgeplaas, met dien verstande dat die Raad na goedgevonding uit dié algemene fondse uitbetaling kan doen ten opsigte van eise om ekstra besoldiging wat na verloop van ses maande, maar voor verloop van 'n tydperk van twaalf maande, bereken vanaf genoemde 31ste dag van Desember, by die Raad ingedien is. Na verloop van die genoemde tydperk van twaalf maande word die bedrag van onbetaalde ekstra besoldiging kragtens klousule 28 van hoofstuk 1 van hierdie Ooreenkoms na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid oorgedra.

(7) Die Raad kan alle geld wat kragtens subklousule (5) van hierdie klousule ontvang word, teen die sekerheidstelling en op die voorwaardes waarvoor van tyd tot tyd deur die Raad besluit kan word, belê en die rente wat daarop gekweek word, moet kragtens klousule 28 van hoofstuk 1 van hierdie Ooreenkoms na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid oorgedra word.

HOOFSTUK 4.

WOORDOMSKRYWINGS EN VOORWAARDES VAN TOEPASSING OP DIE WERKSAAMHEDE HIERONDER GENOEM IN DIE "PELSAFDELING" VAN DIE NYWERHEID OOREENKOMSTIG KLOUSULE 4 VAN HOOFSTUK 1 VAN HIERDIE OOREENKOMS.

1. WOORDOMSKRYWINGS.

"Snyer" beteken 'n werknemer wat vir een of meer van die volgende werksaamhede in diens is:—

- (a) Patrone skets en/of ontwerp;
- (b) pelsvelle in kledingstukke sny;
- (c) pelsvelle in pelse sny.

"Kamermeester" beteken 'n persoon aan wie werk in die maak van pelsklere en/of pelse deur 'n prinsipaal of kontrakteur op kontrak uitgegee word.

"Kleurder" beteken 'n werknemer wat pelse kleur.

"Afwerker en/of voeringman" beteken 'n werknemer wat vir een of meer van die volgende werksaamhede in diens is:—

- (a) Rugstukke aansit;
- (a) opstop;
- (c) vasryg;
- (d) bandjies om ronde rande aansit;
- (e) artikel vir voering gereedmaak;
- (f) voerings met masjien vaswerk.

"Arbeider" beteken 'n werknemer wat vir een of meer van die volgende werksaamhede in diens is:—

- (a) Werkwinkel skoonmaak;
- (b) goedere dra of opstawel;
- (c) goedere aflewer;
- (d) tee maak;
- (e) boodskappe aflewer;

maar wat nie die werksaamhede uitvoer wat in die woordomskrywings van enige ander werknemer genoem word nie.

"Leerling-kleurder", 'n werknemer wat minder as 3½ jaar ondervinding het.

"Leerling-masjien" beteken 'n werknemer wat minder as 4½ jaar ondervinding gehad het.

"Leerling-snyer" beteken 'n werknemer wat minder as 5 jaar ondervinding gehad het.

"Leerling-afwerker en/of -voeringman" beteken 'n werknemer wat minder as 3½ jaar ondervinding gehad het.

"Leerling-spykeraar" beteken 'n werknemer wat minder as 2½ jaar ondervinding gehad het.

"Masjien" beteken 'n werknemer wat enige werksaamhede by die masjienbewerking van pelsvelle op 'n pelsmasjien uitvoer.

"Nailer" means an employee who is employed on one or more of the following operations:—

- (a) Nailing down on a board the complete article in fur skin form;
- (b) nailing down on a board part of the article in fur skin form;
- (c) nailing down on a board single fur skins.

"Principal or contractor" means any person who gives out work on contract in connection with the making of fur garments and/or furs to a chamber-master.

"Qualified cutter" means an employee who has had not less than 5 years' experience.

"Qualified dyer" means an employee who has had not less than 3½ years' experience.

"Qualified machiner" means an employee who has had not less than 4½ years' experience.

"Qualified finisher and/or liner" means an employee who has had not less than 3½ years' experience.

"Qualified nailer" means an employee who has had not less than 2½ years' experience.

2. REMUNERATION.

(1) (a) No employer in the fur section shall pay to any time-worker in any of the undermentioned classes, and no such employee shall accept remuneration at rates lower than the following:—

	Basic Wage.			Cost of Living Allowance.			Total Remuneration.		
	Per Week.			Per Week.			Per Week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(i) Qualified Employees—									
Cutter.....	14	11	2	3	18	10	18	10	0
Machiner.....	6	19	8	1	17	10	8	17	6
Finisher and/or Liner....	6	4	0	1	13	6	7	17	6
Dyer.....	6	4	0	1	13	6	7	17	6
Nailer.....	3	10	11	0	19	1	4	10	0
(ii) Learner Cutters—									
First Year—									
First 13 weeks.....	2	15	6	0	15	0	3	10	6
Next 13 weeks.....	2	17	0	0	15	5	3	12	5
Next 13 weeks.....	3	0	0	0	16	3	3	16	3
Next 13 weeks.....	3	10	0	0	18	11	4	8	11
Second Year—									
First 13 weeks.....	4	0	0	1	1	8	5	1	8
Next 13 weeks.....	4	10	0	1	4	4	5	14	4
Next 13 weeks.....	5	0	0	1	7	1	6	7	1
Next 13 weeks.....	5	10	0	1	9	9	6	19	9
Third Year—									
First 13 weeks.....	6	0	0	1	12	6	7	12	6
Next 13 weeks.....	6	10	0	1	15	2	8	5	2
Next 13 weeks.....	7	0	0	1	17	11	8	17	11
Next 13 weeks.....	7	10	0	2	0	7	9	10	7
Fourth Year—									
First 13 weeks.....	8	0	0	2	3	4	10	3	4
Next 13 weeks.....	8	10	0	2	6	0	10	16	0
Next 13 weeks.....	9	0	0	2	8	9	11	8	9
Next 13 weeks.....	9	10	0	2	11	5	12	1	5
Fifth Year—									
First 13 weeks.....	10	15	0	2	18	2	13	13	2
Next 13 weeks.....	11	10	0	3	2	3	14	12	3
Next 13 weeks.....	12	0	0	3	5	0	15	5	0
Next 13 weeks.....	12	12	0	3	8	3	16	0	3
And thereafter not less than.....	14	11	2	3	18	10	18	10	0
(iii) Learner machiners—									
First Year—									
First 13 weeks.....	2	4	0	0	11	11	2	15	11
Next 13 weeks.....	2	5	0	0	12	2	2	17	2
Next 13 weeks.....	2	10	0	0	13	6	3	3	6
Next 13 weeks.....	2	15	0	0	14	10	3	9	10
Second Year—									
First 13 weeks.....	3	0	0	0	16	3	3	16	3
Next 13 weeks.....	3	5	0	0	17	7	4	2	7
Next 13 weeks.....	3	10	0	0	18	11	4	8	11
Next 13 weeks.....	3	15	0	1	0	3	4	15	3
Third Year—									
First 13 weeks.....	4	0	0	1	1	8	5	1	8
Next 13 weeks.....	4	10	0	1	4	4	5	14	4
Next 13 weeks.....	4	15	0	1	5	8	6	0	8
Next 13 weeks.....	5	0	0	1	7	1	6	7	1
Fourth Year—									
First 13 weeks.....	5	10	0	1	9	9	6	19	9
Next 13 weeks.....	6	0	0	1	12	6	7	12	6
Next 13 weeks.....	6	5	0	1	13	10	7	18	10
Next 13 weeks.....	6	10	0	1	15	2	8	5	2
And thereafter not less than.....	6	19	8	1	17	10	8	17	6

„Spykeraar" beteken 'n werknemer wat in diens is vir een of meer van die volgende werksaamhede:—

- (a) Die volledige artikel in pelsvelvorm op 'n plank vasspyker;
- (b) 'n gedeelte van die artikel in pelsvelvorm op 'n plank vasspyker;
- (c) enkele pelsvelle op 'n plank vasspyker.

„Prinsipaal of kontrakteur" beteken enige persoon wat werk in verband met die maak van pelsklere en/of pelse aan 'n kamermeester of kontrak uitgee.

„Gekwalifiseerde snyer" beteken 'n werknemer wat minstens 5 jaar ondervinding gehad het.

„Gekwalifiseerde kleurder" beteken 'n werknemer met minstens 3½ jaar ondervinding.

„Gekwalifiseerde masjinijs" beteken 'n werknemer wat minstens 4½ jaar ondervinding gehad het.

„Gekwalifiseerde afwerker en/of voeringman" beteken 'n werknemer wat minstens 3½ jaar ondervinding gehad het.

„Gekwalifiseerde spykeraar" beteken 'n werknemer wat minstens 2½ jaar ondervinding gehad het.

2. BESOLDIGING.

(1) (a) Geen werkgewer in die pelsafdeling mag aan enige tydwerker in enigeen van ondergenoemde klasse besoldiging teen laer skale as die volgende betaal en geen sodanige werknemer mag besoldiging teen laer skale as die volgende aanneem nie:—

	Basiese loon.			Lewens-koste-toelae.			Totale besoldiging.		
	Per week.			Per week.			Per week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(i) Gekwalifiseerde werknemers—									
Snyer.....	14	11	2	3	18	10	18	10	0
Masjinijs.....	6	19	8	1	17	10	8	17	6
Afwerker en/of voeringman.....	6	4	0	1	13	6	7	17	6
Kleurder.....	6	4	0	1	13	6	7	17	6
Spykeraar.....	3	10	11	0	19	1	4	10	0
(ii) Leerlingsnyers—									
Eerste jaar—									
Eerste 13 weke.....	2	15	6	0	15	0	3	10	6
Volgende 13 weke.....	2	17	0	0	15	5	3	12	5
Volgende 13 weke.....	3	0	0	0	16	3	3	16	3
Volgende 13 weke.....	3	10	0	0	18	11	4	8	11
Tweede jaar—									
Eerste 13 weke.....	4	0	0	1	1	8	5	1	8
Volgende 13 weke.....	4	10	0	1	4	4	5	14	4
Volgende 13 weke.....	5	0	0	1	7	1	6	7	1
Volgende 13 weke.....	5	10	0	1	9	9	6	19	9
Derde jaar—									
Eerste 13 weke.....	6	0	0	1	12	6	7	12	6
Volgende 13 weke.....	6	10	0	1	15	2	8	5	2
Volgende 13 weke.....	7	0	0	1	17	11	8	17	11
Volgende 13 weke.....	7	10	0	2	0	7	9	10	7
Vierde jaar—									
Eerste 13 weke.....	8	0	0	2	3	4	10	3	4
Volgende 13 weke.....	8	10	0	2	6	0	10	16	0
Volgende 13 weke.....	9	0	0	2	8	9	11	8	9
Volgende 13 weke.....	9	10	0	2	11	5	12	1	5
Vyfde jaar—									
Eerste 13 weke.....	10	15	0	2	18	2	13	13	2
Volgende 13 weke.....	11	10	0	3	2	3	14	12	3
Volgende 13 weke.....	12	0	0	3	5	0	15	5	0
Volgende 13 weke.....	12	12	0	3	8	3	16	0	3
En daarna minstens.....	14	11	2	3	18	10	18	10	0
(iii) Leerlingmasjinijs—									
Eerste jaar—									
Eerste 13 weke.....	2	4	0	0	11	11	2	15	11
Volgende 13 weke.....	2	5	0	0	12	2	2	17	2
Volgende 13 weke.....	2	10	0	0	13	6	3	3	6
Volgende 13 weke.....	2	15	0	0	14	10	3	9	10
Tweede jaar—									
Eerste 13 weke.....	3	0	0	0	16	3	3	16	3
Volgende 13 weke.....	3	5	0	0	17	7	4	2	7
Volgende 13 weke.....	3	10	0	0	18	11	4	8	11
Volgende 13 weke.....	3	15	0	1	0	3	4	15	3
Derde jaar—									
Eerste 13 weke.....	4	0	0	1	1	8	5	1	8
Volgende 13 weke.....	4	10	0	1	4	4	5	14	4
Volgende 13 weke.....	4	15	0	1	5	8	6	0	8
Volgende 13 weke.....	5	0	0	1	7	1	6	7	1
Vierde jaar—									
Eerste 13 weke.....	5	10	0	1	9	9	6	19	9
Volgende 13 weke.....	6	0	0	1	12	6	7	12	6
Volgende 13 weke.....	6	5	0	1	13	10	7	18	10
Volgende 13 weke.....	6	10	0	1	15	2	8	5	2
En daarna minstens.....	6	19	8	1	17	10	8	17	6

	Basic Wage.			Cost of Living Allowance.			Total Remuneration.		
	Per Week.			Per Week.			Per Week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(iv) Learner Finishers and/or Liners—									
First Year—									
First 13 weeks.....	2	4	0	0	11	11	2	15	11
Next 13 weeks.....	2	5	0	0	12	2	2	17	2
Next 13 weeks.....	2	10	0	0	13	6	3	3	6
Next 13 weeks.....	2	15	0	0	14	10	3	9	10
Second Year—									
First 13 weeks.....	3	0	0	0	16	3	3	16	3
Next 13 weeks.....	3	5	0	0	17	7	4	2	7
Next 13 weeks.....	3	10	0	0	18	11	4	8	11
Next 13 weeks.....	3	15	0	1	0	3	4	15	3
Third Year—									
First 13 weeks.....	4	0	0	1	1	8	5	1	8
Second 13 weeks.....	4	10	0	1	4	4	5	14	4
Next 13 weeks.....	4	15	0	1	5	8	6	0	8
Next 13 weeks.....	5	0	0	1	7	1	6	7	1
Fourth Year—									
First 13 weeks.....	5	10	0	1	9	9	6	19	9
Next 13 weeks.....	6	0	0	1	12	6	7	12	6
And thereafter not less than.....	6	4	0	1	13	6	7	17	6
(v) Learner Dyers—									
First Year—									
First 13 weeks.....	2	4	0	0	11	11	2	15	11
Next 13 weeks.....	2	5	0	0	12	2	2	17	2
Next 13 weeks.....	2	10	0	0	13	6	3	3	6
Next 13 weeks.....	2	15	0	0	14	10	3	9	10
Second Year—									
First 13 weeks.....	3	0	0	0	16	3	3	16	3
Next 13 weeks.....	3	5	0	0	17	7	4	2	7
Next 13 weeks.....	3	10	0	0	18	11	4	8	11
Next 13 weeks.....	3	15	0	1	0	3	4	15	3
Third Year—									
First 13 weeks.....	4	0	0	1	1	8	5	1	8
Next 13 weeks.....	4	10	0	1	4	4	5	14	4
Next 13 weeks.....	4	15	0	1	5	8	6	0	8
Next 13 weeks.....	5	0	0	1	7	1	6	7	1
Fourth Year—									
First 13 weeks.....	5	10	0	1	9	9	6	19	9
Next 13 weeks.....	6	0	0	1	12	6	7	12	6
And thereafter not less than.....	6	4	0	1	13	6	7	17	6
(vi) Learner Nailers—									
First Year—									
First 13 weeks.....	2	0	0	0	10	10	2	10	10
Next 13 weeks.....	2	2	6	0	11	6	2	14	0
Next 13 weeks.....	2	5	0	0	12	2	2	17	2
Next 13 weeks.....	2	7	6	0	12	10	3	0	4
Second Year—									
First 13 weeks.....	2	10	0	0	13	6	3	3	6
Next 13 weeks.....	2	12	6	0	14	2	3	6	8
Next 13 weeks.....	2	15	0	0	14	10	3	9	10
Next 13 weeks.....	2	17	6	0	15	6	3	13	0
Third Year—									
First 13 weeks.....	3	0	0	0	16	3	3	16	3
Next 13 weeks.....	3	2	6	0	16	11	3	19	5
And thereafter not less than.....	3	10	11	0	19	1	4	10	0
(vii) Labourer.....	2	12	1	0	12	6	3	4	7

(b) An employee who is employed on two or more classes of work for which different rates of remuneration are prescribed in this sub-clause shall be paid at the higher or the highest of such rates.

(2) (a) At every complete 10·5 points' rise in the consumer price index figure above 72·5 the cost of living allowance prescribe in sub-clause (1) of this clause shall be increased by an amount equal to 2½ per cent of the basic wages and rates.

(b) In the case of any decrease in the consumer price index figure reductions in the cost of living allowance prescribed in sub-clause (1) of this clause shall take place at the same stages at which the increases took place in terms of paragraph (a) and at the rate of an amount equal to 2½ per cent of the basic wages and rates in respect of every such stage of 10·5 complete points.

(c) At every complete 10·5 points' fall in the consumer price index figure below 72·5 the cost of living allowance shall be decreased by an amount equal to 2½ per cent of the basic wages and rates.

(d) In the case of any increase in the consumer price index figure, increases in the cost of living allowance prescribed in sub-clause (1) of this clause shall take place at the same stages at which the decreases took place in terms of paragraph (c), and at the rate of an amount equal to 2½ per cent of the basic wages and rates in respect of every such stage of 10·5 complete points.

	Basiese loon.			Lewens-koste-toelae.			Totale besoldiging.		
	Per week.			Per week.			Per week.		
	£	s.	d.	£	s.	d.	£	s.	d.
(iv) Leerlingafwerkers en/of voeringmanne—									
Eerste jaar—									
Eerste 13 weke.....	2	4	0	0	11	11	2	15	11
Volgende 13 weke.....	2	5	0	0	12	2	2	17	2
Volgende 13 weke.....	2	10	0	0	13	6	3	3	6
Volgende 13 weke.....	2	15	0	0	14	10	3	9	10
Tweede jaar—									
Eerste 13 weke.....	3	0	0	0	16	3	3	16	3
Volgende 13 weke.....	3	5	0	0	17	7	4	2	7
Volgende 13 weke.....	3	10	0	0	18	11	4	8	11
Volgende 13 weke.....	3	15	0	1	0	3	4	15	3
Derde jaar—									
Eerste 13 weke.....	4	0	0	1	1	8	5	1	8
Volgende 13 weke.....	4	10	0	1	4	4	5	14	4
Volgende 13 weke.....	4	15	0	1	5	8	6	0	8
Volgende 13 weke.....	5	0	0	1	7	1	6	7	1
Vierde jaar—									
Eerste 13 weke.....	5	10	0	1	9	9	6	19	9
Volgende 13 weke.....	6	0	0	1	12	6	7	12	6
En daarna minstens....	6	4	0	1	13	6	7	17	6
(v) Leerlingkleurders—									
Eerste jaar—									
Eerste 13 weke.....	2	4	0	0	11	11	2	15	11
Volgende 13 weke.....	2	5	0	0	12	2	2	17	2
Volgende 13 weke.....	2	10	0	0	13	6	3	3	6
Volgende 13 weke.....	2	15	0	0	14	10	3	9	10
Tweede jaar—									
Eerste 13 weke.....	3	0	0	0	16	3	3	16	3
Volgende 13 weke.....	3	5	0	0	17	7	4	2	7
Volgende 13 weke.....	3	10	0	0	18	11	4	8	11
Volgende 13 weke.....	3	15	0	1	0	3	4	15	3
Derde jaar—									
Eerste 13 weke.....	4	0	0	1	1	8	5	1	8
Volgende 13 weke.....	4	10	0	1	4	4	5	14	4
Volgende 13 weke.....	4	15	0	1	5	8	6	0	8
Volgende 13 weke.....	5	0	0	1	7	1	6	7	1
Vierde jaar—									
Eerste 13 weke.....	5	10	0	1	9	9	6	19	9
Volgende 13 weke.....	6	0	0	1	12	6	7	12	6
En daarna minstens....	6	4	0	1	13	6	7	17	6
(vi) Leerlingspykeraars—									
Eerste jaar—									
Eerste 13 weke.....	2	0	0	0	10	10	2	10	10
Volgende 13 weke.....	2	2	6	0	11	6	2	14	0
Volgende 13 weke.....	2	5	0	0	12	2	2	17	2
Volgende 13 weke.....	2	7	6	0	12	10	3	0	4
Tweede jaar—									
Eerste 13 weke.....	2	10	0	0	13	6	3	3	6
Volgende 13 weke.....	2	12	6	0	14	2	3	6	8
Volgende 13 weke.....	2	15	0	0	14	10	3	9	10
Volgende 13 weke.....	2	17	6	0	15	6	3	13	0
Derde jaar—									
Eerste 13 weke.....	3	0	0	0	16	3	3	16	3
Volgende 13 weke.....	3	2	6	0	16	11	3	19	5
En daarna minstens....	3	10	11	0	19	1	4	10	0
(vii) Arbeider.....	2	12	1	0	12	6	3	4	7

(b) 'n Werknemer wat in diens is op twee of meer klasse werk waarvoor verskillende skale van besoldiging in hierdie subklousule voorgeskryf word, moet teen die hoër of hoogste van sodanige skale besoldig word.

(2) (a) Vir elke volle styging van 10·5 punte in die verbruikersprysindeksyfer bo 72·5 moet die lewenskostoelae wat in subklousule (1) van hierdie klousule voorgeskryf is, verhoog word met 'n bedrag gelyk met 2½ persent van die basiese lone en skale.

(b) In geval van 'n daling van die verbruikersprysindeks moet vermindering van die lewenskostoelae, wat in subklousule (1) van hierdie klousule voorgeskryf is, op dieselfde stadiums geskied as wat die verhogings gemaak is kragtens paragraaf (a) en teen die skaal van 'n bedrag gelyk met 2½ persent van die basiese lone en skale, t.o.v. elk sodanige stadium van 'n volle 10·5 punte.

(c) By 'n daling van elke volle 10·5 punte in die verbruikersprysindeksyfer onderkant 72·5 moet die lewenskostoelae verminder word met 'n bedrag gelyk met 2½ persent van die basiese lone en skale.

(d) In die geval van 'n styging in die verbruikersprysindeksyfer moet verhogings van die lewenskostoelae, wat in subklousule (1) van hierdie klousule voorgeskryf is, in dieselfde stadiums geskied as dié waarby die verminderings gemaak is kragtens paragraaf (c) en teen die skaal van 'n bedrag gelyk aan 2½ persent van die basiese lone en skale, t.o.v. elk sodanige stadium van 'n volle 10·5 punte.

3. EXTRA REMUNERATION.

(1) (a) Every employer in the "fur section" shall in addition to the remuneration referred to in clause 2 of this Chapter pay the following additional remuneration to his employees in respect of the months of January, February, March, April, May, June, July, August, September and October in accordance with this clause:—

One-quarter of the weekly remuneration plus six-twelfths of one day's pay paid to each of his employees employed on time-work or payable to them in terms of clause 2 of this Chapter, whichever is the greater.

Payment in respect of the month of November, shall be at double the rates prescribed in paragraph (i) of this sub-clause and no payments shall be made in respect of the month of December.

(b) For the purpose of this clause one day's pay means eight hours of the weekly remuneration paid or payable to an employee employed on time-work.

(2) (a) Payments made in terms of sub-clause (1) (a) of this clause shall be paid to the Council not later than the seventh day of each and every month, to be held by the Council in trust for the persons entitled thereto.

(3) (a) Every employer shall when making payment to the Council in terms of this clause, furnish a statement in the form prescribed in Annexure B setting out in respect of the calendar month to which it refers, the name of each employee, the remuneration payable and the amounts on which such remuneration is based.

(4) (a) Time-workers who have been engaged throughout the year in the Industry shall receive a sum equivalent to the wage prescribed for an employee of his class for 21 days on full time.

(b) Time-workers who have not been continuously engaged or employed in the Industry during the year shall receive such portions of the amounts referred to in sub-clause (4) (a) of this clause as is pro rata to the length of time during which they were engaged or employed in the Industry during the year.

(5) All moneys received in terms of this clause shall be paid into a special banking account and payments to persons entitled thereto in terms of this clause shall be made during the week ending the 23rd December of each year, by cheque signed by the chairman or vice-chairman or treasurer, and countersigned by the secretary of the Council.

(6) In the event of a time-worker entitled to extra remuneration in terms of this clause, failing to make a claim therefor for a period of six months reckoned from the 31st December next after the money was paid in terms of sub-clause (2) (a) of this clause, his claim shall lapse and he shall not be entitled thereafter to make any claim in respect of extra remuneration for that year, and the said amount of extra remuneration shall be transferred to the general funds of the Council, provided that the Council may in its discretion make payment from such general funds in respect of claims for extra remuneration submitted to the Council after the expiry of six months but before the expiry of a period of twelve months reckoned from the said 31st day of December. After the expiry of the said period of twelve months such amount of unpaid extra remuneration shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

(7) The Council may invest any moneys received in terms of sub-clause (5) of this clause upon such security and on such terms and conditions as may from time to time be decided by the Council and the interest earned thereon, shall be transferred to the Bespoke Tailoring Industry Benevolent Fund in terms of clause 28 of Chapter 1 of this Agreement.

Signed at Johannesburg on behalf of the parties, on the 17th day of March, 1960:

W. A. WEBBER,
Chairman of the Council.

A. KAHN,
Vice-Chairman of the Council.

B. KIEL,
Secretary of the Council.

ANNEXURE A.

No. of Certificate

CERTIFICATE OF SERVICE.

(Issued in terms of section sixteen of Industrial Council Agreement, published under Government Notice No. _____ dated _____).

BESPOKE TAILORING INDUSTRY.

Name and address of firm

I hereby certify that the undermentioned person was employed by me and that the particulars detailed hereunder are correct:—

1. Full name of employee
2. Address
3. Sex
4. Age
5. Occupation

3. EKSTRA BESOLDIGING.

(1) (a) Elke werkgever in die „Pelsafdeling" moet bo en behalwe die besoldiging en stuklone genoem in kousule 2 van hierdie hoofstuk, onderstaande ekstra besoldiging ingevolge hierdie kousule aan sy werknemers ten opsigte van die maande Januarie, Februarie, Maart, April, Mei, Junie, Julie, Augustus, September en Oktober betaal:—

Een-kwart van die weeklikse besoldiging plus ses twaalfdes van een dag se loon wat aan elkeen van sy werknemers wat tydwerk verrig betaal is, of na gelang van die grootste bedrag aan hulle betaalbaar ingevolge kousule 2 van hierdie hoofstuk.

Besoldiging ten opsigte van die maand November moet teen dubbel die skale wees wat in paragraaf (i) van hierdie subkousule voorgeskryf word, en geen besoldiging moet ten opsigte van die maand Desember betaal word nie.

(b) Vir die toepassing van hierdie kousule beteken een dag se loon 8 uur van die weeklikse besoldiging wat aan 'n werknemer op tydwerk in diens betaal is of betaalbaar is.

(2) (a) Betalings wat ingevolge subkousule (1) (a) van hierdie kousule gedoen is, moet voor of op die sewende dag van elke maand aan die Raad betaal word om deur die Raad in bewaring gehou word vir die persone wat daarop reg het.

(3) (a) Elke werkgever moet, as hy betalings aan die Raad ingevolge hierdie kousule doen, 'n staat verstrek in die vorm voorgeskryf in Aanhangsel B wat ten opsigte van elke kalendermaand wat dit noem, die naam van elke werknemer, die besoldiging betaalbaar en die bedrae waarop sodanige besoldiging gebaseer is, moet aantoon.

(4) (a) Tydwerkers wat dwarsdeur die jaar in die Nywerheid in diens was moet 'n bedrag ontvang gelyk met die loon wat vir 'n werknemer van sy klas vir 21 dae op volle tyd voorgeskryf word.

(b) Tydwerkers wat nie onafgebroke gedurende die jaar in die nywerheid in diens was of werksaam was nie, moet daardie gedeeltes van die bedrae in subkousule (4) (a) van hierdie kousule genoem, ontvang, wat in verhouding tot die lengte van die tyd is waarin hulle gedurende die jaar in die nywerheid in diens was of werksaam was.

(5) Alle geld wat ingevolge hierdie kousule ontvang word moet in 'n spesiale bankrekening gestort word en betalings aan persone wat ingevolge hierdie kousule daarop reg het, moet gedurende die week wat eindig op 23 Desember van elke jaar, per tjek, onderteken deur die voorsitter, ondervoorsitter of tesourier en mede-onderteken deur die Sekretaris van die Raad, gedoen word.

(6) Ingeval 'n tydwerker, wat kragtens hierdie kousule op ekstra besoldiging geregtig is, versuim om vir 'n tydperk van ses maande, bereken vanaf die volgende 31ste Desember nadat die geld kragtens subkousule (2) (a) van hierdie kousule betaal is, dit op te eis, vervel sy aanspraak daarop en hy is daarna nie daartoe geregtig om 'n eis in te stel ten opsigte van ekstra besoldiging vir dié jaar nie, en genoemde bedrag aan ekstra besoldiging word na die algemene fondse van die Raad oorgeplaas; met dien verstande dat die Raad na goeë dunnke uitbetalings uit sodanige fondse kan doen ten opsigte van eise om ekstra besoldiging wat na verloop van ses maande aan die Raad voorgelê word, maar voor die verloop van twaalf maande bereken vanaf die genoemde 31ste dag van Desember. Na die verstryking van die genoemde tydperk van twaalf maande moet sodanige bedrag aan onbetaalde ekstra besoldiging kragtens kousule 28 van hoofstuk 1 van hierdie Ooreenkoms na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid oorgedra word.

(7) Die Raad kan alle geld wat kragtens subkousule (5) van hierdie kousule ontvang word, teen die sekerheidstelling en op die voorwaardes waarop van tyd tot tyd deur die Raad besluit kan word, belê en die rente wat daarop gekweek word moet kragtens kousule 28 van hoofstuk 1 van hierdie Ooreenkoms na die Liefdadigheidsfonds van die Kleremakery-op-maatnywerheid oorgedra word.

Namens die partye op hede, die 17de dag van Maart 1960 in Johannesburg onderteken.

W. A. WEBBER,
Voorsitter van die Raad.

A. KAHN,
Ondervoorsitter van die Raad.

B. KIEL,
Sekretaris van die Raad.

AANHANGSEL A.

No. van Sertifikaat

DIENSSERTIFIKAAT.

(Uitgereik ingevolge artikel sestien van die Nywerheidsraadooreenkoms wat by Goewermentskennisgewing No. _____ gepubliseer is.)

KLEREMAKERY-OP-MAATNYWERHEID.

Naam en adres van firma

Hierby sertifiseer ek dat ondervermelde persoon by my in diens was en dat onderstaande besonderhede juis is:—

1. Volle naam van werknemer
2. Adres
3. Geslag
4. Ouderdom
5. Bedryf

6. Wage plus cost of living allowance paid at date of leaving

7. Date of entering my service

8. Date of leaving my service

9. The number of the certificate of service issued by previous employer (insert name) was

Dated at this day of 19

Signature of Employer.

ANNEXURE B.

EXTRA REMUNERATION (HOLIDAY FUND) RETURN.

The Secretary,
Industrial Council Bespoke Tailoring Industry,
P.O. Box 5789, Johannesburg.

Employer's Return for the Month of 19

Name of Firm or Employer

Address

Full Name of Employee. (Please state whether Miss, Mrs. or Mr.)	Date Employee		Wages or Rates on which Contributions Due.	Contributions Due.	Remarks.
	Started.	Left.			
(a) Time-Workers.					
(b) Piece-Workers.					
(c) Middlemen Workers.					

£ s. d.
C.F.... Total Wages
S.F.... Total Contributions Due
H.F....
Total £ Signature.
Date

No. 1719.] [21 October 1960.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941, AS AMENDED.

BESPOKE TAILORING INDUSTRY, WITWATERSRAND.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, in terms of sub-section (1) of section twenty-two of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Agreement and notice relating to the Bespoke Tailoring Industry, Witwatersrand, published under Government Notice No. 1718 of the 21st October, 1960, to be, on the whole, not less favourable to the persons whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act, as amended.

M. VILJOEN,
Deputy-Minister of Labour.

6. Loon plus lewenskostetoelae betaal op datum van uitdienststreding

7. Datum van indienststreding by my

8. Datum van uitdienststreding by my

9. Die nommer van die dienssertifikaat uitgereik deur vorige werkgewer (vermeld naam) was

Gedateer te, hede die dag van 19

Handtekening van werkgewer.

AANHANGSEL B.

OPGAWE VAN EKSTRA BESOLDIGING (VAKANSIEFONDS).

DIE SEKRETARIS,
NYWERHEIDSRaad VAN DIE KLEREMAKERY-OP-MAATNYWERHEID,
POSBUS 5789,
JOHANNESBURG.

Werkgewersopgawe vir die maand 195

Naam van die werkgewer se firma

Adres

Volle naam van werknemer (vermeld asb. of Mej., Mev. of Mnr.).	Datum waarop werknemer begin en geëindig het.	Lone of skale ten opsigte waarvan bydraes verskuldig is.	Bydraes verskuldig.	Opmerkings.
(a) Tydwerkers.				
(b) Stukwerkers.				
(c) Middelmanne.				

£ s. d.
L.F..... Totale Lone
S.F..... Totale bydraes verskuldig
V.F.....
TOTAAL.....£ Handtekening.
Datum

No. 1719.] [21 Oktober 1960.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941, SOOS GEWYSIG.

KLEREMAKERY-OP-MAATNYWERHEID, WITWATERSRAND.

Namens die Minister van Arbeid verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens sub-artikel (1) van artikel twee-en-twintig van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Kleremakery-op-Maatnywerheid, Witwatersrand, gepubliseer by Goewermentskennisgewing No. 1718 van 21 Oktober 1960, oor die algemeen vir persone wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet, soos gewysig.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. 1720.]

[21 October 1960.

WAR MEASURES ACT, 1940.

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

BESPOKE TAILORING INDUSTRY, WITWATERSRAND.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of sub-regulation (1) of regulation 2 of the said regulations in respect of employees who are entitled to the payments prescribed in terms of clauses 2 of Chapters 2, 3 and 4 and clause 3 of Chapter 2 of the Agreement for the Bespoke Tailoring Industry, Witwatersrand, published under Government Notice No. 1718 of the 21st October, 1960.

M. VILJOEN.
Deputy-Minister of Labour.

No. 1720.]

[21 Oktober 1960.

WET OP OORLOGMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-KOSTETOELAE INGEVOLGE OORLOGMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

KLEREMAKERY-OP-MAATNYWERHEID, WITWATERSRAND.

Namens die Minister van Arbeid skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van subregulasie (1) van regulasie 2 van genoemde regulasies op ten opsigte van werknemers wat geregtig is op die betalings voorgeskryf ooreenkomstig klousules 2 van Hoofstukke 2, 3 en 4 en klousule 3 van Hoofstuk 2 van die Ooreenkoms vir die Kleremakery-op-Maatnywerheid, Witwatersrand, wat by Goewermmentskennisgewing No. 1718 van 21 Oktober 1960 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

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