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UNION OF SOUTH AFRICA

BUITENGEWONE

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GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. 390.]

[3 Maart 1961.]

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

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

YSKOROOREENKOMS.

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, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metaal-nywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 11 Desember 1962 eindig, bindend is vir die werkgewersorganisasie en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, 'n lid van daardie organisasie, en sy werknemers wat lede van daardie vakverenigings is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van Dele I (uitgesonderd artikels 2, 22 en 25), II, III en IV van genoemde Ooreenkoms vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 11 Desember 1962 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 gebiede geokkupeer deur die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, in die landdrosdistrikte Pretoria en Vanderbijlpark; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van Dele I (uitgesonderd artikels 2, 6, 22 en 25), II, III en IV van genoemde Ooreenkoms vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 11 Desember 1962 eindig, in die gebiede geokkupeer deur die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, in die landdrosdistrikte Pretoria en Vanderbijlpark, *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens.

M. VILJOEN,
Adjunk-minister van Arbeid.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. 390.]

[3 March 1961.]

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

IRON, STEEL, ENGINEERING AND METAL-
LURGICAL INDUSTRY, UNION OF SOUTH
AFRICA.

ISCOR AGREEMENT.

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

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding from the first Monday after the date of publication of this notice and for the period ending on the 11th December, 1962, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the South African Iron and Steel Industrial Corporation, Limited, a member of that organisation, and its employees who are members of those unions;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions contained in Parts I (excluding sections 2, 22 and 25), II, III and IV of the said Agreement, shall be binding from the first Monday after the date of publication of this notice and for the period ending on the 11th December, 1962, 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 areas occupied by the South African Iron and Steel Industrial Corporation, Limited, in the Magisterial Districts of Pretoria and Vanderbijlpark; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the areas occupied by the South African Iron and Steel Industrial Corporation, Limited, in the Magisterial Districts of Pretoria and Vanderbijlpark and from the first Monday after the date of publication of this notice and for the period ending on the 11th December, 1962, the provisions contained in Parts I (excluding sections 2, 6, 22 and 25), II, III and IV 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.

M. VILJOEN,
Deputy-Minister of Labour.

BYLAE.

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

OOREENKOMS

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

Iron and Steel Producers' Association
aan die een kant (hieronder „die werkgewer” of „die werkgewersorganisasie” genoem), en die

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

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL I.

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Die bepalings van dié Ooreenkoms moet nagekom word in die ondernemings van die Suid-Afrikaanse Yster- en Staalnywerheidskorporasie, Beperk, by Pretoria en Vanderbijlpark, deur die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en deur die werkgewer en werknemers wat lede van dié organisasie of daardie vakverenigings is; met dien verstande dat dit van toepassing is op—

(a) vakleerlinge slegs in die mate waarin dit nie strydig met die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is nie, nóg met enige kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en

(b) kwekelinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie strydig met die bepalings van dié Wet is nie, nóg met enige voorwaardes daarkragtens vasgestel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van die Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet bepaal word en bly van krag en loop gelyktydig met die ooreenkomstige van die ander Groepe van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid ten einde gelyktydig daarmee te verstryk.

3. WOORDOMSKRYWING.

Alle uitdrukkings wat in die Ooreenkoms gebesig word en in die Wet op Nywerheidsversoening, 1956, omskryf is, het dieselfde betekenis as in dié Wet, en verwysings na 'n wet omvat alle wysigings van so 'n wet; voorts, tensy dit strydig met die samehang is, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956;

„vakleerling” 'n werknemer in diens kragtens 'n skriftelike leerlingskontrak wat deur die Raad erken word, of 'n leerlingskontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, soos gewysig, en omvat 'n minderjarige wat op proef in diens is ingevolge die Wet op Vakleerlinge;

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

„werknemer” 'n werknemer wie se loon in die Ooreenkoms ingelys is of 'n werknemer in diens kragtens vrystelling van die Ooreenkoms of onder voorwaardes deur die Raad vasgestel, of 'n vakleerling;

„uurloon” (waar 'n basiese loon, bykomende loon en gekonsolideerde loon gespesifiseer word) die gekonsolideerde loon per uur vir die klas werk in die Ooreenkoms ingelys of, na gelang van die grootte, die werklike loon per uur van die werknemer, plus die „bykomende loon per uur” vir sy klas werk, uitgesonderd waar dit anders in die Ooreenkoms bepaal word;

„Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,” of „Nywerheid” die nywerheid wat te doen het met die produksie van yster en/of staal en/of allooië en/of die verwerking en/of herwinning en/of raffinerie van metale (uitgesonderd edelmetale) en/of allooië uit metaalskuiem en/of afval en/of oorblyfsels; die onderhoud, fabrisering, oprigting of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterking; die vervaardiging van metaalgoedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooië en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in

SCHEDULE.

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

AGREEMENT

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

Iron and Steel Producers' Association
of the one part (hereinafter referred to as the “employer” or “the employer's organisation”), and the

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

of the other part (hereinafter referred to as the “employees” of the “trade unions”),

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

PART I.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijlpark by the employer's organisation and the trade unions which entered the said Agreement and by the employer and employees who are members of that organisation or of those trade unions; provided that they shall apply to—

(a) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder; and

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

2. PERIOD OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Act, and shall remain in force and run concurrently with the Agreements of the other Groups of the Iron, Steel, Engineering and Metallurgical Industry, so as to expire simultaneously therewith.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

“Act” means the Industrial Conciliation Act, 1956;

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944, as amended, and includes a minor employed under probation in terms of the said Apprenticeship Act;

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

“employee” means an employee whose rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council or an apprentice;

“hourly rate” (where a basic rate, additional rate and consolidated rate is specified) means the consolidated rate per hour for the class of work scheduled in this Agreement, or whichever is the greater, the actual rate per hour of the employee plus the “additional rate per hour” for his class of work, except when otherwise provided for in this Agreement;

“Iron, Steel, Engineering and Metallurgical Industry” means the industry concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and

verband met skeepsherstelwerk onderneem word, en dit omvat die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid, maar nie die motornywerheid nie;

„Yskor” die ondernemings van die Suid-Afrikaanse Yster- en Staallywerheidskorporasie, Beperk, by Pretoria en Vanderbijlpark, in die provinsie Transvaal;

„setmaat of setklem of stuiter” ’n toestel wat definitief die werkplek bepaal met betrekking tot ’n gereedskapstuk en/of ’n gereedskapstuk tot die werk en/of die relatiewe plek van onderdele terwyl hulle saamgevoeg word, ten einde artikels te lewer wat binne sekere toelaatbare afwykings onderling verwisselbaar is;

„militêre opleiding” ononderbroke opleiding wat ’n werknemer verplig is om te ondergaan kragtens artikel een-en-twintig (1), gelees met subartikels (1) en (2) van artikel twee-en-twintig van die Verdedigingswet, 1957, maar sluit nie opleiding in nie wat hy kan verkies om te ondergaan kragtens artikel drie-en-twintig van genoemde Wet of enige ander opleiding of diens wat hy vrywillig ondergaan of wat hy verkies om te ondergaan;

„vakman” ’n werknemer wat ’n vakleerlingskontrak ingevolge die Wet op Vakleerlinge of ’n vakleerlingskontrak wat deur die Raad erken word, in engeen van die klasse werk in Deel IV, artikel 1 (1) van die Ooreenkoms gespesifiseer, uitgedien het, of ’n werknemer oor die leeftyd van 21 jaar wat die houer is van ’n sertifikaat deur die Raad erken of uitgereik, wat hom in staat stel om as vakman in diens geneem te word;

„herhalingswerk” werk wat verrig word deur ’n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

„patroon” ’n toestel om die plekke van gate en/of aanhegtings op die werkstuk en/of die vorm en/of die buitelyn van die werkstuk aan te dui;

„kwekeling” iemand vir wie opleiding voorgeskryf word by artikel 2 van die Wet op Opleiding van Ambagsmanne, 1951;

4. WERKURE.

Die gewone werkure vir alle werknemers mag nie meer as 46 in ’n bepaalde week wees nie.

5. OORTYD EN BESOLDIGING VIR WERK OP SONDAG.

(1) Alle tyd gewerk op ’n weekdag bo die gewone ure van die skof, word as oortyd gereken en daarvoor moet betaal word teen een en ’n half maal die uurloon vir die eerste agt uur gewerk en teen twee maal die uurloon vir alle bykomende ure daarna gewerk tot die gewone begintyd van die werknemer se volgende skof; met dien verstande dat in die geval van ’n werknemer wat ’n vyfdagweek werk, vir tyd op ’n Saterdag gewerk betaal moet word teen een en ’n half maal die uurloon vir die eerste agt uur gewerk en teen twee maal die uurloon vir alle bykomende ure daarna gewerk tot die begintyd van sy volgende gewone skof.

(2) Vir alle Sondagwerk moet betaal word teen een en ’n half maal die uurloon vir die eerste agt uur gewerk en teen twee maal die uurloon vir alle bykomende ure daarna gewerk; met dien verstande egter dat waar Sondag ’n „vry dag” is of ten opsigte van ’n werknemer wat gereeld in diens is op dagskof of van ’n werknemer wat volgens ’n rooster rotasieskofwerk verrig, en daar vereis word dat dié werknemer op die Sondag moet werk, hy besoldig moet word teen twee maal die uurloon vir alle tyd op die Sondag gewerk.

(3) (i) Waar vereis word dat ’n werknemer oortyd op ’n Saterdag werk en in die Sondag in werk, moet hy betaal word teen een en ’n half maal die uurloon vir die eerste agt uur van die oortyd gewerk en teen twee maal die uurloon vir alle bykomende ure daarna gewerk tot die begintyd van sy volgende gewone skof.

(ii) Behoudens die bepaling van artikel 12 (1) (d), mag die maksimum oortyd wat deur ’n werknemer gewerk kan word, nie 20 uur per week te bowe gaan nie. Van oortyd gewerk bo 20 uur per week moet kennis deur die werkgever aan die Raad gegee word.

(4) Wanneer van ’n werknemer wat volgens ’n rooster werk, vereis word om op sy „vry dag” te werk wanneer dié dag volgens die rooster ’n weekdag is, moet hy besoldig word teen een en ’n half maal sy uurloon vir die eerste agt uur gewerk en teen twee maal die uurloon vir alle bykomende ure daarna gewerk tot die gewone begintyd van die werknemer se volgende skof; met dien verstande egter dat as ’n werknemer 48 uur kennis gegee word dat van hom vereis word om op sy „vry dag” te werk en hy binne ’n tydperk vanaf ses dae van sy roostervrydag ’n ander dag aangebied word ter vervanging daarvan, die basis van besoldiging vir die gewone ure van daardie skof teen gewone skale is.

(5) (i) Behoudens subparagraaf (iii) hiervan, wanneer ’n werknemer van sy huis geroep word om oortyd te werk binne agt uur nadat hy sy gewone werkure op ’n dag voltooi het, moet hy besoldig word teen een en ’n half maal sy uurloon vir die ure gedurende die onverstreke gedeelte van dié tydperk gewerk, en vanaf agt uur na die voltooiing van sy gewone werkure tot op die gewone begintyd van sy volgende skof, teen twee maal die uurloon vir die ure gedurende dié tydperk gewerk.

(ii) Wanneer ’n werknemer van sy huis geroep word om oortyd te werk agt uur of meer na voltooiing van sy gewone werkure op ’n dag, moet hy besoldig word teen twee maal die uurloon vir die ure gedurende dié tydperk gewerk tot die begintyd van sy volgende gewone skof.

general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

„Iscor” means the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijlpark, in the Province of the Transvaal;

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

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

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

„repetition work” means work performed by an employee constantly engaged on one or more repetitive processes;

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

„trainee” means a person for whom training is provided in section two of the Training of Artisans Act, 1951.

4. HOURS OF WORK.

The ordinary hours of work for all employees shall not exceed 46 hours in any one week.

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) All time work on any weekday in excess of the usual ordinary hours of the shift shall be regarded as overtime and shall be paid for at one and one half times the hourly rate for the first eight hours worked and at double the hourly rate for any additional hours worked thereafter until the usual starting time of the employee's next shift; provided that in the case of an employee working a five-day week, time worked on a Saturday, shall be paid for at one and one-half times the hourly rate for the first eight hours worked and at double the hourly rate for any additional hours worked thereafter until the starting time of his next normal shift.

(2) All Sunday work shall be paid for at one and one-half times the hourly rate for the first eight hours worked and at double the hourly rate for any additional hours worked thereafter; provided, however, that where Sunday is a „free day” either in respect of an employee regularly employed on day shift or of an employee working to a roster on rotation shift work, and such employee is required to work on that Sunday, he shall be paid at double the hourly rate for all time worked on that Sunday.

(3) (i) Where an employee is required to work overtime on a Saturday and continues on into the Sunday, he shall be paid at one and one-half times the hourly rate for the first eight hours of such overtime worked and at double the hourly rate for any additional hours worked thereafter until the starting time of his next normal shift.

(ii) Subject to the provisions of section 12 (1) (d), the maximum overtime that may be worked by an employee shall not exceed twenty hours per week. Overtime worked in excess of 20 hours per week shall be notified to the Council by the employer.

(4) Whenever an employee working to a roster is required to work on his „free day” when such day according to the roster is a weekday, he shall be paid at one and one-half times his hourly rate for the first eight hours worked and at double the hourly rate for any additional hours worked thereafter until the usual starting time of the employee's next shift; provided, however, that if an employee is given forty-eight hours' notice that he is required to work on his „free day” and is offered within a period of six days from his roster „free day” another day off in substitution the basis of payment for the ordinary hours of that shift shall be at ordinary rates.

(5) (i) Subject to sub-paragraph (iii) hereof, whenever an employee is called out from his home to work overtime within eight hours after completing his ordinary hours of work on any day, he shall be paid at one and one-half times his hourly rate for the hours worked during the unexpired portion of this period, and from eight hours after the completion of his ordinary hours of work up to the usual starting time of his next shift, at double the hourly rate for the hours worked during such period.

(ii) Whenever an employee is called out from his home to work overtime eight hours or more after completing his ordinary hours of work on any day, he shall be paid at double the hourly rate for the hours worked during such period up to the starting time of his next normal shift.

(iii) Wanneer 'n werknemer van sy huis geroep word om oortyd te werk en daar nie vereis word dat hy 'n gewone skof werk nie, moet dié werknemer besoldig word teen oortydskale vir die tyd wat hy werk, soos in dié artikel bepaal, met 'n minimum besoldiging van vier maal sy uurloon teen gewone tyd, altyd met dien verstande dat die werknemer ophou werk voor die begin van sy volgende skof.

(iv) Wanneer 'n werknemer van sy huis geroep word om oortyd te werk moet hy besoldig word vanaf die tyd wat hy geroep word.

(6) Wanneer die aard van die werksaamhede van 'n werknemer wat rotasieskofte werk, van hom op 'n voorafbepaalde basis vereis om sy gewone skof op 'n weekdag te begin voor die gewone begintyd van die skof waarop hy in diens is, moet hy besoldig word teen gewone loonskale vanaf die vroegste begintyd totdat die gewone ure van sy gewone skof voltooi is en vir alle tyd daarna wat hy voortgaan om te werk, moet hy besoldig word soos bepaal in subartikel (1) van dié artikel.

(7) 'n Werknemer wat hom aanmeld vir diens op sy gewone skof en as gevolg van die vereistes van die werkgewer dié skof nie voltooi nie, maar daar van hom vereis word om hom aan te meld vir diens op 'n ander skof wat as sy gewone skof gereken moet word, moet besoldig word teen een en 'n half maal sy gewone uurloon vir die tydperk aanvanklik gewerk met 'n minimum besoldiging van vier maal sy gewone uurloon teen gewone tyd. Indien 'n werknemer hom aanmeld vir diens op sy gewone skof en daar as gevolg van die vereistes van die werkgewer, nie van hom vereis word om op daardie skof te begin werk nie, moet hy 'n minimum besoldiging van vier maal sy uurloon teen gewone tyd ontvang.

(8) Ingeval 'n dagskofwerknemer om eie versoek vroeër as die gewone begintyd op Saterdag begin werk, moet 'n werknemer wat 'n vyfdagweek werk, besoldig word teen een en 'n half maal sy gewone uurloon vir die eerste agt uur gewerk gereken vanaf die vroegste begintyd, en teen twee maal sy gewone uurloon daarna. Net so moet 'n dagskofwerknemer wat 'n sesdagweek werk, besoldig word teen sy gewone uurloon vir die gewone ure gewerk wat van toepassing is op 'n saterdag en vir tyd daarna gewerk soos bepaal in subartikel (1) of (3) (i), na gelang van die geval, van dié artikel; met dien verstande dat as die werknemer meer as twee uur vroeër as die gewone begintyd begin, vir alle tyd gewerk tot twee uur voor die gewone begintyd, besoldig moet word teen twee maal die gewone uurloon van die werknemer. Vir die toepassing van dié subartikel beteken „gewone begintyd” die gewone begintyd op 'n gewone werkdag.

OPMERKING.—Vir die toepassing van dié artikel, moet Sondag gereken word te begin op die gewone begintyd van die oggendskof van dié dag en voortduur tot dieselfde tyd die volgende dag.

6. BETALING VAN VERDIENSTE.

(1) (a) Uitgesonderd soos anders bepaal, moet alle bedrae wat kragtens die Ooreenkoms aan 'n werknemer verskuldig is, wekeliks op of voor Vrydag betaal word op tye wat by die verskillende skofte inpas, of by diensbeëindiging, as dit voor die gewone betaaldag plaasvind.

(b) Elke werknemer moet by betaling 'n staat, in tweevoud, gegee word wat die volgende aantoon: Sy totale verdienste, besoldiging vir gewone tyd en oortyd, toelaes en aftrekkings. Die duplikaatstaat word deur die werknemer behou.

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

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

- (a) Ingeval 'n werknemer van die werk afwesig is, met inbegrip van afwesigheid gedurende onbetaalde verlof toegestaan ter verlenging van die betaalde verlof waarvoor voorsiening gemaak is in die Ooreenkoms, 'n *pro rata* bedrag vir die duur van die afwesigheid;
- (b) met die skriftelike toestemming van die werknemer, aftrekking vir erkende siektebystand, versekering, vir die koop van belastingdelgingsertifikate, pensioenfondse of bydraes tot erkende ontspanningsfondse of tot 'n vakvereniging wat 'n party by die Ooreenkoms is, of op die skriftelike versoek van die werknemer en met instemming van die werkgewer, aftrekkings op sulke bedinge en vir sulke doeleindes as wat die werknemer op eie versoek moet voorskryf;
- (c) bydraes tot die fonds van die Raad kragtens artikel 21 van die Ooreenkoms;
- (d) alle bedrae betaal deur 'n werkgewer wat by wet, ordonansie of regsgeeding, verplig is om betaling namens 'n werknemer te maak;
- (e) waar 'n werkgewer, as gevolg van 'n klerklike of boekhou- of administratiewe fout, of foutiewe berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgewer geregtig om die bedrag van die oorbetalings terug te vorder deur aftrekkings van latere lone en/of verdienste, behoudens die volgende bepalinge:—

- (i) Die aftrekkings kan van een of meer betalings van lone of verdienste gemaak word, maar geen enkele aftrekking kan meer as 10 persent wees van die lone of verdienste waarvan dit afgetrek word nie, tensy op versoek en met die skriftelike toestemming van die werknemer;

(iii) Whenever an employee is called out from his home to work overtime and is not required to work a normal shift, such employee shall be paid at overtime rates for the time he works, as provided for in this section, with a minimum payment of four times his hourly rate at straight time, always provided such employee ceases work before the commencement of his next shift.

(iv) Whenever an employee is called out from his home to work overtime he shall be paid from the time he is called.

(6) Whenever the nature of the duties of an employee working rotation shifts requires him on a prearranged basis to commence his normal shift on a weekday prior to the usual starting time of the shift on which he is employed, he shall be remunerated at ordinary rates of pay from the earlier starting time until the ordinary hours of his normal shift have been completed and any time he continues to work thereafter shall be paid as provided for in sub-section (1) of this section.

(7) An employee who reports for duty on his normal shift and due to the needs of the employer does not complete that shift, but is required to report for duty on another shift which shall be considered his normal shift, shall be paid at one and one-half times his ordinary hourly rate for the period initially worked with a minimum payment of four times his ordinary hourly rate at straight time. Should an employee report for duty on his normal shift and, due to the needs of the employer, not be required to start work on that shift, he shall receive a minimum payment of four times his hourly rate at straight time.

(8) In the event of a day shift employee starting work at his own request earlier than the usual starting time on Saturday, an employee working a five-day week shall be paid at one and one-half times his ordinary hourly rate for the first eight hours worked reckoned from the earlier starting time, and at double his ordinary hourly rate thereafter. Similarly, a day shift employee working a six-day week shall be paid at his ordinary hourly rate for the ordinary hours worked applicable to a Saturday and for time worked thereafter as provided for in sub-section (1) or (3) (i), as the case may be, of this section; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at double the ordinary hourly rate of the employee. For the purposes of this sub-section “usual starting time” means the usual starting time on an ordinary working day.

NOTE.—For the purposes of this section, Sunday shall be deemed to commence at the usual starting time of the morning shift of such day and continue until the same time on the following day.

6. PAYMENT OF EARNINGS.

(1) (a) Except as is otherwise provided, any amount due to an employee in terms of this Agreement shall be paid weekly not later than Friday, at times to fit in with the various shifts or upon termination of employment, if this takes place before the ordinary pay day.

(b) Each employee shall be given a statement, in duplicate, on payment, showing his total earnings, ordinary time and overtime payments, allowances and deductions. The duplicate statement will be retained by the employee.

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

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

- (a) Where an employee is absent from work, including absence during any unpaid holiday granted in extension of the paid holidays provided for in terms of this Agreement, a *pro rata* amount for the period of such absence;
- (b) with the written consent of the employee, deductions for recognised sick benefit, insurance, for the purchase of income tax redemption certificates, pension funds or contributions to recognised recreation funds or to a trade union which is party to this Agreement, or at the written request of the employee and with the concurrence of the employer, deductions in such terms and for such purposes as the employee shall prescribe in his request;
- (c) contributions to the funds of the Council in terms of section 21 of this Agreement;
- (d) any amount paid by the employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;
- (e) where the employer, due to clerical or accounting or administrative error, or miscalculations, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:—

- (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 10 per cent of the wages or earnings from which it is deducted, unless at the request, and with the written consent, of the employee;

- (ii) geen sodanige aftrekking kan gemaak word van verlof-besoldiging of verlofbonus wat kragtens die Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is nie, nóg van siektebetaling;
- (iii) geen sodanige aftrekking of afrekkings mag gemaak word nie tensy die werkgewer die werknemer skriftelik ten tyde van die eerste aftrekking, en die Raad binne sewe dae van die eerste aftrekking, in kennis stel van die omstandighede waaronder die oorbetalings gemaak is, die betrokke bedrag, en die bedrag van die voorgestelde aftrekking of afrekkings.

(4) Indien werk in 'n inrigting of plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die loon van elke werknemer deur die werkgewer aan hom betaal word.

7. VERLOFBESOLDIGING.

(1) Verlofbesoldiging wat in dié artikel voorgeskryf word, moet bereken word teen die uurloon wat die werknemer ontvang ten opsigte van sy aangewese bedryf op die datum waarop hy vir betaalde verlof kwalifiseer; met dien verstande egter dat waar die werknemer in hoër betaalde bedrywe afgehoes het gedurende sy kwalifiseertydperk vir verlof, sy verlofbesoldiging bereken moet word teen sy gemiddelde uurverdienste, uitgesonderd oortyd en skoftoelae, bereken vir die 26 weke voordat hy vir verlof kwalifiseer, naamlik die hoogste.

(2) Elke werknemer is geregtig kragtens die Ooreenkoms op drie opeenvolgende weke betaalde verlof, behoudens onderstaande voorwaardes:—

- (a) Die kwalifikasie vir dié verlof is 291 skofte, uitgesonderd oortyd, wat werklik gewerk is op grondslag van 'n werkweek van ses dae; met dien verstande dat—
 - (i) behoudens subparagraaf (ii) hiervan mag diens by dieselfde werkgewer vir minder as 30 skofte nie vir die betaalde verlof tel nie; met dien verstande dat 'n werknemer wat na 18 skofte tydelik uit diens gestel word, gekrediteer moet word met die getal skofte wat werklik gewerk is vir doeleindes van betaalde verlof;
 - (ii) waar 'n werknemer se diens by die werkgewer kragtens (i) hiervan onderbreek word, en hy vir dieselfde werkgewer weer begin werk, moet hy gekrediteer word, vir doeleindes van die betaalde verlof, met die totale getal skofte by dié werkgewer gewerk, met dien verstande dat hy nie in die tussentyd vir 'n ander werkgewer werk nie;
 - (iii) elke tydperk van afwesigheid weens siekte wat altesaam hoogstens 52 skofte in een bepaalde kwalifiseertydperk vir betaalde verlof bedra, moet vir die betaalde verlof tel, met dien verstande dat die werkgewer geregtig is om van 'n werknemer te vereis om 'n doktersertifikaat wat vir die werkgewer bevredigend is, as bewys van die oorsaak van afwesigheid voor te lê. Werkdae wat binne 'n tydperk van afwesigheid weens 'n ongeval val wat die gevolg is van en plaasvind in die loop van die werknemer se diens, tel vir verlofdoeleindes, met dien verstande dat daar erken is dat so 'n ongeval binne die bepalings van die Ongevallewet val, en die kwalifiseerskofte wat vir doeleindes van die betaalde verlof tel, is die werkdae wat binne 'n tydperk van arbeidsongeskiktheid val wat deur genoemde Wet erken word;
 - (iv) tydperke van afwesigheid op die bykomende week verlof of ophopings daarvan, soos bepaal in artikel 8 van dié deel van die Ooreenkoms, tel vir doeleindes van die betaalde verlof in die mate van die getal skofte wat normaalweg gedurende dié tydperke deur die betrokke werknemer gewerk sou geword het;
 - (v) 'n werknemer wat van die werk wegbly sonder voldoende rede wat vir die werkgewer bevredigend is, verbeur ten opsigte van elke skof of werkdag wat deur hom gedurende so 'n afwesigheid verloor word, vyf skofte wat vir sy betaalde verlofkwalifikasie gewerk is, met 'n maksimum verbeuring van 30 skofte in een bepaalde kwalifiseertydperk vir betaalde verlof; met dien verstande dat kennisgewing van dié afwesigheid deur die werkgewer skriftelik binne 14 dae van die afwesigheid aan die werknemer en die Raad gegee word;
 - (vi) die werkdae wat binne 'n tydperk van militêre opleiding soos in die Ooreenkoms omskryf, val, tel vir verlofdoeleindes;
 - (vii) die werkdae wat binne 'n tydperk van onbetaalde verlof val wat deur die werkgewer aan die werknemer toegestaan word om alle regstreekse sake van die Nywerheidsraad te behartig, tel vir verlofdoeleindes;
 - (viii) alle tydperke van afwesigheid waarvoor 'n werknemer betaalde spesiale verlof deur die werkgewer toegestaan is, tel vir verlofdoeleindes;
- (b) behoudens die bepalings van subartikel (4) hiervan, moet die verlof een ononderbroke tydperk wees en vier naweke insluit, uitgesonderd in die gevalle waar die rotasieskifwerker se vry dag nie op die Sondag val onmiddellik voordat hy met verlof gaan nie. Die werknemer kan egter verlof vra sonder besoldiging vir die Sondag, wat 'n gewone roosterwerkdag is, onmiddellik voordat hy met verlof vertrek;
- (c) indien of Goeie Vrydag, Hemelvaartdag, Gelofte-dag, Kersdag of Nuwejaarsdag binne die tydperk van die verlof val, moet die verloftydperk verleng word met een dag met volle besoldiging vir elke sodanige dag;

- (ii) no such deduction shall be made from any holiday pay or holiday bonus payable under this Agreement either to the employee or to the Council, nor from any sick pay;
- (iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee at the time of the first deduction, and the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions.

(4) Where, in any establishment or place, work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

7. HOLIDAY PAY.

(1) Holiday payments provided for in this section shall be computed at the hourly rate of pay of which the employee is in receipt in respect of his designated occupation at the date of qualification for his paid holiday; provided, however, that where the employee has relieved in higher paid occupations during his qualifying period for holiday leave, his holiday payments shall be computed at his average hourly earnings, excluding overtime and shift allowances, calculated over the twenty-six weeks prior to his qualifying for holiday leave, whichever is the higher.

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

- (a) The qualification for such holiday shall be 291 shifts, exclusive of overtime, actually worked on a six-day working week basis; provided that—
 - (i) subject to sub-paragraph (ii) hereof employment with the same employer for less than 30 shifts shall not count for the paid holiday; provided that an employee who is laid off after working 18 shifts shall be credited with the number of shifts actually worked for paid holiday purposes;
 - (ii) where an employee's service with the employer is broken in terms of (i) hereof, and he resumes work for the same employer, he shall be credited for purposes of the paid holiday with the total number of shifts worked with such employer, provided that he does not work for another employer in the interim;
 - (iii) any period of absence on account of sickness aggregating not more than 52 shifts in any one qualifying period for paid leave, shall count for the paid holiday, provided that the employer shall be entitled to call upon an employee for a medical certificate satisfactory to the employer in proof of cause of absence. Working days falling within any period of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes, provided such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, and the qualifying shifts counting for purposes of the paid holiday shall be the working days falling within any period of disablement admitted by the said Act;
 - (iv) periods of absence on the additional week's leave or accumulations thereof provided for in section 8 of this Part of the Agreement shall count for purposes of the paid holiday to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned;
 - (v) any employee who absents himself from work without adequate reason satisfactory to the employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts worked towards his paid holiday qualification, with a maximum penalty of 30 shifts in any one qualifying period for paid leave; provided that notification of such absence is given by the employer in writing to the employee and the Council within fourteen days of such absence;
 - (vi) the working days falling within any period of military training, as defined in this Agreement, shall count for holiday purposes;
 - (vii) the working days falling within any period of unpaid leave granted by the employer to the employee to attend any direct business of the Industrial Council shall count for holiday purposes;
 - (viii) any period of absence for which an employee is granted paid special leave by the employer shall count for holiday purposes.
- (b) Subject to the provisions of sub-section (4) hereof, the holiday shall be for one unbroken period and include four week-ends except in those cases where the rotation shift worker's free day does not fall on the Sunday immediately prior to proceeding on holiday leave. The employee may, however, request leave without pay for the Sunday, which is a normal rostered working day, immediately prior to proceeding on holiday leave.
- (c) Should either Good Friday, Ascension Day, Day of the Covenant, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.

- (d) aansoek om verlof moet minstens vier weke voordat hy met verlof gaan, deur die werknemer gedoen word;
- (e) die verlof moet deur die werkgever toegestaan word sodat dit binne 'n tydperk van vier maande na die vervaldatum begin;
- (f) 'n werknemer is geregtig op en moet sy verlof neem binne 'n tydperk van vier maande na die vervaldatum, tensy verstelling deur die Raad verleen word;
- (g) geen werknemer mag enige werk vir gewin gedurende die tydperk van sy verlof verrig nie.
- (3) Wanneer 'n werknemer op die punt staan om met verlof te gaan, moet die geld wat aan hom vir die doeleindes van die verlof betaalbaar is, deur die werkgever in kontant aan hom betaal word wanneer hy ophou werk om met verlof te gaan.
- (4) (i) Iedere keer wat 'n werknemer, uitgesonderd 'n vakleerling, kwalifiseer vir drie weke betaalde verlof ooreenkomstig subartikel (2) hiervan, kan hy een week van dié betaalde verlof laat ophoop, met dien verstande dat sodanige opgehoopte verlof wat in sy krediet staan, nooit meer as twee weke mag wees nie.
- (ii) Die opgehoopte verlof mag nie saam met gewone verlof geneem word nie, uitgesonderd met die uitdruklike toestemming van die werkgever.
- (iii) Aansoeke om dié opgehoopte verlof of gedeeltes daarvan moet betyds ingedien word, en die toestaan van die aansoeke geskied geheel en al na goeddunke van die werkgever; dit hang daarvan af of geskikte reëlings getref kan word vir die verrigting van die applikant se werksaamhede gedurende sy afwesigheid, met dien verstande dat die opgehoopte verlof nie verbeurd verklaar mag word nie.
- (iv) Opgehoopte verlof mag nie vir 'n gedeelte van 'n werkdag toegestaan word nie.
- (v) Besoldiging vir die opgehoopte verlof moet betaal word op die grondslag dat een week se opgehoopte verlof gelyk is aan 46 gewone ure, of as 'n kleiner getal gewone ure gewoonlik per week gewerk word, op die grondslag van dié kleiner getal ure. Besoldiging vir tydperke van opgehoopte verlof van minder as een week moet betaal word volgens die getal gewone ure gewoonlik gewerk op die dag of dae waarop verlof toegestaan word. In geen geval mag 'n werknemer egter meer ontvang as die ekwivalent van die gewone ure vir een week vir 'n bepaalde week opgehoopte verlof, ongeag of die verlof in een ononderbroke tydperk of in tydperke van minder as een week geneem word.
- (vi) Die loonskaal waarteen vir opgehoopte verlof betaal word moet dié wees wat die werknemer ontvang het op die datum waarop hy vir die verlof gekwalifiseer het.
- (vii) Tydperke van afwesigheid met opgehoopte verlof hierkragens toegestaan tel nie as kwalifiseerskifte vir die betaalde verlof wat in subartikel (2) hiervan bepaal word nie.
- (viii) Verlofbonusse betaalbaar kragens artikel 9 van Deel I van die Ooreenkoms hoop nie op nie en word nie oorgebring met opgehoopte verlof nie, maar word aan die werknemer betaal wanneer hy vir die gewone verlof vir die kwalifiseerjaar kwalifiseer en met verlof vertrek.
- (5) Indien die diens van 'n werknemer eindig voordat hy op betaalde verlof ingevolge subartikel (2) van dié artikel geregtig is, moet hy gekrediteer word met die eweredige aantal skifte gewerk. Die werkgever moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die getal skifte gewerk wat vir verlofdoeleindes gereken word, aangedui is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof stuur waarop die werknemer aldus reg het, bereken soos bepaal in subartikel (1) van dié artikel, naamlik met dié wat van toepassing is.
- (6) Ingeval 'n werknemer sterf of in die loop van sy diens onbekwaam raak om sy bedryf uit te oefen, is die bedrag aan hom verskuldig ten opsigte van verlof, betaalbaar aan sy boedel of aan homself, na gelang van die geval.
- (7) (a) Na verloop van minstens 49 weke, gereken vanaf die datum waarop die tydperk van diens begin wat deur die bewys gedek word, het enige werknemer aan wie 'n bewys kragens subartikel (5) van dié artikel uitgereik is en wat nie langer in die nywerheid in diens is nie, reg, onderworpe aan paragraaf (b) van dié subartikel, by aanbieding van die bewys aan die Raad in die streek van herkoms, op betaling daarop van enige onbetaalde saldo waarmee hy in die Raad se boeke gekrediteer staan.
- (b) Alle bewyse wat kragens subartikel (5) van dié artikel aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar vanaf die datum van die laaste skof wat deur dié werknemer gewerk is, en bedrae op krediet van 'n werknemer in die boeke van die Raad moet na verstryking van dié tydperk aan die fondse van die Raad toekom; met dien verstande egter dat die Raad enige eis wat deur so 'n werknemer na die verstryking van genoemde tyd gemaak word, in oorweging moet neem, en kan hy na goeddunke 'n *ex gratia* betaling aan dié werknemers wat hierin genoem word, uit die fondse van die Raad doen.
- (8) Behalwe soos anders hierin bepaal, moet dit vir die toepassing van dié artikel geag word dat diens begin vanaf die datum waarop 'n werknemer in die werkgever se diens gaan of, na gelang van die jongste, die datum waarop hy laas geregtig geword het op betaalde verlof.
- (9) Die Raad kan wederkerige reëlings met enige ander nywerheid tref vir die uitruil van verlofbewyse tot voordeel van werknemers wat die nywerheid verlaat.

- (d) Application for holiday shall be made by an employee at least four weeks before proceeding on leave.
- (e) The holiday shall be granted by the employer so as to commence within a period of four months after due date.
- (f) An employee shall be entitled to, and shall take his holiday within a period of four months after due date, unless exemption be granted by the Council.
- (g) No employee shall engage in any employment for gain during the period of his holiday.
- (3) When an employee is about to take his leave, the moneys payable to him for the purpose of such leave shall be paid to him in cash by the employer on his ceasing work to go on holiday.
- (4) (i) On each occasion that an employee, other than an apprentice, qualifies for three weeks' paid holiday in terms of sub-section (2) hereof, he may accumulate one week of such paid holiday, provided that the amount of such accumulated leave standing to his credit shall at no time exceed two weeks.
- (ii) The accumulated holiday leave shall not be taken in conjunction with any normal holiday leave except with the express agreement of the employer.
- (iii) Applications for such accumulated holiday leave or portions thereof shall be submitted in good time, and the granting of such applications shall be at the complete discretion of the employer, depending on whether suitable arrangements can be made for the performance of the applicant's duties during his absence, provided that such accumulated holiday leave shall not become forfeit.
- (iv) Accumulated holiday leave shall not be granted for a portion of any working day.
- (v) Payment of the accumulated holiday leave shall be made on the basis that one week's accumulated holiday leave is equivalent to 46 ordinary hours, or if a lesser number of ordinary hours are normally worked per week, on the basis of those lesser number of hours. Payment for periods of accumulated holiday leave of less than one week shall be made according to the number of ordinary hours normally worked on the day or days on which leave is granted. In no event, however, shall an employee receive more than the equivalent of the normal ordinary hours for one week for any one week's accumulated paid leave, no matter whether such leave be taken in one unbroken period or in periods of less than one week.
- (vi) The rate of pay at which accumulated holiday leave shall be paid shall be that of which the employee was in receipt at date of qualification for such leave.
- (vii) Periods of absence on accumulated holiday leave granted in terms hereof shall not count as qualifying shifts for the paid holiday provided for in sub-section (2) hereof.
- (viii) Any holiday bonus payable in terms of section 9 of Part I of this Agreement, shall not be accumulated and carried forward with any accumulated holiday leave, but shall be paid to the employee when he qualifies for and proceeds on the normal holiday leave for the year of qualification.
- (5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (2) of this section, he shall be credited with the proportionate number of shifts worked. The employer shall furnish the employee at the time he leaves his service with a voucher setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Council the money equivalent of the holiday to which the employee is so entitled, computed as provided for in sub-section (1) of this section.
- (6) When an employee dies or is, in the course of his work incapacitated from continuing at his occupation, the amount which is due in respect of holiday pay shall be payable to his estate or himself as the case may be.
- (7) (a) After not less than 49 weeks have elapsed reckoned from the date on which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the industry shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit in the books of the Council.
- (b) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall on the expiration of such period accrue to the funds of the Council; provided, however, that the Council shall consider any claim that may be made by any such employee after the expiration of the said period and may in its discretion make *ex gratia* payment from the funds of the Council to such employees as are referred to herein.
- (8) Except as otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or, whichever is the later, the date on which he last became entitled to a paid holiday.
- (9) The Council may make reciprocal arrangements with any other industry for the interchange of leave vouchers to the benefit of the employees leaving the industry.

8. BYKOMENDE VERLOFBESOLDIGING.

(1) Behoudens subartikel (3) hiervan moet 'n werknemer wat na die inwerkingtreding van die Ooreenkoms kwalifiseer vir sy tiende of daaropvolgende betaalde verlof wat hom toekom uit hoofde van ononderbroke diens by dieselfde werkgever soos bepaal kragtens artikel 7 (2) van Deel I van die Ooreenkoms, terwyl hy in diens by dieselfde werkgever is, geregtig op 'n ekstra week betaalde verlof wanneer dit vir die werkgever gerieflik is of op die ekwivalente waarde daarvan; met dien verstande dat daar by onderlinge ooreenkoms tussen die werkgever en die werknemer—

- (i) die betaalde verlof in artikel 7 (2) van Deel I van die Ooreenkoms genoem, met 'n ekstra week verleng kan word; of
- (ii) die ekstra week verlof vir die kwalifiseerjaar uitgestel kan word en die werknemer dit kan laat ophoop totdat hy vir drie van daardie ekstra weke betaalde verlof kwalifiseer.

(2) Wanneer die werkgever en werknemer 'n ooreenkoms aangaa soos in subartikel (1) (ii) bepaal, en die werknemer vir een, twee of drie van dié ekstra weke betaalde verlof (hieronder die „opgehoopte langdiensverlof” genoem) gekwalifiseer het, moet die opgehoopte langdiensverlof deur die werkgever toegestaan en deur die werknemer geneem word wanneer hy sy betaalde verlof, soos in artikel 7 (2) van dié Deel van die Ooreenkoms voorgeskryf, toegestaan word en dit neem, tensy, na gelang van wat die werkgever en werknemer ooreenkoms, die opgehoopte langdiensverlof op 'n ander tyd geneem word; met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgehoopte langdiensverlof te neem in die tydperk voordat hy vir sy volgende betaalde verlof kwalifiseer en wanneer die werknemer versuim om die opgehoopte langdiensverlof binne daardie tydperk te neem, verbeur hy sy reg daarop.

(3) Waar 'n werknemer wat vir sy tiende betaalde verlof kwalifiseer ooreenkomstig subartikel (1), slegs vir 'n gedeelte van die kwalifiseertydperk vir die eerste betaalde verlof by die betrokke werkgever in diens was, is hy geregtig op 'n eweredige deel van die ekstra week verlof of die ekwivalente waarde daarvan in verhouding tot die verlofkwalifikasie wat by daardie werkgever voltooi is ten opsigte van die eerste betaalde verlof. Wanneer hy vir enige daaropvolgende betaalde verlof kwalifiseer, is die bepalings van subartikels (1) en (2) van die artikel *mutatis mutandis* van toepassing.

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

9. VERLOFBONUS.

Vir die toepassing van dié artikel beteken—

„verlofkwalifikasie” die kwalifikasie vir die betaalde verlof voorgeskryf in artikel 7 van dié Deel van die Ooreenkoms.

(1) Wanneer 'n werknemer vir verlof kwalifiseer en met verlof vertrek moet hy 'n verlofbonus van minstens £32. 10s. (R65) ontvang.

(2) Wanneer die diens van 'n werknemer eindig voordat hy geregtig word op betaalde verlof, moet die werknemer gekrediteer word met 'n deel van die bonus eweredig met die getal skofte wat vir hom vir verlofdoeleindes gekrediteer word. Die werkgever moet die bedrag hiervan inskryf op die bewysstuk wat aan die werknemer verskaf moet word en waarop die getal skofte genoem moet word wat vir verlofdoeleindes tel en die geld-ekwivalent van die bonus onmiddellik aan die Sekretaris van die Raad stuur saam met die geldekwivalent van die betaalde verlofreg.

(3) Wanneer die geldekwivalent van die verlofbonus kragtens subartikel (2) aan die Raad gestuur word, is die bepalings van subartikels (6) en (7) van artikel 7 en van artikel 10 van dié Deel van die Ooreenkoms betreffende die geldekwivalent van die betaalde verlofreg *mutatis mutandis* van toepassing.

(4) Dié artikel is nie van toepassing op vakleerlinge en werknemers in diens in die bedrywe genoem onder (6), (7), (8), (9) en (10) van artikel 1 van Deel IV van die Ooreenkoms en hulle is nie geregtig om vir dié verlofbonus te kwalifiseer en kan dit ook nie ontvang nie.

(5) Geen bonus mag gekrediteer word vir tydperke van diens wat kragtens artikel 7 (2) (a) (i) van dié Deel van die Ooreenkoms nie vir die betaalde verlof tel nie.

10. BETALING TYDENS WERKLOOSHEID.

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

8. ADDITIONAL HOLIDAY PAY.

(1) Subject to sub-section (3) hereof, an employee qualifying after the date of coming into operation of this Agreement for his tenth or subsequent consecutive paid holiday deriving from continuous employment with the same employer as provided for in terms of section 7 (2) of Part I of this Agreement shall, whilst in the employ of the same employer, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof; provided that by mutual arrangement between the employer and employee—

- (i) the paid holiday referred to in section 7 (2) of Part I of this Agreement may be extended by an extra week; or
- (ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee up to a maximum of three such extra weeks' paid holiday.

(2) Whenever the employer and employee come to the arrangement provided for in sub-section (1) (ii) and the employee has qualified for one, two or three such extra weeks' paid holiday (hereinafter referred to as “the long service accumulated leave”), the employer shall grant and the employee shall take the long service accumulated leave when he is given and takes the paid holiday provided for in section 7 (2) of this Part of the Agreement, unless as may be, the employer and employee agree to the long service accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the long service accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the long service accumulated leave within such period his title thereto shall cease.

(3) Where an employee qualifying for his tenth paid holiday in terms of sub-section (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid holiday, he shall be entitled to a proportion of the extra week's leave or the equivalent value thereof *pro rata* to the holiday qualification completed with that employer in respect of the first paid holiday. On qualification for any subsequent consecutive paid holiday, the provisions of sub-sections (1) and (2) of this section shall *mutatis mutandis* apply.

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

9. HOLIDAY BONUS.

For the purposes of this section—

“holiday qualification” shall be the qualification for the paid holiday prescribed in section 7 of this Part of the Agreement.

(1) Whenever an employee qualifies for and proceeds on holiday leave he shall receive a holiday bonus of not less than £32. 10s. (R65).

(2) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday, the employee shall be credited with a share of the bonus proportionate to the number of shifts credited to him for holiday purposes. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts which count for holiday purposes and immediately forward the money equivalent of the bonus to the Secretary of the Council together with the money equivalent of the paid holiday entitlement.

(3) Whenever the money equivalent of the holiday bonus is remitted to the Council in terms of sub-section (2), the provisions of sub-sections (6) and (7) of section 7 and of section 10 of this Part of the Agreement relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

(4) This section shall not apply to apprentices and employees employed in the occupations scheduled under (6), (7), (8), (9) and (10) of section 1 of Part IV of this Agreement and they shall not be entitled to qualify for or receive this holiday bonus.

(5) No bonus shall be credited for periods of employment which in terms of section 7 (2) (a) (i) of this Part of the Agreement do not count towards the paid holiday.

10. PAYMENT DURING UNEMPLOYMENT.

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

(2) 'n Werknemer wat betaling ingevolge subartikel (1) eis en ontvang, moet, wanneer hy weer werk in die nywerheid kry, begin om te kwalifiseer vir verlof vanaf die datum van dié werkverkryging; met dien verstande dat as daar enige onopgeëiste balans in sy krediet ingevolge subartikel (1) staan, die verlof-ekwivalent van die balans aan hom gekrediteer moet word.

11. BESOLDIGING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) Behoudens subartikel (5) hiervan is Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag betaalde vakansiedae.

(2) Behoudens die bepaling van subartikel (5) hiervan, as 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag werk nie, moet hy besoldig word teen sy gewone uurloon vir die gewone werkeure vir daardie dag van die week; met dien verstande dat wanneer Geloftedag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op so 'n dag werk nie, sy gewone uurloon betaal moet word vir die getal ure waarvoor hy betaal sou geword het as die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het.

(3) Die bepaling van subartikel (2) is nie van toepassing op 'n werknemer wat met die betaalde verlof is wat in dié Deel van die Ooreenkoms voorgeskryf word nie.

(4) Wanneer 'n werknemer op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet hy betaal word vir die getal ure betaalbaar kragtens subartikel (2) hiervan aan 'n werknemer wat nie op so 'n dag werk nie, en moet daarbenewens betaal word teen een en 'n half maal die uurloon vir tyd gewerk tot en met genoemde getal ure; daarna moet hy besoldig word teen drie maal die uurloon tot die gewone begintyd die volgende dag.

(5) Wanneer 'n werknemer wat volgens 'n rooster werk, 'n roostervrydag het wat op 'n betaalde openbare vakansiedag val, moet sy volgende gewone skof wat op so 'n vakansiedag volg, gereken word as die betaalde openbare vakansiedag, en besoldiging vir dié dag moet gemaak word ooreenkomstig subartikels (2) of (4) van dié artikel, na gelang van die geval.

OPMERKING.—Vir die toepassing van dié artikel, word dit gereken dat Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag op die gewone begintyd van die môreskof van dié dae begin en tot dieselfde tyd die volgende dag voortduur.

12. SKOFWERKTOELAE VIR MIDDAG- EN NAGSKOFTE.

(1) Werknemers wat rotasieskofwerk verrig moet 'n skoftoelae ooreenkomstig onderstaande betaal word:—

(a) *Middagskof*.—Vir werk gewoonlik op die gewone middagskof van die betrokke werknemer verrig, moet betaling van 'n skofwerktoelae gedoen word teen 4 persent op gewone skale vir die totale getal ure gewerk. Ten einde die toelae te bereken, word die volgende formule toegepas:—

Totale getal ure gewerk vermenigvuldig deur uurloon (met uitsluiting van persoonlike toelae en bonustoelae) vermenigvuldig deur 4 persent.

(b) *Nagskof*.—Vir werk gewoonlik verrig op die gewone nagskof van die betrokke werknemer, moet betaling van 'n nagskoftoelae gedoen word teen 8 persent op gewone skale vir die totale getal ure gewerk. Ten einde die toelae te bereken, word die volgende formule toegepas:—

Totale getal ure gewerk vermenigvuldig deur uurloon (met uitsluiting van persoonlike toelae en bonustoelae) vermenigvuldig deur 8 persent.

(c) Wanneer 'n werknemer wat rotasieskofwerk verrig, 'n dubbele skof of gedeelte daarvan werk wat of op die gewone middag- of nagskofte val, of middag- of nagskofte werk op sy gewone vry dag, moet die skofwerktoelae vir dié bykomende ure gewerk, op dieselfde wyse bereken word soos hierbo uiteengesit, maar teen die persentasie van toepassing op die besondere skof of gedeelte daarvan wat werklik gewerk is, d.w.s. 4 persent op gewone skale vir die ure op middagskof gewerk en 8 persent op gewone skale vir die ure op nagskof gewerk.

(d) Wanneer dit nodig gevind word om die gewone stelsel van rotasieskofte te verander na 'n grondslag van twee twaalfuurskofte per werkdag, moet die betaling van 'n skofwerktoelae gedurende dié tydperk soos volg gedoen word:—

Gedurende die eerste twaalfuurskof op 'n dag, betaling van 'n skofwerktoelae teen 4 persent op gewone skale vir die laaste vier uur van dié skof, wat bereken moet word op dieselfde wyse soos uiteengesit onder (1) (a).

Gedurende die tweede twaalfuurskof op 'n dag, betaling van 'n skofwerktoelae teen 4 persent op gewone skale vir die eerste vier uur van dié skof, wat bereken moet word op dieselfde wyse soos uiteengesit onder (1) (a), en betaling van 'n skofwerktoelae teen 8 persent op gewone skale vir die laaste agt uur van dié skof, wat bereken moet word op dieselfde wyse soos uiteengesit onder (1) (b).

(2) Geen skofwerktoelae mag aan 'n werknemer betaal word gedurende 'n tydperk wat hy vir watter rede ook al weg van sy werk is nie.

(3) Skofwerktoelae is alleen betaalbaar aan werknemers wanneer hulle weeklikse rotasieskofwerk op of die middag- of die nagskof verrig.

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

11. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) Subject to sub-section (5) hereof, Good Friday, Ascension Day, Day of the Covenant, Christmas Day and New Year's Day shall be paid holidays.

(2) Subject to the provisions of sub-section (5) hereof, if an employee does not work on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day and New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week; provided that whenever the Day of the Covenant, Christmas Day or New Year's Day fall on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive.

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

(4) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid for the number of hours payable in terms of sub-section (2) hereof to an employee who does not work on such day, and shall be paid in addition at one and one-half times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid at treble the hourly rate until the usual starting time next day.

(5) Whenever an employee working to a roster has a roster free day falling on a paid public holiday, his next normal shift following such holiday shall be deemed to be the paid public holiday, and payment for such day shall be made in accordance with sub-section (2) or (4) of this section, as the case may be.

NOTE.—For the purposes of this section, Good Friday, Ascension Day, Day of the Covenant, Christmas Day and New Year's Day shall be deemed to commence at the usual starting time of the morning shift of such days and continue until the same time on the following day.

12. SHIFT WORK ALLOWANCES FOR AFTERNOON AND NIGHT SHIFTS.

(1) Employees working rotation shift work shall be paid a shift allowance in accordance with the following:—

(a) *Afternoon Shift*.—For work ordinarily performed on the usual afternoon shift of the employee concerned, payment of a shift work allowance shall be made at the rate of 4 per cent on ordinary rates for the total number of hours worked. In order to calculate this allowance the formula shall be:—

Total number of hours worked multiplied by hourly rate (excluding personal allowance and bonus allowance) multiplied by 4 per cent.

(b) *Night Shift*.—For work ordinarily performed on the usual night shift of the employee concerned, payment of a shift work allowance shall be made at the rate of 8 per cent on ordinary rates for the total number of hours worked. In order to calculate this allowance the formula shall be:—

Total number of hours worked multiplied by hourly rate (excluding personal allowance and bonus allowance) multiplied by 8 per cent.

(c) When an employee working rotation shift work, works a double shift or portion thereof which falls on either the usual afternoon or night shifts or works afternoon or night shift on his normal free day, the shift work allowance for such additional hours worked shall be calculated in the same manner, as outlined above, but at the percentage rate applicable to the particular shift or portion thereof actually worked, i.e. 4 per cent on ordinary rates for those hours worked on afternoon shift and 8 per cent on ordinary rates for those hours worked on night shift.

(d) When it is found necessary to change the usual system of rotation shifts to a basis of two twelve hour shifts per working day, payment of a shift work allowance during such period shall be made as follows:—

During the first twelve-hour shift on any day, payment of a shift work allowance at the rate of 4 per cent on ordinary rates for the last four hours of such shift, which shall be calculated in the same manner as outlined under (1) (a).

During the second twelve-hour shift on any day, payment of a shift work allowance at the rate of 4 per cent on ordinary rates for the first four hours of such shift, which shall be calculated in the same manner as outlined under (1) (a), and payment of a shift work allowance at the rate of 8 per cent on ordinary rates for the last eight hours of such shift, which shall be calculated in the same manner as outlined under (1) (b).

(2) No shift work allowance shall be paid to an employee during any period he is away from duty for any reason whatsoever.

(3) Shift work allowances shall only be payable to employees when working weekly rotation shift work on either the afternoon or night shift.

13. REIS- EN VERBLYFTOELAE.

(1) Waar werk weg van die werkgewer se inrigting of van die werknemer se gewone werkplek gedoen word wat die nodig maak dat die werknemer reis, moet die werknemer wat gestuur word om die werk te verrig, voorsien word van 'n tweedeklas-spoorweg-kaartjie, behalwe oor voorstedelike lyne, waar die kaartjie 'n eersteklaskaartjie moet wees, of geskikte vervoer na en van die taak; met dien verstande dat 'n derdeklas-spoorwegkaartjie verskaf kan word in die geval van werknemers vir wie diensvoorwaardes in deel II van die Ooreenkoms uiteengesit word.

(2) Wanneer vereis word dat 'n werknemer kragtens subartikel (1) hiervan reis, moet hy teen gewone loonskale betaal word gedurende gewone werkure en teen halfskale buite gewone werkure, en besoldiging moet in geen geval meer as 12 uur se gewone besoldiging per tydkring van 24 uur of deel daarvan wees nie, gereken vanaf die tyd waarop die reis begin; met dien verstande dat 'n werknemer wat gewerk het op die dag waarop die reis begin, geregtig is om slegs tot 'n maksimum van 12 uur se volle besoldiging te ontvang wat die loon moet insluit wat deur hom ten opsigte van daardie dag verdien is, en vir doeleindes van enige verdere betaling kragtens dié subartikel moet elke tydkring van 24 uur gereken word vanaf die tyd waarop die werknemer op sy gewone skof begin werk het.

(3) 'n Werknemer moet vir maaltye en bed op die trein betaal word.

(4) Waar daar deur die werkgewer vereis word dat 'n werknemer, om rede van sy diens weg van sy gewone werkplek af, weg van sy gewone woonplek moet woon, moet vir losies en inwoning betaal word, of moet dit by die taak verskaf word.

(5) Vir doeleindes van dié artikel, word Saterdag en Sondag as gewone werkdag gereken.

14. DIENSBEÏNDIGING.

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

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

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

en voorts met dien verstande dat die werkgewer aan die werknemer 'n loon kan betaal vir en in plaas van die diensopseggingstyd waarvoor ooreengekom of wat voorgeskryf is.

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

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

15. KORTTYD.

(1) Die werkgewer kan sy werknemers minder ure as die gewone werkure van sy inrigting laat werk weens—

(a) 'n tekort aan werk en/of materiaal, en in dié geval moet die werkgewer sy werknemers twee volle werkdag kennis gee van sy voorneme om korttyd te werk, en moet, vir sover prakties moontlik, die beskikbare werk onder die betrokke werknemers versprei. Waar daar van die werknemer uitdruklik deur die werkgewer vereis word om hom op 'n bepaalde dag by die inrigting aan te meld met die doel om vas te stel of werk beskikbaar gemaak sal word, moet hy minstens vier uur se werk, of besoldiging in plaas daarvan, ten opsigte van dié dag ontvang. As daar nie van die werknemer vereis word om hom by die inrigting aan te meld nie, moet die werkgewer die werknemer daarvan in kennis stel op die werkdag wat die dag onmiddellik voorafgaan waarop dit nie van hom verlang om hom aan te meld nie; of

(b) onvoorsiene gebeurlikhede en/of omstandighede buite die beheer van die werkgewer. Ingeval eersgenoemde omstandighede hulle voordoen, mag daar nie van die werkgewer vereis word om lone aan sy werknemers te betaal nie, uitgesonderd vir die tydperke werklik gewerk; met dien verstande dat waar die werkgewer glo dat die hervatting van werk bewerkstellig kan word en sy werknemers uitdruklik aansê om hulle vir werk op 'n bepaalde dag aan te meld, hulle minstens vier uur se werk, of besoldiging in plaas daarvan, ten opsigte van dié dag moet ontvang.

(2) Behoudens kennisgewing daarvan deur die werkgewer aan die Raad minstens 48 uur voordat na korttyd oorgeskakel word kragtens klousule (1) (a) of binne 24 uur nadat korttyd gewerk

13. TRAVELLING AND SUBSISTENCE ALLOWANCE.

(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with second class rail accommodation except over suburban lines where the accommodation shall be first class, or suitable transport to and from the job; provided that third class rail accommodation may be provided in the case of employees for whom conditions of employment are set out in Part II of this Agreement.

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

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

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

(5) For the purposes of this section, Saturday and Sunday shall be treated as ordinary working days.

14. TERMINATION OF EMPLOYMENT.

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

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

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

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

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

15. SHORT TIME.

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

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

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

(2) Subject to notification thereof being given by the employer to the Council not less than 48 hours before going on to short time under clause (1) (a) or within 24 hours after short-time

is kragtens klousule (1) (b), kan die lewenskostetoelae betaalbaar kragtens artikel 27 van dié deel van die Ooreenkoms verminder word eweredig met die getal ure gewerk of betaalbaar kragtens dié artikel.

(3) Kortskofte gewerk terwyl korttyd gewerk word, tel as skofte werklik gewerk vir die doeleindes van kwalifisering vir die betaalde verlof genoem in artikel 7 van dié deel van die Ooreenkoms, met dien verstande dat minstens 'n halwe skof op elke dag gewerk word.

16. SLUITING VAN INRIGTING OP GEWONE WERKDAG.

(1) Ondanks andersluidende bepalings in die Ooreenkoms, kan enige afdeling of afdelings van die inrigting gesluit word gedurende 'n werkdagperk gespesifiseer vir die inrigting kragtens subartikel (1) van artikel 4 van dié deel van die Ooreenkoms by onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van die werknemers wat deur die sluiting geraak word.

(2) Wanneer daar nie vereis word dat 'n werknemer werk as gevolg van die sluiting van 'n deel of dele van die inrigting by onderlinge ooreenkoms kragtens subartikel (1) nie, kan 'n vermindering eweredig met die ure wat nie gewerk word nie, gemaak word van die bedrae betaalbaar kragtens die Ooreenkoms en skofte aldus verloor, tel nie vir doeleindes van kwalifikasie vir die betaalde verlof genoem in artikel 7 van dié deel van die Ooreenkoms nie.

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

17. BUITEWERK.

Geen werknemer mag bestellings vra of neem vir enige klas werk of enige klas werk onderneem wat deur die Ooreenkoms gedek word, vir verkoop en/of gewin of op die rekening of ten behoeve van enige ander persone of firma terwyl hy in die diens van die werkgever is nie.

18. UITREIKING VAN SERTIFIKATE.

Die werkgever mag nie, na een maand vanaf die datum waarop die Ooreenkoms in werking tree, enigiemand op vakmanswerk wat in die Ooreenkoms ingelys is, in diens neem nie, uitgesonderd 'n werknemer wat sy vakleerlingskap voltooi het kragtens 'n kontrak ooreenkomstig die Wet op Vakleerlinge of enige ander kontrak wat deur die Raad erken word, in eëneen van die klasse werk wat in die Ooreenkoms as vakmanswerk ingelys word, tensy dié werknemer in besit is van 'n sertifikaat erken of uitgereik deur die Raad wat hom in staat stel om op vakmanswerk in diens geneem te word; met dien verstande dat die werknemer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom in staat stel om op vakmanswerk in diens geneem te word, en hy kan, as hy so 'n sertifikaat toegestaan word, daarna in diens geneem word op die werk wat as vakmanswerk op sy sertifikaat bestempel word.

19. INDIENSNEMING VAN PERSONE ONDER DIE LEEFTYD VAN SESTIEN JAAR.

Die werkgever mag geen persoon onder die leeftyd van sesien jaar in diens neem nie.

20. VRYSTELLINGS.

(1) Die Raad kan vrystelling van enigiene van die bepalings van die Ooreenkoms aan die werkgever of die werknemer verleen. Aansoeke om vrystelling moet gedoen word by die Sekretaris van die Streksraad van die betrokke gebied.

(2) Die Raad moet die voorwaardes vasstel waarop die vrystelling van krag is; met dien verstande dat die Raad, as hy dit goedvind, nadat een week kennisgewing skriftelik aan die betrokke persoon gegee is, enige vrystellingslisensie kan intrek selfs al het die tydperk waarvoor die vrystelling verleen is, nog nie verstrik nie.

(3) Die Raad moet aan elke persoon aan wie vrystelling verleen is, 'n lisensie uitreik wat behoorlik onderteken is en die volgende bevat—

- (a) die volle naam van die betrokke persoon;
 - (b) die bepalings van die Ooreenkoms waarvoor vrystelling verleen word;
 - (c) die voorwaardes waarkragtens die vrystelling toegestaan word;
 - (d) die tydperk waarin die vrystelling van krag is.
- (4) Die Raad moet—
- (a) alle lisensies wat uitgereik word, in volgorde laat nommer;
 - (b) 'n kopie van elke lisensie wat uitgereik word, laat behou, en 'n kopie van elke lisensie wat uitgereik word, aan die Afdelingsinspekteur van Arbeid van die gebied ten opsigte waarvan die lisensie uitgereik is, laat stuur;
 - (c) 'n kopie van die lisensie laat stuur aan die betrokke werkgever wanneer die vrystelling aan 'n werknemer verleen word.

has been worked under clause (1) (b), the cost of living allowance payable in terms of section 27 of this Part of the Agreement may be reduced pro rata to the number of hours worked or payable under this section.

(3) Short shifts worked while working short time shall count as shifts actually worked for purposes of the qualification for the paid holiday referred to in section 7 of this Part of the Agreement, provided that at least half a shift is worked on each day.

16. CLOSING OF ESTABLISHMENT ON ORDINARY WORKING DAY.

(1) Notwithstanding anything contained in this Agreement, any section or sections of the establishment may be closed during any period of work specified for the establishment in terms of sub-section (1) of section 4 of this Part of the Agreement by mutual arrangement between the employer and not less than 75 per cent of the employees affected by such closing.

(2) Whenever an employee is not required to work resultant on the closing of any section or sections of the establishment by mutual arrangement in terms of sub-section (1) a deduction pro rata for the hours not worked may be made from the amounts payable in terms of this Agreement and shifts so lost shall not count for purposes of qualification for the paid holiday referred to in section 7 of this part of the Agreement.

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

17. OUTWORK.

No employee shall solicit or take orders for or undertake any class of work covered by this Agreement for sale and/or for gain either on his own account or on behalf of any other persons or firm whilst he is in the service of the employer.

18. ISSUE OF CERTIFICATES.

The employer shall not, after one month from the date of coming into operation of this Agreement, employ any person on journeyman's work scheduled in this Agreement, other than an employee who has completed his apprenticeship under a contract in terms of the Apprenticeship Act, or any other contract recognised by the Council, in any one of the classes of work scheduled as journeyman's work in this Agreement, unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed on journeyman's Council for a certificate enabling him to be employed on journeywork; provided that the employee shall be entitled to apply to the man's work, and he may, if granted such certificate, be employed thereafter on the work scheduled as journeyman's work appearing on his certificate.

19. EMPLOYMENT OF PERSONS UNDER 16 YEARS OF AGE.

The employer shall not employ any person under the age of 16 years.

20. EXEMPTIONS.

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

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

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

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

(4) The Council shall cause—

- (a) all licences issued to be numbered consecutively;
- (b) a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector of Labour of the area in respect of which the licence is issued;
- (c) a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

21. UITGAWES VAN DIE RAAD.

Die fondse van die Raad, wat berus by en geadmistreer word deur die Raad, word op die volgende wyse verkry:—

- (1) Die werkgewer moet van die loon van elkeen van sy werknemers wat deur die Ooreenkoms geraak word (uitgesonderd werknemers vir wie voorsiening gemaak word in Deel II van die Ooreenkoms, vakleerlinge of minderjariges gedurende die tydperk wat die minderjariges in diens is sonder 'n leerlingskontrak kragtens die Wet op Vakleerlinge, 1944), 'n bedrag aftrek van 0.25s. (2.5c) per week met inbegrip van weke waarin 'n werknemer afwesig is met betaalde verlof.
- (2) By die bedrag aldus afgetrek moet die werkgewer 'n gelyke Raad op voer die 15de dag van elke maand, soos volg stuur:—

Aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streeksraad), Posbus 3998, Johannesburg.

22. INDIENSNEMING VAN VAKVERENIGINGARBEIDERS.

(1) Behalwe soos bepaal in subartikels (2) en (3) hiervan, mag geen werknemer wat nie lid van een van die vakverenigings, partye by die Ooreenkoms, is, deur die werkgewer in diens geneem word nie en geen werknemer wat lid van een van die vakverenigings is, mag werk vir 'n werkgewer wat nie lid van die werkgewersorganisasie is nie; met dien verstande dat dié subartikel nie van toepassing is nie op—

- (a) werknemers wat werk verrig wat in die Ooreenkoms as vakmanswerk bestempel word; en
- (b) ander werknemers vir wie 'n loonskaal van 2s. (20c) per uur en meer in die Ooreenkoms voorgeskryf word, indien sulke werknemers minstens ses maande lank in die Nywerheid in diens was en kwalifiseer vir lidmaatskap van een van die vakverenigings ooreenkomstig hul onderskeie konstitusies.

(2) Die werkgewer mag nie 'n gister in diens neem wat nie lid van die Iron Moulders' Society of South Africa is nie; met dien verstande dat dié bepaling nie van toepassing is nie op werknemers in die gietbedryf, uitgesonderd vakmanne, gedurende die eerste drie maande.

(3) Die bepaling van dié artikel is nie van toepassing ten opsigte van 'n immigrant gedurende die eerste jaar na die datum van sy binnekoms in die Unie van Suid-Afrika nie; met dien verstande dat as 'n immigrant te eniger tyd na die eerste drie maande van sy indiensneming in die nywerheid 'n uitnodiging van die betrokke vakvereniging om aansoek om lidmaatskap daarvan te doen, geweier het, die bepaling van dié artikel onmiddellik van toepassing word.

(4) Afsien van enige persoon se regte kragtens artikel een-en-veertig (10) van die Wet, kan die Raad om 'n goeie en afdoende rede, vrystelling verleen van die bepaling van subartikels (1) en (2) hiervan en voorts is genoemde subartikels nie van toepassing nie op persone wat, na die mening van die Raad, lidmaatskap tot 'n party by die Ooreenkoms sonder redelike oorsaak geweier is, en die applikant dié weiering by die Raad aangemeld het.

23. VERTONING VAN OOREENKOMS.

Die werkgewer moet 'n leesbare kopie van die Ooreenkoms in of by die plek waar sy werknemers werk, opplak en opgeplak hou.

24. TOEPASSING VAN OOREENKOMS.

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

25. AGENTE.

Die Raad moet een of meer aangewese persone as agente aanstel om te help om uitvoering te gee aan die bepalinge van die Ooreenkoms. 'n Agent het die reg om die inrigting van die werkgewer binne te gaan en kan die werkgewer of werknemers onder- en die aantekeninge oor lone betaal, tyd gewerk en betaling vir oortyd gemaak, inspekteer, met die doel om vas te stel of die bepalinge van die Ooreenkoms nagekom word of nie.

26. VERSEKERING VAN GEREEDSKAP.

Die werkgewer moet 'n versekeringspolis uitneem by 'n gereistreerde versekeringsmaatskappy wat gereedskap verseker wat die private eiendom is van sy vakman, vakleerling en masjienwerknemers, teen beskadiging of vernietiging op die werkgewer se persele as gevolg van brand. Die maksimum dekking kragtens dié artikel vir die versekering van gereedskap moet £25 (vyf-en-twintig pond) (R50) wees per werknemer hierbo genoem.

27. LEWENSKOSTETOELAES.

(1) (i) Die gekonsolideerde loonskaal wat in die Ooreenkoms ingelys is, moet geag word alle lewenskostetoelaes in te sluit wat betaalbaar is ooreenkomstig die bepalinge van Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, waarbenewens en waarby enige ander besoldiging waarop die werknemer geregtig is,

21. EXPENSES OF THE COUNCIL.

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

- (1) The employer shall deduct from the wages of each of his employees affected by this Agreement (other than employees for whom provision is made in Part II of this Agreement, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944), an amount of 25s. (R2.50c) per week including weeks on which an employee is absent on paid leave.
- (2) To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council not later than the 15th day of each month as follows:—

To the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg.

22. EMPLOYMENT OF TRADE UNION LABOUR.

(1) Save as is provided for in sub-sections (2) and (3) hereof, no employee who is not a member of one of the trade unions, parties to this Agreement, shall be employed by the employer and no employee who is a member of one of the trade unions shall work for an employer who is not a member of the employer's organisation; provided that this sub-section shall only be applicable to—

- (a) employees performing work scheduled in this Agreement as journeyman's work; and
- (b) other employees for whom a wage rate of 2s. (20c) per hour and more is prescribed for in the Agreement, if such employees have been employed in the Industry for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) The employer shall not employ a moulder not a member of the Iron Moulders' Society of South Africa, provided that these provisions shall not apply to employees in the moulding trade other than journeymen for the first three months.

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

(4) Apart from any person's rights in terms of section fifty-one (10) of the Act, the Council may grant exemption from the provisions of sub-sections (1) and (2) hereof for any good and sufficient reason, and further, the said sub-sections shall not apply to persons who in the opinion of the Council are refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

23. EXHIBITION OF AGREEMENT.

The employer shall affix and keep affixed in or at the place where his employees are working a legible copy of this Agreement.

24. ADMINISTRATION OF AGREEMENT.

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

25. AGENTS.

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

26. INSURANCE OF TOOLS.

The employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeyman, apprentice, and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be £25 (twenty-five pounds) (R50) per employee stated above.

27. COST OF LIVING ALLOWANCES.

(1) (i) The consolidated rates scheduled in this Agreement shall be deemed to include any cost of living allowance payable in accordance with the provisions of War Measure No. 43 of 1942, as amended, from time to time, in addition to which and to any other remuneration to which the employee is entitled, every

elke werkgewer aan elk van sy werknemers (uitgesonderd vakleerlinge en werknemers vir wie spesiale bepalinge in Deel II van die Ooreenkoms gemaak is), 'n lewenskostetoelae soos volg moet betaal:—

Klas.	Loongroep.	Toelae per week wanneer Indeks = 92.9.	Aanpassings.
I	Meer as 146s. of R14.60 per week	75.083s. of R7.5083	± 0.583s. of 5.83c vir elke ± volle 0.226 van 'n punt verskil in indeks bo of onder 92.9.
II	Meer as 108.333s. of R10.833 per week maar hoogstens 146s. of R14.60 per week	65.666s. of R6.5666	± 0.5s. of 5c vir elke ± volle 0.226 van 'n punt verskil in indeks bo of onder 92.9.
III	Meer as 63s. of R6.30 per week maar hoogstens 108.333s. of R10.833 per week	33.5s. of R3.35	± 0.25s. of 2.5c vir elke ± volle 0.226 van 'n punt verskil in indeks bo of onder 92.9.
IV	63s. of R6.30 per week en minder	32.5s. of R3.25	± 0.25s. of 2.5c vir elke ± volle 0.226 van 'n punt verskil in indeks bo of onder 92.9.

(ii) Die weeklikse toelae betaalbaar aan 'n werknemer kragtens dié artikel kan eweredig verminder word ooreenkomstig enige tydperk van afwesigheid van werk.

(iii) Lewenskostetoelae is betaalbaar—

(a) gedurende tydperke van betaalde jaarlikse verlof, vir die kwalifiseertydperk vir betaalde jaarlikse verlof wat die werknemer in die diens van die werkgewer gedien het; en
(b) vir Goeie Vrydag, Hemelvaartdag, Gelofte-dag, Kersdag en Nuwejaarsdag eweredig met die gewone werkure van die inrigting vir daardie dag van die week.

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

(2) Alle aanpassings in die skaal van lewenskostetoelae wat voortspruit uit 'n wysiging van die indeks, moet toegepas word van die eerste betaaldag af in die maand na publikasie in die *Staatskoerant* van die kennisgewing wat dié wysiging aantoon.

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

(4) „Indeks” beteken die beswaarde gemiddelde verbruikers-prysindekssyfer van die nege gebiede soos bepaal en van tyd tot tyd deur die Direkteur van Sensus en Statistiek in die *Staatskoerant* gepubliseer.

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

DEEL II.

SPEZIALE VOORWAARDES BETREFFENDE SEKERE KLASSE WERK HIERIN GESPEFISEER.

Onthou enigiets in dié bepalinge vervat, is die bepalinge betreffende „Werkure” (artikel 4), „Oortyd en besoldiging vir werk op Sondae” (artikel 5), „Betaling van verdienste” (artikel 6), „Verlofbesoldiging (artikel 7), „Bykomende verlofbesoldiging” (artikel 8), „Verlofbonus” (artikel 9), „Betaling gedurende werkloosheid” (artikel 10), „Besoldiging vir sekere openbare vakansiedae” (artikel 11), „Skofwerktoelae vir middag- en nagskofte” (artikel 12), „Lewenskostetoelae” (artikel 27) van Deel I van die Ooreenkoms nie van toepassing op werknemers in diens in die bedrywe ingelys onder (6), (7), (8), (9) en (10) van artikel 1 van Deel IV van die Ooreenkoms nie, op wie, uitgesonderd soos anders daarin bepaal, die orige bepalinge van Deel I en die volgende spesiale bepalinge van toepassing is. (Die spesiale bepalinge is van krag en geniet voorkeur ingeval van teenstrydige bepalinge tussen hulle en genoemde orige bepalinge van Deel I.)

1. WERKURE.

Die gewone werkure vir alle werknemers mag nie meer as 46 uur in 'n week te bowe gaan nie.

employer shall pay to each of his employees (other than apprentices and employees for whom special provisions are made in Part II of this Agreement) a cost of living allowance as follows:—

Class.	Wage Group.	Allowance per Week when Index = 92.9.	Adjustments.
I	Exceeding 146s. or R14.60 per week	75.083s. or R7.5083	±0.583s. or 5.83c for each ± completed 0.226 of a point variation in index above or below 92.9.
II	Exceeding 108.333s. or R10.833 per week but not exceeding 146s. or R14.60 per week	65.666s. or R6.5666	±0.5s. or 5c for each ± completed 0.226 of a point variation in index above or below 92.9.
III	Exceeding 63s. or R6.30 per week but not exceeding 108.333s. or R10.833 per week	33.5s. or R3.35	±0.25s. or 2.5c for each ± completed 0.226 of a point variation in index above or below 92.9.
IV	63s. or R6.30 per week and under	32.5s. or R3.25	±0.25s. or 2.5c for each ± completed 0.226 of a point variation in index above or below 92.9.

(ii) The weekly allowance payable to an employee under this section may be reduced pro rata according to any period of absence from work.

(iii) Cost of living allowances shall be payable—

(a) during any period of paid annual leave, for such qualifying period for paid annual leave as the employee has served in the service of the employer; and

(b) for Good Friday, Ascension Day, the Day of the Covenant, Christmas Day and New Year's Day pro rata to the ordinary hours of work of the establishment for that day of the week.

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

(2) Any adjustment in the rate of cost of living allowance consequent upon a variation of the index shall be effected on the first pay day in the month after publication in the *Government Gazette* of the notice reflecting such variation.

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

(4) “Index” means the weighted average Consumer Price Index number of the nine areas as assessed and published from time to time by the Director of Census and Statistics in the *Government Gazette*.

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

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Notwithstanding anything in these provisions contained, the provisions relating to “Hours of Work” (section 4), “Overtime and Payment for Work on Sundays” (section 5), “Payment of Earnings” (section 6), “Holiday Pay” (section 7), “Additional Holiday Pay” (section 8), “Holiday Bonus” (section 9), “Payment during Unemployment” (section 10), “Payment for certain Public Holidays” (section 11), “Shift Work Allowances for Afternoon and Night Shifts” (section 12), “Cost of Living Allowances” (section 27) of Part I of this Agreement, shall not apply to employees employed in the occupations scheduled under (6), (7), (8), (9) and (10) of section 1 of Part IV of this Agreement, to whom except as is otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply. (The special provisions to obtain and have preference in the event of any conflict between them and the said remaining provisions of Part I.)

1. HOURS OF WORK.

The ordinary hours of work for all employees shall not exceed 46 hours in any one week.

2. BESOLDIGING VIR OORTYD.

(1) Alle tyd bo die gewone skof gewerk moet as oortyd geag word en daarvoor moet teen een en 'n derde maal die uurloon betaal word.

(2) Wanneer 'n werknemer van sy woonplek geroep word om oortyd te werk en dit nie vereis word dat hy 'n gewone skof gewerk nie, moet dié werknemer teen een en 'n derde maal sy uurloon besoldig word vir die tyd wat hy werk, met 'n minimum besoldiging van vier maal sy uurloon teen gewone tyd, altyd met dien verstande dat dié werknemer ophou werk voordat sy volgende skof begin.

3. BESOLDIGING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag is vakansiedae met besoldiging.

(2) As 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgever hom ten opsigte van so 'n dag besoldiging betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op dié dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(3) As 'n werknemer op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag werk, moet hy minstens die gewone loon vir een skof vir daardie besondere dag van die week ontvang, en hierbenewens moet hy die gewone loon vir tyd werklik gewerk tot die voltooiing van die skof ontvang, en daarna is die oortydskaal voorgeskryf in artikel 2 van dié Deel van die Ooreenkoms van toepassing.

4. BETALING VAN VERDIENSTE.

(1) (a) Uitgesonderd soos anders bepaal moet alle bedrae wat kragtens die Ooreenkoms aan 'n werknemer verskuldig is, weekliks op of voor Dinsdag betaal word op tye wat by die verskillende skofte inpas, of by diensbeëindiging as dit voor die gewone betaaldag plaasvind. Voornoemde besoldiging moet alle bedrae insluit wat aan die werknemer verskuldig is, bereken tot en met die skof wat op die vorige Dinsdag voltooi is.

(b) Elke werknemer moet 'n staat gegee word wat sy totale verdienste, gewone tyd- en oortydbesoldiging, toelaes as aftrekkings aantoon.

(2) Geen premie mag vir die opleiding van 'n werknemer deur die werkgever gevra of aangeneem word nie.

(3) Uitgesonderd soos anders in die Ooreenkoms bepaal, mag geen aftrekking van watter aard ook al, uitgesonderd die volgende gemaak word van die bedrae kragtens die Ooreenkoms aan 'n werknemer betaalbaar nie:—

(a) Vir losies of inwoning of albei kragtens die Ooreenkoms.

(b) Wanneer 'n werknemer van sy werk afwesig is, met inbegrip van afwesigheid gedurende onbetaalde verlof toegestaan ter verlenging van die betaalde verlof voorgeskryf in Deel II, artikel 5, van die Ooreenkoms, 'n eweredige bedrag vir die tydperk van dié afwesigheid.

(c) Op die skriftelike versoek van die werknemer en met die toestemming van die werkgever, aftrekkings op sulke voorwaardes en vir sulke doeleindes as wat die werknemer in sy versoek moet voorskryf, uitgesonderd bydraes tot 'n ongeregisteerde organisasie van werknemers wat die vorm van 'n vakvereniging het.

(d) Alle bedrae betaal deur die werkgever wat by wet, ordonansie of regsgeding verplig word om betalings namens 'n werknemer te maak.

(e) Waar 'n werkgever, as gevolg van 'n klerklike of boekhou- of administratiewe fout, of foutiewe berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgever daarop geregtig om die bedrag van die oorbetalings terug te vorder deur aftrekkings van latere lone en of verdienste, behoudens die volgende bepalings:—

(i) Die aftrekkings kan van een of meer betalings van lone of verdienste gemaak word, maar geen enkele aftrekking mag meer as 10 persent wees van die lone of verdienste waarvan dit afgetrek word nie;

(ii) geen sodanige aftrekking mag gemaak word van verlofbesoldiging betaalbaar aan 'n werknemer kragtens die Ooreenkoms nie;

(iii) geen sodanige aftrekking of aftrekkings mag gemaak word nie tensy die werkgever die werknemer daarvan ten tyde van die eerste aftrekking in kennis stel.

(f) Waar dit as gevolg van die sluiting van 'n afdeling of afdelings van die inrigting by onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van die werknemers wat deur die sluiting geraak word, nie vereis word dat 'n werknemer werk nie, 'n eweredige bedrag vir die tydperk van die afwesigheid, en skofte aldus verloor, tel nie vir doeleindes van kwalifisering vir die betaalde verlof genoem in artikel 5 van dié deel van die Ooreenkoms nie.

(4) Indien werk in die inrigting of plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die loon van elke werknemer deur die werkgever aan hom betaal word.

2. PAYMENT FOR OVERTIME.

(1) All time worked in excess of the usual shift shall be regarded as overtime and shall be paid for at one and one-third times the hourly rate.

(2) Whenever an employee is called out from his place of residence to work overtime and is not required to work a normal shift, such employee shall be paid at one and one-third times his hourly rate for the time he works, with a minimum payment of four times his hourly rate at straight time, always provided such employee ceases work before the commencement of his next shift.

3. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) Good Friday, Ascension Day, Day of the Covenant, Christmas Day and New Year's Day shall be paid holidays.

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

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

4. PAYMENT OF EARNINGS.

(1) (a) Except as is otherwise provided, any amount due to an employee in terms of this Agreement shall be paid weekly not later than Tuesday at times to fit in with the various shifts or upon termination of employment if this takes place before the ordinary pay day. The aforesaid remuneration shall include all payments due to the employee calculated up to and including the shift completed on the preceding Tuesday.

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

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

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

(a) For board and lodging or both in accordance with this Agreement.

(b) Where an employee is absent from work including absence during any unpaid holiday granted in extension of the paid holiday provided for in Part II, section 5, of this Agreement, a pro rata amount for the period of such absence.

(c) At the written request of the employee and with the concurrence of the employer, deductions in such terms and for such purposes as the employee shall prescribe in his request, other than contributions to any unregistered organisation of employees of the nature of a trade union.

(d) Any amount paid by the employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee.

(e) Where the employer, due to clerical or accounting or administrative error, or miscalculations, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:—

(i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 10 per cent of the wages or earnings from which it is deducted;

(ii) no such deduction shall be made from any holiday pay payable under this Agreement to the employee;

(iii) no such deduction or deductions shall be made unless the employer notifies the employee at the time of the first deduction.

(f) Where an employee is not required to work resultant on the closing of any section or sections of the establishment by mutual arrangement between the employer and not less than 75 per cent of the employees affected by such closing, a pro rata amount for the period of such absence and shifts so lost shall not count for purposes of qualification for the paid holiday referred to in section 5 of this Part of the Agreement.

(4) Where, in the establishment or place, work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

5. BETAALDE VERLOF.

(1) Die werkgewer moet aan elke werknemer verlof met volle besoldiging toestaan van minstens twee opeenvolgende weke, behoudens onderstaande voorwaardes:—

- (a) Die kwalifikasie vir dié betaalde verlof is 297 skofte, met uitsondering van oortyd, wat werklik gewerk is op 'n grondslag van 'n sesdaagse week; met dien verstande dat—
 - (i) 'n tydperk van minder as 26 skofte gewerk, met uitsondering van oortyd, nie vir verlofdoeleindes tel nie;
 - (ii) die tydperk van die verlof nie mag saamval met 'n tydperk waarin 'n werknemer onder diensopsegging staan nie;
 - (iii) as Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag binne die verloftyd val, dié dae by genoemde tydperk as verdere verlof met volle besoldiging gevoeg moet word;
 - (iv) elke afwesigheid van werk op las of op versoek van die werkgewer (behalwe skorsing van diens as gevolg van wangedrag of pligsverzuim) vir verlof met besoldiging tel;
 - (v) elke afwesigheid as gevolg van siekte en/of ongeval van altesaam hoogstens 30 skofte in 'n enkele kwalifiseertyd vir betaalde verlof, vir verlofdoeleindes tel; met dien verstande dat die werkgewer die reg het om van 'n werknemer 'n doktersertifikaat te eis, wat vir die werkgewer bevredigend is, ter staving van die oorsaak van die afwesigheid, en voorts met dien verstande dat in die geval van afwesigheid as gevolg van 'n ongeval, dit erken is dat die ongeval binne die bepalinge van die Ongevalwet val, met dien verstande dat as die werkgewer by wet verplig is om voorsiening te maak vir die sorg en behandeling van sy werknemers wanneer hulle siek is, van dié werknemers nie vereis word om 'n doktersertifikaat in te dien nie;
 - (vi) 'n werknemer wat van die werk wegbly sonder 'n grondige rede wat die werkgewer tevrede stel, ten opsigte van elke skof of werkdag deur hom gedurende sy afwesigheid verloor, vyf skofte vir sy betaalde verlofkwalifikasie gewerk, verloor, met 'n maksimum verbeuring van 30 skofte in een bepaalde kwalifiseertydperk vir betaalde verlof.
 - (b) Die verlof moet deur die werkgewer toegestaan word sodat dit binne vier maande van die vervaldatum begin.
 - (c) Die werknemer is geregtig op sy verlof en moet dit neem binne 'n tydperk van vier maande van die vervaldatum, tensy vrystelling deur die Raad toegestaan word.
 - (d) Geen werknemer mag, solank hy met verlof is, werk vir gewin verrig nie.
- (2) Elke werknemer aan wie verlof toegestaan word kragtens subartikel (1) moet van die werkgewer besoldiging ten opsigte van die verlof ontvang of of voor die laaste werkdag voor die aanvang van genoemde tydperk.
- (3) By diensbeëindiging moet die werkgewer aan die werknemer sy volle besoldiging betaal—
- (a) ten opsigte van verlof wat vir hom opgehoop het maar wat nie voor diensbeëindiging aan hom toegestaan is nie; en
 - (b) ten opsigte van die eweredige aantal kwalifiseerskofte in sy krediet na die datum waarop hy laas ingevolge subartikel (1) op verlof geregtig geword het, of, in die geval van 'n werknemer wat minder as 12 maande in diens was, nadat sy diens 'n aanvang geneem het.

(4) Alle bedrae wat kragtens subartikel (1) of subartikel (3) hiervan aan 'n werknemer betaal word, moet bereken word teen die loonskaal wat die werknemer ontvang het op die dag waarop sy verlof verskuldig geword het, of sy diens geëindig het, na gelang van die geval. Ook moet hy 'n lewenskostetoelae kragtens artikel 6 van Deel II van die Ooreenkoms betaal word teen die skaal wat geld wanneer die betaalde verlof geneem word, of sy diens eindig, na gelang van die geval.

Vir die berekening van verlof ingevolge dié artikel verskuldig, moet dit geag word dat diens begin vanaf die datum waarop 'n werknemer by sy werkgewer in diens tree, of vanaf die datum waarop hy laas op betaalde verlof geregtig geword het, naamlik die jongste datum.

6. LEWENSKOSTETOELAES.

Die werkgewer moet aan elkeen van sy werknemers, bo en behalwe enige ander besoldiging waarop die werknemer geregtig is, en terselfdertyd as wat die werknemer gewoonlik sy ander besoldiging ontvang, 'n lewenskostetoelae betaal wat betaalbaar is kragtens Oorlogsmaatregel No. 43 van 1942, soos voortgesit by die Wysigingswet op die Voortsetting van Oorlogsmaatregels (Wet No. 39 van 1959) en soos dit van tyd tot tyd gewysig kan word.

7. LOSIES EN INWONING.

Van geen werknemer kan as deel van sy dienskontrak vereis word om losies of inwoning of albei van die werkgewer aan te neem nie, of om goedere van sy werkgewer te koop of te huur nie. As 'n werknemer instem om losies of inwoning of albei van die werkgewer aan te neem, kan die werkgewer hoogstens 9s. (90c) per week aftrek as losies en inwoning verskaf word, of hoogstens 6s. (60c) per week slegs vir losies of 3s. (30c) per week slegs vir inwoning.

5. PAID LEAVE.

(1) The employer shall grant to every employee, leave of absence on full pay of not less than two consecutive weeks subject to the following conditions:—

- (a) The qualification for such paid leave shall be 297 shifts, exclusive of overtime, actually worked on a six-day working week basis; provided that—
 - (i) a period of less than 26 shifts worked, exclusive of overtime, shall not count for leave purposes;
 - (ii) the period of leave shall not be concurrent with any period during which an employee is under notice of termination of employment;
 - (iii) if Good Friday, Ascension Day, Day of the Covenant, Christmas Day or New Year's Day fall within the period of such leave, such days shall be added to the said period as a further period of leave on full pay;
 - (iv) any period of absence from work on the instruction or at the request of the employer (excluding suspension from duty due to any misdemeanour or neglect of duty) shall count for paid leave purposes;
 - (v) any period of absence on account of sickness and/or accident aggregating not more than 30 shifts in any one qualifying period for paid leave, shall count for leave purposes, provided that the employer shall be entitled to call upon an employee for a medical certificate, satisfactory to the employer, in proof of cause of absence, and further provided that in the case of periods of absence due to accident, such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, provided that, if the employer is by any law required to provide for the care and treatment of his employees while sick, such employees shall not be required to submit a medical certificate;
 - (vi) any employee who absents himself from work without adequate reason satisfactory to the employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts worked towards his paid leave qualification, with a maximum penalty of 30 shifts in any one qualifying period for paid leave.
 - (b) The holiday shall be granted by the employer so as to commence within a period of four months after due date.
 - (c) The employee shall be entitled to, and shall take his holiday within a period of four months after due date, unless exemption be granted by the Council.
 - (d) No employee shall engage in any employment for gain during the period of his holiday.
- (2) Every employee to whom leave is granted under sub-section (1) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.
- (3) Upon the termination of employment, the employer shall pay to the employee his full pay—
- (a) in respect of any period of leave which had accrued to him but was not granted before the termination of employment; and
 - (b) in respect of the proportionate number of qualifying shifts standing to his credit after the date on which he last became entitled to leave in terms of sub-section (1) or in the case of an employee who has been employed for less than twelve months, after the commencement of his employment.
- (4) Any amount paid to an employee in terms of sub-section (1) of sub-section (3) hereof shall be calculated at the rate of pay of which the employee was in receipt on the day his paid leave became due, or his employment terminated, as the case may be. He shall also be paid a cost of living allowance in terms of section 6 of Part II of this Agreement at the rate ruling at the time paid leave is taken, or his employment terminates, as the case may be.

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

6. COST OF LIVING ALLOWANCE.

The employer shall pay to each of his employees, in addition to any other remuneration to which the employee is entitled, and at the same time the employee ordinarily receives his other remuneration, a cost of living allowance proclaimed as payable in terms of War Measure No. 43 of 1942, as continued by the War Measures Continuation Amendment Act (Act No. 39 of 1959) and as may be amended from time to time.

7. BOARD AND LODGING.

No employee shall be required as part of his contract of service to accept board or lodging or both from the employer, or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from the employer, the employer may deduct not more than 9s. (90c) per week when board and lodging is provided or not more than 6s. (60c) per week for board only or 3s. (30c) per week for lodging only.

8. DIENSSERTIFIKATE.

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

9. BYKOMENDE BESOLDIGING BETAALBAAR AAN WERKNEMERS IN DIENS OP WERK IN DIE BEDRYWE INGELYS ONDER SUBARTIKELS (6), (7), (8) EN (9) VAN ARTIKEL 1 VAN DEEL IV VAN DIE OOREENKOMS.

Die werkgever moet, benewens enige ander besoldiging betaalbaar kragtens die Ooreenkoms aan werknemers in diens in die bedrywe ingelys onder subartikels (6), (7), (8) en (9), met uitsluiting van jeugdiges in diens kragtens subartikel (10) van artikel 1 van Deel IV van die Ooreenkoms, 'n diensverhoging aan dié werknemers op die volgende grondslag betaal:—

Na voltooiing van 12 maande opeenvolgende en ononderbroke diens by die werkgever, is die diensverhoging gelyk aan 0.04s. (0.4c) per uur.

DEEL III.

VERHOGINGS EN KWALIFISEERTYDPERKE.

(a) Die minimum en maksimum gekonsolideerde loonskaal, die verhogingskaal en die kwalifiseerskifte wat op elke taak gewerk moet word, kom voor in artikels 2 en 3 van Deel IV van die Ooreenkoms, en is van toepassing op die klasse werknemers wat hierin genoem word, met dien verstande dat:—

(i) 'n Nuweling-leerling by Yskor, uitgesonderd tinplaatsoorters, in diens op die werksaamhede uiteengesit in artikels 2 en 3 van Deel IV van die Ooreenkoms, as 'n afloswerker teen 2s. (20c) per uur basiese loon en 0.83s. (8.3c) per uur bykomende loon moet begin en verhogings op die volgende grondslag moet ontvang:—

Na eerste 75 skofte gewerk: 0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk: 0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk: 0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk: 0.29s. (2.9c) per uur.

Wanneer die ingelyste maksimum basiese loon van 2.67s. (26.7c) per uur plus die bykomende loon van 1s. (10c) per uur bereik is, moet die 300 skofte aldus gewerk en alle skofte wat daarna in die taak van afloswerker as sodanig gewerk is, nie as kwalifiseerskifte in enige aangewese taak tel nie. Geen verandering moet in bogenoemde skale gemaak word totdat die leertyd van die nuweling-leerling voltooi is nie, ondanks die klas werk waarop die nuwelingleerling in diens kan wees.

(ii) Uitgesonderd soos by (i) hiervan bepaal, 'n werknemer wat vir 'n hoër besoldigde taak aangestel is, by aanstelling minstens die ingelyste minimum gekonsolideerde loon vir dié taak betaal moet word, met dien verstande egter dat as die werknemer, ooreenkomstig die bepalings van (iii) hiervan, reeds vir 'n hoër loon in dié taak gekwalifiseer het, hy by aanstelling vir dié taak dié hoër loon betaal moet word. Verdere verhogings moet toegestaan word op grondslag van 0.12s. (1.2c) of 0.13s. (1.3c) per uur, volgens die ooreengekome omrekeningstabel vir desimalisasie van uurlone, vir 75 kwalifiseerskifte in dié taak gewerk, totdat die ingelyste maksimum gekonsolideerde loon vir dié taak bereik is.

(iii) 'n Werknemer wat in 'n hoër besoldigde taak aflos minstens die ingelyste minimum gekonsolideerde loon vir dié taak betaal moet word, en verdere verhogings toegestaan moet word op grondslag van 0.12s. (1.2c) of 0.13s. (1.3c) per uur, volgens die ooreengekome omrekeningstabel vir desimalisasie van uurlone, vir elke 75 skofte in dié taak gewerk, totdat die ingelyste maksimum gekonsolideerde loon vir dié taak bereik is, met dien verstande egter dat in alle gevalle waar 'n werknemer in 'n hoër besoldigde taak aflos, die skofte aldus gewerk eerstens gekrediteer moet word aan die laer besoldigde taak in die regstreekse bevoororderingslyn totdat die kwalifiseertydperk vir die later besoldigde taak voltooi is. Daarna tel skofte wat in die hoër besoldigde taak gewerk word, as kwalifiseerskifte vir dié hoër besoldigde taak, en verdere verhogings moet toegestaan word op grondslag van 0.12s. (1.2c) of 0.13s. (1.3c) per uur, volgens die ooreengekome omrekeningstabel vir desimalisasie van uurlone, vir elke 75 skofte in dié taak gewerk totdat die ingelyste maksimum gekonsolideerde loon vir dié taak bereik is.

(iv) 'n Werknemer wat vir 'n onafgebroke tydperk van een uur of meer op 'n skof in 'n hoër besoldigde taak aflos, met 'n volle kwalifiseerskifte vir dié tydperk gekrediteer moet word en as hy vir 'n hoër loon gekwalifiseer is, hy teen die hoër loon vir die getal ure op dié skof gewerk, besoldig moet word.

8. CERTIFICATES OF SERVICE.

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

9. ADDITIONAL REMUNERATION PAYABLE TO EMPLOYEES EMPLOYED ON WORK IN THE OCCUPATIONS SCHEDULED UNDER SUB-SECTIONS (6), (7), (8) AND (9) OF SECTION 1 OF PART IV OF THIS AGREEMENT.

The employer shall, in addition to any other remuneration payable in terms of this Agreement to employees employed in the occupations scheduled under sub-sections (6), (7), (8) and (9), excluding juveniles employed in terms of sub-section (10) of section 1 of Part IV of this Agreement, pay a service increment to such employees on the following basis:—

After completion of 12 months' continuous and unbroken service with the employer, the service increment shall equal 0.04s. (0.4c) per hour.

PART III.

INCREMENTS AND QUALIFYING PERIODS.

(a) The minimum and maximum consolidated rates of pay, the rate of increment and the qualifying shifts to be worked in each job are set out in sections 2 and 3 of Part IV of this Agreement, and shall apply to the classes of employees enumerated therein, provided that—

(i) a newcomer learner to Iscor, excluding tinplate sorters, employed on the operations set out in sections 2 and 3 of Part IV of this Agreement, shall commence as a relief operative at 2s. (20c) per hour basic rate and 0.83s. (8.3c) per hour additional rate and shall receive increments on the following basis:—

After first 75 shifts worked: 0.13s. (1.3c) per hour.
After second 75 shifts worked: 0.29s. (2.9c) per hour.
After third 75 shifts worked: 0.13s. (1.3c) per hour.
After fourth 75 shifts worked: 0.29s. (2.9c) per hour.

When the scheduled maximum basic rate of 2.67s. (26.7c) per hour plus the additional rate of 1s. (10c) per hour has been attained, the 300 shifts thus worked and any shifts subsequently worked in the job of relief operative as such shall not count as qualifying shifts in any designated job. No variation shall be made in the above rates until the newcomer learnership period has been completed, notwithstanding the class of work upon which the newcomer learner may be employed.

(ii) Save as provided under (i) hereof an employee appointed to a higher paid job shall be paid on appointment not less than the scheduled minimum consolidated rate for such job, provided, however, that if the employee, in accordance with the provisions of (iii) hereof, has already qualified for a higher rate in such job, he shall, upon appointment to such job, be paid that higher rate of pay. Further increments shall be granted on the basis of either 0.12s. (1.2c) or 0.13s. (1.3c) per hour, according to the agreed conversion table for decimalisation of hourly wage rates, for every 75 qualifying shifts worked in such job until the scheduled maximum consolidated rate of pay for such job has been attained.

(iii) An employee relieving in a higher paid job shall be paid not less than the scheduled minimum consolidated rate for such job, and further increments shall be granted on the basis of either 0.12s. (1.2c) or 0.13s. (1.3c) per hour, according to the agreed conversion table for decimalisation of hourly wage rates, for every 75 shifts worked in such job, until the scheduled maximum consolidated rate of pay for such job has been attained, provided, however, that in all cases where an employee relieves in a higher paid job, the shifts so worked shall firstly be credited to the lower paid jobs in the direct line of promotion until the qualifying periods for the lower paid jobs are completed. Thereafter shifts worked in the higher paid job shall count as qualifying shifts for such higher paid job, and further increments shall be granted on the basis of either 0.12s. (1.2c) or 0.13s. (1.3c) per hour, according to the agreed conversion table for decimalisation of hourly wage rates, for every 75 shifts worked in such job until the scheduled maximum consolidated rate of pay for such job has been attained.

(iv) An employee relieving in a higher paid job for a continuous period of one hour or more on any shift shall be credited with a full qualifying shift for such period and if qualified for a higher rate of pay shall be paid at the higher rate for the number of hours worked on that shift.

- (v) Die werkdag wat as gevolg van 'n ongeval verloor word wat erken word dat dit binne die bepalinge van die Ongevalwet val, as kwalifiseerskifte gekrediteer moet word vir die taak waarin die werknemer aangestel is totdat die ingelyste maksimum gekonsolideerde loon vir die taak bereik is, en alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word.
- (vi) Die werkdag wat verloor word as gevolg van militêre opleiding soos in die Ooreenkoms omskryf, gekrediteer moet word as kwalifiseerskifte vir die taak waarin die werknemer aangestel is totdat die ingelyste maksimum gekonsolideerde loon bereik is, en alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word.
- (vii) Die werkdag wat binne tydperke val waarin die werknemer gedagvaar is om hofsittings as getuie of jurielid by te woon, gekrediteer moet word as kwalifiseerskifte vir die taak waarin die werknemer aangestel is totdat die ingelyste maksimum gekonsolideerde loon vir die taak bereik is, en alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word.
- (viii) 'n Nuwelings-leerling wat as tinplaatsoorteerder werk teen 1.50s. (15c) per uur basiese loon en 0.50s. (5c) per uur bykomende loon moet begin en verhogings op die volgende grondslag moet ontvang:—

Na eerste 75 skifte gewerk: 0.46s. (4.6c) per uur.
 Na tweede 75 skifte gewerk: 0.12s. (1.2c) per uur.
 Na derde 75 skifte gewerk: 0.13s. (1.3c) per uur.
 Na vierde 75 skifte gewerk: 0.29s. (2.9c) per uur.

- (v) The working days lost by reason of an accident admitted as falling within the provisions of the Workmen's Compensation Act shall be credited as qualifying shifts to the job in which the employee has been appointed until the scheduled maximum consolidated rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.
- (vi) The working days lost by reason of military training, as defined in this Agreement, shall be credited as qualifying shifts to the job in which the employee has been appointed, until the scheduled maximum consolidated rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.
- (vii) The working days falling within any period during which the employee is subpoenaed to attend Court as a witness or juror shall be credited as qualifying shifts to the job in which the employee has been appointed, until the scheduled maximum consolidated rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.
- (viii) A newcomer learner tinplate assorter shall commence at the rate of 1.50s. (15c) per hour basic rate and 0.50s. (5c) per hour additional rate and shall receive increments on the following basis:—

After first 75 shifts worked: 0.46s. (4.6c) per hour.
 After second 75 shifts worked: 0.12s. (1.2c) per hour.
 After third 75 shifts worked: 0.13s. (1.3c) per hour.
 After fourth 75 shifts worked: 0.29s. (2.9c) per hour.

DEEL IV.

LOONLYSTE VAN TOEPASSING OP DIE HIERNA GENOEMDE KLASSE ARBEID IN DIENS VAN YSKOR.

Die werkgever mag aan geen werknemer (uitgesonderd 'n vakleerling) in diens in enigeen van die klasse werk in hierdie Ooreenkoms uiteengesit, lone en/of verdienste betaal wat laer is as dié teenoor sodanige klasse vermeld nie, en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié teenoor sodanige klasse vermeld nie.

AFDELING 1.

(1) Vakmanswerk—Niemand, uitgesonderd 'n vakman of 'n vakleerling, mag sonder voorafgaande toestemming van die Nywerheidsraad in diens geneem word vir werk hieronder uiteengesit nie.

Grofsmidswerk.....	
*Grofsmidswerk (Tuigmakery).....	
Ketelmakery.....	
Baksteenmesselwerk en/of klipmesselwerk.....	
Timmerwerk.....	
Elektrisiënswerk.....	
Paswerk en/of draaiwerk en/of masjinerie.....	
Instrumentwerktuigkundige se werk.....	
Motorwerktuigkundige se werk.....	
*Vorm- en/of kernvervaardiging.....	
Elektromeganiese werk.....	
Verfwerk.....	
*Modelle maak.....	
Loodgieterswerk en/of loodbranding.....	
Aanlegbediener (Staalsmeltery).....	
Takelwerk.....	
Walsdraaiing.....	
*Gereedskap- en Setmaatmakery.....	
Sweiswerk.....	

Basiese skaal per uur.		Bykomende skaal per uur.		Gekonsoli- deerde skaal per uur.	
s.	c	s.	c	s.	c
4.29	42.9	1.00	10.0	5.29	52.9

*Siegs Pretoriawerke.

PART IV.

WAGE SCHEDULES APPLICABLE TO CLASSES OF LABOUR HEREINAFTER ENUMERATED, EMPLOYED BY ISCOR.

The employer shall not pay to any employee (other than an apprentice) engaged on any of the classes of work specified in this Agreement, wages and/or earnings lower than those stated against such classes, and no employee shall accept wages and/or earnings lower than those stated against such classes.

SECTION 1.

(1) Journeyman's work—No person other than a journeyman or an apprentice may be employed on work classified hereunder without the prior permission of the Industrial Council.

Blacksmithing.....	
*Blacksmithing (Tacklemaking).....	
Boilermaking.....	
Bricklaying and/or Masonry work.....	
Carpentry.....	
Electrician's work.....	
Fitting and/or Turning and/or Machining.....	
Instrument Mechanician's work.....	
Motor Mechanic's Work.....	
*Moulding and/or Coremaking.....	
Millwrighting.....	
Painting.....	
*Patternmaking.....	
Plumbing and/or Lead Burning.....	
Plant Attendant (Steel Melting Plant).....	
Rigging.....	
Roll Turning.....	
*Tool and Jigmaking.....	
Welding.....	

Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Rate per Hour.	
s.	c	s.	c	s.	c
4.29	42.9	1.00	10.0	5.29	52.9

*Pretoria Works only.

(2) Masjienwerkerswerk—(Wanneer verrig deur 'n werknemer uitgesonderd 'n vakman) nl., fatsoenering, gleufwerk, skaafwerk, freeswerk (uitgesonderd ewenaarreesmasjiene), slypwerk (uitgesonderd ewenaarslypers) en werk met ratsny- en draaimasjiengereedskap (uitgesonderd senterdraaibanke en/of vertikale draai- en boorbanke).

	Basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde skaal per uur.	
	s.	c	s.	c	s.	c
Eerste leerjaar—						
Eerste ses maande.....	1.50	15.0	0.50	5.0	2.00	20.0
Tweede ses maande.....	1.75	17.5	0.83	8.3	2.58	25.8
Tweede leerjaar.....	2.25	22.5	1.00	10.0	3.25	32.5
Derde leerjaar.....	3.00	30.0	1.00	10.0	4.00	40.0
Daarna.....	4.04	40.4	1.00	10.0	5.04	50.4

LET WEL.

- (a) Werknemers ingevolge hierdie bepalings in diens, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente, met inbegrip van liniale, meetpassers, ens., te werk. Leerlinge moet opgelei word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente te werk.
- (b) Niemand mag ingevolge dié bepalings in diens geneem word teen 'n loonskaal van minder as 5.04s. (50.4c) per uur nie, uitgesonderd met die voorafgaande toestemming van die Raad en ingevolge 'n leerlingskontrak. Sodanige kontrakte moet in die vorm wees van tyd tot tyd deur die Raad voorgeskrif, moet geregistreer wees met en by die Hoofkantoor van die Raad en moet die groep masjienwerktuie in die gebruik waarvan 'n leerling opgelei moet word, voorskryf. Leerlinge moet die goedgekeurde tegniese onderrig ondergaan wat tydens die hele leertyd deur die Raad bepaal word, en dit is 'n voorvereiste vir die goedkeuring van enige kontrak dat aan die leerling geriewe beskikbaar gestel moet word om sodanige goedgekeurde tegniese onderrig te ondergaan.

	Basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde skaal per uur.	
	s.	c	s.	c	s.	c
(3) Beplaters—						
Eerste drie maande ondervinding.....	2.63	26.3	1.00	10.0	3.63	36.3
Tweede drie maande ondervinding.....	3.00	30.0	1.00	10.0	4.00	40.0
Daarna.....	3.92	39.2	1.00	10.0	4.92	49.2
(4) Klinkwerk en/of kalfaterwerk—						
Eerste drie maande ondervinding.....	2.25	22.5	1.00	10.0	3.25	32.5
Tweede drie maande ondervinding.....	2.75	27.5	1.00	10.0	3.75	37.5
Daarna.....	3.79	37.9	1.00	10.0	4.79	47.9
(5) Koepeloondbediener en operateur Graad „B”—						
Eerste drie maande ondervinding.....	1.75	17.5	0.83	8.3	2.58	25.8
Tweede drie maande ondervinding.....	2.25	22.5	1.00	10.0	3.25	32.5
Daarna.....	3.29	32.9	1.00	10.0	4.29	42.9

(6) Toesighouding oor werknemers in werk onder (7), (8) en (9) van hierdie Afdeling ingelys, wanneer as voorjongens aangestel.

		Per uur.	
		s.	c
Voorjong (Graad 1)—			
Eerste ses maande ondervinding.....		1.29	12.9
Daarna.....		1.42	14.2
Voorjong (Graad 2)—			
Eerste ses maande ondervinding.....		1.21	12.1
Daarna.....		1.29	12.9
Voorjong (Graad 3)—			
Eerste ses maande ondervinding.....		1.17	11.7
Daarna.....		1.21	12.1
(7) Kraghamerwerker.....	Eerste ses maande ondervinding	1.08	10.8
Grofsmidshandlanger.....			
Stoomketelstoker.....		1.17	11.7
Klinknaelverhitter en/of -slaner.....	Daarna.....		
(8) Roeswerende lae aanbring.....	Eerste ses maande ondervinding	1.00	10.0
Skrot sny.....			
Poets met die hand en/of met slyp- en/of draagbare kraggereedskap.....			
Regop hou.....			
Metaal polys en/of poleer.....		1.08	10.8
Masjinerie olie en/of smeer waar aldus in 'n voltydse hoedanigheid in diens.....			
Herhalingskroefwerk met stempelpoppe en/of tappe.....			
Sand- en/of haelbestralingsmasjiene.....			
Sproei met emalje- en/of ander verf.....	Daarna.....		
(9) Algemene arbeiders.....		0.96	9.6
(10) Ongeag die lone voorgeskrif vir werknemers in diens in werk ingelys onder subartikel (9) van artikel I van Deel IV van die Ooreenkoms, moet die werkgewer toegelaat word om persone onder die ouderdom van 18 jaar te gebruik vir werk aldus ingelys, teen onderstaande lone vir die betrokke klas werk:—			
Terwyl klaarblyklik 16 jaar oud.....		0.63s. (6.3c)	per uur.
Terwyl klaarblyklik 17 jaar oud.....		0.79s. (7.9c)	per uur.
By bereiking van die klaarblyklike ouderdom van 18 jaar.....		0.96s. (9.6c)	per uur.

LET WEL.

Persone by die werkgewer in diens ingevolge dié subartikel, mag te gener tyd 15 persent oorskry van die totale getal ander werknemers deur die werkgewer in diens geneem vir werk ingevolge subartikel (9) van artikel I van Deel IV van die Ooreenkoms ingelys nie.

(2) Machinist's work—(When performed by an employee other than a journeyman), viz. shaping, slotting, planing, milling (excluding universal millers), grinding (excluding universal grinders) and the operation of gear cutting and rotary machine tools (excluding centre lathes and/or boring mills).

	Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Rate per Hour.	
	s.	c.	s.	c.	s.	c.
First year of learnership—						
First six months.....	1.50	15.0	0.50	5.0	2.00	20.0
Second six months.....	1.75	17.5	0.83	8.3	2.58	25.8
Second year of learnership.....	2.25	22.5	1.00	10.0	3.25	32.5
Third year of learnership.....	3.00	30.0	1.00	10.0	4.00	40.0
Thereafter.....	4.04	40.4	1.00	10.0	5.04	50.4

NOTE.

- (a) Employees employed in terms hereof shall be permitted to set up their own work grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. Learners shall be trained to set up their own work, grind and set their own tools and work to and with precision measuring instruments.
- (b) No person shall be employed under these provisions at a rate of pay of less than 5.04s. (50.4c) per hour, except with the prior consent of the Council and under a learnership contract. Such contracts shall be in the form prescribed by the Council from time to time and shall be registered with and at the head office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council, throughout the period of learnership and it shall be a condition precedent in the approval of any contract that the learner shall be given facilities to undergo such approved technical instruction.

	Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Rate per Hour.	
	s.	c.	s.	c.	s.	c.
(3) Sheeters—						
First three months of experience.....	2.63	26.3	1.00	10.0	3.63	36.3
Second three months of experience.....	3.00	30.0	1.00	10.0	4.00	40.0
Thereafter.....	3.92	39.2	1.00	10.0	4.92	49.2
(4) Riveting and/or caulking—						
First three months of experience.....	2.25	22.5	1.00	10.0	3.25	32.5
Second three months of experience.....	2.75	27.5	1.00	10.0	3.75	37.5
Thereafter.....	3.79	37.9	1.00	10.0	4.79	47.9
(5) Cupola Attendant and Grade "B" Operative—						
First three months of experience.....	1.75	17.5	0.83	8.3	2.58	25.8
Second three months of experience.....	2.25	22.5	1.00	10.0	3.25	32.5
Thereafter.....	3.29	32.9	1.00	10.0	4.29	42.9

(6) Bossing employees employed on work scheduled under (7), (8) and (9) of this Section, when appointed as Boss Boys—

		Per Hour. s. c.	
Boss Boys (Grade 1)—			
First six months of experience.....		1.29	12.9
Thereafter.....		1.42	14.2
Boss Boy (Grade 2)—			
First six months of experience.....		1.21	12.1
Thereafter.....		1.29	12.9
Boss Boy (Grade 3)—			
First six months of experience.....		1.17	11.7
Thereafter.....		1.21	12.1

(7) Power hammer driver.....	} First six months of experience.....	1.08	10.8
Blacksmith's striker boy.....			
Boiler stoker.....			
Rivet heater and/or striker.....	Thereafter.....	1.17	11.7
(8) Application of anticorrosive coatings.....	} First six months of experience.....	1.00	10.0
Scrap cutting.....			
Fettling by hand and/or by grinding and/or by portable power tools.....			
Holding up.....			
Metal buffing and/or polishing.....			
Oiling and/or greasing of machinery, where so employed in a full time capacity.....			
Screwing on repetition work with die heads and/or taps.....			
Sand and/or shot blasting machines.....	Thereafter.....	1.08	10.8
Spraying of enamel and/or paint.....			

(9) General Labourers..... 0.96 9.6

(10) Notwithstanding the wages prescribed for employees employed on work scheduled under sub-section (9) of Section 1 of Part IV of this Agreement, the employer shall be permitted to employ persons under 18 years of age on work so scheduled at wages for the class of work concerned, as follows:—

While of the apparent age of 16 years.....	0.63s. (6.3c) per hour.
While of the apparent age of 17 years.....	0.79s. (7.9c) per hour.
On attaining the apparent age of 18 years.....	0.96s. (9.6c) per hour.

NOTE.

Persons employed by the employer in terms of this sub-section shall at no time exceed 15 per cent of the total number of other employees employed by the employer on work scheduled under sub-section (9) of Section 1 of Part IV of this Agreement.

AFDELING 2.
KOOKSOONDE- EN NEWEPRODUKTESEKSIE.
PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Kontroletoeser.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Adjunk-verhitter.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Versender.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Uitstootmasjiendrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Teeraanlegopereur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Menger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Gassuierman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Bensoolaanlegopereur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Ammoniakaaanlegopereur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Kooksgangdrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Kooksblusser.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Steenkoolhanteringsopsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Aanleghandlanger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Laaikardrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Oondlapper.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Assistent-kontroletoeser.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Tweede gassuierman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Toetsers.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Assistent-toetsers.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

SECTION 2.
COKE OVENS AND BY-PRODUCTS SECTION.
PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Check Tester.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Deputy Heater.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Despatcher.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Ram Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Tar Plant Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Blender.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Exhausterman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Benzole Plant Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Ammonia Plant Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Coke Guide Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Coke Quencher.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Coal Handling Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Plant Handyman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Larry Car Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Oven Patcher.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Assistant Check Tester.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Second Exhausterman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tester.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Assistant Tester.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnship Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

HOOGOONDSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Oondoppasser.....	3.79	37.9	1.00	10.0	4.79	47.9	4.42	44.2	1.00	10.0	5.42	54.2	5
Gasaanlegopknapper.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Stoofman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Skaalkardrywer.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Bunkerlaaier.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Eerste gasreiniger.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Slakbehandelingsopsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Potystergietopsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Tweede gasreiniger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Theisenman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Transformatorgebouopsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

SINTERAANLEGSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Masjiendrywer.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Masjienuitruiker.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Kantelaar- en toevoerbunkeroperateur..	3.29	32.9	1.00	10.0	4.29	42.9	3.54	35.4	1.00	10.0	4.54	45.4	2
Voorraadwerfman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Toevoertafeloperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Sinterkoeler- en blustrommelsifbediener	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Kleinkooksvergruierbediener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

BLAST FURNACES SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Keeper.....	3.79	37.9	1.00	10.0	4.79	47.9	4.42	44.2	1.00	10.0	5.42	54.2	5
Gas Plant Reconditioner.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Stoveman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Scale Car Driver.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Binsman.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
First Gas Cleaner.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Slag Treating Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Pig Casting Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Second Gas Cleaner.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Theisenman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Transformer Houseman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

SINTER PLANT SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Machine Driver.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Machine Assistant.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Tippler and Intake Bunker Operator....	3.29	32.9	1.00	10.0	4.29	42.9	3.54	35.4	1.00	10.0	4.54	45.4	2
Stockyardman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Feeder Tables Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Sinter Cooler and Quench Trommel Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Coke Breeze Crusher Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operator.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

STAALSMELTERYSEKSIË.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste smelter (Opeherdoond).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Eerste smelter (Efco-oond).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Potman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.67	46.7	1.00	10.0	5.67	56.7	9
Hoofoperateur.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Kalsineeraanleg Bessemerblaser.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Bodemvervanger.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Bodemmaker.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Kalsineeraanlegoperator.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Gasopwekkeroperator.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Tweede smelter (Opeherdoond).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Tweede smelter (Efco-oond).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Toevoerman.....	3.17	31.7	1.00	10.0	4.17	41.7	3.67	36.7	1.00	10.0	4.67	46.7	4
Blasershulp.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Bodemvervangershulp.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Skrotskytoesighouer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Putman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Derde smelter (Opeherdoond).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Derde smelter (Efco-oond).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Assistent, kalsineeraanleg.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Legeringsman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Mengerman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Stoppermaker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—In die geval van die volgende werknemers wat bevorder word tot die poste soos hieronder uiteengesit, geld die volgende bepalinge betreffende leerlingskapskofte:—

- Van tweede smelter (Opeherdoond) tot eerste smelter (Opeherdoond).
- Van bodemvervangershulp tot blaser.
- Van potmanshulp tot potman.

Nadat hulle in voornoemde poste gekwalifiseer het, moet hierdie werknemers met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos, vir elke honderd skofte gewerk, totdat hulle die volgende persentasies verkry het van die verskil tussen die leerlingskapskofte vir die hoër besoldigde pos, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar in die hoër besoldigde pos waargeneem is.

- Van gekwalifiseerde tweede smelter (Opeherdoond) tot gekwalifiseerde eerste smelter (Opeherdoond) 66 persent.
- Van gekwalifiseerde blasershulp tot gekwalifiseerde blaser..... 60 persent.
- Van gekwalifiseerde bodemvervangershulp tot gekwalifiseerde bodemvervanger..... 60 persent.

SEKSIË VIR VUURVASTE MATERIAAL (INSTANDHOUDING).

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Messelaar (instandhouding van vuurvaste materiaal).....	4.25	42.5	1.00	10.0	5.25	52.5	4.75	47.5	1.00	10.0	5.75	57.5	1

STEEL MELTING PLANT SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
First Smelter (O.H.).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
First Smelter (Efco Furnace).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Ladleman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.67	46.7	1.00	10.0	5.67	56.7	9
Leading Calcining Plant Operator.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Bessemer Blower.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Vesselman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Bottom Maker.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Calcining Plant Operator.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Gasproducerman.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Second Smelter (O.H.).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Second Smelter (Efco Furnace).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Inputman.....	3.17	31.7	1.00	10.0	4.17	41.7	3.67	36.7	1.00	10.0	4.67	46.7	4
Blower Helper.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Vesselman Helper.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Scrap Cutter Supervisor.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Pitman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Third Smelter (O.H.).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Third Smelter (Efco Furnace).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Calcining Plant Assistant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Additions Man.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Mixerman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Stoppermaker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

- From Second Smelter (O.H.) to First Smelter (O.H.).
- From Blower Helper to Blower.
- From Vesselman Helper to Vesselman.

After qualifying in the former positions these employees shall be given a credit of twenty shifts as qualifying for the higher post, for every hundred shifts worked, until they have acquired the following percentages of the difference between the learnership shifts for the higher paid post rounded up to the nearest five, in addition to any shifts acquired while acting in the higher paid post.

From qualified Second Smelter (O.H.) to qualified First Smelter (O.H.).....	66 per cent.
From qualified Blower Helper to qualified Blower.....	60 per cent.
From qualified Vesselman Helper to qualified Vesselman.....	60 per cent.

REFRATORIES (MAINTENANCE) SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Bricklayer (Refractory), Maintenance...	4.25	42.5	1.00	10.0	5.25	52.5	4.75	47.5	1.00	10.0	5.75	57.5	1

NOTE.—The "B" bonus consolidated into wages i.e. 0.50s. (5c) is not payable for the first two weeks worked except in the case of bricklayers (refractory) maintenance who have served their apprenticeship with the Corporation.

BLOKWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Skofverhitter.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Eerste walskontrole-operateur.....	3.79	37.9	1.00	10.0	4.79	47.9	4.29	42.9	1.00	10.0	5.29	52.9	4
Verhitter.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Skërman.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Halfprodukte-inspekteur.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Skëroperateur.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Voorblokwerfman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.54	35.4	1.00	10.0	4.54	45.4	4
Verdigter- en branderbediener.....	3.04	30.4	1.00	10.0	4.04	40.4	3.54	35.4	1.00	10.0	4.54	45.4	4
Gietblokvoorraadman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Stoter- en skuifbankoperateur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Skuifbank- en rolbaanoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	32.9	1
Warmstempeltoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Blokwadrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—'n Gekwalifiseerde verhitter moet met twintig skofte gekrediteer word as kwalifikasie vir die pos skofverhitter, vir elke honderd skofte gewerk, tot 50 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as skofverhitter waargeneem is.

SWAARWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Skofwalser.....	4.29	42.9	1.00	10.0	5.29	52.9	5.04	50.4	1.00	10.0	6.04	60.4	6
Eerste walskontrole-operateur.....	3.79	37.9	1.00	10.0	4.79	47.9	4.29	42.9	1.00	10.0	5.29	52.9	4
Tweede walser.....	3.79	37.9	1.00	10.0	4.79	47.9	4.17	41.7	1.00	10.0	5.17	51.7	3
Derde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Tweede walskontrole-operateur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Skërman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Vierde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Oondstoteroperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmbankoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Skuifbank- en rolbaanoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Rigmasjientoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmstempeltoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—In die geval van die volgende werknemers wat bevorder word tot die poste soos hieronder uiteengesit, geld die volgende bepalings betreffende leerlingskapskofte:—

- Van derde walser tot tweede walser.
- Van tweede walser tot skofwalser.

Nadat hulle in voornoemde poste gekwalifiseer het, moet dié werknemers met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos, vir elke honderd skofte gewerk, totdat hulle die volgende persentasies van die verskil tussen die leerlingskapskofte vir die hoër besoldigde pos verkry het, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar in die hoër besoldigde pos waargeneem is.

- Van gekwalifiseerde derde walser tot gekwalifiseerde tweede walser..... 50 persent.
- Van gekwalifiseerde tweede walser tot gekwalifiseerde skofwalser..... 33½ persent.

BLOOMING MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Shift Heater.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
First Mill Driver.....	3.79	37.9	1.00	10.0	4.79	47.9	4.29	42.9	1.00	10.0	5.29	52.9	4
Heater.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Crop and Bloom Shearman.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Semis Inspector.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Shear Driver.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Slab and Bloom Yardman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.54	35.4	1.00	10.0	4.54	45.4	4
Booster and Burner Attendant.....	3.04	30.4	1.00	10.0	4.04	40.4	3.54	35.4	1.00	10.0	4.54	45.4	4
Ingot Stockman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Pusher and Transfer Skid Driver.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Transfer Skid and Roll Rack Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Stamper Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Ingot Car Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—A qualified heater shall be given a credit of twenty shifts as qualifying for the post of shift heater, for every hundred shifts worked, up to 50 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a shift heater.

HEAVY ROLLING MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Shift Roller.....	4.29	42.9	1.00	10.0	5.29	52.9	5.04	50.4	1.00	10.0	6.04	60.4	6
First Mill Driver.....	3.79	37.9	1.00	10.0	4.79	47.9	4.29	42.9	1.00	10.0	5.29	52.9	4
Second Roller.....	3.79	37.9	1.00	10.0	4.79	47.9	4.17	41.7	1.00	10.0	5.17	51.7	3
Third Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Second Mill Driver.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Crop Band loom Shearman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Fourth Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Furnace Pusher Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Bank Skid Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Transfer Skid and Rack Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Straightener Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Stamper Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

- From third roller to second roller.
- From second roller to shift roller.

After qualifying in the former positions these employees shall be given a credit of twenty shifts as qualifying for the higher post, for every hundred shifts worked, until they have acquired the following percentages of the difference between the learnership shifts for the higher paid post, rounded up to the nearest five, in addition to any shifts acquired while acting in the higher paid post.

- From qualified third roller to qualified second roller..... 50 per cent.
- From qualified second roller to qualified shift roller..... 33½ per cent.

MIDDELSLAGWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Skofwalser.....	4.29	42.9	1.00	10.0	5.29	52.9	5.04	50.4	1.00	10.0	6.04	60.4	6
Tweede walser.....	3.79	37.9	1.00	10.0	4.79	47.9	4.17	41.7	1.00	10.0	5.17	51.7	3
Eerste walskontrole-operateur.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Verhitter.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Derde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Tweede walskontrole-operateur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Vierde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Oondstoteroperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Skuifbank- en rolbaanoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmbankoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmstempeltoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—In die geval van die volgende werknemers wat bevorder word tot die poste soos hieronder uiteengesit, geld die volgende bepalinge betreffende leerlingskapskofte:—

Van derde walser tot tweede walser.
Van tweede walser tot skofwalser.

Nadat hulle in voornoemde poste gekwalifiseer het, moet dié werknemers met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos, vir elke honderd skofte gewerk, totdat hulle die volgende persentasies van die verskil tussen die leerlingskapskofte vir die hoër besoldigde pos verkry het, afgerond tot die naaste vyf, benewens kofte verkry terwyl daar in die hoër besoldigde pos waargeneem is.

Van gekwalifiseerde derde walser tot gekwalifiseerde tweede walser.....	50 persent.
Van gekwalifiseerde tweede walser tot gekwalifiseerde skofwalser.....	33½ persent.

KNUPPELWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Knuppelwalser.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Skofhandlang, halfprodukte.....	3.04	30.4	1.00	10.0	4.04	40.4	3.92	39.2	1.00	10.0	4.92	49.2	7
Derde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Spoedaanpasser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Skuifbank- en rolbaanoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Knuppelstoter.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmstempeltoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Voorblokafstoter.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

MEDIUM MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Shift Roller.....	4.29	42.9	1.00	10.0	5.29	52.9	5.04	50.4	1.00	10.0	6.04	60.4	6
Second Roller.....	3.79	37.9	1.00	10.0	4.79	47.9	4.17	41.7	1.00	10.0	5.17	51.7	3
First Control Operator.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Heater.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Third Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Second Mill Driver.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Fourth Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Furnace Pusher Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Transfer Skid and Roll Rack Driver...	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Bank Skid Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Stamper Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

- From third roller to second roller.
- From second-roller to shift roller.

After qualifying in the former positions these employees shall be given a credit of twenty shifts as qualifying for the higher post, for every hundred shifts worked, until they have acquired the following percentages of the difference between the learnership shifts for the higher paid post, rounded up to the nearest five, in addition to any shifts acquired while acting in the higher paid post.

From qualified third roller to qualified second roller.....	50 per cent.
From qualified second roller to qualified shift roller.....	33½ per cent.

BILLET MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Billet Roller.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Semi Products Shift Hand.....	3.04	30.4	1.00	10.0	4.04	40.4	3.92	39.2	1.00	10.0	4.92	49.2	7
Third Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Speed Matcher.....	3.04	30.4	1.00	10.0	4.04	40.4	3.67	36.7	1.00	10.0	4.67	46.7	5
Skid and Roll Rack Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.9	1.00	10.0	3.92	39.2	1
Switch Stopper and Billet Push-off Driver	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Stamper Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Depository and Roll Rack Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

SWAARPRODUKTEVOLTOOIINGSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Rigpersoperateur.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Rolrigter.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Laaier.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Koudsaagtoesighouer.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Frees- en boormasjienoperateur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Profielsaagman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Kontroleoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Kraanstroptoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Koudsaagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LIGTEWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste walser.....	4.42	44.2	1.00	10.0	5.42	54.2	5.04	50.4	1.00	10.0	6.04	60.4	5
Tweede walser.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Derde walser.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Eerste verhitter.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Eerste kontroleoperateur.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Vierde walser.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Tweede verhitter.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Knuppelwerfman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Knuppellaaiër.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Booggooier.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Skronthaspeleoperateur.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Booggooier.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Warmrigter.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—In die geval van die volgende werknemers wat bevorder word tot die poste soos hieronder uiteengesit, geld die volgende bepalings betreffende leerlingskapskofte:—

Van tweede verhitter tot eerste verhitter.
Van tweede walser tot eerste walser.

Nadat hulle in voornoemde poste gekwalifiseer het, moet dié werknemers met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos, vir elke honderd skofte gewerk, totdat hulle die volgende persentasies van die verskil tussen die leerlingskapskofte vir die hoër besoldigde pos verkry het, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar in die hoër besoldigde pos waargeneem is.

Van gekwalifiseerde tweede verhitter tot gekwalifiseerde eerste verhitter..... 50 persent.
Van gekwalifiseerde tweede walser tot gekwalifiseerde eerste walser..... 40 persent.

HEAVY PRODUCTS FINISHING SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Gas Press Straightener.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Roller Straightener.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Loader.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Cold Saw Supervisor.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Milling and Drilling Machine Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Structural Sawman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Control Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Crane Slinging Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Cold Sawman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

LIGHT MILL ROLLING SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Roller.....	4.42	44.2	1.00	10.0	5.42	54.2	5.04	50.4	1.00	10.0	6.04	60.4	5
Second Roller.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Third Roller.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
First Heater.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
First Control Operator.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Fourth Roller.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Second Heater.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Billet Yardman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Billet Charger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Scrap Reel Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Loop Flicker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Hot Straightener.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operator.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

From second heater to first heater.
From second roller to first roller.

After qualifying in the former positions these employees shall be given a credit of twenty shifts as qualifying for the higher post, for every hundred shifts worked, until they have acquired the following percentage of the difference between the learnership shifts for the higher paid post, rounded up to the nearest five, in addition to any shifts acquired while acting in the higher paid post.

From qualified second heater to qualified first heater.....	50 per cent.
From qualified second roller to qualified first roller.....	40 per cent.

DRAADWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste walser.....	4.42	44.2	1.00	10.0	5.42	54.2	5.04	50.4	1.00	10.0	6.04	60.4	5
Tweede walser.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Eerste verhitter.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Eerste kontroleoperator.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Voorwalsooperator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Draadhaspeloperator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Warmwalsdraadinspekteur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Knuppellaier.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Tweede kontroleoperator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Skrothaspeloperator.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—In die geval van die volgende werknemers wat bevorder word tot die poste soos hieronder uiteengesit, geld die volgende bepalinge betreffende leerlingskapskofte:—

- Van tweede kontroleoperator tot eerste kontroleoperator.
- Van tweede walser tot eerste walser.

Nadat hulle in voornoemde poste gekwalifiseer het, moet dié werknemers met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos, vir elke honderd skofte gewerk, totdat hulle die volgende persentasies van die verskil tussen die leerlingskapskofte vir die hoër besoldigde pos verkry het, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar in die hoër besoldigde pos waargeneem is.

- Van gekwalifiseerde tweede kontroleoperator tot gekwalifiseerde eerste kontroleoperator.... 50 persent.
- Van gekwalifiseerde tweede walser tot gekwalifiseerde eerste walser..... 40 persent.

LIGTEWALSWERKVOLTOOIHNGSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Laaier.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Afwerkingstoeshouer (met inbegrip van laaiwerk).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Rolrigter.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Skêrman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Walsdraadinspekteur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.17	31.7	1.00	10.0	4.17	41.7	1
Entskêrman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Tweede kontroleoperator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Warmrigter.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Etiketmerker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Kraanstroptoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

ROD MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
First Roller.....	4.42	44.2	1.00	10.0	5.42	54.2	5.04	50.4	1.00	10.0	6.04	60.4	5
Second Roller.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
First Heater.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
First Control Operator.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Roughing Train Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Rod Reel Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Mill Wire Inspector.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Billet Charger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Second Control Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Scrap Reel Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding learnership shifts shall apply:—

From second control operator to first control operator.
From second roller to first roller.

After qualifying in the former positions these employees shall be given a credit of twenty shifts as qualifying for the higher post, for every hundred shifts worked, until they have acquired the following percentages of the difference between the learnership shifts for the higher paid post, rounded up to the nearest five, in addition to any shifts acquired while acting in the higher paid post.

From qualified second control operator to qualified first control operator.....	50 per cent.
From qualified second roller to qualified first roller.....	40 per cent.

LIGHT MILL FINISHING SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Loader Finishing Plant Supervisor (including loading).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Roller Straightener.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Shearman.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Finishing Wire Inspector.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Ends Shearman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.17	31.7	1.00	10.0	4.17	41.7	1
Second Control Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Hot Straightener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Labie Marker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Crane Slings Supervisor.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

FYNWALSWERKSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Skofwalser.....	4.42	44.2	1.00	10.0	5.42	54.2	4.92	49.2	1.00	10.0	5.92	59.2	4
Assistent-skofwalser.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Verhitter.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Laaier.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
Voorwalser.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Skêr-/Weegman.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Rolrigter.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Nawalser.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—'n Gekwalifiseerde assistent-skofwalser moet met twintig skofte gekrediteer word vir elke honderd skofte gewerk, tot 33½ persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as skofwalser waargeneem is.

WALS- EN TUIGDIENS.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Wals- en tuigbouer.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Grofslyper.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Saagslyper.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Boor met setmate en setklemme.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

INSPEKSIE- EN TOETSSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Inspekteur.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Pypknuppelinspekteur.....	3.54	35.4	1.00	10.0	4.54	45.4	3.67	36.7	1.00	10.0	4.67	46.7	1
Assistent-inspekteur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Monsternemer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Toetsstukkereider.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Profielsnyer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Koudsaagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Verfmerker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

SMALL SECTION MILL SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Shift Roller.....	4.42	44.2	1.00	10.0	5.42	54.2	4.92	49.2	1.00	10.0	5.92	59.2	4
Assistant Shift Roller.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Heater.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Loader.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
First Rougher.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Shearman/Weighman.....	3.42	34.2	1.00	10.0	4.42	44.2	3.54	35.4	1.00	10.0	4.54	45.4	1
Roller Straightener.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Second Rougher.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—A qualified assistant shift roller shall be given a credit of twenty shifts for every hundred shifts worked up to 33½ per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a shift roller.

ROLL AND TACKLE SERVICES.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Roll and Tackle Man.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Rough Grinder.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Saw Sharpener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Drilling with Jigs and Fixtures.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operatives.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

INSPECTION AND TEST HOUSE SECTIONS.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Inspector.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Tube Billet Inspector.....	3.54	35.4	1.00	10.0	4.54	45.4	3.67	36.7	1.00	10.0	4.67	46.7	1
Assistant Inspector.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Sampler.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Test Piece Preparer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Profile Cutter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Cold Sawman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Paint Marker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.82	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

SMEEPERSSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Persdruyer.....	4.04 40.4	1.00 10.0	5.04 50.4	4.29 42.9	1.00 10.0	5.29 52.9	2
Verhitter.....	2.79 27.9	1.00 10.0	3.79 37.9	4.04 40.4	1.00 10.0	5.04 50.4	10
Lysopsteller en versender.....	2.79 27.9	1.00 10.0	3.79 37.9	4.04 40.4	1.00 10.0	5.04 50.4	10
Gasopwekkeroperator.....	2.79 27.9	1.00 10.0	3.79 37.9	3.92 39.2	1.00 10.0	4.92 49.2	9
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

BLINKSTAAFSEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Toesighoudende skofoperator.....	3.92 39.2	1.00 10.0	4.92 49.2	4.04 40.4	1.00 10.0	5.04 50.4	1
Spinrigoperator.....	3.04 30.4	1.00 10.0	4.04 40.4	3.79 37.9	1.00 10.0	4.79 47.9	6
Senterlose slypmasjienoperator.....	3.04 30.4	1.00 10.0	4.04 40.4	3.79 37.9	1.00 10.0	4.79 47.9	6
Senterlose draaimasjienoperator.....	3.04 30.4	1.00 10.0	4.04 40.4	3.79 37.9	1.00 10.0	4.79 47.9	6
Pakker en versender.....	3.04 30.4	1.00 10.0	4.04 40.4	3.79 37.9	1.00 10.0	4.79 47.9	6
Elektriese rigpersoperator.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Hidrouliese rigpersoperator.....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Koudsaagman.....	2.79 27.9	1.00 10.0	3.79 37.9	2.92 29.2	1.00 10.0	3.92 39.2	1
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

KRASTASIESEKSIE.

PRETORIAWERKE.

Ampstitel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Opsigter, Ilgnerhuis no. 2.....	4.17 41.7	1.00 10.0	5.17 51.7	4.29 42.9	1.00 10.0	5.29 52.9	1
Eerste ketelbediener.....	3.67 36.7	1.00 10.0	4.67 46.7	4.17 41.7	1.00 10.0	5.17 51.7	4
Eerste turbinebediener.....	4.04 40.4	1.00 10.0	5.04 50.4	4.04 40.4	1.00 10.0	5.04 50.4	—
Walswerkmotorbediener.....	4.04 40.4	1.00 10.0	5.04 50.4	4.04 40.4	1.00 10.0	5.04 50.4	—
Tweede turbinebediener.....	3.79 37.9	1.00 10.0	4.79 47.9	3.92 39.2	1.00 10.0	4.92 49.2	1
Derde turbinebediener.....	3.42 34.2	1.00 10.0	4.42 44.2	3.67 36.7	1.00 10.0	4.67 46.7	2
Tweede ketelbediener.....	3.42 34.2	1.00 10.0	4.42 44.2	3.67 36.7	1.00 10.0	4.67 46.7	2
Waterversagtingsaanlegbediener.....	3.42 34.2	1.00 10.0	4.42 44.2	3.67 36.7	1.00 10.0	4.67 46.7	2
Hulpaanlegbediener.....	3.29 32.9	1.00 10.0	4.29 42.9	3.29 32.9	1.00 10.0	4.29 42.9	—
Silinderbekleër en algemene skoonmaker	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Pompman.....	2.79 27.9	1.00 10.0	3.79 37.9	3.17 31.7	1.00 10.0	4.17 41.7	3
Ketelskoonmaker.....	2.79 27.9	1.00 10.0	3.79 37.9	3.17 31.7	1.00 10.0	4.17 41.7	3
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.— (i) Ondervinding opgedoen terwyl daar vir enige ander werkgewer in dieselfde klas werk gewerk is, moet bygereken word in die kwalifiseertermyn vir die volgende bedrywe, naamlik, ketelbediener en turbinebediener, met dien verstande dat elke aansoek om inagneming van vorige ondervinding ten opsigte van bogenoemde beroepe, volgens meriete behandel moet word.

(ii) Ketelbedieners en turbinebedieners. Die getal skofte nodig om as ketelbediener en/of turbinebediener te kwalifiseer, moet met 75 verminder word in die geval van 'n ketelbediener of turbinebediener wat die houer is of word van 'n ketelbediener-sertifikaat of die Goewermentsertifikaat vir lokomotiefdrywers, na gelang die geval.

FORGE PRESS SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Press Driver.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Furnaceman.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Scheduler and Despatcher.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Gas Produccerman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.92	39.2	1.00	10.0	4.92	49.2	9
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

BRIGHT SHAFTING SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Supervising Shift Operator.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Reeler Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.79	37.9	1.00	10.0	4.79	47.9	6
Centreless Grinder Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.79	37.9	1.00	10.0	4.79	47.9	6
Centreless Turner Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.79	37.9	1.00	10.0	4.79	47.9	6
Packer and Despatcher.....	3.04	30.4	1.00	10.0	4.04	40.4	3.79	37.9	1.00	10.0	4.79	47.9	6
Electric Straightener Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Hydraulic Straightener Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Cold Sawman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

POWER STATION SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
No. 2 Illgner House Attendant.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
First Boiler Attendant.....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
First Turbine Attendant.....	4.04	40.4	1.00	10.0	5.04	50.4	4.04	40.4	1.00	10.0	5.04	50.4	—
Mill Motor Attendant.....	4.04	40.4	1.00	10.0	5.04	50.4	4.04	40.4	1.00	10.0	5.04	50.4	—
Second Turbine Attendant.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Third Turbine Attendant.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Second Boiler Attendant.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Water Softening Plant Attendant.....	3.42	34.2	1.00	10.0	4.42	44.2	3.67	36.7	1.00	10.0	4.67	46.7	2
Auxiliary Plant Attendant.....	3.29	32.9	1.00	10.0	4.29	42.9	3.29	32.9	1.00	10.0	4.29	42.9	—
Lagger and General Cleaner.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Pumpman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Boiler Cleaner.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.— (i) Experience acquired while working for any other employer in the same class of work shall be counted in the qualifying period for the following occupations, namely, boiler attendant and turbine attendant, provided that every application for consideration of previous experience, in respect of the abovementioned occupations, shall be treated on its merits.

(ii) Boiler Attendants and turbine attendants. The number of shifts required to qualify as a boiler attendant and/or turbine attendant shall be reduced by 75 shifts in the case of a boiler attendant or turbine attendant who is or becomes the holder of a boiler attendant's certificate or Government Engine Driver's certificate, as the case may be.

ALGEMENE WERK.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Betonversterker.....	4.25	42.5	1.00	10.0	5.25	52.5	4.25	42.5	1.00	10.0	5.25	52.5	—
Eerste gashouerbediener.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Afkoelbankopsigter.....	3.04	30.4	1.00	10.0	4.04	40.4	4.04	40.4	1.00	10.0	5.04	50.4	8
Laaier en versender (Presco).....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Smeeder.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
Tweede gashouerbediener.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Kabellêër.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Pothersteller.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Spoorlêër.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Trokhersteller.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Profielsnyer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Boorman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Profielsaagman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Uitwasser.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Toesighouer (Gr. II), nie-blanke arbeiders	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Kaartvervanger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Poetstoesighouer (Ystergietery).....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Gereedskapuitreiker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

'n Profielsnyer van wie vereis word om sy eie afmerkwark van sjablone of andersins te maak, moet teen die skaal van 4.54s. (45.4c) per uur besoldig word.

LET WEL.—'n Gekwalifiseerde tweede gashouerbediener moet met twintig skofte gekrediteer word as kwalifikasie vir die pos eerste gashouerbediener, vir elke honderd skofte gewerk, tot 50 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as eerste gashouerbediener waargeneem is.

VERKEERSEKSEIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Lokotoesighouer.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Verkeersleier.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Stoomlokdrywer.....	3.29	32.9	1.00	10.0	4.29	42.9	4.04	40.4	1.00	10.0	5.04	50.4	6
Diesellokdrywer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Trokinspekteur.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Vragmotorbestuurder (van vragmotors met 'n vermoë van meer as 11 ton)...	3.67	36.7	1.00	10.0	4.67	46.7	3.67	36.7	1.00	10.0	4.67	46.7	—
Vragmotorbestuurder (van vragmotors met 'n vermoë van meer as 7 en tot 11 ton)	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Vragmotorbestuurders (van vragmotors met 'n vermoë van meer as 5 en tot 7 ton)	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Assistent-verkeersleier.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Drywer van vuurlose loko's.....	3.17	31.7	1.00	10.0	4.17	41.7	3.29	32.9	1.00	10.0	4.29	42.9	1
Verkeersoperateur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Gekwalifiseerde stoker.....	3.17	31.7	1.00	10.0	4.17	41.7	3.17	31.7	1.00	10.0	4.17	41.7	—
Lampkameropsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Stoker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Vragmotorbestuurder (van vragmotors met 'n kapasiteit van tot 5 ton).....	2.67	26.7	1.00	10.0	3.67	36.7	3.04	30.4	1.00	10.0	4.04	40.4	3
Vlagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—(i) Ondervinding opgedoen terwyl daar vir enige ander werkgewer in dieselfde klas werk gewerk is, moet in die kwalifisertermyn vir die volgende bedrywe bygereken word, naamlik, die drywers van diesel- en vuurlose lokomotiewe, met d'n verstande dat elke aansoek om inagneming van vorige ondervinding ten opsigte van voornoemde bedrywe, volgens meriete behandel moet word.

(ii) Lokomotiefdrywers. 'n Lokomotiefdrywer wat in besit is van 'n Goewermentsertifikaat van bevoegdheid of dit verkry, moet as gekwalifiseerd beskou word en daar moet nie van hom vereis word om enige verdere kwalifiserende skofte by Yskor te werk nie.

(iii) 'n Gekwalifiseerde assistent-verkeersleier moet met twintig skofte gekrediteer word as kwalifiserende vir die pos verkeersleier, vir elke honderd skofte gewerk, tot 60 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens enige skofte verkry terwyl daar as verkeersleier waargeneem is.

GENERAL JOBS.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Reinforcing Concreter.....	4.25	42.5	1.00	10.0	5.25	52.5	4.25	42.5	1.00	10.0	5.25	52.5	—
First Gasholder Attendant.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Cooling Bank Attendant.....	3.04	30.4	1.00	10.0	4.04	40.4	4.04	40.4	1.00	10.0	5.04	50.4	8
Loader Despatcher (Presco).....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Lubricator.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
Second Gasholder Attendant.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Cable Layer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Ladle Repairer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.54	35.4	1.00	10.0	4.54	45.4	3
Platlayer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Truck Repairer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Profile Cutter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Driller.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Structural Sawman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Washout Man.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Native Labour Supervisor (Grade II)...	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Chart Changer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Supervisor Fetting (Iron Foundry)....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Tool Issuer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked..... 0.13s. (1.3c) per hour.

After second 75 shifts worked..... 0.29s. (2.9c) per hour.

After third 75 shifts worked..... 0.13s. (1.3c) per hour.

After fourth 75 shifts worked..... 0.29s. (2.9c) per hour.

A Profile Cutter who is required to do his own marking off from templets or otherwise shall be paid at the rate of 4.54s. (45.4c) per hour.

NOTE.—A qualified second gasholder attendant shall be given a credit of twenty shifts as qualifying for the post of first gasholder attendant, for every hundred shifts worked up to 50 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as first gasholder attendant.

TRAFFIC SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Loco Supervisor.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Traffic Chargeman.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Steam Loco Driver.....	3.29	32.9	1.00	10.0	4.29	42.9	4.04	40.4	1.00	10.0	5.04	50.4	6
Diesel Loco Driver.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Truck Inspector.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Lorry Driver (of lorries over 11 tons capacity).....	3.67	36.7	1.00	10.0	4.67	46.7	3.67	36.7	1.00	10.0	4.67	46.7	—
Lorry Driver (of lorries over 7 tons up to 11 tons capacity).....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Lorry Driver (of lorries over 5 tons up to 7 tons capacity).....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Assistant Traffic Chargeman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Fireless Loco Driver.....	3.17	31.7	1.00	10.0	4.17	41.7	3.29	32.9	1.00	10.0	4.29	42.9	1
Traffic Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Passed Fireman.....	3.17	31.7	1.00	10.0	4.17	41.7	3.17	31.7	1.00	10.0	4.17	41.7	—
Lamp Room Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Fireman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Lorry Driver (of lorries up to 5 tons capacity).....	2.67	26.7	1.00	10.0	3.67	36.7	3.04	30.4	1.00	10.0	4.04	40.4	3
Flagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked..... 0.13s. (1.3c) per hour.

After second 75 shifts worked..... 0.29s. (2.9c) per hour.

After third 75 shifts worked..... 0.13s. (1.3c) per hour.

After fourth 75 shifts worked..... 0.29s. (2.9c) per hour.

NOTE.—(i) Experience acquired while working for any other employer in the same class of work shall be counted in the qualifying period for the following occupations, namely, the drivers of diesel and fireless locomotives, provided that every application for consideration of previous experience, in respect of the aforementioned occupations, shall be treated on its merits.

(ii) Loco Drivers. A loco driver who holds or acquires a Government certificate of competency shall be deemed to be qualified and shall not be required to work any further qualifying shifts at Iscor.

(iii) A qualified assistant traffic chargeman shall be given a credit of twenty shifts as qualifying for the post of traffic chargeman for every hundred shifts worked, up to 60 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a traffic chargeman.

HYSKRAANSEKSIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Afloskraandrywer vir alle hyskrane....	4.67	46.7	1.00	10.0	5.67	56.7	4.67	46.7	1.00	10.0	5.67	56.7	—
Afloskraandrywer vir alle hyskrane uitgesonderd diepoondhyskrane.....	4.54	45.4	1.00	10.0	5.54	55.4	4.54	45.4	1.00	10.0	5.54	55.4	—
Afloskraandrywers vir alle hyskrane uitgesonderd diepoondhyskrane en Wellman-laaikrane.....	4.42	44.2	1.00	10.0	5.42	54.2	4.42	44.2	1.00	10.0	5.42	54.2	—
Kraandrywer, diepoonde.....	4.29	42.9	1.00	10.0	5.29	52.9	4.42	44.2	1.00	10.0	5.42	54.2	1
Kraandrywer, Wellman-laaikrane.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	2
Kraandrywer, giethyskrane.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Kraandrywer, smeepeers.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	—
Afloskraandrywer vir all hyskrane uitgesonderd diepoondhyskrane, Wellman-laaikrane, giet- en smeepeershyskrane..	4.17	41.7	1.00	10.0	5.17	51.7	4.17	41.7	1.00	10.0	5.17	51.7	—
Aflosdrywer vir alle hyskrane ingelys teen 4.67s. (46.7c) per uur.....	3.92	39.2	1.00	10.0	4.92	49.2	3.92	39.2	1.00	10.0	4.92	49.2	—
Drywer, Bessemerkyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Drywer, vinnige Arrolhyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Drywer, laaikrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Drywer, bloklaaihyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, skrotwerf.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, gietery.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, dieselhyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, stoomhyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	2
Kraandrywer, ertshyskraan.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	—
Kraandrywer, walsombouhyskrane nos. 5, 6, 36, 37, 39, 55 en 57.....	3.79	37.9	1.00	10.0	4.79	47.9	3.79	37.9	1.00	10.0	4.79	47.9	7
Kraandrywer, alle ander hyskrane.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	1
Kraandrywer, vloerbeheerde hyskrane..	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	4
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	—

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

DRAADWERKSEKSIE.

PRETOPIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Draadtrektoesighouer.....	3.79	37.9	1.00	10.0	4.79	47.9	4.17	41.7	1.00	10.0	5.17	51.7	3
Treksteenpoleerder en walsslyper.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Laaier.....	3.29	32.9	1.00	10.0	4.29	42.9	3.79	37.9	1.00	10.0	4.79	47.9	4
Suurbadman.....	3.29	32.9	1.00	10.0	4.29	42.9	3.67	36.7	1.00	10.0	4.67	46.7	3
Potman.....	3.29	32.9	1.00	10.0	4.29	42.9	3.67	36.7	1.00	10.0	4.67	46.7	4
Weeftoesighouer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.67	36.7	1.00	10.0	4.67	46.7	5
Doringdraadtoesighouer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	—
Zahnaanlegoperateur.....	3.29	32.9	1.00	10.0	4.29	42.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Kalsineerder en smeerhuisopsigter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	—
Ramtrekkerbestuurder.....	3.17	31.7	1.00	10.0	4.17	41.7	3.17	31.7	1.00	10.0	4.17	41.7	1
Draadverpakker.....	3.04	30.4	1.00	10.0	4.04	40.4	3.17	31.7	1.00	10.0	4.17	41.7	1
Uitgloeier.....	3.04	30.4	1.00	10.0	4.04	40.4	3.17	31.7	1.00	10.0	4.17	41.7	1
Ketelman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.04	30.4	1.00	10.0	4.04	40.4	2
Weegman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Treksteenvervanger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Draadwerfman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	2
Skuimverwerker.....	2.79	27.9	1.00	10.0	3.79	37.9	2.67	26.7	1.00	10.0	3.67	36.7	4
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	—

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

CRANES SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Relief Crane Driver for all Cranes.....	4·67	46·7	1·00	10·0	5·67	56·7	4·67	46·7	1·00	10·0	5·67	56·7	—
Relief Crane Driver for all Cranes excluding Soaking Pit Cranes.....	4·54	45·4	1·00	10·0	5·54	55·4	4·54	45·4	1·00	10·0	5·54	55·4	—
Relief Crane Driver for all Cranes excluding Soaking Pit Cranes and Wellman Chargers.....	4·42	44·2	1·00	10·0	5·42	54·2	4·42	44·2	1·00	10·0	5·42	54·2	—
Driving Soaking Pit Cranes.....	4·29	42·9	1·00	10·0	5·29	52·9	4·42	44·2	1·00	10·0	5·42	54·2	1
Driving Wellman Chargers.....	4·17	41·7	1·00	10·0	5·17	51·7	4·29	42·9	1·00	10·0	5·29	52·9	1
Driving Casting Cranes.....	4·04	40·4	1·00	10·0	5·04	50·4	4·29	42·9	1·00	10·0	5·29	52·9	2
Driving Forge Press Crane.....	4·04	40·4	1·00	10·0	5·04	50·4	4·29	42·9	1·00	10·0	5·29	52·9	2
Relief Crane Driver for all Cranes excluding Soaking Pit Wellman Chargers, Casting and Forge Press Cranes.....	4·17	41·7	1·00	10·0	5·17	51·7	4·17	41·7	1·00	10·0	5·17	51·7	—
Relief Driver for all Cranes scheduled at 4·67s. (46·7c) per hour.....	3·92	39·2	1·00	10·0	4·92	49·2	3·92	39·2	1·00	10·0	4·92	49·2	—
Driving Bessemer Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Quick-acting Arrol Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Charging Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Bloom Charging Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Scrap Bay Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Foundry Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Diesel Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Driving Steam Cranes.....	3·79	37·9	1·00	10·0	4·79	47·9	3·92	39·2	1·00	10·0	4·92	49·2	1
Ore Bridge Driver.....	3·67	36·7	1·00	10·0	4·67	46·7	3·92	39·2	1·00	10·0	4·92	49·2	2
Driving Roll Changing Cranes Nos. 5, 6, 36, 37, 39, 55 and 57.....	3·79	37·9	1·00	10·0	4·79	47·9	3·79	37·9	1·00	10·0	4·79	47·9	—
Driving all other Cranes.....	2·79	27·9	1·00	10·0	3·79	37·9	3·67	36·7	1·00	10·0	4·67	46·7	7
Driving Floor Operated Cranes.....	2·79	27·9	1·00	10·0	3·79	37·9	2·92	29·2	1·00	10·0	3·92	39·2	1
Relief Operative.....	2·00	20·0	0·83	8·3	2·83	28·3	2·67	26·7	1·00	10·0	3·67	36·7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0·13s. (1·3c) per hour.
After second 75 shifts worked.....	0·29s. (2·9c) per hour.
After third 75 shifts worked.....	0·13s. (1·3c) per hour.
After fourth 75 shifts worked.....	0·29s. (2·9c) per hour.

WIRE WORKS SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Wire Drawing Supervisor.....	3·79	37·9	1·00	10·0	4·79	47·9	4·17	41·7	1·00	10·0	5·17	51·7	3
Die Polisher and Roll Grinder.....	3·17	31·7	1·00	10·0	4·17	41·7	3·92	39·2	1·00	10·0	4·92	49·2	6
Loader.....	3·29	32·9	1·00	10·0	4·29	42·9	3·79	37·9	1·00	10·0	4·79	47·9	4
Pickler.....	3·29	32·9	1·00	10·0	4·29	42·9	3·67	36·7	1·00	10·0	4·67	46·7	3
Potman.....	3·29	32·9	1·00	10·0	4·29	42·9	3·67	36·7	1·00	10·0	4·67	46·7	3
Loom Supervisor.....	3·17	31·7	1·00	10·0	4·17	41·7	3·67	36·7	1·00	10·0	4·67	46·7	4
Barbing Machine Supervisor.....	2·79	27·9	1·00	10·0	3·79	37·9	3·42	34·2	1·00	10·0	4·42	44·2	5
Zahn Plant Operator.....	3·29	32·9	1·00	10·0	4·29	42·9	3·29	32·9	1·00	10·0	4·29	42·9	—
Calcining and Grease Houseman.....	2·79	27·9	1·00	10·0	3·79	37·9	3·29	32·9	1·00	10·0	4·29	42·9	4
Ram Truck Driver.....	3·17	31·7	1·00	10·0	4·17	41·7	3·17	31·7	1·00	10·0	4·17	41·7	—
Wire Packer.....	3·04	30·4	1·00	10·0	4·04	40·4	3·17	31·7	1·00	10·0	4·17	41·7	1
Annealer.....	3·04	30·4	1·00	10·0	4·04	40·4	3·17	31·7	1·00	10·0	4·17	41·7	1
Boilerman.....	3·04	30·4	1·00	10·0	4·04	40·4	3·17	31·7	1·00	10·0	4·17	41·7	1
Weighman.....	2·79	27·9	1·00	10·0	3·79	37·9	3·04	30·4	1·00	10·0	4·04	40·4	2
Die Changer.....	2·79	27·9	1·00	10·0	3·79	37·9	3·04	30·4	1·00	10·0	4·04	40·4	2
Rod Stockyardman.....	2·79	27·9	1·00	10·0	3·79	37·9	3·04	30·4	1·00	10·0	4·04	40·4	2
Drossman.....	2·79	27·9	1·00	10·0	3·79	37·9	2·92	29·2	1·00	10·0	3·92	39·2	2
Relief Operative.....	2·00	20·0	0·83	8·3	2·83	28·3	2·67	26·7	1·00	10·0	3·67	36·7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0·13s. (1·3c) per hour.
After second 75 shifts worked.....	0·29s. (2·9c) per hour.
After third 75 shifts worked.....	0·13s. (1·3c) per hour.
After fourth 75 shifts worked.....	0·29s. (2·9c) per hour.

NIE-BLANKE ARBEIDSEKSEIE.

PRETORIAWERKE.

Ampstittel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Graaftrekkerdrywer.....	2.79 27.9	1.00 10.0	3.79 37.9	4.04 40.4	1.00 10.0	5.04 50.4	10
Werfman.....	3.67 36.7	1.00 10.0	4.67 46.7	3.79 37.9	1.00 10.0	4.79 47.9	1
Stootskraperdrywer.....	3.67 36.7	1.00 10.0	4.67 46.7	3.67 36.7	1.00 10.0	4.67 46.7	—
Toesighouer (Gr. I), nie-blanke arbeid..	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6

ARTIKEL 3.

KOOKSOONDE- EN NEWEPRODUKTESEKSEIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Kontroletotser.....	3.67 36.7	1.00 10.0	4.67 46.7	4.04 40.4	1.00 10.0	5.04 50.4	3
Adjunk-verhitter.....	3.67 36.7	1.00 10.0	4.67 46.7	4.04 40.4	1.00 10.0	5.04 50.4	3
Versender.....	3.67 36.7	1.00 10.0	4.67 46.7	4.04 40.4	1.00 10.0	5.04 50.4	3
Uitstootmasjiendrywer.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Teeraanlegopereur.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Menger.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Gassuierman.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Bensoolaanlegopereur.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Ammoniaakaanlegopereur.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Kooksgangdrywer.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Kooksblusser.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Steenkoolhanteringsopsigter.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Aanleghandlanger.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Laaikardrywer.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Oondlapper.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Assistent-kontroletotser.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Olieverwerkingsaanlegopereur.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Toetser.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Tweede gassuierman.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Assistent-toetser.....	2.79 27.9	1.00 10.0	3.79 37.9	3.17 31.7	1.00 10.0	4.17 41.7	3
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

HOOGOONDSEKSEIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Oondoppasser.....	3.79 37.9	1.00 10.0	4.79 47.9	4.42 44.2	1.00 10.0	5.42 54.2	5
Stoofman.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Skaalkardrywer.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Bunkerlaaier.....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Eerste gasreiniger.....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Potystergietopsig'er.....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Slakbehandelingsopsigter.....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Tweede gasreiniger.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Transformatorgebouopsig'er.....	2.79 27.9	1.00 10.0	3.79 37.9	3.17 31.7	1.00 10.0	4.17 41.7	3
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

NATIVE LABOUR SECTION.

PRETORIA WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Traxcavator Driver.....	2-79	27-9	1-00	10-0	3-79	37-9	4-04	40-4	1-00	10-0	5-04	50-4	10
Yardsman.....	3-67	36-7	1-00	10-0	4-67	46-7	3-79	37-9	1-00	10-0	4-79	47-9	1
Bulldozer Driver.....	3-67	36-7	1-00	10-0	4-67	46-7	3-67	36-7	1-00	10-0	4-67	46-7	—
Native Labour Supervisor (Grade 1)....	2-79	27-9	1-00	10-0	3-79	37-9	3-54	35-4	1-00	10-0	4-54	45-4	6

SECTION 3.

COKE OVENS AND BY-PRODUCTS SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Check Tester.....	3-67	36-7	1-00	10-0	4-67	46-7	4-04	40-4	1-00	10-0	5-04	50-4	3
Deputy Heater.....	3-67	36-7	1-00	10-0	4-67	46-7	4-04	40-4	1-00	10-0	5-04	50-4	3
Despatcher.....	3-67	36-7	1-00	10-0	4-67	46-7	4-04	40-4	1-00	10-0	5-04	50-4	3
Ram Driver.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Tar Plant Operator.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Blender.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Exhausterman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Bensole Plant Operator.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Ammonia Plant Operator.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Coke Guide Driver.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Coke Quencher.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Coal Handling Attendant.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Plant Handyman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Larry Car Driver.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Oven Patcher.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Assistant Clerk Tester.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Oil Processing Plant Operator.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Tester.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Second Exhausterman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Assistant Tester.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Relief Operative.....	2-00	20-0	0-83	8-3	2-83	28-3	2-67	26-7	1-00	10-0	3-67	36-7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0-13s. (1-3c) per hour.
After second 75 shifts worked.....	0-29s. (2-9c) per hour.
After third 75 shifts worked.....	0-13s. (1-3c) per hour.
After fourth 75 shifts worked.....	0-29s. (2-9c) per hour.

BLAST FURNACES SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Keeper.....	3-79	37-9	1-00	10-0	4-79	47-9	4-42	44-2	1-00	10-0	5-42	54-2	5
Stoveman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Scale Car Driver.....	2-79	27-9	1-00	10-0	3-79	37-9	3-67	36-7	1-00	10-0	4-67	46-7	7
Binsman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-54	35-4	1-00	10-0	4-54	45-4	6
First Gas Cleaner.....	2-79	27-9	1-00	10-0	3-79	37-9	3-54	35-4	1-00	10-0	4-54	45-4	6
Pig Casting Attendant.....	2-79	27-9	1-00	10-0	3-79	37-9	3-54	35-4	1-00	10-0	4-54	45-4	6
Slag Treating Attendant.....	2-79	27-9	1-00	10-0	3-79	37-9	3-54	35-4	1-00	10-0	4-54	45-4	6
Second Gas Cleaner.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Transformer Houseman.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Relief Operative.....	2-00	20-0	0-83	8-3	2-83	28-3	2-67	26-7	1-00	10-0	3-67	36-7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0-13s. (1-3c) per hour.
After second 75 shifts worked.....	0-29s. (2-9c) per hour.
After third 75 shifts worked.....	0-13s. (1-3c) per hour.
After fourth 75 shifts worked.....	0-29s. (2-9c) per hour.

STAALSMELTERYSEKSIE.

VANDERBIJLPARKWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste smelter (Ope-herdoond).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Potma	3.54	35.4	1.00	10.0	4.54	45.4	4.67	46.7	1.00	10.0	5.67	56.7	9
Tuimelskopdrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Gasopwekkeroperateur.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Tweede smelter (Ope-herdoond).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Senior skrotskytoesighouer.....	3.54	35.4	1.00	10.0	4.54	45.4	3.67	36.7	1.00	10.0	4.67	46.7	1
Bantamskraperdrywer.....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Voorraadman.....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Skrotskytoesighouer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Legeringsbyvoeger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Putman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Grondstoflaaier.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Teervoorsiener.....	3.17	31.7	1.00	10.0	4.17	41.7	3.29	32.9	1.00	10.0	4.29	42.9	1
Derde smelter (Ope-herdoond).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Warmmetaalmenger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stoppermaker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

LET WEL.—'n Gekwalifiseerde tweede smelter (Opeherdoond) moet met twintig skofte gekrediteer word as kwalifikasie vir die pos van eerste smelter (Opeherdoond) vir elke honderd skofte gewerk, tot 66 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as eerste smelter (Opeherdoond) waargeneem is.

SEKSIE VIR VUURVASTE MATERIAAL (INSTANDHOUDING).

VANDERBIJLPARKWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Messelaar (instandhouding van vuurvaste materiaal).....	4.25	42.5	1.00	10.0	5.25	52.5	4.75	47.5	1.00	10.0	5.75	57.5	—

LET WEL.—Die „B”-bonus in lone gekonsolideer, d.i. 0.50s. (5c), is nie betaalbaar vir die eerste twee weke gewerk nie, uitgesonderd in die geval van messelaars (instandhouding, vuurvaste materiaal) wat hul vakleerlingskap by die Korporasie uitgedien het.

STEEL MELTING PLANT SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Smelter (O.H.).....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Ladleman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.67	46.7	1.00	10.0	5.67	56.7	9
Rocker Shovel Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Gas Produccerman.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Second Smelter (O.H.).....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Senior Scrap Cutter Supervisor.....	3.54	35.4	1.00	10.0	4.54	45.4	3.67	36.7	1.00	10.0	4.67	46.7	1
Calfdozer Driver.....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Stockman.....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Scrap Cutter Supervisor.....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Alloy Additions Man.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Pitman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Raw Materials Operator.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tar Fuel Operator.....	3.17	31.7	1.00	10.0	4.17	41.7	3.29	32.9	1.00	10.0	4.29	42.9	1
Third Smelter (O.H.).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Hot Metal House Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stopper Maker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NOTE.—A qualified second smelter (O.H.) shall be given a credit of twenty shifts as qualifying for the post of first smelter (O.H) for every hundred shifts worked up to 66 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a first smelter (O.H.).

REFRACTORIES (MAINTENANCE) SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Bricklayer (Refractory Maintenance)....	4.25	42.5	1.00	10.0	5.25	52.5	4.75	47.5	1.00	10.0	5.75	57.5	—

NOTE.—The "B" bonus consolidated into wages i.e. 0.50s. (5c) is not payable for the first two weeks worked except in the case of bricklayers (Refractory) maintenance who have served their apprenticeship with the Corporation.

DIEPOONDE TOT PLAATWALSWERK.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste walser, platblokwalswerk.....	4-17	41-7	1-00	10-0	5-17	51-7	5-42	54-2	1-00	10-0	6-42	64-2	10
Eerste walser, plaat- en voorwalswerk..	4-17	41-7	1-00	10-0	5-17	51-7	5-42	54-2	1-00	10-0	6-42	64-2	10
Eerste verhitter, diepoonde.....	3-92	39-2	1-00	10-0	4-92	49-2	4-67	46-7	1-00	10-0	5-67	56-7	6
Eerste verhitter, platblokoonde.....	3-92	39-2	1-00	10-0	4-92	49-2	4-67	46-7	1-00	10-0	5-67	56-7	6
Eerste walskontroleoperator, platblokwalswerk.....	4-04	40-4	1-00	10-0	5-04	50-4	4-42	44-2	1-00	10-0	5-42	54-2	3
Eerste walskontroleoperator, voorwalswerk.....	4-04	40-4	1-00	10-0	5-04	50-4	4-42	44-2	1-00	10-0	5-42	54-2	3
Tweede verhitter, diepoonde.....	3-54	35-4	1-00	10-0	4-54	45-4	4-17	41-7	1-00	10-0	5-17	51-7	5
Skërman, platblokwalswerk.....	3-29	32-9	1-00	10-0	4-29	42-9	4-17	41-7	1-00	10-0	5-17	51-7	7
Eerste skërman, plaatskêre.....	3-29	32-9	1-00	10-0	4-29	42-9	4-17	41-7	1-00	10-0	5-17	51-7	7
Tweede verhitter, platblokoonde.....	2-79	27-9	1-00	10-0	3-79	37-9	4-17	41-7	1-00	10-0	4-17	51-7	11
Tweede walser, plaat- en voorwalswerk.													
Baanoperator, ¼ dm.-skërbaan.....	3-42	34-3	1-00	10-0	4-42	44-2	4-04	40-4	1-00	10-0	5-04	50-4	5
Eerste afmerker, plaatskêre.....	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Hersnyskërman, plaatskêre.....	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Gasopwekkeroperator, gasopwekkers...	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Bodemmaker, diepoonde.....	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Platblokman, platblokwerf.....	3-29	32-9	1-00	10-0	4-29	42-9	3-67	36-7	1-00	10-0	4-67	46-7	3
Plekbepler, platblokwerf.....	3-29	32-9	1-00	10-0	4-29	42-9	3-67	36-7	1-00	10-0	4-67	46-7	3
Vlamgutstoessighouer, platblokwalswerk.	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Warmstrykroloperateur, plaat- en voorwalswerk.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Koudstrykroloperateur, plaatskêre en platblokwalswerk.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Vlamsnyer, plaatskêre.....	2-79	27-9	1-00	10-0	3-79	37-9	3-42	34-2	1-00	10-0	4-42	44-2	5
Skërkontroleoperator, platblokwalswerk	2-79	27-9	1-00	10-0	3-79	37-9	3-29	32-9	1-00	10-0	4-29	42-9	4
Platblokvoorraadman, platblokwalswerk.	2-79	27-9	1-00	10-0	3-79	37-9	3-29	32-9	1-00	10-0	4-29	42-9	4
Voorraadman, platblokwerf.....	2-79	27-9	1-00	10-0	3-79	37-9	3-29	32-9	1-00	10-0	4-29	42-9	4
Stoothaakoperator, platblokoonde.....	2-79	27-9	1-00	10-0	3-79	37-9	3-29	32-9	1-00	10-0	4-29	42-9	4
Kontroleoperator, ¼ dm.-skërbaan.....	2-79	27-9	1-00	10-0	3-79	37-9	3-29	32-9	1-00	10-0	4-29	42-9	4
Dekseloperator, diepoonde.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Askarweier, diepoonde.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Skaalkontroleoperator, platblokwalswerk	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Blokwadrywer, platblokwalswerk.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Stempelaar, platblokwalswerk.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Vervoerbaanoperator, plaatskêre.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Tweede skërman, plaatskêre.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Tweede afmerker, plaatskêre.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Stapelaar, platblokwalswerk.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Skaalafwasser, plaat- en voorwalswerk..	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Merker, platblokwerf.....	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Afloswerker.....	2-00	20-0	0-83	8-3	2-83	28-3	2-67	26-7	1-00	10-0	3-67	36-7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0-13s. (1-3c) per uur.
Na tweede 75 skofte gewerk.....	0-29s. (2-9c) per uur.
Na derde 75 skofte gewerk.....	0-13s. (1-3c) per uur.
Na vierde 75 skofte gewerk.....	0-29s. (2-9c) per uur.

WARMBANDWALSWERKSEKSIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eerste walser, warmbandwalswerk.....	4-54	45-4	1-00	10-0	5-54	55-4	5-92	59-2	1-00	10-0	6-92	69-2	11
Tweede walser, warmbandwalswerk....	4-29	42-9	1-00	10-0	5-29	52-9	4-79	47-9	1-00	10-0	5-79	57-9	4
Eerste walskontroleoperator, warmbandwalswerk.....	4-04	40-4	1-00	10-0	5-04	50-4	4-42	44-2	1-00	10-0	5-42	54-2	3
Derde walser, warmbandwalswerk.....	3-92	39-2	1-00	10-0	4-92	49-2	4-29	42-9	1-00	10-0	5-29	52-9	3
Tweede walskontroleoperator, warmbandwalswerk.....	3-67	36-7	1-00	10-0	4-67	46-7	4-17	41-7	1-00	10-0	5-17	51-7	4
Vierde walser, warmbandwalswerk.....	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Haspelaaroperator, warmbandwalswerk	3-29	32-9	1-00	10-0	4-29	42-9	3-92	39-2	1-00	10-0	4-92	49-2	5
Boogkontroleoperator, warmbandwalswerk.....	3-29	32-9	1-00	10-0	4-29	42-9	3-79	37-9	1-00	10-0	4-79	47-9	4
Duikskëroperator, warmbandwalswerk	3-29	32-9	1-00	10-0	4-29	42-9	3-79	37-9	1-00	10-0	4-79	47-9	4
Voorwalstafeloperator, warmbandwalswerk.....	3-29	32-9	1-00	10-0	4-29	42-9	3-54	35-4	1-00	10-0	4-54	45-4	2
Vervoerderoperator, warmbandwalswerk	2-79	27-9	1-00	10-0	3-79	37-9	3-17	31-7	1-00	10-0	4-17	41-7	3
Afloswerker.....	2-00	20-0	0-83	8-3	2-83	28-3	2-67	26-7	1-00	10-0	3-67	36-7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0-13s. (1-3c) per uur.
Na tweede 75 skofte gewerk.....	0-29s. (2-9c) per uur.
Na derde 75 skofte gewerk.....	0-13s. (1-3c) per uur.
Na vierde 75 skofte gewerk.....	0-29s. (2-9c) per uur.

SOAKING PITS TO PLATE MILLS.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Roller, Slab Mill.....	4.17	41.7	1.00	10.0	5.17	51.7	5.42	54.2	1.00	10.0	6.42	64.2	10
First Roller, Plate and Roughing Mill..	4.17	41.7	1.00	10.0	5.17	51.7	5.42	54.2	1.00	10.0	6.42	64.2	10
First Heater, Soaking Pits.....	3.92	39.2	1.00	10.0	4.92	49.2	4.67	46.7	1.00	10.0	5.67	56.7	6
First Heater, Slab Furnace.....	3.92	39.2	1.00	10.0	4.92	49.2	4.67	46.7	1.00	10.0	5.67	56.7	6
First Mill Driver, Slab Mill.....	4.04	40.4	1.00	10.0	5.04	50.4	4.42	44.2	1.00	10.0	5.42	54.2	3
First Mill Driver, Roughing Mill.....	4.04	40.4	1.00	10.0	5.04	50.4	4.42	44.2	1.00	10.0	5.42	54.2	3
Second Heater, Soaking Pits.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Crop Shearman, Slabbing Mill.....	3.29	32.9	1.00	10.0	4.29	42.9	4.17	41.7	1.00	10.0	5.17	51.7	7
First Shearman, Plate Shears.....	3.29	32.9	1.00	10.0	4.29	42.9	4.17	41.7	1.00	10.0	5.17	51.7	7
Second Heater, Slab Furnaces.....	2.79	27.9	1.00	10.0	3.79	37.9	4.17	41.7	1.00	10.0	4.17	51.7	11
Second Roller, Plate and Roughing Mill	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Line Operator, 1-in. Shearing Line.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
First Markers, Plate Shears.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Reshearer, Plate Shears.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Gas Produccerman, Gas Producers.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Bottom Maker, Soaking Pits.....	3.29	32.9	1.00	10.0	4.29	42.9	3.67	36.7	1.00	10.0	4.67	46.7	3
Slabman, Slab Yard.....	3.29	32.9	1.00	10.0	4.29	42.9	3.67	36.7	1.00	10.0	4.67	46.7	3
Location Checker, Slab Yard.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Scarfer Supervisor, Slab Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Hot Mangle Operator, Plate and Roughing Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Leveller Operator, Shearing and Hot Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Plate Burner, Plate Shears.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Crop Shear Control Operator, Slab Mill	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Slab Stocker, Slab Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Slab Yard.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Pusher Operator, Slab Furnaces.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Control Operator, 1-in. Shearing Line	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Cover Operator, Soaking Pits.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Cinderman, Soaking Pits.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Scale Control Operator, Slab Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Ingot Car Driver, Slab Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Stamper, Slab Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Transfer Operator, Plate Shears.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Second Shearman, Plate Shears.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Second Marker, Plate Shears.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Piler Control Operator, Slab Yard.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Desealer Operator, Plate and Roughing Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Marker, Slab Yard.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

HOT STRIP MILL SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Roller, Hot Strip Mill.....	4.54	45.4	1.00	10.0	5.54	55.4	5.92	59.2	1.00	10.0	6.92	69.2	11
Second Roller, Hot Strip Mill.....	4.29	42.9	1.00	10.0	5.29	52.9	4.79	47.9	1.00	10.0	5.79	57.9	4
First Mill Driver, Hot Strip Mill.....	4.04	40.4	1.00	10.0	5.04	50.4	4.42	44.2	1.00	10.0	5.42	54.2	3
Third Roller, Hot Strip Mill.....	3.92	39.2	1.00	10.0	4.92	49.2	4.29	42.9	1.00	10.0	5.29	52.9	3
Second Mill Driver, Hot Strip Mill....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
Fourth Roller, Hot Strip Mill.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Coiler Operator, Hot Strip Mill.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Looper Operator, Hot Strip Mill.....	3.29	32.9	1.00	10.0	4.29	42.9	3.79	37.9	1.00	10.0	4.79	47.9	4
Flying Shear Operator, Hot Strip Mill..	3.29	32.9	1.00	10.0	4.29	42.9	3.79	37.9	1.00	10.0	4.79	47.9	4
Roughing Table Operator, Hot Strip Mill	3.29	32.9	1.00	10.0	4.29	42.9	3.54	35.4	1.00	10.0	4.54	45.4	2
Conveyor Operator, Hot Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

KOUDBANDWALSWERK.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde minimum skaal per uur.	Maksimum basiese skaal per uur.	Bykomende skaal per uur.	Gekonsoli- deerde maksimum skaal per uur.	Getal verhogings.
	s. c	s. c	s. c	s. c	s. c	s. c	
Eerste walser, koudbandwalswerk.....	4.29 42.9	1.00 10.0	5.29 52.9	5.67 56.7	1.00 10.0	6.67 66.7	11
Tweede walser, koudbandwalswerk....	4.04 40.4	1.00 10.0	5.04 50.4	4.67 46.7	1.00 10.0	5.67 56.7	5
Baanoperateur (bandversinking).....	3.67 36.7	1.00 10.0	4.67 46.7	4.29 42.9	1.00 10.0	5.29 52.9	5
Derde walser, koudbandwalswerk.....	3.67 36.7	1.00 10.0	4.67 46.7	4.17 41.7	1.00 10.0	5.17 51.7	4
Baanoperateur (bandbytaanleg).....	3.67 36.7	1.00 10.0	4.67 46.7	4.17 41.7	1.00 10.0	5.17 51.7	4
Vierde walser, koudbandwalswerk.....	3.67 36.7	1.00 10.0	4.67 46.7	4.04 40.4	1.00 10.0	5.04 50.4	3
Potman (plaatversinking).....	3.42 34.2	1.00 10.0	4.42 44.2	4.04 40.4	1.00 10.0	5.04 50.4	5
Potman (bandversinking).....	3.42 34.2	1.00 10.0	4.42 44.2	4.04 40.4	1.00 10.0	5.04 50.4	5
Vyfde walser, koudbandwalswerk.....	3.42 34.2	1.00 10.0	4.42 44.2	3.92 39.2	1.00 10.0	4.92 49.2	4
Baanoperateur, wasaanleg.....	3.42 34.2	1.00 10.0	4.42 44.2	3.92 39.2	1.00 10.0	4.92 49.2	4
Kraanleier, verpakking, fynplaatfwer- kingseenheid.....	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Koudstrykroloperateur, bandversinking..	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Algemene operateur (suuraanleg).....	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Baanoperateur (smalbandskêr).....	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Operateur, suurherwinningsaanleg.....	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Suuraanlegoperateur, suurverwydering, -neutralisering en -herwinning.....	3.29 32.9	1.00 10.0	4.29 42.9	3.92 39.2	1.00 10.0	4.92 49.2	5
Aftoloperateur, koudbandwalswerk.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Draaiskêroperateur (bandbytaanleg)....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Skêrman (bandbytaanleg).....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Skêrman/Sweiser (bandbytaanleg).....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Golwer, plaatafwerking.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Oliehuisman, koudbandwalswerk.....	2.79 27.9	1.00 10.0	3.79 37.9	3.67 36.7	1.00 10.0	4.67 46.7	7
Sweiser/Voerder (bandversinking).....	2.79 27.9	1.00 10.0	3.79 37.9	3.54 35.4	1.00 10.0	4.54 45.4	6
Kontroleoperateur (bandbytaanleg).....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Aftoloperateur (bandbytaanleg).....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Hystrekkerdrywer, koudbandwalswerk..	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Hystrekkerdrywer (smalbandskêr).....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Hystrekkerdrywer, herwinning en her- snying.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Kontroleoperateur, wasaanleg.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Aftoloperateur, wasaanleg.....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Aftoloperateur/voorraadman (bandver- sinking).....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Skêrman/Optoloperateur (bandversin- king).....	2.79 27.9	1.00 10.0	3.79 37.9	3.42 34.2	1.00 10.0	4.42 44.2	5
Kontroleoperateur (bandversinking)....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voorraadman, koudbandwalswerk.....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voorraadman, smalbandskêr.....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voorraadman, bandbytaanleg.....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voorraadman, wasaanleg.....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voorraadman (bandversinking).....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Kontroleoperateur, smalbandskêr.....	2.79 27.9	1.00 10.0	3.79 37.9	3.29 32.9	1.00 10.0	4.29 42.9	4
Voerder, koudbandwalswerk.....	2.79 27.9	1.00 10.0	3.79 37.9	3.17 31.7	1.00 10.0	4.17 41.7	3
Afloswerker.....	2.00 20.0	0.83 8.3	2.83 28.3	2.67 26.7	1.00 10.0	3.67 36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

COLD STRIP MILL.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Roller, Cold Strip Mill.....	4.29	42.9	1.00	10.0	5.29	52.9	5.67	56.7	1.00	10.0	6.67	66.7	11
Second Roller, Cold Strip Mill.....	4.04	40.4	1.00	10.0	5.04	50.4	4.67	46.7	1.00	10.0	5.67	56.7	5
Line Operator (Continuous Galvanising).....	3.67	36.7	1.00	10.0	4.67	46.7	4.29	42.9	1.00	10.0	5.29	52.9	5
Third Roller, Cold Strip Mill.....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
Line Operator (Continuous Pickling).....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
Fourth Roller, Cold Strip Mill.....	3.67	36.7	1.00	10.0	4.67	46.7	4.04	40.4	1.00	10.0	5.04	50.4	3
Potman (Conventional Galvanising).....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Potman (Continuous Galvanising).....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Fifth Roller, Cold Strip Mill.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Line Operator, Cleaning Line.....	3.42	34.2	1.00	10.0	4.42	44.2	3.92	39.2	1.00	10.0	4.92	49.2	4
Crane Leader, Packing, Sheet Finishing Unit.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Leveller Operator, Galvanising Line....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
General Operator (Acid Plant).....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Line Operator, Slitting Line.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Acid Recoveries Plant Operator.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Acid Plant Operator, Acid Disposal, Neutralisation and Recovery.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Decoiler, Cold Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Rotary Shearman (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Shearman (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Shearman, Welder (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Corrugator, Corrugating Reshearer, Reclamation and Reshearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Oil Houseman, Cold Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Welder/Feeder (Continuous Galvanising).....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Control Operator (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Decoiler (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tractor Operator, Cold Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tractor Operator (Slitting Line).....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tractor Operator, Reclamation and Reshearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Control Operator, Cleaning Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Decoiler/Welder, Cleaning Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Decoiler/Stocker (Continuous Galvanising).....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Shearman/Coiler (Continuous Galvanising).....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Control Operator (Continuous Galvanising).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Cold Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Slitting Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker (Continuous Pickling).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Cleaning Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker (Continuous Galvanising).....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Control Operator, Slitting Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Feeder, Cold Strip Mill.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

WALSWERKAFDELING: UITGLOEIINGS-, TEMPERWALSWERK- EN ALGEMENE TINKOMPLEKS.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Eerste walser, band-temperwalswerk, 4 hoog.....	4.04	40.4	1.00	10.0	5.04	50.4	4.92	49.2	1.00	10.0	5.92	59.2	7
Leierwerker, fynplaat-afwerking, -verpakking en -vergolwing.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Leierwerker, hersnyskêre.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Eerste walser, fynplaattemperwalswerk, 2 hoog.....	3.79	37.9	1.00	10.0	4.79	47.9	4.42	44.2	1.00	10.0	5.42	54.2	5
Leierwerker, tinplaatafwerking.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Eerste uitgloeier, uitgloeing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Gasmasjienoperator, uitgloeing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Tinherwinner, vertinning.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Skaaltoetser en wasserbediener.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Hulpdiensman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Baanoperator, tinplaatskêr.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Davismasjienoperator, vertinning.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Tweede walser, bandtemperwalswerk, 4 hoog.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Baanoperator, fynplaatskêr.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Algemene operator, fynplaatafwerking, -vergolwing en -verpakking.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Algemene operator, dienste en suuraanleg.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Kraanleier, fynplaatskêr.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Kraanleier, fynplaatafwerking, -vergolwing en -verpakking.....	3.92	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Bondelmaker, tinplaatverpakking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Rekenaar, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Bondelmaker, fynplaatafwerking, -vergolwing en -verpakking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Voerderoperator, vertinning.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Hystrekkerdrywer, vertinning.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Hystrekkerdrywer, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Poleerder, vertinning.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Strykroloperator, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Reepskêrman, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tweede uitgloeier, uitgloeing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Hystrekkerdrywer, temperwalsing, 4 hoog.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Hystrekkerdrywer, tinplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Kontroleoperator, tinplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Nasiener, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Herpoleerder, vertinning.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Semelmenger, vertinning.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Voorraadman, temperwalsing, 2 hoog.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Voorraadman, temperwalsing, 4 hoog.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Voorraadman, fynplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Voorraadman, tinplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Kontroleoperator, smalbandskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Kontroleoperator, fynplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Oliemasjienoperator, herwinning en hersnyskêre.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Kraanvolger, fynplaatskêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Laaibordvoorsiener, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Oortinplaatpakker, tinplaatsortering.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Kartondrukker, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Pakmateriaalmaker, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afvalpakker, tinplaatafwerking.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

MILLS DIVISION: ANNEALING, TEMPER ROLLING AND GENERAL TIN COMPLEX.

VANDERBULPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
First Roller, Coil Temper Mill 4 H.I.	4.04	40.4	1.00	10.0	5.04	50.4	4.92	49.2	1.00	10.0	5.92	59.2	7
Leading Hand, Sheet Finishing, Packing and Corrugating.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
Leading Hand, Reshearing.....	3.79	37.9	1.00	10.0	4.79	47.9	4.67	46.7	1.00	10.0	5.67	56.7	7
First Roller, Sheet Temper Mill 2 H.I.	3.79	37.9	1.00	10.0	4.79	47.9	4.42	44.2	1.00	10.0	5.42	54.2	5
Leading Hand, Tin Finishing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
First Annealer, Annealing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Combustion-man, Annealing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Scruffhouseman, Tin Stacks.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Scale Test and Wet Washerman.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Auxiliaries Man.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Line Operator, Tin Shearing.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Fluxman, Tin Stacks.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Second Roller, Coil Temper Mill 4 H.I.	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Line Operator, Sheet Shearing Line.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
General Operator, Sheet Finishing, Corrugating and Packing.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
General Operator, Services and Acid Plant.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Crane Leader, Sheet Shearing Line.....	3.29	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Crane Leader, Corrugating, Packing and Sheet Finishing.....	3.92	32.9	1.00	10.0	4.29	42.9	3.92	39.2	1.00	10.0	4.92	49.2	5
Bundler, Tin Packing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Reckoner, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Bundler, Corrugating, Packing and Sheet Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Feeder Operator, Tin Stacks.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Tractor Operator, Tin Stacks.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Tractor Operator, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Brannerman, Tin Stacks.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Roller Leveller, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Slitter, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Second Annealer, Annealing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tractor Operator, Temper Rolling 4 H.I.	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tractor Operator, Tin Shearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Control Operator, Tin Shearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Checker, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Recleaner, Tin Stacks.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Branhouseman, Tin Stacks.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Temper Rolling 2 H.I.	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Temper Rolling 4 H.I.	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Sheet Shearing Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Stocker, Tin Shearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Control Operator, Slitting Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Control Operator, Sheet Shearing Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Oiling Machine Operator, Reclamation and Reshearing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Crane Follower, Sheet Shearing Line.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Skidman, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Menderman, Tin Assorting.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Stencil Machine Operator, Tin Packing..	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Shroud and Clip Maker, Tin Packing..	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Wasteman, Tin Finishing.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

INSPEKSIE- EN TOETSSEKSIE.

VANDERBIJLPARKWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Eerste inspekteur.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Tweede inspekteur.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Monsternemer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Toetsstukbereider.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4
Tinplaatsorteerder (vroulik).....	1.50	15.0	0.50	5.0	2.00	20.0	2.17	21.7	0.83	8.3	3.00	30.0	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

Leerlingskapverhogings vir tinplaatsorteerders (vroulik):—

Na eerste 75 skofte gewerk.....	0.46s. (4.6c) per uur.
Na tweede 75 skofte gewerk.....	0.12s. (1.2c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

ALGEMENE WERK.

VANDERBIJLPARKWERKE.

Ampstitel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Motorhuisopsiger, warmwalswerk.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Betonversterker.....	4.25	42.5	1.00	10.0	5.25	52.5	4.25	42.5	1.00	10.0	5.25	52.5	—
Eerste ketelbediener.....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
Motorhuisopsiger, koudwalswerk.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Substansieopsigers:—													
Koudwalswerk.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Platblokwalswerk.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Plaatwalswerk.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Blaserhuis.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Staalsmeltery.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
Eerste gashouerbediener.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Blaserhuisopsiger.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Walslyper.....	2.79	27.9	1.00	10.0	3.79	37.9	3.92	39.2	1.00	10.0	4.92	49.2	9
Omheiner.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Smeerder.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
Eerste laaier.....	3.29	32.9	1.00	10.0	4.29	42.9	3.79	37.9	1.00	10.0	4.79	47.9	4
Tweede gashouerbediener.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Produktsaantekenaar.....	2.79	27.9	1.00	10.0	3.79	37.9	3.79	37.9	1.00	10.0	4.79	47.9	8
Kabellêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Tweede ketelbediener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Spoorlêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Trokherteller.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Pomp- en waterbehandelingsaanlegbediener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Laerman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Tweede laaier.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
* Profielsnyer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Hulpaanlegbediener.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Boorman.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Skêrlemlyper.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Kaartervanger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Ketelskoonmaker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Stoompypbeklêr.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Gereedskapuitreiker.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2

*n Profielsnyer van wie vereis word om sy eie afmerkwark van sjablone of andersins te maak, moet teen die skaal van 4.54s. (45.4c) per uur besoldig word.

LET WEL.— (i) Ondervinding opgedoen terwyl daar vir enige ander werkgewer in dieselfde klas werk gewerk is, moet bygereken word by die kwalifiseertermyn vir die beroep ketelbediener, met dien verstande dat elke aansoek om inagneming van vorige ondervinding ten opsigte van dié beroep, volgens meriete behandel moet word.

(ii) Ketelbedieners. Die getal skofte nodig om as ketelbediener te kwalifiseer, moet met 75 verminder word in die geval van 'n ketelbediener wat die houer van 'n ketelbedienersertifikaat is of word.

(iii) 'n Gekwalifiseerde tweede gashouerbediener moet met twintig skofte gekrediteer word as kwalifikasie vir die pos eerste gashouerbediener, vir elke honderd skofte gewerk, tot 50 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as eerste gashouerbediener waargeneem is.

INSPECTION AND TEST HOUSE SECTIONS.

VANDERBILPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
First Inspector.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Second Inspector.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Sampler.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Test Piece Preparer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4
Tin Plate Assorter (Female).....	1.50	15.0	0.50	5.0	2.00	20.0	2.17	21.7	0.83	8.3	3.00	30.0	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

Learnership Increments for Tin Plate Assorters (Female):—

After first 75 shifts worked.....	0.46s. (4.6c) per hour.
After second 75 shifts worked.....	0.12s. (1.2c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

GENERAL JOBS.

VANDERBILPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	s.	c.	
Motor House Attendant, Hot Mill.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Reinforcing Concreter.....	4.25	42.5	1.00	10.0	5.25	52.5	4.25	42.5	1.00	10.0	5.25	52.5	—
First Boiler Attendant.....	3.67	36.7	1.00	10.0	4.67	46.7	4.17	41.7	1.00	10.0	5.17	51.7	4
Motor House Attendant, Cold Mill....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Sub-Station Attendants:—													
Cold Mill.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Slabbing Mill.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Plate Mill.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Blower House.....	3.54	35.4	1.00	10.0	4.54	45.4	4.17	41.7	1.00	10.0	5.17	51.7	5
Steel Plant.....	3.54	35.4	1.00	10.0	4.54	45.4	4.04	40.4	1.00	10.0	5.04	50.4	4
First Gasholder Attendant.....	3.92	39.2	1.00	10.0	4.92	49.2	4.04	40.4	1.00	10.0	5.04	50.4	1
Blower House Attendant.....	3.54	35.4	1.00	10.0	4.54	45.4	3.92	39.2	1.00	10.0	4.92	49.2	3
Roll Grinder.....	2.79	27.9	1.00	10.0	3.79	37.9	3.92	39.2	1.00	10.0	4.92	49.2	9
Fencer.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Lubricator.....	3.42	34.2	1.00	10.0	4.42	44.2	3.79	37.9	1.00	10.0	4.79	47.9	3
First Loader.....	3.29	32.9	1.00	10.0	4.29	42.9	3.79	37.9	1.00	10.0	4.79	47.9	4
Second Gasholder Attendant.....	3.17	31.7	1.00	10.0	4.17	41.7	3.79	37.9	1.00	10.0	4.79	47.9	5
Production Recorder.....	2.79	27.9	1.00	10.0	3.79	37.9	3.79	37.9	1.00	10.0	4.79	47.9	8
Cable Layer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Second Boiler Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Platelayer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Truck Repairer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Pump and Water Treatment Attendant..	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6
Bearing Man.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
Second Loader.....	2.79	27.9	1.00	10.0	3.79	37.9	3.42	34.2	1.00	10.0	4.42	44.2	5
* Profile Cutter.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Auxiliary Plant Attendant.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Driller.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Shear Blade Grinder.....	2.79	27.9	1.00	10.0	3.79	37.9	3.29	32.9	1.00	10.0	4.29	42.9	4
Chart Changer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Boiler Cleaner.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Steam Pipe Lagger.....	2.79	27.9	1.00	10.0	3.79	37.9	3.17	31.7	1.00	10.0	4.17	41.7	3
Tool Issuer.....	2.79	27.9	1.00	10.0	3.79	37.9	3.04	30.4	1.00	10.0	4.04	40.4	2

*A Profile Cutter who is required to do his own marking off from templets or otherwise shall be paid at the rate of 4.54s. (45.4c) per hour.

NOTE.— (i) Experience acquired while working for any other employer in the same class of work shall be counted in the qualifying period for the occupation of boiler attendant, provided that every application for consideration of previous experience, in respect of this occupation, shall be treated on its merits.

(ii) Boiler attendants. The number of shifts required to qualify as a boiler attendant shall be reduced by 75 shifts in the case of a boiler attendant who is or becomes the holder of a boiler attendants' certificate.

(iii) A qualified second gasholder attendant shall be given a credit of twenty shifts as qualifying for the post of first gasholder attendant for every hundred shifts worked, up to 50 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a first gasholder attendant.

VERKEERSEKSEIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Lokotoesighouer.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Verkeersleier.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Diesellokodywer.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Trokinspekteur.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Vragmotorbestuurder (van vragmotors van meer as 11 ton vermoë).....	3.67	36.7	1.00	10.0	4.67	46.7	3.67	36.7	1.00	10.0	4.67	46.7	—
Vragmotorbestuurder (van vragmotors van meer as 7 en tot 11 ton vermoë).....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Vragmotorbestuurder (van vragmotors van meer as 5 en tot 7 ton vermoë).....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Assistent-verkeersleier.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Verkeersinspekteur.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Vragmotorbestuurder (vragmotors onder 5 ton vermoë).....	2.67	26.7	1.00	10.0	3.67	36.7	3.04	30.4	1.00	10.0	4.04	40.4	3
Vlagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

- LET WEL.— (i) Ondervinding opgedoen terwyl daar vir enige ander werkgewer in dieselfde klas werk gewerk is, moet bygereken word by die kwalifiseertermyn vir die volgende bedrywe, naamlik, die drywers van diesellokomotiewe, met dien verstande dat elke aansoek om inagneming van vorige ondervinding ten opsigte van voornoemde betrekkings, volgens meriete behandel moet word.
- (ii) Lokomotiefdrywers. 'n Lokomotiefdrywer wat in besit is van 'n Goewermentsertifikaat van bevoegdheid of dit verkry, moet as gekwalifiseerd beskou word, en daar moet nie van hem vereis word om enige verdere kwalifiserende skofte by Yskor te werk nie.
- (iii) 'n Gekwalifiseerde assistent-verkeersleier moet met twintig skofte gekrediteer word as kwalifikasie vir die pos verkeersleier, vir elke honderd skofte gewerk, tot 60 persent van die verskil in skofte tussen dié twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as verkeersleier waargeneem is.

HYSKRAANSEKSEIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Afloskraandrywer vir alle hyskrane....	4.67	46.7	1.00	10.0	5.67	56.7	4.67	46.7	1.00	10.0	5.67	56.7	—
Afloskraandrywer vir alle hyskrane uitgesonderd diepoondhyskrane.....	4.54	45.4	1.00	10.0	5.54	55.4	4.54	45.4	1.00	10.0	5.54	55.4	—
Afloskraandrywer vir alle hyskrane uitgesonderd diepoondhyskrane en Morganlaaiers.....	4.42	44.2	1.00	10.0	5.42	54.2	4.42	44.2	1.00	10.0	5.42	54.2	—
Kraandrywer, diepoonde.....	4.29	42.9	1.00	10.0	5.29	52.9	4.42	44.2	1.00	10.0	5.42	54.2	1
Kraandrywer, Morganlaaiers.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Kraandrywer, giethyskrane.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Afloskraandrywer vir alle hyskrane uitgesonderd diepoondhyskrane, Morganlaaiers en giethyskrane.....	4.17	41.7	1.00	10.0	5.17	51.7	4.17	41.7	1.00	10.0	5.17	51.7	—
Afloskraandrywer vir alle hyskrane teen 4.67 sjielings per uur of minder ingelys	3.92	39.2	1.00	10.0	4.92	49.2	3.92	39.2	1.00	10.0	4.92	49.2	—
Kraandrywer, oondlaaikraan.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, mengerhyskraan.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, skrotwerf.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, strooploods.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, dieselhyskrane.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Kraandrywer, ertshyskraan.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Kraandrywer, walsombouhyskrane nos. 5, 7, 16, 22, 25 en 26.....	3.79	37.9	1.00	10.0	4.79	47.9	3.79	37.9	1.00	10.0	4.79	47.9	—
Kraandrywer, alle ander hyskrane.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Afloswerker.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Leerlingskapverhogings vir afloswerkers:—

Na eerste 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na tweede 75 skofte gewerk.....	0.29s. (2.9c) per uur.
Na derde 75 skofte gewerk.....	0.13s. (1.3c) per uur.
Na vierde 75 skofte gewerk.....	0.29s. (2.9c) per uur.

TRAFFIC SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Loco Supervisor.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Traffic Chargeman.....	3.42	34.2	1.00	10.0	4.42	44.2	4.04	40.4	1.00	10.0	5.04	50.4	5
Diesel Loco Driver.....	3.17	31.7	1.00	10.0	4.17	41.7	3.92	39.2	1.00	10.0	4.92	49.2	6
Truck Inspector.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Lorry Driver (of lorries over 11 tons capacity).....	3.67	36.7	1.00	10.0	4.67	46.7	3.67	36.7	1.00	10.0	4.67	46.7	—
Lorry Driver (of lorries over 7 and up to 11 tons capacity).....	3.54	35.4	1.00	10.0	4.54	45.4	3.54	35.4	1.00	10.0	4.54	45.4	—
Lorry Driver (of lorries over 5 and up to 7 tons capacity).....	3.17	31.7	1.00	10.0	4.17	41.7	3.42	34.2	1.00	10.0	4.42	44.2	2
Assistant Traffic Chargeman.....	3.04	30.4	1.00	10.0	4.04	40.4	3.42	34.2	1.00	10.0	4.42	44.2	3
Traffic Operator.....	3.04	30.4	1.00	10.0	4.04	40.4	3.29	32.9	1.00	10.0	4.29	42.9	2
Lorry Driver (of lorries up to 5 tons capacity).....	2.67	26.7	1.00	10.0	3.67	36.7	3.04	30.4	1.00	10.0	4.04	40.4	3
Flagman.....	2.79	27.9	1.00	10.0	3.79	37.9	2.92	29.2	1.00	10.0	3.92	39.2	1
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

- NOTE.— (i) Experience acquired while working for any other employer in the same class of work shall be counted in the qualifying period for the following occupations, namely, the drivers of diesel locomotives, provided that every application for consideration of previous experience, in respect of the aforementioned occupations, shall be treated on its merits.
- (ii) Loco Drivers. A loco driver who holds or acquires a Government certificate of competency shall be deemed to be qualified and shall not be required to work any further qualifying shifts at Iscor.
- (iii) A qualified assistant traffic chargeman shall be given a credit of twenty shifts as qualifying for the post of traffic chargeman for every hundred shifts worked up to 60 per cent of the difference in shifts between these two posts, rounded up to the nearest five, in addition to any shifts acquired while relieving as a traffic chargeman.

CRANES SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Relief Crane Driver for all Cranes....	4.67	46.7	1.00	10.0	5.67	56.7	4.67	46.7	1.00	10.0	5.67	56.7	—
Relief Driver for all Cranes excluding Soaking Pit Cranes.....	4.54	45.4	1.00	10.0	5.54	55.4	4.54	45.4	1.00	10.0	5.54	55.4	—
Relief Driver for all Cranes excluding Soaking Pit Cranes and Morgan Chargers.....	4.42	44.2	1.00	10.0	5.42	54.2	4.42	44.2	1.00	10.0	5.42	54.2	—
Driving Soaking Pit Cranes.....	4.29	42.9	1.00	10.0	5.29	52.9	4.42	44.2	1.00	10.0	5.42	54.2	1
Driving Morgan Chargers.....	4.17	41.7	1.00	10.0	5.17	51.7	4.29	42.9	1.00	10.0	5.29	52.9	1
Driving Casting Cranes.....	4.04	40.4	1.00	10.0	5.04	50.4	4.29	42.9	1.00	10.0	5.29	52.9	2
Relief Crane Driver for all Cranes excluding Soaking Pit Cranes, Morgan Chargers and Casting Cranes.....	4.17	41.7	1.00	10.0	5.17	51.7	4.17	41.7	1.00	10.0	5.17	51.7	—
Relief Drivers for all Cranes scheduled at 4.67s. (46.7c) per hour or under.....	3.92	39.2	1.00	10.0	4.92	49.2	3.92	39.2	1.00	10.0	4.92	49.2	—
Driving 130 ton Charging Cranes.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Driving 130 ton Mixer Bay Cranes.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Driving 15 ton Scrap Cranes (S.M.P.).....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Driving 30 ton Stripper Cranes (S.M.P.).....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Driving Diesel Cranes.....	3.79	37.9	1.00	10.0	4.79	47.9	3.92	39.2	1.00	10.0	4.92	49.2	1
Ore Bridge Driver.....	3.67	36.7	1.00	10.0	4.67	46.7	3.92	39.2	1.00	10.0	4.92	49.2	2
Driving Roll Changing Cranes 5, 7, 16, 22, 25 and 26.....	3.79	37.9	1.00	10.0	4.79	47.9	3.79	37.9	1.00	10.0	4.79	47.9	—
Driving all other Cranes.....	2.79	27.9	1.00	10.0	3.79	37.9	3.67	36.7	1.00	10.0	4.67	46.7	7
Relief Operative.....	2.00	20.0	0.83	8.3	2.83	28.3	2.67	26.7	1.00	10.0	3.67	36.7	4

Learnership Increments for Relief Operatives:—

After first 75 shifts worked.....	0.13s. (1.3c) per hour.
After second 75 shifts worked.....	0.29s. (2.9c) per hour.
After third 75 shifts worked.....	0.13s. (1.3c) per hour.
After fourth 75 shifts worked.....	0.29s. (2.9c) per hour.

NIE-BLANKE ARBEIDSEKSEIE.

VANDERBIJLPARKWERKE.

Ampstittel.	Minimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde minimum skaal per uur.		Maksimum basiese skaal per uur.		Bykomende skaal per uur.		Gekonsolideerde maksimum skaal per uur.		Getal verhogings.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eimco tuimelskopdrywer.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Werfman.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Toesighouer (Gr. I), nie-blanke arbeiders	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6

Vir en namens die partye op hede die 13de dag van Desember 1960 in Johannesburg onderteken, soos gemagtig.

C. H. CROMPTON, *Voorsitter.*

J. M. RUSSEL, *Ondervoorsitter.*

W. R. GLASTONBURY, *Hoofsekretaris.*

NATIVE LABOUR SECTION.

VANDERBIJLPARK WORKS.

Designation.	Minimum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Minimum Rate per Hour.		Maximum Basic Rate per Hour.		Additional Rate per Hour.		Consolidated Maximum Rate per Hour.		Number of Increments.
	s.	c	s.	c	s.	c	s.	c	s.	c	s.	c	
Eimco Rocker Shovel Driver.....	2.79	27.9	1.00	10.0	3.79	37.9	4.04	40.4	1.00	10.0	5.04	50.4	10
Yardsman.....	3.67	36.7	1.00	10.0	4.67	46.7	3.79	37.9	1.00	10.0	4.79	47.9	1
Native Labour Supervisor (Grade I)..	2.79	27.9	1.00	10.0	3.79	37.9	3.54	35.4	1.00	10.0	4.54	45.4	6

Signed at Johannesburg as authorised for and on behalf of the parties on this the 13th day of December, 1960.

C. H. CROMPTON, *Chairman.*

J. M. RUSSEL, *Vice-Chairman.*

W. R. GLASTONBURY, *General Secretary.*

No. 391.]

[3 Maart 1961.

WET OP OORLOGMAATREËLS, 1940.

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

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

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, hierby die bepalings van genoemde regulasies op ten opsigte van alle werknemers wat ingevolge klousule 27 van die Ooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, gepubliseer by Goewermentskennisgewing No. 390 van 3 Maart 1961, op 'n lewenskostetoelae geregig is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. 391.]

[3 March 1961.

WAR MEASURE ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

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

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 the said regulations in respect of all employees who are entitled to a cost of living allowance in terms of clause 27 of the Agreement for the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. 390 of the 3rd March, 1961.

M. VILJOEN,
Deputy-Minister of Labour.

DIT BETAAL U OM TE SPAAR!

SPAAR

- ★ VIR U FAMILIE SE TOEKOMS!
- ★ VIR U EIE HUIS!
- ★ VIR U AFTREDE!
- ★ VIR ALLE GEVALLE VAN NOOD!

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- ★ FOR YOUR RETIREMENT!
- ★ FOR ALL EMERGENCIES!

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teken in op



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*Die maandblad
van die Departement van Handel en Nywerheid*

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Hierdie tydskrif bevat o.a. 'n maandelikse ekonomiese oorsig (met statistiek) van besigheids- en nywerheidstoestande in die Unie, die jongste departementele inligting oor afsetmoontlikhede vir Unie-produkte in lande waar die Unie oorsese handelsverteenvoordigers het, lyste van handelsnavrae, besonderhede in verband met nywerheidsbedrywighede in die Unie, die jongste aspekte van prys- en voorradebeheer, die meeste verslae (volledig) van die Raad van Handel en Nywerheid, en artikels van 'n algemene aard oor die handel en nywerheid

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