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GOEWERMENTSKENNISGEWINGS.**DEPARTEMENT VAN ARBEID.**No. 1307.] [23 Augustus 1963.
WET OP NYWERHEIDSVERSOENING, 1956.YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID.**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 Metallurgiese Nywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, bindend is vir die werkgewersorganisasie en die 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 genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 1 (1), 2, 6 (3) (c), 22 en 25 van Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem 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 landdrostdistrikte Pretoria en Vanderbijlpark; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 6, 22 en 25 van Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, in die gebiede geokkupeer deur die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, in die landdrostdistrikte Pretoria en Vanderbijlpark, *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen 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. 1307.] [23 August 1963.
INDUSTRIAL CONCILIATION ACT, 1956.IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRY.**ISCOR AGREEMENT.**On behalf of the Minister of Labour, I, MARAIS
VILJOEN, Deputy-Minister of Labour, hereby—

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, 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 second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, 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 of the said Agreement, excluding those contained in sections 1 (1), 2, 6 (3) (c), 22 and 25 of Part I, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are 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 second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, the provisions of the said Agreement, excluding those contained in sections 1 (1), 2, 6, 22 and 25 of Part I, 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.

NASIONALE NYWERHEIDSRAAD -VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

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

Iron and Steel Producers' Association of South Africa

(hieronder die „werkgever” of die „werkgeversorganisasie” genoem), aan die een kant, 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', Shipbuilders' and Welders' Society;

S.A. Electrical Workers' Association;

S.A. Engine Drivers' and Firemen's Association;

S.A. Yster- en Staalbedryfsvereniging

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

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 hierdie Ooreenkoms moet nagekom word in die ondernemings van die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, by Pretoria en Vanderbijlpark, deur die werkgeversorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en deur die werkgever en werknemers wat lede van daardie organisasie of daardie vakverenigings is.

(2) Ondanks die bepalings van subartikel (1) is die bepalings van hierdie Ooreenkoms van toepassing op—

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

(b) kwekelinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie met die bepalings van daardie Wet of met voorwaardes wat daarkragtens vasgestel is, onbestaanbaar is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weekloon van vakleerlinge soos voorgeskryf kragtens die Wet op Vakleerlinge (Wet No. 37 van 1944, soos gewysig) en die lewenskostetoelae betaalbaar ingevolge die bepalings van Oorlogsmaatregel No. 43 van 1942 en voortgesit by die Wysigingswet vir die Voortsetting van Oorlogsmaatreëls (Wet No. 66 van 1962), geag die weekloon te wees en is die uurloon die weekloon, bereken soos hierbo, gedeel deur die getal gewone werkure wat in die bedryfsinrigting gewerk word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet mag bepaal en bly van krag en het dieselfde geldigheidstermyn as die ooreenkomste van die ander Groepe van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid sodat dit gelyktydig daarmee sal verstrik.

3. WOORDOMSKRIVING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n Wet melding gemaak word, word ook alle wysigings van so 'n Wet bedoel, voorts, tensy dit onbestaanbaar met die samehang is, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956, soos gewysig; „vakleerling” 'n werknemer in diens kragtens 'n skriftelike leerlingskontrak wat deur die Raad erkend word, of 'n leerlingskontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, soos gewysig, en omvat dit ook 'n minderjarige wat ingevolge die Wet op Vakleerlinge op proef in diens is;

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

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

„uurloon” (behalwe soos anders bepaal in klousule 12 van Deel I van hierdie Ooreenkoms) die loon per uur wat vir die klas werk in die Ooreenkoms ingelys is en wat gekonsolideer is met die lewenskostetoelae betaalbaar ingevolge Goewernementskennisgewing No. 390 van 3 Maart 1961, of die werklike loon per uur van die werknemer, naamlik die loon wat die hoogste is;

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 South Africa

(hereinafter referred to as the “employer” or “the employer's organisation”), of the one part, 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', Shipbuilders' and Welders' Society;

S.A. Electrical Workers' Association;

S.A. Engine Drivers' and Firemen's Association;

S.A. Yster- en Staalbedryfsvereniging;

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

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

PART I.

1. SCOPE OF APPLICATION OF AGREEMENT.

(1) 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.

(2) Notwithstanding the provisions of sub-section (1) the terms of this Agreement shall apply to—

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

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

(3) For purposes of this Agreement the weekly wage rate of apprentices prescribed under the Apprenticeship Act (Act No. 37 of 1944, as amended), and cost of living allowance payable in accordance with the provisions of War Measure No. 43 of 1942 as continued by the War Measures Continuation Amendment Act (Act No. 66 of 1962), shall be taken to be the weekly wage, and the “hourly rate” shall be the weekly wage calculated as above divided by the number of ordinary hours worked in the establishment.

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, as amended.

“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” means (except as otherwise provided in section 12 of Part I of this Agreement) the rate per hour for the class of work scheduled in this Agreement into which is consolidated the cost of living allowance payable under Government Notice No. 390 of the 3rd March, 1961, or whichever is the greater, the actual rate per hour of the employee;

„gewone uurloon” die uurloon vir gewone tyd;

„Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” (behoudens die bepalinge van die Afbakeningsvasstelling gepubliseer by Goewermentskennisgewing No. R. 1971 van 30 November 1962) die nywerheid wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of afval en/of residu's; 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 onderdele daarvan en metaalbouwerk, met inbegrip van staalwapene; die vervaardiging van metaalgebore, hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgebore; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afbik en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

„Yskor” die ondernemings van die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, by Pretoria en Vanderbijlpark in die Provinsie Transvaal;

„setmaat of setklem of stuiiter” 'n toestel wat definitief die werkplek bepaal met betrekking tot 'n gereedskapstuk en/of 'n gereedskapstuk met betrekking tot die werk en/of die relatiewe plek van dele terwyl hulle saamgevoeg word, ten einde artikels te lewer wat binne sekere toleransies onderling vervangbaar is;

„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, klousule 1 (1) van hierdie Ooreenkoms gespesifiseer, uitgedien het of 'n werknemer oor die leeftyd van 21 jaar wat die houer is van 'n sertifikaat wat deur die Raad erken word of uitgereik is en wat hom in staat stel om as vakman in diens geneem te word;

„militêre opleiding” die ononderbroke opleiding wat 'n werknemer verplig is om te ondergaan ingevolge artikel een-en-twintig (1), gelees met subartikels (1) en (2) van artikel twee-en-twintig, van die Verdedigingswet, 1957, maar omvat dit nie ook opleiding nie wat hy mag verkies om te ondergaan kragtens artikel drie-en-twintig van genoemde Wet of enige ander opleiding of diens waarvoor hy hom vrywillig aanbied of wat hy verkies om te ondergaan;

„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 hegstukke op die werkstuk en/of die vorm en/of die buitelyn van werkstuk aan te dui;

„kwekeling” iemand aan wie opleiding verskaf word ooreenkomstig artikel twee 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. OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAG.

(1) Alle tyd wat daar op 'n weekdag langer as die gewone ure van die skof gewerk word, word geag oortydwerk te wees en daarvoor moet betaal word teen 1-3 maal die uurloon vir die eerste agt uur gewerk en teen 1-5 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, daar vir tyd wat op 'n Saterdag gewerk word, betaal moet word teen 1-3 maal die uurloon vir die eerste agt uur gewerk en teen 1-5 maal die uurloon vir alle bykomende ure daarna gewerk tot die begintyd van die Sondagoggendskof.

(2) Behoudens subklousule (3) (i) hiervan, moet daar vir alle Sondagwerk betaal word teen 1-4 maal die uurloon vir die eerste agt uur gewerk en teen 1-6 maal die uurloon vir alle bykomende ure daarna gewerk; met dien verstande egter dat waar Sondag 'n „vry dag” is ten opsigte van of 'n werknemer wat gereeld dagskofwerk verrig of 'n werknemer wat volgens 'n rooster rotasieskofwerk verrig en daar van sodanige werknemer vereis word om op daardie Sondag te werk, hy besoldig moet word teen 1-6 maal die uurloon vir alle tyd op daardie Sondag gewerk.

(3) (i) Waar daar van 'n werknemer vereis word om oortyd op 'n Saterdag te werk en hy tot in die Sondagure aanhou werk, moet hy betaal word teen 1-3 maal die uurloon vir die eerste agt uur van sodanige oortyd gewerk en teen 1-5 maal die uurloon vir die getal ure daarna gewerk tot die gewone begintyd van die Sondagoggendskof. Vir alle addisionele ure daarna gewerk, moet daar teen 1-6 maal die uurloon betaal word.

(ii) Behoudens die bepalinge van klousule 12 (1) (d), mag die maksimum oortyd wat deur 'n werknemer gewerk mag word, nie 20 uur per week te bowe gaan nie. Waar daar meer as 20 uur per week oortyd gewerk is, moet die werkgever die Raad daarvan in kennis stel.

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

„Iron, Steel, Engineering and Metallurgical Industry” means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962), 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 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;

„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;

„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;

„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 the 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 worked on any weekday in excess of the usual ordinary hours of the shift shall be regarded as overtime and shall be paid for at 1-3 times the hourly rate for the first eight hours worked and at 1-5 times 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 Saturday, shall be paid for at 1-3 times the hourly rate for the first eight hours worked and at 1-5 times the hourly rate for any additional hours worked thereafter until the usual starting time of the Sunday morning shift.

(2) Subject to sub-section (3) (i) hereof, all Sunday work shall be paid for at 1-4 times the hourly rate for the first eight hours worked and at 1-6 times 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 1-6 times 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 1-3 times the hourly rate for the first eight hours of such overtime worked and at 1-5 times the hourly rate for the number of hours worked thereafter until the usual starting time of the morning shift on Sunday morning. Any additional hours worked thereafter shall be paid at 1-6 times the hourly rate.

(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 twenty hours shall be notified to the Council by the employer.

(4) Wanneer daar van 'n werknemer wat volgens 'n rooster werk, vereis word om op sy „vry dag” te werk, en wanneer sodanige dag, volgens die rooster, 'n weekdag is, moet hy besoldig word teen 1.3 maal sy uurloon vir die eerste agt uur gewerk en teen 1.5 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 vooraf kennis gegee word dat daar van hom vereis word om op sy „vry dag” te werk en hy binne 'n tydperk van ses dae vanaf sy „roostervrydag” 'n ander vry dag aangebied word ter vervanging daarvan, die basis van besoldiging vir die gewone ure van daardie skof die gewone uurloon is.

(5) (i) Behoudens subparagraaf (iii) hiervan, moet 'n werknemer, wanneer hy van sy tuiste af teruggeroep word om oortyd te werk binne agt uur nadat hy sy gewone werkure op 'n weekdag voltooi het, besoldig word teen 1.3 maal sy uurloon vir die ure gewerk gedurende die onverstreke gedeelte van genoemde agt uur, en na verloop van agt uur sedert die voltooiing van sy gewone werkure tot op die gewone begintyd van sy volgende skof, teen 1.5 maal die uurloon vir die ure gedurende die tydperk gewerk; met dien verstande egter dat daar vir alle ure gewerk as gevolg van sodanige terugroeping op 'n Sondag, teen 1.6 maal die uurloon betaal moet word.

(ii) Wanneer 'n werknemer van sy tuiste af teruggeroep word om oortyd te werk na verloop van agt uur of langer sedert die voltooiing van sy gewone werkure op 'n weekdag, moet hy besoldig word teen 1.5 maal die uurloon vir die ure gedurende sodanige tydperk gewerk tot die begintyd van sy volgende gewone skof; met dien verstande egter dat enige ure gewerk as gevolg van sodanige terugroeping op 'n Sondag teen 1.6 maal die uurloon betaal moet word.

(iii) Wanneer 'n werknemer van sy tuiste af teruggeroep word om oortyd te werk en daar nie van hom vereis word om 'n gewone skof te werk nie, moet so 'n werknemer besoldig word teen oortydтарыewe vir die tyd wat hy werk, soos in hierdie klousule bepaal, en moet hy 'n minimum besoldiging van drie maal sy uurloon ontvang, altyd met dien verstande dat so 'n werknemer ophou werk voor die begin van sy volgende skof.

(iv) Wanneer 'n werknemer van sy tuiste af teruggeroep word om oortyd te werk, moet hy besoldig word vanaf die tyd waarop hy geroep word.

(6) Wanneer die aard van die werksaamhede van 'n werknemer van hom vereis om op 'n voorafbepaalde basis, met sy gewone skof op 'n weekdag te begin voor die gewone begintyd van die skof waarop hy werksaam is, moet hy teen die gewone uurloon besoldig word vanaf sodanige vroeër begintyd tot dat die gewone ure van sy gewone skof gewerk is, en vir alle tyd wat hy daarna voortgaan om te werk, moet hy besoldig word soos bepaal in subklousule (1) van hierdie klousule.

(7) Wanneer 'n werknemer hom aanmeld vir diens op sy gewone skof en weens die behoeftes van die werkgewer nie daardie skof voltooi nie en daar van hom vereis word om hom aan te meld vir diens op 'n ander skof, word sodanige ander skof geag sy gewone skof te wees, en dié werknemer moet besoldig word teen 1.3 maal sy gewone uurloon vir die tydperk aanvanklik gewerk, waarvoor hy 'n minimum besoldiging van drie maal sy gewone uurloon moet ontvang. Indien 'n werknemer hom aanmeld vir diens op sy gewone skof en daar weens die behoeftes van die werkgewer nie van hom vereis word om op daardie skof te begin werk nie, moet hy 'n minimum besoldiging van drie maal sy uurloon ontvang.

(8) Ingeval 'n dagskofwerknemer op eie versoek vroeër as die gewone begintyd op Saterdag begin werk, moet 'n werknemer wat 'n vyfdagweek werk, besoldig word teen 1.3 maal sy gewone uurloon vir die eerste agt uur gewerk, gereken vanaf die vroeër begintyd, en teen 1.5 maal sy gewone uurloon daarna. Net so moet 'n dagskofwerknemer wat 'n saterdagweek werk, besoldig word teen sy gewone uurloon vir die gewone ure gewerk soos van toepassing op 'n Saterdag, en vir tyd daarna gewerk, moet hy besoldig word soos bepaal in subklousule (1) of (3) (i), na gelang van die geval, van hierdie klousule; met dien verstande dat, as die werknemer meer as twee uur vroeër as die gewone tyd begin, daar vir alle tyd gewerk tot twee uur voor die gewone begintyd, betaal moet word teen 1.5 maal die gewone uurloon van die werknemer. Vir die toepassing van hierdie subklousule beteken „gewone begintyd” die gewone begintyd op 'n gewone werkdag.

OPMERKING.—Vir die toepassing van hierdie klousule, word Sondag geag te begin op die gewone begintyd van die ogendskof van sodanige dag en voort te duur tot dieselfde tyd die volgende dag.

6. BETALING VAN VERDIENSTE.

(1) (a) Behoudens andersluidende bepalings, moet alle bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, weekliks voor of op Vrydag en wel op tye wat by die verskillende skofte inpas, betaal word of dit moet by diensbeëindiging betaal word as dit voor die gewone betaaldag plaasvind.

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

(2) Die werkgewer mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie.

(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 week-day, he shall be paid at 1.3 times his hourly rate for the first eight hours worked and at 1.5 times 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 week-day, he shall be paid at 1.3 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 1.5 times the hourly rate for the hours worked during such period; provided, however, that any hours worked on call-out on Sunday shall be paid at 1.6 times the hourly rate.

(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 week-day, he shall be paid at 1.5 times the hourly rate for the hours worked during such period up to the starting time of his next normal shift; provided, however, that any hours worked on call-out on Sunday shall be paid at 1.6 times the hourly rate.

(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 three times his hourly rate, 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 requires him on a pre-arranged basis to commence his normal shift on a week-day prior to the usual starting time of the shift on which he is employed, he shall be remunerated at the ordinary hourly rate from the earlier starting time until the ordinary hours of his normal shift have been worked and any time he continues to work thereafter shall be paid as provided for in sub-section (1) of this section.

(7) Whenever an employee reports for duty on his normal shift and due to the needs of the employer does not complete that shift and is required to report for duty on another shift, such other shift shall be considered his normal shift and the employee shall be paid at 1.3 times his ordinary hourly rate for the period initially worked with a minimum payment three times his ordinary hourly rate. Should an employee report for duty on his normal shift and, due to the needs of the employer, not be required to start on that shift, he shall receive a minimum payment of three times his ordinary hourly rate.

(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 1.3 times his ordinary hourly rate for the first eight hours worked, reckoned from the earlier starting time, and at 1.5 times 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 earlier than the usual starting time, shall be paid for at 1.5 times 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, or 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) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag geen bedrag van watter aard ook al, uitgesonderd die volgende, van die bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, afgetrek word nie:—

- (a) Waar 'n werknemer van die werk afwesig is, en ook waar hy afwesig is gedurende onbetaalde verlof wat toegestaan is ter verlenging van die betaalde verlof waarvoor hierdie Ooreenkoms voorsiening maak, 'n *pro rata* bedrag vir die tydperk van sodanige afwesigheid;
- (b) met die skriftelike toestemming van die werknemer, bedrae as bydraes tot erkende siektebystand, versekering, pensioenfondse of bydraes tot erkende ontspanningsfondse of tot 'n vakvereniging wat 'n party by hierdie Ooreenkoms is of, op die skriftelike versoek van die werknemer en met die instemming van die werkgever, bedrae op dié voorwaardes en vir dié doeleindes wat die werknemer in sy versoek moet voorskryf;
- (c) met die skriftelike toestemming van die werknemer aftrekkings ten opsigte van ledegeld aan 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;
- (d) bedrae as bydraes tot die fondse van die Raad ooreenkomsstig klousule 21 van hierdie Ooreenkoms;
- (e) alle bedrae betaal deur die werkgever wat hy ingevolge 'n wet, ordonnansie of regsproses verplig is om namens 'n werknemer te betaal;
- (f) waar die werkgever, as gevolg van 'n klerklike of boekhou- of administratiewe fout of 'n foutiewe berekening, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgever daarop geregtig om die bedrag wat te veel betaal is, te verhaal deur aftrekkings van latere lone en/of verdienste, behoudens die volgende bepalinge:—

- (i) Die bedrag kan van een of meer betalings van lone of verdienste afgetrek word, maar geen enkele aftrekking mag meer as 10 persent van die lone of verdienste waarvan dit afgetrek word, bedra nie tensy dit geskied op versoek en met die skriftelike toestemming van die werknemer;
- (ii) geen sodanige bedrag mag van 'n verlofbesoldiging of verlofbonus wat ingevolge hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is of van siektebetaling afgetrek word nie;
- (iii) geen sodanige bedrag of bedrae mag afgetrek word nie tensy die werkgever die werknemer ten tyde van die eerste aftrekking en die Raad binne sewe dae vanaf die eerste aftrekking skriftelik in kennis stel van die omstandighede waaronder die oorbetalings gemaak is, die betrokke bedrag, en die bedrag van die voorgestelde aftrekking of aftrekkings.

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

7. VERLOFBESOLDIGING.

(1) Die verlofbesoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, moet bereken word teen die uurloon wat die werknemer ten opsigte van sy aangewese beroep ontvang op die datum waarop hy vir betaalde verlof kwalifiseer; met dien verstande egter dat waar die werknemer in hoër betaalde beroepe afgehoor het gedurende sy kwalifiseertydperk vir die verlof met betaling, sy verlofbesoldiging bereken moet word teen sy gemiddelde uurverdiens, uitgesonderd oortydbesoldiging en skoftoeleas, bereken vir die 26 weke voordat hy vir verlof met betaling kwalifiseer, naamlik die hoogste bedrag.

(2) Elke werknemer is kragtens hierdie Ooreenkoms op drie agtereenvolgende weke verlof met betaling geregtig op onderstaande voorwaardes:—

- (a) Die kwalifikasie vir die verlof met betaling 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, diens by dieselfde werkgever vir minder as 30 skofte nie vir die verlof met betaling tel nie; met dien verstande dat 'n werknemer wat na 18 skofte tydelik uit diens gestel word, met die getal skofte wat werklik gewerk is, gekrediteer moet word vir doeleindes van verlof met betaling;
 - (ii) waar 'n werknemer se diens by die werkgever ooreenkomsstig (i) hiervan onderbreek word en hy weer vir dieselfde werkgever begin werk, hy vir doeleindes van verlof met betaling gekrediteer moet word met die totale getal skofte by sodanige werkgever gewerk, met dien verstande dat hy nie in die tussentyd vir 'n ander werkgever werk nie;
 - (iii) tydperke van afwesigheid weens siekte wat altesaam hoogstens 52 skofte in een bepaalde kwalifiseertydperk vir verlof met betaling beloop vir die verlof met betaling moet tel, met dien verstande dat die werkgever daarop geregtig is om van 'n werknemer te vereis om 'n doktersertifikaat wat vir die werkgever bevredigend is, as bewys van die oorsaak van afwesigheid voor te lê. Werkdae binne 'n tydperk van afwesigheid weens 'n ongeval 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 geval binne die bepalinge van die Ongevalwet, 1941, val, en die kwalifiseerskofte wat vir die doeleindes van verlof met betaling tel, is die werkdae binne 'n tydperk van arbeidsongeskiktheid wat by genoemde Wet erken word;

(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, pension funds or contributions to recognised recreation funds, 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) with the written consent of the employee deductions in respect of subscriptions to a trade union which is a party to this Agreement;
- (d) contributions to the funds of the Council in terms of section 21 of this Agreement;
- (e) any amount paid by the employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;
- (f) 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) 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 the paid holiday, 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 the paid holiday, 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 the paid 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) periods of absence on account of sickness aggregating not more than 52 shifts in any one qualifying period for the paid holiday, 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, 1941, 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) tydperke van afwesigheid vir die bykomende week verlof met betaling, of ophopings daarvan, soos bepaal in klousule 8 van hierdie deel van die Ooreenkoms, vir die doeleindes van verlof met betaling tot in die mate van die getal skofte wat die betrokke werknemer gewoonlik gedurende daardie tydperke sou gewerk het;
- (v) 'n werknemer wat van die werk wegby sonder afdoende rede wat vir die werkgever bevredigend is, verbeur ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloor, vyf skofte wat vir sy kwalifikasie vir verlof met betaling gewerk is, met 'n maksimum verbeuring van 30 skofte in een bepaalde kwalifiseertydperk vir die verlof met betaling; met dien verstande dat die werkgever binne 14 dae vanaf sodanige afwesigheid skriftelik kennis van sodanige afwesigheid aan die werknemer en die Raad moet gee;
- (vi) die werkdae binne 'n tydperk van militêre opleiding soos in hierdie Ooreenkoms omskryf, vir verlofdoeleindes tel;
- (vii) die werkdae binne 'n tydperk van verlof sonder betaling, wat die werkgever aan die werknemer verleen om regstreekse sake van die Raad te behartig, vir verlofdoeleindes tel;
- (viii) alle tydperke van afwesigheid waarvoor 'n werkgever spesiale verlof met betaling aan 'n werknemer verleen, vir verlofdoeleindes tel.
- (b) Behoudens die bepaling van subklousule (4) hiervan, moet die verlof met betaling een ononderbroke tydperk wees en vier naweke insluit, uitgesonderd dié gevalle waar die rotasieskofwerker se vry dag nie op die Sondag onmiddellik voordat hy met verlof met betaling gaan, val nie. Die werknemer mag egter verlof sonder betaling vir die Sondag, wat 'n gewone roosterwerkdag is, vra onmiddellik voordat hy met verlof met betaling gaan.
- (c) Indien 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 betaling vir elke sodanige dag.
- (d) 'n Werknemer moet minstens vier weke voordat hy met verlof met betaling gaan, aansoek daarom doen.
- (e) Die werkgever moet die verlof so verleen dat dit begin binne 'n tydperk van vier maande nadat die werknemer daarop geregtig geword het.
- (f) 'n Werknemer moet sy verlof met betaling neem, en is daarop geregtig om dit te neem binne 'n tydperk van vier maande nadat hy daarop geregtig geword het, tensy vrystelling deur die Raad verleen word.
- (g) Geen werknemer mag gedurende die tydperk van sy verlof met betaling enige diens teen beloning verrig nie.
- (3) Wanneer 'n werknemer op die punt staan om sy verlof met betaling te neem, moet die werkgever die geld wat vir dié doel aan hom betaalbaar is, in kontant aan hom betaal wanneer hy ophou werk om met verlof te gaan.
- (4) (i) Iedere keer wat 'n werknemer, uitgesonderd 'n vakleerling, vir drie weke verlof met betaling kwalifiseer ooreenkomstig subklousule (2) hiervan, mag hy een week van sodanige verlof met betaling laat ophoop, met dien verstande, dat sodanige opgehoopte verlof met betaling, wat in sy krediet staan, nooit meer as twee weke mag wees nie.
- (ii) Die opgehoopte verlof met betaling mag nie saam met gewone verlof met betaling, geneem word nie, tensy die werkgever uitdruklik toestemming daartoe verleen het.
- (iii) Aansoeke om sodanige opgehoopte verlof met betaling, of om gedeeltes daarvan, moet betyds ingedien word en sodanige aansoeke word geheel en al na goedvinde van die werkgever toegestaan met inagneming daarvan of geskikte reëlings getref kan word vir die verrigting van die applikant se werk gedurende sy afwesigheid, met dien verstande dat sodanige opgehoopte verlof met betaling nie verbeur mag word nie.
- (iv) Geen opgehoopte verlof met betaling mag vir 'n gedeelte van 'n werkdag verleen word nie.
- (v) Besoldiging vir die opgehoopte verlof met betaling word betaal op dié grondslag dat een week se opgehoopte verlof met betaling gelyk is aan 46 gewone ure of, as 'n kleiner getal gewone ure gewoonlik per week gewerk word, op grondslag van dié kleiner getal ure. Besoldiging vir tydperke van opgehoopte verlof met betaling vir minder as een week moet betaal word volgens die getal gewone ure gewoonlik gewerk op die dag of dae waarop verlof verleen word. In geen geval mag 'n werknemer egter meer as die ekwivalent van die gewone ure vir een week ten opsigte van een week opgehoopte verlof met betaling ontvang nie afgesien daarvan of sodanige verlof met betaling in een ononderbroke tydperk of in tydperke van minder as een week geneem word.
- (vi) Daar moet vir opgehoopte verlof met betaling betaal word teen die loon wat die werknemer ontvang het op die datum waarop hy vir sodanige verlof met betaling gekwalifiseer het.
- (vii) Tydperke van afwesigheid met opgehoopte verlof met betaling wat hierkragtens verleen is, tel nie as kwalifiseerskofte vir die verlof met betaling waarvoor daar in sub-klousule (2) hiervan voorsiening gemaak word nie.
- (viii) Verlofbonusse wat ooreenkomstig klousule 9 van Deel I van hierdie Ooreenkoms betaalbaar is, mag nie opgehoop en saam met opgehoopte verlof met betaling oorgedra word nie, maar moet aan die werknemer betaal word wanneer hy vir dié gewone verlof met betaling vir die kwalifiseerjaar kwalifiseer en sodanige verlof neem.

- (iv) periods of absence on the additional week's paid holiday 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 the paid holiday; 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 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 paid 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 the paid holiday. The employee may, however, request leave without pay for the Sunday, which is a normal rostered working day, immediately prior to proceeding on the paid holiday.
- (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) Application for the holiday shall be made by an employee at least four weeks before proceeding on the paid holiday.
- (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 paid 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 paid holiday.
- (3) When an employee is about to take his paid holiday, the moneys payable to him for the purposes thereof 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 paid holiday standing to his credit shall at no time exceed two weeks.
- (ii) The accumulated paid holiday shall not be taken in conjunction with any normal paid holiday except with the express agreement of the employer.
- (iii) Applications for such accumulated paid holiday 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 paid holiday shall not become forfeit.
- (iv) Accumulated paid holiday shall not be granted for a portion of any working day.
- (v) Payment of the accumulated paid holiday shall be made on the basis that one week's accumulated paid holiday 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 paid holiday 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 holiday no matter whether such paid holiday be taken in one unbroken period or in periods of less than one week.
- (vi) The rate of pay at which accumulated paid holiday shall be paid shall be that of which the employee was in receipt at date of qualification for such paid holiday.
- (vii) Periods of absence on accumulated paid holiday 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 paid holiday, but shall be paid to the employee when he qualifies for and proceeds on the normal paid holiday for the year of qualification.

(5) Wanneer die diens van 'n werknemer eindig voordat hy op verlof met betaling kragtens subklousule (2) van hierdie klousule geregtig word, moet hy gekrediteer word met die eweredige getal skofte gewerk. Die werkgever moet, wanneer die werknemer sy diens verlaat, hom voorsien van 'n bewys opgestel in 'n vorm wat vir die Raad aanneemlik is en waarin die getal skofte wat vir verlofdoeleindes gereken word, gemeld word, en sodanige werkgever moet die geldekwivalent van die verlof waarop die werknemer aldus geregtig is, bereken soos bepaal in subklousule (1) van hierdie klousule, min enige bedrag wat ingevolge die wet vir inkomstebelasting afgetrek moet word, onmiddellik aan die sekretaris van die streekraad stuur.

(6) Wanneer 'n werknemer sterf of in die loop van sy diens onbekwaam raak om sy beroep uit te oefen, is die bedrag aan hom verskuldig ten opsigte van verlofbesoldiging, betaalbaar aan sy boedel of aan hom, 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, is 'n werknemer aan wie 'n bewys kragtens subklousule (5) van hierdie klousule uitgereik is en wat nie meer in die Nywerheid in diens is nie, behoudens paragraaf (b) van hierdie subklousule, by aanbieding van die bewys aan die Raad in die streek van herkoms, geregtig op betaling van enige onbetaalde saldo waarmee hy in die Raad se boeke gekrediteer is.

(b) Alle bewyse wat kragtens subklousule (5) van hierdie klousule aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar vanaf die datum van die laaste skof wat deur sodanige werknemer gewerk is, en bedrae waarmee 'n werknemer in die boeke van die Raad gekrediteer is, kom na verstryking van sodanige tydperk die fondse van die Raad toe; met dien verstande egter dat die Raad enige eis wat sodanige werknemer na verstryking van genoemde tydperk mag instel, in oorweging moet neem en na sy goedvinde 'n *ex gratia* betaling aan die werknemer soos hierin bedoel uit die fondse van die Raad mag doen.

(8) Behoudens andersluidende bepalinge hierin vervat, moet diens vir die toepassing van hierdie klousule geag word te begin vanaf die datum waarop 'n werknemer in die werkgever se diens tree of die datum waarop hy laas geregtig geword het op verlof met betaling, naamlik die jongste datum.

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

8. BYKOMENDE VERLOFBESOLDIGING.

(1) Behoudens subklousule (3) hiervan, is 'n werknemer wat na die inwerkingtreding van hierdie Ooreenkoms kwalifiseer vir sy tiende of daaropvolgende verlof met betaling wat hom toekom uit hoofde van sy ononderbroke diens by dieselfde werkgever soos bepaal in klousule 7 (2) van Deel I van hierdie Ooreenkoms, op daardie datum en elke jaar daarna so lank hy in diens van dieselfde werkgever is, geregtig op 'n ekstra week verlof met betaling, wanneer dit vir die werkgever gerieflik is of op die ekwivalente waarde daarvan; met dien verstande dat volgens 'n onderlinge reëling tussen die werkgever en die werknemer—

(i) die verlof met betaling, soos in klousule 7 (2) van Deel I van hierdie Ooreenkoms bedoel, met 'n ekstra week verleng mag word; of

(ii) die ekstra week verlof met betaling van die kwalifiseerjaar af uitgestel mag word en die werknemer dit kan laat ophoop tot 'n maksimum van drie sodanige ekstra weke verlof met betaling.

(2) Wanneer die werkgever en die werknemer 'n ooreenkoms aangaan soos in subklousule (1) (ii) bepaal, en die werknemer vir een, twee of drie sodanige ekstra weke verlof met betaling (hieronder die „opgehoopte langdiensverlof met betaling” genoem) gekwalifiseer het, moet die opgehoopte langdiensverlof met betaling deur die werkgever verleen en deur die werknemer geneem word wanneer die verlof met betaling soos in klousule 7 (2) van hierdie Deel van die Ooreenkoms voorgeskryf, aan hom verleen word en hy dit neem, tensy, na gelang van wat die werkgever en werknemer ooreenkoms, die opgehoopte langdiensverlof met betaling 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 met betaling te neem in die tydperk voordat hy vir sy volgende verlof met betaling kwalifiseer, en as die werknemer versuim om die opgehoopte langdiensverlof met betaling binne sodanige tydperk te neem, verbeur hy sy reg daarop.

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

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

(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 drawn up in a form acceptable to the Council setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Regional 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, less any deduction compelled by law for Income Tax.

(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 holiday pay vouchers to the benefit of the employees leaving the Industry.

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, at that date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid holiday 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 paid holiday 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 paid holiday”) the employer shall grant and the employee shall take the long service accumulated paid holiday 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 paid holiday being taken at a different time; provided that the employer shall in any case enable the employee to take the long service accumulated paid holiday in the period before he next qualifies for a paid holiday, and if the employee fails to take the long service accumulated paid holiday 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 paid holiday 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 holiday provided for in this section, he shall be paid upon his employment so terminating for such extra paid holiday as he has qualified for and not received.

9. VERLOFBONUS.

Vir die toepassing van hierdie klousule beteken „verlofkwalifikasie” die kwalifikasie vir die verlof met betaling soos voorgeskryf in klousule 7 van hierdie Deel van die Ooreenkoms.

- (1) Wanneer 'n werknemer vir verlof met betaling kwalifiseer en met sodanige verlof gaan, moet hy 'n verlofbonus van minstens R65 ontvang.
- (2) Wanneer die diens van 'n werknemer eindig voordat hy geregtig word op verlof met betaling moet die werknemer gekrediteer word met 'n deel van die bonus wat eweredig is aan die getal skofte waarmee hy vir verlofdoeleindes gekrediteer is. 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 hy moet die geldekwivalent van die bonus onmiddellik aan die Sekretaris van die streekraad stuur saam met die geldekwivalent van die verlof met betaling waarop sodanige werknemer geregtig is.
- (3) Wanneer die geldekwivalent van die verlofbonus ingevolge subklousule (2) aan die Raad gestuur word, is die bepaling van sub-klousules (6) en (7) van klousule 7 en van klousule 10 van hierdie Deel van die Ooreenkoms betreffende die geldekwivalent van die verlof met betaling waarop die werknemer geregtig is, *mutatis mutandis* van toepassing.
- (4) Hierdie klousule is nie op vakleerlinge en werknemers wat werksaam is in die beroepe genoem onder subartikels (6), (7), (8), (9) en (10) van klousule 1 van Deel IV van hierdie Ooreenkoms, van toepassing nie en hulle is nie daarop geregtig om vir hierdie verlofbonus te kwalifiseer nie en mag dit ook nie ontvang nie.
- (5) Geen werknemer word vir tydperke van diens wat nie ingevolge klousule 7 (2) (a) (i) van hierdie Deel van die Ooreenkoms vir verlof met betaling tel nie, met 'n bonus gekrediteer nie.

10. BETALING GEDURENDE WERKLOOSHEID.

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

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

11. BESOLDIGING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) Behoudens die bepalinge van subklousule (5) hiervan, is Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag vakansiedae met betaling.

(2) As 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet hy behoudens die bepalinge van subklousule (5) hiervan, besoldig word teen sy gewone uurloon vir die gewone werkeure 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 bepalinge van sub-klousule (2) is nie van toepassing nie op 'n werknemer wat met dié verlof met betaling is wat in hierdie Deel van die Ooreenkoms voorgeskryf word.

(4) Wanneer 'n werknemer op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet hy betaal word teen sy gewone uurloon vir die getal ure waarvoor 'n werknemer wat nie op so 'n dag werk nie ingevolge subklousule (2) hiervan betaal word en daarbenewens moet hy teen 1.3 maal die uurloon betaal word vir tyd gewerk tot en met genoemde getal ure; daarna moet hy teen 2.5 maal die uurloon besoldig word tot die gewone begintyd die volgende dag.

(5) Wanneer 'n werknemer wat volgens 'n rooster werk 'n roostervrydag het wat op 'n openbare vakansiedag met betaling val, moet sy volgende gewone skof wat op so 'n vakansiedag volg, geag word die openbare vakansiedag met betaling te wees en besoldiging vir dié dag moet betaal word ooreenkomstig subklousule (2) of (4) van hierdie klousule, na gelang van die geval.

OPMERKING.—Vir die toepassing van hierdie klousule, word Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag geag te begin op die gewone begintyd van die oggendskof van sodanige dae begin en tot dieselfde tyd die volgende dag voort te duur.

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 paid holiday he shall receive a holiday bonus of not less than 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 Regional 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 sub-sections (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 the paid holiday or becomes unemployed for a longer period than six days.

(2) An employee claiming and receiving payment in terms of sub-section (1) shall on obtaining further employment in the Industry, commence to qualify for the paid holiday 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 paid holiday 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 or New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week; provided that whenever the Day of the Covenant, Christmas Day or New Year's Day fall on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive.

(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 at his ordinary hourly rate 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 1.3 times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid at 2.5 times 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. SKOFWERKTOELAE VIR NAMIDDAG- EN NAGSKOFTE.

(1) Werknemers wat rotasieskofwerk verrig, moet 'n skofwerktoelae soos volg betaal word:—

(a) *Namiddagskof*.—Vir werk wat gewoonlik op die gewone namiddagskof, van die betrokke werknemer verrig word, moet die betaling van die skofwerktoelae soos volg bereken word:—

Totale getal ure gewerk, vermenigvuldig met die uurloon (uitgesonderd persoonlike toelae en bonustoeleae) vermenigvuldig met 4 persent.

(b) *Nagskof*.—Vir werk wat gewoonlik op die gewone nagskof van die betrokke werknemer verrig word, moet die betaling van 'n skofwerktoelae soos volg bereken word:—

Totale getal ure gewerk, vermenigvuldig met die uurloon (uitgesonderd persoonlike toelae en bonustoeleae) vermenigvuldig met 8 persent.

(c) Wanneer 'n werknemer wat rotasieskofwerk verrig, 'n dubbele skof of gedeelte daarvan, werk wat of in die gewone namiddag- of in die nagskof val, of namiddag- of nagskofte werk op sy gewone vrydag, moet die skofwerktoelae vir sodanige addisionele ure bereken word teen die persentasie wat van toepassing is op die besondere skof, of gedeelte daarvan, soos hierbo gemeld.

(d) Wanneer dit nodig gevind word om die gewone stelsel van rotasieskofte te verander in 'n stelsel wat op twee twaalfuurskofte per werkdag gebaseer is, moet die skofwerktoelae gedurende sodanige tydperk soos volg betaal word:—

Gedurende die eerste twaalfuurskof op 'n dag moet 'n skofwerktoelae vir die laaste 4 uur van sodanige skof betaal en bereken word op dieselfde wyse soos in subklousule (1) (a) voorgeskryf.

Gedurende die tweede twaalfuurskof op 'n dag moet 'n skofwerktoelae vir die eerste 4 uur van sodanige skof betaal en bereken word op dieselfde wyse soos in subklousule (1) (a) voorgeskryf, en die skofwerktoelae vir die laaste 8 uur van sodanige skof moet bereken word op dieselfde wyse soos in subklousule (1) (b) voorgeskryf.

(2) Geen skofwerktoelae word aan 'n werknemer betaal vir 'n tydperk wat hy om water rede ook al, van sy werk af weg is nie.

(3) Skofwerktoelae is alleenlik wanneer werknemers weeklikse rotasieskofwerk op of die namiddag- of die nagskof verrig, aan hulle betaalbaar.

13. REIS- EN VERBLYFTOELAE.

(1) Waar werk op 'n ander plek as die werkgewer se bedryfsinrigting of die werknemer se gewone werkplek gedoen word wat dit nodig maak dat die werknemer reis, moet die werknemer wat gestuur word om sodanige werk te verrig, voorsien word van 'n tweedeklasspoorwegkaartjie behalwe oor voorstedelike lyne, waar hy in die eerste klas moet reis of geskikte vervoer na en van die werk; met dien verstande dat 'n derdeklasspoorwegkaartjie verskaf mag word in die geval van werknemers vir wie diensvoorwaardes in Deel II van hierdie Ooreenkoms voorgeskryf word.

(2) Wanneer daar van 'n werknemer vereis word om ooreenkomstig subklousule (1) hiervan te reis, moet hy teen sy gewone loon betaal word vir die gewone werkure en teen die helfte van sy gewone loon vir tyd buite die werkure gereis, en besoldiging moet in geen geval meer as 12 uur se gewone besoldiging per tydkring van 24 uur of 'n 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 hy ten opsigte van daardie dag verdien het, en vir doeleindes van verdere betaling ooreenkomstig hierdie subklousule 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 'n bed op die trein betaal word.

(4) Waar die werkgewer van 'n werknemer vereis om op 'n ander plek as sy gewone woonplek te woon omdat hy op 'n ander plek as sy gewone werkplek werksaam is, moet die werkgewer vir die losies en inwoning van die werknemer betaal of dit op die werkplek verskaf.

(5) Vir die toepassing van hierdie klousule, word Saterdag en Sondag as gewone werkdag gereken.

14. DIENSBEEÏNDIGING.

(1) 'n Werkgewer of werknemer moet minstens een volle werkdag vooraf kennis gee van die beëindiging van 'n dienskontrak; met dien verstande dat hierdie bepaling nie die volgede raak nie:—

(a) Die reg van 'n werkgewer of 'n werknemer om 'n dienskontrak sonder kennisgewing om 'n regsgeldige rede te beëindig;

(b) enige ooreenkoms tussen die werkgewer en die werknemer waarby voorsiening vir 'n langer kennisgewingstermyn 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 kennisgewingstermyn waarvoor daar ooreengekom is of wat voorgeskryf is.

12. SHIFT WORK ALLOWANCES FOR AFTERNOON AND NIGHT SHIFTS.

(1) Employees working rotation shift work shall be paid a shift work 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 calculated as follows:—

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 calculated as follows:—

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

(c) When an employee on 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 shall be calculated at the percentage rate applicable to the particular shift or portion thereof as outlined above.

(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 shall be made for the last 4 hours of such shift calculated in the same manner as prescribed in sub-section (1) (a).

During the second twelve-hour shift on any day payment of a shift work allowance shall be made for the first 4 hours of such shift calculated as prescribed in sub-section (1) (a), and payment of a shift work allowance for the last 8 hours of such shift calculated as prescribed in sub-section (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 allowance shall only be payable to employees when working weekly rotation shift work on either the afternoon or night shift.

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 days' 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) Wanneer die kontrak beëindig kan word deur een volle werkdag vooraf kennis te gee en die werknemer versuim om dié kennis te gee of om vir dié kennisgewingstermyn te werk, mag die werkgever die loon vir die ure van 'n gewone skof in die betrokke bedryfsinrigting aftrek.

(3) Vir die toepassing van hierdie klousule word Saterdag nie geag 'n volle werkdag te wees nie. Kennis van die beëindiging van 'n dienskontrak by die staking van werksaamhede op 'n Saterdag moet voor 12 uur middag op 'n Vrydag gegee word.

15. KORTTYD.

(1) Die werkgever mag sy werknemers vir minder ure as die gewone werkure van sy bedryfsinrigting laat werk weens—

- (a) 'n tekort aan werk en/of materiaal, en in dié geval moet die werkgever sy werknemers twee volle werkdag vooraf kennis gee van sy voorneme om korttyd te werk, en moet hy, vir sover dit prakties moontlik is, die beskikbare werk onder die betrokke werknemers versprei. Waar die werkgever uitdruklik van die werknemer vereis dat hy hom op 'n bepaalde dag by die bedryfsinrigting moet aanmeld met die doel om vas te stel of werk beskikbaar gestel sal word, moet sodanige werknemer minstens vier uur se werk, of besoldiging in plaas daarvan, ten opsigte van so 'n dag ontvang. As daar nie van die werknemer vereis word om hom by die bedryfsinrigting aan te meld nie, moet die werkgever die werknemer daarvan in kennis stel op die werkdag onmiddellik voor die dag waarop daar nie van hom verlang word om hom aan te meld nie; of
- (b) onvoorsiene gebeurlikhede en/of omstandighede buite die beheer van die werkgever, waar bogenoemde omstandighede hulle voordoen, mag daar nie van die werkgever vereis word om lone aan sy werknemers te betaal nie, uitgesonderd vir die tydperke werklik gewerk; met dien verstande dat, waar die werkgever van mening is dat die werk hervat 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 sodanige dag moet ontvang.

(2) Kort skofte gewerk terwyl daar korttyd gewerk word, tel as skofte werklik gewerk vir die doeleindes van kwalifisering vir die verlof met betaling soos bedoel in klousule 7 van hierdie Deel van die Ooreenkoms; met dien verstande dat minstens 'n halwe skof op elke dag gewerk word.

16. SLUITING VAN BEDRYFSINRIGTING OP 'N GEWONE WERKDAG.

(1) Ondanks die bepaling in hierdie Ooreenkoms, mag 'n afdeling of afdelings van die bedryfsinrigting gedurende 'n werkdag wat vir die bedryfsinrigting gespesifiseer is in klousule 4 van hierdie Deel van die Ooreenkoms, gesluit word by onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van die werknemers wat deur sodanige sluiting geraak word.

(2) Wanneer daar, as gevolg van die sluiting van 'n afdeling of afdelings van die bedryfsinrigting by onderlinge ooreenkoms kragtens subklousule (1), nie van 'n werknemer vereis word om te werk nie, mag 'n vermindering, eweredig aan die ure wat daar nie gewerk is nie, gemaak word in die bedrae betaalbaar kragtens hierdie Ooreenkoms, en skofte aldus verloor, tel nie vir doeleindes van kwalifisering vir die verlof met betaling soos bedoel in klousule 7 van hierdie Deel van die Ooreenkoms nie.

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

17. BUITEWERK.

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

18. UITREIKING VAN SERTIFIKATE.

Die werkgever mag nie, na verloop van een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, enigiemand vir vakmanswerk wat in die Ooreenkoms ingelys is, uitgesonderd 'n werknemer wat sy vakleerlingskap ooreenkomstig 'n kontrak ingevolge die Wet op Vakleerlinge of enige ander kontrak wat deur die Raad erken word, voltooi het in enigen van die klasse werk wat in die Ooreenkoms as vakmanswerk ingelys is; in diens neem nie tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad erken word of uitgereik is en wat hom bevoeg maak om vir vakmanswerk in diens geneem te word; met dien verstande dat die werknemer daarop geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom die bevoegdheid verleen om vir vakmanswerk in diens geneem te word, en hy mag, as so 'n sertifikaat aan hom verleen word, daarna in diens geneem word vir die werk wat in sy sertifikaat gemeld en as vakmanswerk ingelys is.

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 mag vrystelling van enigen van die bepalinge van hierdie Ooreenkoms aan die werkgever of die werknemer verleen. Aansoeke om vrystelling moet aan die Sekretaris van die Streeksraad van die betrokke gebied gerig word.

(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 the pay 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 receive not less than four hours' work or pay in lieu thereof, in respect of such day.

(2) 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 AN 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 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 work; provided that the employee shall be entitled to apply to the Council for a certificate enabling him to be employed on journeyman'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 persons 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) Die Raad moet die voorwaardes vasstel waarop sodanige vrystelling van krag is; met dien verstande dat die Raad, as hy dit nodig ag en nadat daar een week vooraf skriftelik kennis aan die betrokke persoon gegee is, enige vrystellingsertifikaat mag intrek selfs al het die tydperk waarvoor sodanige vrystelling verleen is, nog nie verstryk nie.

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

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

21. UITGAWES VAN DIE RAAD.

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

- (1) Die werkgewer moet van die loon van elkeen van sy werknemers op wie hierdie Ooreenkoms van toepassing is (uitgesonderd werknemers vir wie daar voorsiening gemaak word in Deel II van hierdie Ooreenkoms, vakleerlinge of minderjarige gedurende die tydperk wat sodanige minderjarige in diens mag wees sonder 'n leerlingskontrak kragtens die Wet op Vakleerlinge, 1944), 'n bedrag aftrek van 2.5c per week, met inbegrip van weke waarin 'n werknemer afwesig is met verlof met betaling.
- (2) By die bedrag aldus afgetrek, moet die werkgewer 'n bedrag voeg wat daaraan gelyk is en die totale bedrag vir elke maand voor of op die 15de dag van elke maand soos volg aan die Raad stuur:—

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

22. INDIENSNEMING VAN LEDE VAN VAKVERENIGING.

(1) Behoudens die bepalings van subklousules (2) en (3) hiervan, mag geen werknemer wat nie lid is nie van een van die vakverenigings wat partye by hierdie Ooreenkoms is, deur die werkgewer in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, werk vir 'n werkgewer wat nie lid van die werkgewersorganisasie is nie; met dien verstande dat hierdie subklousule van toepassing is op alleenlik—

- (a) werknemers wat werk verrig wat in hierdie Ooreenkoms as vakmanswerk ingelys is; en
- (b) ander werknemers vir wie 'n loon van 32.5c per uur en meer in die Ooreenkoms voorgeskryf word, indien sodanige werknemers minstens ses maande lank in die Nywerheid in diens was en ooreenkomstig die konstitusie van die betrokke vakvereniging bevoeg is om lid van een van die vakverenigings te word.

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

(3) Die bepalings van hierdie klousule is nie ten opsigte van 'n immigrant gedurende die eerste jaar na die datum van sy aankoms in die Republiek van Suid-Afrika van toepassing 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 bepalings van hierdie klousule onmiddellik van toepassing word.

(4) Afsien van enige persoon se regte kragtens artikel een-en-veertig (10) van die Wet, mag die Raad om 'n afdoende rede vrystelling verleen van die bepalings van subklousules (1) en (2) hiervan, en genoemde subklousule is voorts nie van toepassing nie op persone wat, na die mening van die Raad, lidmaatskap tot 'n party by hierdie Ooreenkoms sonder redelike gronde geweier is en wat sodanige weiering by die Raad aangemeld het.

23. VERTONING VAN OOREENKOMS.

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

24. TOEPASSING VAN OOREENKOMS.

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

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

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

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

(4) The Council shall cause—

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

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 to whom this Agreement applies (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 2.5c per week including weeks on which an employee is absent on paid holiday.
- (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 union 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 32.5c 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 who is 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 Republic 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. AGENTE.

Die Raad moet een of meer bepaalde persone as agente aanstel om te help om uitvoering aan die bepalinge van hierdie Ooreenkoms te gee. 'n Agent het die reg om die bedryfsinrigting van die werkgewer binne te gaan en mag die werkgewer of werknemers ondervra en die registers van betaalde lone, tyd gewerk en betaling vir oortydwerk, nagaan met die doel om vas te stel of die bepalinge van hierdie Ooreenkoms nagekom word of nie.

26. VERSEKERING VAN GEREEDSKAP.

Die werkgewer moet 'n versekeringspolis uitneem by 'n geregistreerde versekeringsmaatskappy waarby die gereedskap wat die private eiendom is van sy vakman-, vakleerling- en masjienwerknemers, teen beskadiging of vernietiging weens brand op die werkgewer se persele verseker word. Die maksimum dekking, ingevolge hierdie klousule, vir die versekering van gereedskap is R50 (vyftig rand) per werknemer hierbo genoem.

DEEL II.

SPESIALE VOORWAARDES BETREFFENDE SEKERE KLASSE WERK
HIERIN GESPEKIFISEER.

Ondanks enigiets in hierdie bepalinge vervat, is die bepalinge betreffende „Werkure” (klousule 4), „Oortydwerk en besoldiging vir werk op Sondae” (klousule 5), „Betaling van verdienste” (klousule 6), „Verlofbesoldiging” (klousule 7), „Bykomende verlofbesoldiging” (klousule 8), „Verlofbonus” (klousule 9), „Betaling gedurende werkloosheid” (klousule 10), „Besoldiging vir sekere openbare vakansiedae” (klousule 11), „Skofwerktoelaes vir namiddag- en nagskofte” (klousule 12), van Deel I van hierdie Ooreenkoms nie van toepassing nie op werknemers wat werksaam is in die beroepe ingelys onder subartikels (6), (7), (8), (9) en (10) van klousule I van Deel IV van hierdie Ooreenkoms en 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 gee die deurslag ingeval sodanige spesiale bepalinge en genoemde orige bepalinge van Deel I strydig met mekaar is.)

1. WERKURE.

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

2. OORTYDWERK EN BETALING VIR WERK OP SONDAE.

(1) Alle tyd wat daar op 'n weekdag langer as die gewone ure van die skof gewerk word, word geag oortydwerk te wees en daarvoor moet teen 1.1 maal die uurloon betaal word; met dien verstande dat, in die geval van 'n werknemer wat 'n vyfdagweek werk, daar vir tyd op 'n Saterdag gewerk, betaal moet word teen 1.1 maal die uurloon.

(2) Vir alle tyd gewerk op 'n Sondag, moet daar 1.1 maal die uurloon betaal word.

(3) Wanneer 'n werknemer van sy woonplek teruggedroep word om oortyd te werk en daar nie van hom vereis word om 'n gewone skof te werk nie, moet sodanige werknemer teen 1.1 maal sy uurloon besoldig word vir die tyd wat hy werk, met 'n minimum besoldiging van drie maal sy uurloon vir gewone tyd; altyd met dien verstande dat sodanige werknemer ophou werk voordat sy volgende skof begin.

OPMERKING.—Vir die toepassing van hierdie klousule, word Sondag geag te begin op die gewone begintyd van die oggendskof van sodanige dag en voort te duur tot dieselfde tyd die daaropvolgende dag.

3. BESOLDIGING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) Goeie Vrydag, Hemelvaartdag, Gelofte dag, Kersdag en Nuwejaarsdag is vakansiedae met betaling.

(2) As 'n werknemer op Goeie Vrydag, Hemelvaartdag, Gelofte dag, Kersdag of Nuwejaarsdag werk nie, moet hy besoldig word teen sy gewone uurloon vir die gewone werkure vir daardie dag van die week; met dien verstande dat wanneer Gelofte dag, 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 bepalinge van subklousule (2) is nie op 'n werknemer wat met die verlof met betaling is soos in hierdie Deel van die Ooreenkoms voorgeskryf, van toepassing nie.

(4) As 'n werknemer op Goeie Vrydag, Hemelvaartdag, Gelofte dag, Kersdag of 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 oortydbesoldiging voorgeskryf in klousule 2 (1) van hierdie Deel van die Ooreenkoms, van toepassing.

OPMERKING.—Vir die toepassing van hierdie klousule, word Goeie Vrydag, Hemelvaartdag, Gelofte dag, Kersdag en Nuwejaarsdag geag te begin op die gewone begintyd van die oggendskof van sodanige dae en tot dieselfde tyd die volgende dag voort te duur.

4. BETALING VAN VERDIENSTE.

(1) (a) Behoudens andersluidende bepalinge, moet alle bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, wekeliks voor of op 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.

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 R50 (fifty rand) per employee stated above.

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) of Part I of this Agreement shall not apply to employees employed in the occupation scheduled under sub-sections (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. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) All time worked on any weekday in excess of the usual ordinary hours of the shift shall be regarded as overtime and shall be paid for at 1.1 times the hourly rate, provided that in the case of an employee working a five-day week, time worked on Saturday shall be paid for at 1.1 times the hourly rate.

(2) All time worked on a Sunday, shall be paid for at 1.1 times the hourly rate.

(3) 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 1.1 times his hourly rate for the time he works, with a minimum payment of three times his hourly rate at straight time, always provided such employee ceases work before the commencement of his next shift.

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.

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, 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 falls 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, 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 (1) of this Part of the Agreement shall apply.

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.

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) Aan elke werknemer moet 'n staat oorhandig word wat sy state verdienste, gewone tyd, oortydbesoldiging en aftrekkings jeld.

(2) Die werkgever mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie.

(3) Behoudens andersluidende bepalings in hierdie Ooreenkoms, mag geen bedrag hoegenaamd, uitgesonderd die volgende, van die bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is, afgetrek word nie:—

(a) 'n Bedrag vir losies of inwoning of albei kragtens hierdie Ooreenkoms.

(b) Wanneer 'n werknemer van sy werk afwesig is en ook wanneer hy afwesig is gedurende verlof sonder betaling wat verleen is ter verlenging van die verlof met betaling waarvoor daar in Deel II, klousule 5, van hierdie Ooreenkoms, voorsiening gemaak word, 'n eweredige bedrag vir die tydperk van sodanige afwesigheid.

(c) Op die skriftelike versoek van die werknemer en met die toestemming van die werkgever, bedrae op die voorwaardes en vir dié doeleindes wat die werknemer in sy versoek moet voorskryf, uitgesonderd bydraes tot 'n ongeregiſtreerde organisasie van werknemers wat die aard van 'n vakvereniging het.

(d) Alle bedrae wat die werkgever regtens of ingevolge 'n ordonnansie of regsproses verplig is om ten behoeve van 'n werknemer te betaal en betaal het.

(e) Waar 'n werkgever, as gevolg van 'n klerklike of boekhou- of administratiewe fout of foutieve berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgever daarop geregtig om die bedrag wat te veel betaal is, behoudens onderstaande bepalings te verhaal deur dit van latere lone of verdienste af te trek:—

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

(ii) geen sodanige bedrag mag van die verlofbesoldiging wat ingevolge hierdie Ooreenkoms aan die werknemer betaalbaar is, afgetrek word nie;

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

(f) Waar daar, as gevolg van die sluiting van 'n afdeling of afdelings van die bedryfsinrigting deur onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van die werknemers wat deur sodanige sluiting geraak word, nie van 'n werknemer vereis word om te werk nie, tel 'n eweredige bedrag vir die tydperk van sodanige afwesigheid en vir die skofte aldus verloor, nie vir doeleindes van kwalifisering vir die verlof met betaling soos in klousule 5 van hierdie Deel van die Ooreenkoms bedoel nie.

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

5. VERLOF MET BETALING.

(1) Die werkgever moet aan elke werknemer verlof met volle besoldiging verleen vir minstens drie agtereenvolgende weke of anders aan sodanige werknemer verlof met volle besoldiging vir minstens twee agtereenvolgende weke verleen en hom een week se besoldiging betaal in plaas van die derde week se afwesigheid, behoudens onderstaande voorwaardes:—

(a) Die kwalifikasie vir sodanige verlof met betaling 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 met betaling nie met 'n tydperk waarin daar aan 'n werknemer kennis van diensbeëindiging gegee is, mag saamval nie;

(iii) as Goëie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag binne die tydperk van sodanige verlof met betaling val, sodanige dae by genoemde tydperk as 'n verdere tydperk van verlof met volle besoldiging gevoeg moet word;

(iv) enige tydperk waarin 'n werknemer van sy werk afwesig is op las of op die versoek van die werkgever (uitgesonderd afwesigheid weens skorsing in diens as gevolg van wangedrag of pligsversuim) vir verlof met betaling tel;

(v) enige tydperk van afwesigheid as gevolg van siekte en/of werksongeval van altesaam hoogstens 30 skofte in een kwalifiseertydperk vir verlof met betaling vir verlofdoeleindes tel; met dien verstande dat die werkgever die reg het om van 'n werknemer 'n dokter-sertifikaat te eis, wat vir die werkgever bevredigend is, ter staving van die oorsaak van die afwesigheid, en voorts met dien verstande dat in die geval van tydperke van afwesigheid as gevolg van 'n werksongeval, daar erken is dat sodanige ongeval binne die bepalings van die Ongevallewet, 1941, val; met dien verstande dat, as daar regtens van die werkgever vereis word om voorsiening te maak vir die versorging en behandeling van sy werknemers wanneer hulle siek is, dit nie van sodanige werknemers vereis mag word om 'n doktersertifikaat in te dien nie;

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

(1) The employer shall grant to every employee leave of absence on full pay of not less than three consecutive weeks' or alternatively grant not less than two consecutive weeks' leave of absence on full pay plus one week's pay in lieu of the third week of absence 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 paid leave purposes;

(ii) the period of paid 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 falls within the period of the paid 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 works 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 works accident, such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, 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) 'n werknemer wat van die werk wegbly sonder 'n grondige rede wat die werkgever tevrede stel, ten opsigte van elke skof of werkdag wat hy gedurende sy afwesigheid verloor, vyf skofte deur hom gewerk ter kwalifisering vir sy verlof met betaling, verbeur, met 'n maksimum verbeuring van 30 skofte in een bepaalde kwalifiseertydperk vir verlof met betaling;
- (vii) die werkdag wat in die derde week verlof val, indien in werklikheid as verlof met betaling geneem soos in subklousule (1) hiervan bepaal, as kwalifiseerskofte vir verlof met betaling tel.
- (b) Die werkgever moet die verlof met betaling so verleen dat dit begin binne vier maande vanaf die datum waarop die werknemer daarop geregtig word.
- (c) Die werknemer is geregtig op sy verlof met betaling en moet dit neem binne 'n tydperk van vier maande vanaf die datum waarop hy daarop geregtig geword het, tensy vrystelling deur die Raad verleen word.
- (d) Geen werknemer mag, solank hy met verlof met betaling is, werk vir gewin verrig nie.
- (2) Elke werknemer aan wie verlof met betaling verleen word kragtens subklousule (1), moet van die werkgever besoldiging ten opsigte van sodanige verlof ontvang voor of op die laaste werkdag voor die begin van genoemde tydperk.
- (3) By diensbeëindiging moet die werkgever aan die werknemer sy volle besoldiging betaal—
- (a) ten opsigte van verlof met betaling wat hom toekom maar wat nie voor diensbeëindiging aan hom verleen is nie; en
- (b) ten opsigte van die eweredige getal kwalifiseerskofte met betaling in sy krediet na die datum waarop hy laas kragtens subklousule (1) op verlof met betaling geregtig geword het of, in die geval van 'n werknemer wat minder as 12 maande in diens was, nadat hy met sy diens begin het.
- (4) Alle bedrae wat ingevolge subklousule (1) of subklousule (3) hiervan aan 'n werknemer betaal word, moet bereken word volgens die loon wat die werknemer ontvang het op die dag waarop hy vir verlof met betaling gekwalifiseer het of sy diens geëindig het, na gelang van die geval.

Vir die berekening van verlof met betaling wat ingevolge hierdie klousule verskuldig is, word diens geag te begin vanaf die datum waarop 'n werknemer by sy werkgever in diens tree of vanaf die datum waarop hy laas op verlof met betaling geregtig geword het, naamlik die jongste datum.

6. ETES EN HUISVESTING.

Van geen werknemer mag daar as deel van sy dienskontrak vereis word om etes of huisvesting of albei van die werkgever aan te neem of om goedere van sy werkgever te koop of eiendom van hom te huur nie, maar waar 'n werknemer instem om etes of huisvesting of albei van die werkgever aan te neem, mag die werkgever hoogstens R1.25 per week aftrek as etes en huisvesting verskaf word, of hoogstens 85c per week vir slegs etes of 40c per week vir slegs huisvesting.

7. DIENSSERTIFIKATE.

Die werkgever moet, wanneer 'n werknemer hom by die beëindiging van sy diens daartoe versoek, sodanige werknemer van 'n dienssertifikaat voorsien wat die volle name van die werkgever en werknemer meld asook die datums van aanvang en beëindiging van die kontrak en die tydperke diens in die verskillende beroepe; met dien verstande dat waar die loon vir die klas werk van 'n werknemer volgens lengte van diens bepaal word, dit die plig van die werknemer is om sy diensverandering en dienssertifikaat aan die werkgever voor te lê ten einde geregtig te word op die loon vir dieselfde klas werk.

8. BYKOMENDE BESOLDIGING BETAALBAAR AAN WERKNEMERS WAT WERKSAAM IS IN DIE BEROEPE INGELYS ONDER SUBKLOUSULES (6), (7), (8) EN (9) VAN ARTIKEL 1 VAN DEEL IV VAN HIERDIE OOREENKOMS.

Die werkgever moet, benewens enige ander besoldiging wat ingevolge hierdie Ooreenkoms betaalbaar is aan werknemers wat werksaam is in die beroepe ingelys onder subartikels (6), (7), (8) en (9), met uitsondering van jeugdige in diens kragtens subklousule (10) van artikel 1 van Deel IV van hierdie Ooreenkoms, 'n diensverhoging aan sodanige werknemers op die volgende grondslag betaal:—

- (i) Na voltooiing van 12 maande agtereenvolgende en ononderbroke diens by die werkgever, is die diensverhoging gelyk aan 0.4c per uur.
- (ii) Na voltooiing van 24 maande agtereenvolgende en ononderbroke diens by die werkgever, word die diensverhoging tot 1c per uur verhoog.

- (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 toward his paid leave qualification, with a maximum penalty of 30 shifts in any one qualifying period for paid leave.
- (vii) the working days falling within the third week's leave if actually taken as paid leave, as provided for in sub-section (1) hereof, shall count as qualifying shifts for paid leave purposes.

- (b) The paid leave 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 paid leave 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 paid leave.

(2) Every employee to whom paid 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 paid 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 paid shifts standing to his credit after the date on which he last became entitled to paid 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; and

(4) Any amount paid to an employee in terms of sub-section (1) or sub-section (3) hereof shall be calculated at the rate of pay of which the employee was in receipt on the day he qualified for paid leave or his employment terminated, as the case may be.

For the purpose of calculating paid 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. 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 R1.25 per week when board and lodging is provided or not more than 85c per week or board only or 40c per week for lodging only.

7. CERTIFICATE 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 date of commencement and termination of the contract and the periods of employment in the various occupations; provided that where the rate for the class of work of an 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 rate for the same class of work.

8. ADDITIONAL REMUNERATION PAYABLE TO EMPLOYEES EMPLOYED ON WORK IN THE OCCUPATIONS SCHEDULED UNDER SUBSECTIONS (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:—

- (i) After completion of 12 months' continuous and unbroken service with the employer, the service increment shall be equal to 0.4c per hour.
- (ii) After completion of 24 months' continuous and unbroken service with the employer, the service increment shall be increased to 1c per hour.

DEEL III.

VERHOGINGS EN KWALIFISEERTYDPERKE.

(a) Die minimum en die maksimum loon, die verhogingskaal en die kwalifiseerskifte wat daar in elke betrekking gewerk moet word, word in klousules 2 en 3 van Deel IV van hierdie Ooreenkoms voorgeskryf en is van toepassing op die klasse werknemers wat daarin genoem word; met dien verstande dat—

- (i) 'n nuwe leerling by Yskor, uitgesonderd tinplaatsoorters, wat in diens geneem is vir die werksaamhede gemeind in klousules 2 en 3 van Deel IV van hierdie Ooreenkoms, as 'n afloswerker teen 50.3c per uur moet begin en verhogings op die volgende grondslag moet ontvang:—

Na die eerste 75 skifte gewerk: 1.3c per uur.

Na die tweede 75 skifte gewerk: 5.9c per uur.

Na die derde 75 skifte gewerk: 1.3c per uur.

Na die vierde 75 skifte gewerk: 2.9c per uur.

Wanneer die ingelyste maksimum basiese loon van 61.7c per uur bereik is, moet die 300 skifte aldus gewerk en alle skifte wat daarna in die betrekking van afloswerker as sodanig gewerk is, nie as kwalifiseerskifte in enige aangewese betrekking tel nie. Ondanks die klas werk waaraan die nuwe leerling werksaam mag wees, mag geen verandering in bogenoemde loon gemaak word nie totdat die leertyd van die nuwe leerling voltooi is;

- (ii) behoudens die bepalinge van (i) hiervan 'n werknemer wat in 'n hoër besoldigde betrekking aangestel is, by aanstelling minstens die ingelyste minimum loon vir sodanige betrekking betaal moet word; met dien verstande egter dat, as die werknemer reeds ooreenkomstig die bepalinge van (iii) hiervan vir 'n hoër loon in sodanige betrekking gekwalifiseer het, hy by aanstelling in sodanige betrekking die hoër loon betaal moet word. Verdere verhogings moet op grondslag van 1.2c of 1.3c per uur, volgens die omrekeningstabel waaroor daar ooreengekom is ten tyde van die desimalisasie van uurlone, vir elke 75 kwalifiseerskifte in sodanige betrekking gewerk, toegestaan word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is;
- (iii) 'n werknemer wat in 'n hoër besoldigde betrekking aflos, minstens die ingelyste minimum loon vir sodanige betrekking betaal moet word en verdere verhogings op grondslag van 1.2c of 1.3c per uur, volgens die omrekeningstabel waaroor daar ooreengekom is ten tyde van die desimalisasie van uurlone, vir elke 75 skifte in sodanige betrekking gewerk toegestaan moet word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is; met dien verstande egter dat in alle gevalle waar 'n werknemer in 'n hoër besoldigde beroep aflos, die laer besoldigde betrekkinge in die regstreekse bevorderingslyn totdat die kwalifiseertydperk vir die laer besoldigde betrekkinge voltooi is. Daarna tel skifte wat in die hoër besoldigde betrekking gewerk word, as kwalifiseerskifte vir sodanige hoër besoldigde betrekking en moet verdere verhogings toegestaan word op grondslag van 1.2c of 1.3c per uur, volgens die omrekeningstabel waaroor daar ooreengekom is ten tyde van die desimalisasie van uurlone, vir elke 75 skifte in sodanige betrekking gewerk, toegestaan word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is;
- (iv) 'n werknemer wat vir 'n onafgebroke tydperk van een uur of meer op 'n skof in 'n hoër besoldigde betrekking aflos, met 'n volle kwalifiseerskof vir sodanige 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;
- (v) die werkdae wat verloor word as gevolg van 'n ongeval wat erken word as binne die bestek van die Ongevallewet, 1941, as kwalifiseerskifte vir die betrekking waarin die werknemer aangestel is, gekrediteer moet word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is, en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word;
- (vi) die werkdae wat verloor word as gevolg van militêre opleiding soos in hierdie Ooreenkoms omskryf, as kwalifiseerskifte in die betrekking waarin die werknemer aangestel is gekrediteer moet word totdat die ingelyste maksimum loon bereik is, en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word; met dien verstande egter dat, waar 'n werknemer ononderbroke militêre opleiding van nege maande ondergaan, slegs die werkdae binne die eerste vier maande van sodanige militêre opleiding of die korter tydperk wat nodig is om die maksimum vir die pos waarin hy aangestel is, te bereik, as kwalifiseerskifte gekrediteer word;
- (vii) die werkdae binne tydperke waarin die werknemer gedagvaar is om hofsittings as 'n getuie of juriedid by te woon, as kwalifiseerskifte vir die betrekking waarin die werknemer aangestel is gekrediteer moet word totdat die ingelyste maksimum loon vir die betrekking bereik is; en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word;

PART III.

INCREMENTS AND QUALIFYING PERIODS.

(a) The minimum and maximum 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 50.3c per hour and shall receive increments on the following basis:—

After first 75 shifts worked: 1.3c per hour.

After second 75 shifts worked: 5.9c per hour.

After third 75 shifts worked: 1.3c per hour.

After fourth 75 shifts worked: 2.9c per hour.

When the scheduled maximum basic rate of 61.7c 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 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 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rates, for every 75 qualifying shifts worked in such job until the scheduled maximum 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 rate for such job, and further increments shall be granted on the basis of either 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rates, for every 75 shifts worked in such job, until the scheduled maximum 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 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rates, for every 75 shifts worked in such job until the scheduled maximum 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) The working days lost by reason of an accident admitted as falling within the provisions of the Workmen's Compensation Act, 1941, shall be credited as qualifying shifts to the job in which the employee has been appointed until the scheduled maximum 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 rate has been attained, whereafter any further shifts so lost shall be disregarded; provided, however, that where an employee proceeds on nine months' continuous military training only the working days falling within the first four months of such military training, or such shorter period as is necessary to reach the maximum for the post in which he has been appointed, shall be credited as qualifying shifts.
- (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 rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.

(viii) 'n nuwe leerling wat as tinplaatsoorteerder werk, teen 32.5c per uur moet begin en verhogings op die volgende grondslag moet ontvang:—

Na die eerste 75 skofte gewerk:	15.3c per uur.
Na die tweede 75 skofte gewerk:	1.2c per uur.
Na die derde 75 skofte gewerk:	1.3c per uur.
Na die vierde 75 skofte gewerk:	2.9c per uur.
Na die vyfde 75 skofte gewerk:	6.2c per uur.
Na die sesde 75 skofte gewerk:	2.1c per uur.

DEEL IV.

LOONLYSTE VAN TOEPASSING OP DIE HIERNA GENOEMDE KLASSE VAN ARBEID.

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

ARTIKEL 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:—

Skaal per
uur.
Sent.

Grofsmidwerk.....	76.5
*Grofsmidwerk (Tuigmakery).....	76.5
Ketelmakery.....	76.5
Baksteenmesselwerk en/of klipmesselwerk.....	76.5
Timmerwerk.....	76.5
Elektrisiërswerk.....	76.5
Paswerk en/of draaiwerk en/of masjinerig.....	76.5
Instrumentwerktuigkundige se werk.....	76.5
Motorwerktuigkundige se werk.....	76.5
*Vorm- en/of kernvervaardiging.....	76.5
Elektromeganiese werk.....	76.5
Verfwerk.....	76.5
*Modelle maak.....	76.5
Loodgieterswerk en/of loodbranding.....	76.5
Aanlegbediener (Staalsmeltery).....	76.5
Takelwerk.....	76.5
Walsdraaiing.....	76.5
*Gereedskap- en Setmaatmakery.....	76.5
Sweiswerk.....	76.5

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

LET WEL.—Werknemers ingevolge hierdie bepalinge 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.

(3) Beplaters—	
Eerste drie maande ondervinding.....	61.8
Tweede drie maande ondervinding.....	65.5
Daarna.....	74.7
(4) Klinkwerk en/of kalfaterwerk—	
Eerste drie maande ondervinding.....	58.0
Tweede drie maande ondervinding.....	63.0
Daarna.....	73.4
(5) Koepeloondbediener en operateur, Graad „B” —	
Eerste drie maande ondervinding.....	48.0
Tweede drie maande ondervinding.....	57.8
Daarna.....	68.2
(6) Toesighouding oor werknemers in werk onder (7), (8) en (9) van hierdie Afdeling ingelys, wanneer as voorjongens aangestel—	
Voorjong (Graad 1)—	
Eerste ses maande ondervinding.....	19.5
Daarna.....	22.0
Voorjong (Graad 2)—	
Eerste ses maande ondervinding.....	18.5
Daarna.....	19.5
Voorjong (Graad 3)—	
Eerste ses maande ondervinding.....	18.0
Daarna.....	18.5

* Slegs Pretoriawerke.

(viii) A newcomer learner tinplate assorter shall commence at the rate of 32.5c per hour and shall receive increments on the following basis:—

After first 75 shifts worked:	15.3c per hour.
After second 75 shifts worked:	1.2c per hour.
After third 75 shifts worked:	1.3c per hour.
After fourth 75 shifts worked:	2.9c per hour.
After fifth 75 shifts worked:	6.2c per hour.
After sixth 75 shifts worked:	2.1c per hour.

PART IV.

WAGE SCHEDULES APPLICABLE TO CLASSES OF LABOUR HEREINAFTER ENUMERATED.

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:—

Rate per
Hour.
Cents.

Blacksmithing.....	76.5
*Blacksmithing (Tacklemaking).....	76.5
Boilermaking.....	76.5
Bricklaying and/or Masonry work.....	76.5
Carpentry.....	76.5
Electrician's work.....	76.5
Fitting and/or Turning and/or Machining.....	76.5
Instrument Mechanician's work.....	76.5
Motor Mechanic's work.....	76.5
*Moulding and/or Coremaking.....	76.5
Millwrighting.....	76.5
Painting.....	76.5
*Patternmaking.....	76.5
Plumbing and/or Lead Burning.....	76.5
Plant Attendant (Steel Melting Plant).....	76.5
Rigging.....	76.5
Roll Turning.....	76.5
*Tool and Jigmaking.....	76.5
Welding.....	76.5

(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 or gear cutting and rotary machine tools (excluding centre lathes and/or boring mills)

NOTE.—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.

(3) Sheetters—	
First three months of experience.....	61.8
Second three months of experience.....	65.5
Thereafter.....	74.7
(4) Riveting and/or caulking—	
First three months of experience.....	58.0
Second three months of experience.....	63.0
Thereafter.....	73.4
(5) Cupola Attendant and Grade "B" Operative—	
First three months of experience.....	48.0
Second three months of experience.....	57.8
Thereafter.....	68.2
(6) Bossing employees employed on work scheduled under (7), (8) and (9) of this Section, when appointed as Boss Boys—	
Boss Boys (Grade 1)—	
First six months of experience.....	19.5
Thereafter.....	22.0
Boss Boy (Grade 2)—	
First six months of experience.....	18.5
Thereafter.....	19.5
Boss Boy (Grade 3)—	
First six months of experience.....	18.0
Thereafter.....	18.5

* Pretoria Works only.

		Skaal per uur. Sent.
(7) Kraghamerwerker.....	Eerste ses maande ondervinding... Daarna.....	16·5 18·0
Grofsmidshandlanger.....		
Stoomketelstoker.....		
Klinknaelverhitter en/of -sla- ner.....		
(8) Roeswerende lae aanbring....	Eerste ses maande ondervinding... Daarna.....	15·5 16·5
Skrot sny.....		
Poets met die hand en/of met slyp- en/of draagbare krag- gereedskap.....		
Regop hou.....		
Metaal polys en/of poleer....		
Masjinerie olie en/of smeer waar aldus in 'n voltydse hoedanigheid in diens.....		
Herhalingskroefwerk met....		
stempelkoppe en/of tappe		
Sand- en/of haelbestralings- masjien.....		
Sproei met emalje- en/of verf		
(9) Algemene Arbeiders.....		15·0
(10) Ongeag die lone voorgeskryf 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.....		10·0
Terwyl klaarblyklik 17 jaar oud.....		12·0
By bereiking van die klaasblyklike ouderdom van 18 jaar.....		15·0

NOTE.

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.

ARTIKEL 2.

KOOKSOONDE- EN NEWEPRODUKTE, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Adjunk-verhitter.....	72·4	78·6	5
Kontroletotser.....	72·3	77·3	4
Versender.....	72·3	76·0	3
Gassuierman.....	72·3	76·0	3
Menger.....	63·4	73·4	8
Bensoolaanlegoperateur.....	63·4	73·4	8
Teeraanlegoperateur.....	63·3	73·4	8
Uitstootmasjiendrywer.....	63·3	72·1	7
Ammoniakaanlegoperateur.....	63·3	72·1	7
Kooksgangdrywer.....	63·3	72·1	7
Kooksblusser.....	63·3	72·1	7
Steenkoolhanteringsopsigter.....	63·3	72·1	7
Aanleghandlanger.....	63·3	72·1	7
Laaikardrywer.....	63·3	72·1	7
Oondlapper.....	63·3	72·1	7
Assistent-kontroletotser.....	63·3	72·1	7
Tweede Gassuierman.....	63·2	69·5	5
Toetser.....	63·2	69·5	5
Assistent-Toetser.....	63·1	66·9	3
Assistent-aanleghandlanger.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

		Rate per Hour. Cents.
(7) Power hammer driver.....	First six months of experience..... Thereafter.....	16·5 18·0
Blacksmiths striker boy.....		
Boiler stoker.....		
Rivet heater and/or striker		
(8) Application of anticorrosive coatings.....	First six months of experience..... Thereafter.....	15·5 16·5
Scrap cutting.....		
Fettling by hand and/or by grinding and/or by port- able power tools.....		
Holding up.....		
Metal buffing and/or polish- ing.....		
Oiling and/or greasing of machinery, where so em- ployed in a full-time ca- pacity.....		
Screwing on repetition work with the die heads and/or taps.....		
Sand and/or shot blasting machines.....		
Spraying of enamel and/or paint.....		
(9) General Labourers.....		15·0
(10) Notwithstanding the wages prescribed for em- ployees employed on work scheduled under sub- section (9) of section I 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 con- cerned, as follows:—		
While of the apparent age of 16 years.....		10·0
While of the apparent age of 17 years.....		12·0
On attaining the apparent age of 18 years.....		15·0

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 I of Part IV of this Agreement.

SECTION 2.

COKE OVENS AND BY-PRODUCTS, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Deputy Heater.....	72·4	78·6	5
Check Tester.....	72·3	77·3	4
Despatcher.....	72·3	76·0	3
Exhausterman.....	72·3	76·0	3
Blender.....	63·4	73·4	8
Benzole Plant Operator.....	63·4	73·4	8
Tar Plant Operator.....	63·4	73·4	8
Ram Driver.....	63·3	72·1	7
Ammonia Plant Operator.....	63·3	72·1	7
Coke Guide Driver.....	63·3	72·1	7
Coke Quencher.....	63·3	72·1	7
Coal Handling Attendant.....	63·3	72·1	7
Plant Handyman.....	63·3	72·1	7
Larry Car Driver.....	63·3	72·1	7
Oven Patcher.....	63·3	72·1	7
Assistant Check Tester.....	63·3	72·1	7
Second Exhausterman.....	63·2	69·5	5
Tester.....	63·2	69·5	5
Assistant Tester.....	63·1	66·9	3
Assistant Plant Handyman.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

HOOGOONDE, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Oondoppasser.....	80·3	90·3	8
Algemene Operateur.....	80·3	90·3	8
Stoofman.....	74·9	78·6	3
Skaalkardrywer.....	74·9	78·6	3
Gasaanlegopknapper.....	74·8	77·3	2
Eerste Bunkerlaaier.....	72·3	77·3	4
Toesighouer, Slakbehandeling.....	72·2	74·7	2
Eerste Gasreiniger.....	69·7	73·4	3
Ru-ystergietopsigter.....	63·3	72·1	7
Voorraadwerfman (ru-yster).....	63·3	72·1	7
Slakbehandelingsopsigter.....	63·3	70·8	6
Tweede Bunkerlaaier.....	69·6	70·8	1
Tweede Gasreiniger.....	63·2	69·5	5
Gietpotskoonmaker.....	63·2	68·2	4
Theisenman.....	63·1	66·9	3
Transformatorhuisoperateur.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

SINTERAANLEG, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Masjiendrywer.....	74·9	78·6	3
Masijenassistent.....	69·7	73·4	3
Kantelaar- en Toevoerbunkeroperateur.....	68·2	69·5	1
Voorraadwerfman.....	63·2	69·5	5
Toevoertafeloperateur.....	63·1	66·9	3
Kleinkooksvergruiserbediener.....	63·1	66·9	3
Sinderverkoeler- en Blustrommelsifbediener.....	63·1	65·6	2
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

STAALSMELTERY, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Smelter (Opeherd en R.A.).....	76·5	90·3	11
Eerste Smelter (Efco-oond).....	76·5	90·3	11
Gietpotman (Opeherd en R.A.).....	71·2	82·5	9
Bessemerblaser.....	71·1	79·9	7
Bodemvervanger (Opeherd).....	68·5	76·0	6
Kalsineeraanlegoperateur.....	68·5	76·0	6
Bodemmaker (Opeherd).....	68·4	74·7	5
Gasopwekkeroperateur (Opeherd).....	70·9	74·7	3
Assistent Gietpotman (Opeherd).....	69·7	74·7	4
Tweede Smelter (Opeherd en R.A.).....	69·7	74·7	4
Tweede Smelter (Efco-oond).....	69·7	74·7	4
Toevoerman (Opeherd).....	67·2	73·4	5
Bessemer Blasershulp.....	67·0	69·5	2
Skrotskytoesighouer (Opeherd).....	67·0	69·5	2
Grondstofoperateur (R.A.).....	63·2	69·5	5
Putman (Opeherd en R.A.).....	63·2	68·2	4
Stofaanlegman (R.A.).....	63·2	68·2	4
Bodemvervangershulp (Opeherd).....	66·9	66·9	—
Kalsineeraanleg-assistent.....	63·1	66·9	3
Legeringsman (Opeherd).....	63·1	66·9	3
Vergruisaanlegopsigter (Opeherd).....	63·0	63·0	—
Bodemhuisopsigter (Opeherd).....	63·0	63·0	—
Afloswerker.....	50·3	61·7	4

BLAST FURNACES, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Incre- ments.
	Cents.	Cents.	
Keeper.....	80·3	90·3	8
General Operator.....	80·3	90·3	8
Stoveman.....	74·9	78·6	3
Scale Car Driver.....	74·9	78·6	3
Gas Plant Reconditioner.....	74·8	77·3	2
First Binsman.....	72·3	77·3	4
Supervisor, Slag Treatment.....	72·2	74·7	2
First Gas Cleaner.....	69·7	73·4	3
Pig Casting Attendant.....	63·3	72·1	7
Stockyardman (Pig Iron).....	63·3	72·1	7
Slag Treating Attendant.....	63·3	70·8	6
Second Binsman.....	69·6	70·8	1
Second Gas Cleaner.....	63·2	69·5	5
Ladle Cleaner.....	63·2	68·2	4
Theisenman.....	63·1	66·9	3
Transformer Houseman.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

SINTER PLANT, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Incre- ments.
	Cents.	Cents.	
Machine Driver.....	74·9	78·6	3
Machine Assistant.....	69·7	73·4	3
Tipler and Intake Bunker Operator.....	68·2	69·5	1
Stockyardman.....	63·2	69·5	5
Feeder Tables Operator.....	63·1	66·9	3
Coke Breeze Crusher Attendant.....	63·1	66·9	3
Sinter Cooler and Quench Trommel Attendant.....	63·1	65·6	2
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

STEEL MELTING PLANT, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Incre- ments.
	Cents.	Cents.	
First Smelter (O.H. and R.P.).....	76·5	90·3	11
First Smelter (Efco Furnace).....	76·5	90·3	11
Ladleman (O.H. and R.P.).....	71·2	82·5	9
Bessemer Blower.....	71·1	79·9	7
Vesselman (O.H.).....	68·5	76·0	6
Calcing Plant Operator.....	68·5	76·0	6
Bottom Maker (O.H.).....	68·4	74·7	5
Gasproducerman (O.H.).....	70·9	74·7	3
Assistant Ladleman (O.H.).....	69·7	74·7	4
Second Smelter (O.H. and R.P.).....	69·7	74·7	4
Second Smelter (Efco Furnace).....	69·7	74·7	4
Inputman (O.H.).....	67·2	73·4	5
Bessemer Blower Helper.....	67·0	69·5	2
Scrap Cutter Supervisor (O.H.).....	67·0	69·5	2
Raw Materials Operator (R.P.).....	63·2	69·5	5
Pitman (O.H. and R.P.).....	63·2	68·2	4
Dust Plant Man (R.P.).....	63·2	68·2	4
Vesselman Helper (O.H.).....	66·9	66·9	—
Calcing Plant Assistant.....	63·1	66·9	3
Additionsman (O.H.).....	63·1	66·9	3
Crushing Plant Attendant (O.H.).....	63·0	63·0	—
Bottom House Attendant (O.H.).....	63·0	63·0	—
Relief Operative.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

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

- Van tweede smelter (Opeherdoond) tot eerste smelter (Opeherdoond).
- Van blasershulp tot blaser.
- Van bodemvervaardershulp tot bodemvervanger.

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 kwalifiserende skofte vir die hoër besoldigde pos, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar in die hoër pos waargeneem is:—

Van gekwalifiseerde tweede smelter (Opeherdoond) tot gekwalifiseerde eerste smelter (Opeherdoond)	66 persent.
Van gekwalifiseerde Bessemerblasershulp tot gekwalifiseerde Bessemerblaser	60 persent.
Van gekwalifiseerde bodemvervaardershulp tot gekwalifiseerde bodemvervanger	60 persent.

VUURVASTE MATERIAAL, INSTANDHOUDING, PRETORIAWERKE.

Ampstitel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkremente.
Messelaar (Instandhouding van Vuurvaste Materiaal)	Sent. 76·0	Sent. 81·0	1

LET WEL.—Gedurende die eerste twee weke gewerk is die uurloon 76 sent, behalwe in die geval van messelaars (instandhouding, vuurvaste materiaal) wat hul vakleerlingskap by die Korporasie deurloop het.

BLOKWALSWERK, PRETORIAWERKE.

Ampstitel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkremente.
Skofverhitter.....	Sent. 76·3	Sent. 83·8	6
Eerste Walskontroleoperateur.....	73·8	83·8	8
Verhitter.....	72·2	74·7	2
Voorblokvoorraadnemer.....	74·7	74·7	—
Skërman.....	70·8	72·1	1
Halfprodukte-inspekteur.....	70·8	72·1	1
Skëroperateur.....	69·6	70·8	1
Voorblokwerfman.....	65·8	70·8	4
Verdigter- en branderbediener.....	65·7	68·2	2
Gietblokvoorraadman.....	65·7	68·2	2
Stoter- en Skuifbankoperateur.....	65·7	68·2	2
Diepoondblokteller.....	63·1	65·6	2
Skuifbank- en Rolbaanoperateur.....	63·0	64·3	1
Warmstempeloetsighouer.....	63·0	64·3	1
Blokwadrywer.....	50·3	61·7	4
Afloswerker.....			

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 die twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as skofverhitter waargeneem is.

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

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

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

REFRACTORIES, MAINTENANCE, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
Bricklayer (Refractory) Maintenance....	Cents. 76·0	Cents. 81·0	1

NOTE.—For the first two weeks worked, except in the case of Bricklayers (Refractory) Maintenance who have served their apprenticeship with the Corporation, the rate per hour shall be 76·0 cents.

BLOOMING MILL, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
Shift Heater.....	Cents. 76·3	Cents. 83·8	6
First Mill Driver.....	73·8	83·8	8
Heater.....	72·2	74·7	2
Bloom Stocktaker.....	74·7	74·7	—
Crop and Bloom Shearman.....	70·8	72·1	1
Semis Inspector.....	70·8	72·1	1
Shear Driver.....	69·6	70·8	1
Slab and Bloom Yardsman.....	65·8	70·8	4
Booster and Burner Attendant.....	65·7	68·2	2
Ingot Stockman.....	65·7	68·2	2
Pusher and Transfer Skid Operator.....	65·7	68·2	2
Soaking Pit Tallyman.....	65·7	68·2	2
Transfer Skid and Roll Rack Driver....	63·1	65·6	2
Hot Stamper Supervisor.....	63·0	64·3	1
Ingot Roll Rack Driver.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	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.

SWAARWALSWERK, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Skofwalser.....	79·0	89·0	8
Eerste Walskontroleoperateur.....	73·6	78·6	4
Tweede Walser.....	73·6	78·6	4
Verhitter.....	72·2	74·7	2
Tweede Walskontroleoperateur.....	65·8	72·1	5
Derde Walser.....	65·8	72·1	5
Skërman.....	65·8	72·1	5
Vierde Walser.....	65·7	68·2	2
Warmbankoperateur.....	63·1	66·9	3
Oondstoteroperateur.....	63·1	65·6	2
Stoomtoediener en Teersproeier.....	63·1	64·3	1
Entskêroperateur.....	63·1	64·3	1
Warmstempeltoesighouer.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 kwalifiserende skofte:—

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 kwalifiserende skofte 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.

MIDDELSLAGWALSWERKE, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Skofwalser.....	80·3	89·0	7
Eerste Walskontroleoperateur.....	73·6	78·6	4
Tweede Walser.....	73·6	78·6	4
Eerste Kontroleoperateur.....	73·4	74·7	1
Verhitter.....	72·2	74·7	2
Derde Walser.....	65·8	72·1	5
Tweede Walskontroleoperateur.....	65·8	72·1	5
Skërman.....	65·8	72·1	5
Vierde Walser.....	65·7	68·2	2
Warmbankoperateur.....	63·1	66·9	3
Oondstoteroperateur.....	63·1	65·6	2
Skuifbank- en Rolbaanoperateur.....	63·0	64·3	1
Blokskêroperateur.....	63·0	64·3	1
Warmstempeltoesighouer.....	63·0	64·3	1
Oondrolbaanoperateur.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 kwalifiserende skofte:—

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 kwalifiserende skofte 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.

HEAVY ROLLING MILL, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Shift Roller.....	79·0	89·0	8
First Mill Driver.....	73·6	78·6	4
Second Roller.....	73·6	78·6	4
Heater.....	72·2	74·7	2
Second Mill Driver.....	65·8	72·1	5
Third Roller.....	65·8	72·1	5
Crop and Bloom Shearman.....	65·8	72·1	5
Fourth Roller.....	65·7	68·2	2
Hot Bank Skid Driver.....	63·1	66·9	3
Furnace Pusher Driver.....	63·1	65·6	2
Steam Blower and Tar Sprayer.....	63·1	64·3	1
Crop Shear Driver.....	63·1	64·3	1
Hot Stamper Supervisor.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding qualifying 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 qualifying 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.

MEDIUM MILL, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Shift Roller.....	80·3	89·0	7
First Mill Driver.....	73·6	78·6	4
Second Roller.....	73·6	78·6	4
First Control Operator.....	73·4	74·7	1
Heater.....	72·2	74·7	2
Third Roller.....	65·8	72·1	5
Second Mill Driver.....	65·8	72·1	5
Crop and Bloom Shearman.....	65·8	72·1	5
Fourth Roller.....	65·7	68·2	2
Hot Bank Skid Driver.....	63·1	66·9	3
Furnace Pusher Driver.....	63·1	65·6	2
Transfer Skid and Roll Rack Driver.....	63·0	64·3	1
Bloom Shear Driver.....	63·0	64·3	1
Hot Stamper Supervisor.....	63·0	64·3	1
Furnace Roll Rack Operator.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding qualifying 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 qualifying 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.

KNUPPELWALSWERK, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Knuppelwalser.....	73·7	82·5	7
Tweede Walser.....	73·6	78·6	4
Toesighouer, Halfprodukte.....	76·1	78·6	2
Halfprodukte-Skofhandlanger.....	65·9	74·7	7
Tweede Walskontroleoperator.....	65·8	72·1	5
Derde Walser.....	65·8	72·1	5
Rolbaanoperator.....	63·0	64·3	1
Knuppelbankdrywer.....	63·0	64·3	1
Warmstempeltoesighouer.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

TUIGDIENS, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Wals- en Tuigbouer.....	69·8	77·3	6
Grofslyper.....	63·3	72·1	7
Saagslyper.....	63·3	72·1	7
Boor met setmate en setklem.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

SWAARPRODUKTEVOLTOOIING, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Aanleglaaier.....	78·7	81·2	2
Laaiemeester.....	74·9	78·6	3
Rolrigter (Gr. I).....	69·8	77·3	6
Rigpersoperator.....	69·7	74·7	4
Rolrigter (Gr. II).....	69·7	74·7	4
Koudsaagtoesighouer.....	65·8	72·1	5
Frees- en Boormasjienoperator.....	65·7	69·5	3
Vlamsnyer.....	65·7	68·2	2
Profielsaagman.....	65·7	68·2	2
Kontroleoperator.....	63·1	65·6	2
Koudsaagman.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

LIGTEWALSWERK, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Walser.....	78·9	86·4	6
Tweede Walser.....	74·8	77·3	2
Eerste Verhitter.....	69·8	76·0	5

BILLET MILL, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Billet Roller.....	73·7	82·5	7
Second Roller.....	73·6	78·6	4
Supervisor, Semi-Products.....	76·1	78·6	2
Semi-Products Shift Hand.....	65·9	74·7	7
Second Mill Driver.....	65·8	72·1	5
Third Roller.....	65·8	72·1	5
Roll Rack Driver.....	63·0	64·3	1
Pawl Skid Driver.....	63·0	64·3	1
Hot Stamper Supervisor.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

TACKLE SERVICES, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Roll and Tackelman.....	69·8	77·3	6
Rough Grinder.....	63·3	72·1	7
Saw Sharpener.....	63·3	72·1	7
Drilling with Jigs and Fixtures.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

HEAVY PRODUCTS FINISHING, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Plant Loader.....	78·7	81·2	2
Loader.....	74·9	78·6	3
Roller Straightener (Gr. I).....	69·8	77·3	6
Gag Press Straightener.....	69·7	74·7	4
Roller Straightener (Gr. II).....	69·7	74·7	4
Cold Saw Supervisor.....	65·8	72·1	5
Milling and Drilling Machine Operator..	65·7	69·5	3
Oxygen/Acetylene Cutter.....	65·7	68·2	2
Structural Sawman.....	65·7	68·2	2
Control Driver.....	63·1	65·6	2
Cold Sawman.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

LIGHT MILL ROLLING, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
First Roller.....	78·9	86·4	6
Second Roller.....	74·8	77·3	2
First Heater.....	69·8	76·0	5

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
Eerste Kontrole-operateur.....	Sent. 67·2	Sent. 74·7	6
Derde Walser.....	68·4	73·4	4
Tweede Verhitter.....	65·7	68·2	2
Vierde Walser.....	65·6	66·9	1
Knuppelwerfman.....	63·1	66·9	3
Warmrigter.....	63·0	64·3	1
Booggooier.....	63·0	64·3	1
Skrothaspeleoperator.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 kwalifiserende skofte:—

Van Tweede Verhitter tot Eerste Verhitter.
Van Tweede Walser tot Eerste Walser.

Nadat hulle in voornoemde poste gekwalifiseer het, moet die werknemers met twintig skofte gewerk, totdat hulle die volgende persentasies van die verskil tussen die kwalifiserende skofte 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.

FYNWALSWERKE No. 1, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
Skofwalser.....	Sent. 80·1	Sent. 85·1	4
Assistent-skofwalser.....	71·0	77·3	5
Verhitter.....	69·7	74·7	4
Laaier.....	69·7	73·4	3
Voorwalser.....	69·6	72·1	2
Skër/Weegman.....	69·6	70·8	1
Rolrigter.....	67·1	70·8	3
Nawalser.....	63·2	69·5	5
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skifte gewerk.....	1·3c per uur.
Na tweede 75 skifte gewerk.....	5·9c per uur.
Na derde 75 skifte gewerk.....	1·3c per uur.
Na vierde 75 skifte gewerk.....	2·9c per uur.

LET WEL.—'n Gekwalifiseerde Assistent-skofwalser moet met twintig skofte gekrediteer word as kwalifikasie vir die hoër pos 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.

FYNWALSWERKE No. 2, PRETORIAWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
Eerste Walser.....	Sent. 78·9	Sent. 86·4	6
Tweede Walser.....	74·8	77·3	2
Eerste Verhitter.....	69·8	76·0	5
Eerste Kontroleoperator.....	67·2	74·7	6
Derde Walser.....	68·4	73·4	4
Laaier.....	69·7	73·4	3
Skër/Weegman.....	69·6	70·8	1
Rolrigter.....	67·1	70·8	3
Tweede Verhitter.....	65·7	68·2	2
Vierde Walser.....	65·6	66·9	1
Entskërman.....	63·1	66·9	3
Tweede Kontroleoperator.....	63·1	65·6	2
Kraanstroptoesighouer.....	63·0	64·3	1
Warmrigter.....	63·0	64·3	1
Skrothaspeleoperator.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
First Control Operator.....	Cents. 67·2	Cents. 74·7	6
Third Roller.....	68·4	73·4	4
Second Heater.....	65·7	68·2	2
Fourth Roller.....	65·6	66·9	1
Billet Yardman.....	63·1	66·9	3
Hot Straightener.....	63·0	64·3	1
Loop Flicker.....	63·0	64·3	1
Scrap Reel Operator.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding qualifying 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 qualifying 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.

SMALL SECTIONS MILL No. 1, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
Shift Roller.....	Cents. 80·1	Cents. 85·1	4
Assistant Shift Roller.....	71·0	77·3	5
Heater.....	69·7	74·7	4
Loader.....	69·7	73·4	3
First Rougher.....	69·6	72·1	2
Shearman/Weighman.....	69·6	70·8	1
Roller Straightener.....	67·1	70·8	3
Second Rougher.....	63·2	69·5	5
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—A qualified assistant shift roller shall be given a credit of twenty shifts for every hundred shifts worked as qualifying for the higher post 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.

SMALL SECTIONS MILL No. 2, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
First Roller.....	Cents. 78·9	Cents. 86·4	6
Second Roller.....	74·8	77·3	2
First Heater.....	69·8	76·0	5
First Control Operator.....	67·2	74·7	6
Third Roller.....	68·4	73·4	4
Loader.....	69·7	73·4	3
Shearman/Weighman.....	69·6	70·8	1
Roller Straightener.....	67·1	70·8	3
Second Heater.....	65·7	68·2	2
Fourth Roller.....	65·6	66·9	1
Ends Shearman.....	63·1	66·9	3
Second Control Operator.....	63·1	65·6	2
Crane Slinging Supervisor.....	63·0	64·3	1
Hot Straightener.....	63·0	64·3	1
Scrap Reel Operator.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

DRAADWALSWERK No. 1, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Walser.....	78·9	86·4	6
Tweede Walser.....	74·8	77·3	2
Eerste Verhitter.....	69·8	76·0	6
Eerste Kontroleoperator.....	67·2	74·7	6
Voorwalsoperator.....	65·8	70·8	4
Draadhaspeloperator.....	65·7	68·2	2
Warmwalsdraadinspekteur.....	65·7	68·2	2
Tweede Kontroleoperator.....	63·1	65·6	2
Skrothaspeloperator.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 kwalifiserende skofte:—

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

Nadat hulle in voornemende 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 kwalifiserende skofte 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.

DRAADWALSWERKE No. 2, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Walser.....	78·9	86·4	6
Tweede Walser.....	74·8	77·3	2
Eerste Verhitter.....	69·8	76·0	5
Eerste Kontroleoperator.....	67·2	74·7	6
Derde Walser.....	69·7	73·4	3
Warmwalsdraadinspekteur.....	65·7	68·2	2
Draadhaspeloperator.....	65·7	68·2	2
Vierde Walser.....	65·6	66·9	1
Knuppelwerfman.....	63·1	66·9	3
Tweede Kontroleoperator.....	63·1	65·6	2
Skrothaspeloperator.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

LIGTEWALSWERK VOLTOOING, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Laaier.....	67·2	73·4	5
Voltooiingstoesighouer (met inbegrip van laaiwerk)	67·2	73·4	5

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

ROD MILL No. 1, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
First Roller.....	78·9	86·4	6
Second Roller.....	74·8	77·3	2
First Heater.....	69·8	76·0	6
First Control Operator.....	67·2	74·7	6
Roughing Train Operator.....	65·8	70·8	4
Rod Reel Operator.....	65·7	68·2	2
Mill Wire Inspector.....	65·7	68·2	2
Second Control Operator.....	63·1	65·6	2
Scrap Reel Operator.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—In the case of the following employees promoted to the jobs as set out hereunder, the following provisions regarding qualifying 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 posts, for every hundred shifts worked, until they have acquired the following percentages of the difference between the qualifying 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.

ROD MILL No. 2, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
First Roller.....	78·9	86·4	6
Second Roller.....	74·8	77·3	2
First Heater.....	69·8	76·0	5
First Control Operator.....	67·2	74·7	6
Third Roller.....	69·7	73·4	3
Mill Wire Inspector.....	65·7	68·2	2
Rod Reel Operator.....	65·7	68·2	2
Fourth Roller.....	65·6	66·9	1
Billet Yardman.....	63·1	66·9	3
Second Control Operator.....	63·1	65·6	2
Scrap Reel Operator.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

LIGHT MILL FINISHING, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Loader.....	67·2	73·4	5
Finishing Plant Supervisor (including Loading)	67·2	73·4	5

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Rolrigter.....	Sent. 67·1	Sent. 70·8	3
Skërman.....	65·7	68·2	2
Entskërman.....	63·1	66·9	3
Walsdraadinspekteur.....	65·6	66·9	1
Tweede Kontroleoperator.....	63·1	65·6	2
Warmrigter.....	63·0	64·3	1
Etiketmerker.....	63·0	64·3	1
Teller by Skër.....	63·0	64·3	1
Kraanstroptoesighouer.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

INSPEKSIE EN TOETSHUIS, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Inspekteur.....	Sent. 71·0	Sent. 76·0	4
Pypknuppelinspekteur.....	70·8	72·1	1
Assistent-inspekteur.....	65·7	69·5	3
Toetsstukbereider.....	63·2	68·2	4
Profielsnyer.....	63·2	68·2	4
Monsternemer.....	63·1	66·9	3
Koudsaagman.....	63·1	66·9	3
Verfmerker.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

BLINKSTAAFAANLEG, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Toesighoudende Skofoperator.....	Sent. 74·8	Sent. 76·0	1
Operator, Senterlose Slypmasjien.....	65·9	73·4	6
Operator, Senterlose Draaimasjien.....	65·9	73·4	6
Spinrigoperator.....	65·9	73·4	6
Verpakker en Versender.....	65·9	73·4	6
Operator, Elektriese Riggers.....	63·3	72·1	7
Operator, Hidrouliese Riggers.....	63·3	70·8	6
Koudsaagman.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

SMEEPERS, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Persdrywer.....	Sent. 76·1	Sent. 78·6	2
Oondman.....	63·5	76·0	10
Lysopsteller en versender.....	63·5	76·0	10
Gasopwekkeroperator.....	63·3	72·1	7
Afloswerker.....	50·3	61·7	4

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Roller Straightener.....	Cents. 67·1	Cents. 70·8	3
Shearman.....	65·7	68·2	2
Ends Shearman.....	63·1	66·9	3
Finishing Wire Inspector.....	65·6	66·9	1
Second Control Operator.....	63·1	65·6	2
Hot Straightener.....	63·0	64·3	1
Label Marker.....	63·0	64·3	1
Tallyman at Shears.....	63·0	64·3	1
Crane Slinging Supervisor.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

INSPECTION AND TEST HOUSE, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Inspector.....	Cents. 71·0	Cents. 76·0	4
Tube Billet Inspector.....	70·8	72·1	1
Assistant Inspector.....	65·7	69·5	3
Test Piece Preparer.....	63·2	68·2	4
Profile Cutter.....	63·2	68·2	4
Sampler.....	63·1	66·9	3
Cold Sawman.....	63·1	66·9	3
Paint Marker.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

BRIGHT SHAFTING PLANT, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Supervising Shift Operator.....	Cents. 74·8	Cents. 76·0	1
Centreless Grinder Operator.....	65·9	73·4	6
Centreless Turner Operator.....	65·9	73·4	6
Reeler Operator.....	65·9	73·4	6
Packer and Despatcher.....	65·9	73·4	6
Electric Straightener Operator.....	63·3	72·1	7
Hydraulic Straightener Operator.....	63·3	70·8	6
Cold Sawman.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

FORGE PRESS, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Press Driver.....	Cents. 76·1	Cents. 78·6	2
Furnaceman.....	63·5	76·0	10
Scheduler and Despatcher.....	63·5	76·0	10
Gasproducerman.....	63·3	72·1	7
Relief Operative.....	50·3	61·7	4

Leerlingskapinkremte vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

KRAGSTASIE, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Opsigter, Ilgnerhuis No. 2.....	77·4	78·6	1
Eerste Ketelbediener.....	73·6	78·6	4
Eerste Turbinebediener.....	76·0	77·3	1
Walswerkmotorbediener.....	76·0	76·0	—
Tweede Turbinebediener.....	72·2	74·7	2
Hulpaanlegbediener.....	72·2	74·7	2
Kabellêër.....	63·4	73·4	8
Tweede Ketelbediener.....	69·6	72·1	2
Watersagtingsaanlegbediener.....	69·6	72·1	2
Ketelskoonmaker en Silinderbekleër.....	69·6	72·1	2
Derde Turbinebediener.....	69·6	70·8	1
Pompman.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremte vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

LET WEL.—(i) Ondervinding opgedoen terwyl daar vir enige ander werkgever 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 ketelbedienersertifikaat of die Goewermentsertifikaat vir lokomotiefdrywers, na gelang die geval.

VERKEER, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Assistent-skoftoesighouer.....	69·8	76·0	5
Diesellokodywer.....	67·2	74·7	6
Trokinspekteur.....	72·2	73·4	1
Drywer van Vuurlose Loko's.....	68·3	72·1	3
Vragmotorbestuurder (van vragmotors met 'n vermoë van meer as 5 en tot 7 ton)	67·0	69·5	2
Verkeersoperateur.....	65·7	69·5	3
Sinjaalman.....	63·1	66·9	3
Kampkameropsigter.....	63·1	66·9	3
Vragmotorbestuurder (van vragmotors met 'n vermoë van tot 5 ton)	61·9	65·6	3

LET WEL.—(i) Ondervinding opgedoen terwyl daar vir enige ander werkgever 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 betrekings, 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.

ALGEMENE TAKE, PRETORIAWERKE.

Ampstitel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Betonversterker.....	77·3	77·3	—
Suurstofaanlegoperateur.....	72·3	77·3	4
Eerste Gashouerbiedener.....	74·8	76·0	1

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

POWER STATION, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
No. 2 Ilgner House Attendant.....	77·4	78·6	1
First Boiler Attendant.....	73·6	78·6	4
First Turbine Attendant.....	76·0	77·3	1
Mill Motor Attendant.....	76·0	76·0	—
Second Turbine Attendant.....	72·2	74·7	2
Auxiliary Plant Attendant.....	72·2	74·7	2
Cable Layer.....	63·4	73·4	8
Second Boiler Attendant.....	69·6	72·1	2
Water Softening Plant Attendant.....	69·6	72·1	2
Boiler Cleaner and Lagger.....	69·6	72·1	2
Third Turbine Attendant.....	69·6	70·8	1
Pumpman.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	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.

TRAFFIC, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Assistant Shift Supervisor.....	69·8	76·0	5
Diesel Loco Driver.....	67·2	74·7	6
Truck Inspector.....	72·2	73·4	1
Fireless Loco Driver.....	68·3	72·1	3
Lorry Driver (of lorries over 5 tons up to 7 tons capacity)	67·0	69·5	2
Traffic Operator.....	65·7	69·5	3
Signalman.....	63·1	66·9	3
Lamp Room Attendant.....	63·1	66·9	3
Lorry Driver (of lorries up to 5 ton capacity)	61·9	65·6	3

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.

GENERAL JOBS, PRETORIA WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Reinforcing Concreter.....	77·3	77·3	—
Operator, Oxygen Plant.....	72·3	77·3	4
First Gasholder Attendant.....	74·8	76·0	1

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Laaier/Versender (Presco).....	Sent. 63·4	Sent. 74·7	9
Vervoer-bandhersteller.....	69·7	74·7	4
Smeeder.....	69·7	73·4	3
Tweede Gashouerbiedener.....	67·2	73·4	5
Watersuiweringsbediener.....	68·3	72·1	3
Gietspoetstoesighouer (Ystergietery).....	63·3	72·1	7
Pothersteller.....	67·1	70·8	3
Spoorleër.....	63·3	70·8	6
Trokkersteller.....	63·3	70·8	6
Assistent-operateur, Suurstofaanleg.....	63·3	70·8	6
Afkoelbankopsigter.....	65·7	69·5	3
Patroleerman.....	63·2	69·5	5
Profielsnyer.....	63·2	68·2	4
Boorman.....	63·2	68·2	4
Profielsaagman.....	63·2	68·2	4
Toesighouer (Gr. II), Nie-Blanke Ar- beiders	63·1	66·9	3
Gereedskapuitreiker.....	63·1	65·6	2

'n Profielsnyer van wie vereis word om sy eie afmerkwerk van sjablone of andersins te maak, moet teen die skaal van 70·7c per uur besoldig word.

LET WEL.—'n Gekwalifiseerde tweede gashouerbiedener moet met twintig skofte gekrediteer word as kwalifikasie vir die pos eerste gashouerbiedener, 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 gashouerbiedener waargeneem is.

HYSKRANE, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Aflosdrywer vir alle hyskrane.....	Sent. 82·5	Sent. 82·5	—
Aflosdrywer vir alle hyskrane uitgeson- derd Diepoondhyskrane	81·2	81·2	—
Aflosdrywer vir alle hyskrane uitgeson- derd Diepoondhyskrane en Wellman- laaikrane	79·9	79·9	—
Drywer, Diepoondkraan.....	78·6	79·9	1
Drywer, Wellmanlaaikrane.....	77·4	78·6	1
Drywer, Smeeperskraan.....	76·1	78·6	2
Drywer, Gieshyskrane.....	76·0	77·3	1
Drywer, Bessemerkraan.....	73·4	74·7	1
Drywer, Vinnige Arrolkraan.....	73·4	74·7	1
Drywer, Laaikrane.....	73·4	74·7	1
Drywer, Bloklai kraan.....	73·4	74·7	1
Drywer, Skrotwerfkraan.....	73·4	74·7	1
Drywer, Giethyskrane.....	73·4	74·7	1
Drywer, Dieselskraan.....	73·4	74·7	1
Drywer, Stoomkraan.....	73·4	74·7	1
Drywer, Ertskraan.....	72·2	74·7	2
Drywer, Walsomboukraan Nos. 5, 6, 36, 37, 39, 55 en 57	73·4	73·4	—
Drywer, Warmbankkraan.....	63·4	73·4	8
Drywer, Warmknuppelkraan.....	63·4	73·4	8
Drywer, Mobile Kraan No. 142.....	63·4	73·4	8
Drywer, alle ander hyskrane.....	63·3	72·1	7
Drywer, Vloerbeheerde hyskrane.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

DRAADWERKE, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Draadtrektoesighouer.....	Sent. 73·6	Sent. 78·6	4
Treksteenpoleerder.....	67·3	76·0	7
Assistent-draadtrektoesighouer.....	67·2	74·7	6

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Loader/Despatcher (Presco).....	Cents. 63·4	Cents. 74·7	9
Conveyor Belt Repairer.....	69·7	74·7	4
Lubricator.....	69·7	73·4	3
Second Gasholder Attendant.....	67·2	73·4	5
Water Clarification Attendant.....	68·3	72·1	3
Supervisor, Fettling (Iron Foundry).....	63·3	72·1	7
Ladle Repairer.....	67·1	70·8	3
Platelayer.....	63·3	70·8	6
Truck Repairer.....	63·3	70·8	6
Assistant Operator, Oxygen Plant.....	63·3	70·8	6
Cooling Bank Attendant.....	65·7	69·5	3
Patrolman.....	63·2	69·5	5
Profile Cutter.....	63·2	68·2	4
Driller.....	63·2	68·2	4
Structural Sawman.....	63·2	68·2	4
Non-White Labour Supervisor (Gr. II).....	63·1	66·9	3
Tool Issuer.....	63·1	65·6	2

A profile cutter who is required to do his own marking off from templates or otherwise shall be paid at the rate of 70·7c 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.

CRANES, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Relief Crane Driver for all Cranes.....	Cents. 82·5	Cents. 82·5	—
Relief Driver for all Cranes excluding Soaking Pit Cranes	81·2	81·2	—
Relief Crane Driver for all Cranes exclud- ing Soaking Pit Cranes and Wellman Chargers	79·9	79·9	—
Driver, Soaking Pit Cranes.....	78·6	79·9	1
Driver, Wellman Chargers.....	77·4	78·6	1
Driver, Forge Press Cranes.....	76·1	78·6	2
Driver, Casting Cranes.....	76·0	77·3	1
Driver, Bessemer Cranes.....	73·4	74·7	1
Driver, Quick Acting Arrol Cranes.....	73·4	74·7	1
Driver, Charging Cranes.....	73·4	74·7	1
Driver, Bloom Charging Cranes.....	73·4	74·7	1
Driver, Scrap Bay Cranes.....	73·4	74·7	1
Driver, Foundry Cranes.....	73·4	74·7	1
Driver, Diesel Cranes.....	73·4	74·7	1
Driver, Steam Cranes.....	73·4	74·7	1
Driver, Ore Bridge.....	72·2	74·7	2
Driver, Roll Changing Cranes Nos. 5, 6, 36, 37, 39, 55 and 57	73·4	73·4	—
Driver, Hot Skids Bank Crane.....	63·4	73·4	8
Driver, Hot Billets Crane.....	63·4	73·4	8
Driver, Mobile Crane No. 142.....	63·4	73·4	8
Driver, all other Cranes.....	63·3	72·1	7
Driver, Floor Operated Cranes.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

WIRE WORKS, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Wire Drawing Supervisor.....	Cents. 73·6	Cents. 78·6	4
Die Polisher.....	67·3	76·0	7
Assistant Wire Drawing Supervisor.....	67·2	74·7	6

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Eerste Laaier.....	Sent. 68·4	Sent. 73·4	4
Suurbadman.....	68·4	73·4	4
Potman.....	68·4	73·4	4
Weefmasjientoesighouer.....	67·2	73·4	5
Doringdraadtoesighouer.....	68·4	73·4	4
Zahnaanlegopereur.....	68·2	69·5	1
Ramtrekker.....	67·0	68·2	1
Draadverpakker.....	65·7	68·2	2
Uitgloer.....	65·7	68·2	2
Ketelman.....	65·7	68·2	2
Patenteerder.....	65·7	68·2	2
Weegman.....	63·1	66·9	3
Treksteenervanger.....	63·1	66·9	3
Walsdraadinspekteur.....	65·6	66·9	1
Skuimverwerker.....	63·1	65·6	2
Tweede Kontroleopereur.....	63·1	65·6	2
Skrotpakker.....	63·0	64·3	1
Etiketmerker.....	63·0	64·3	1
Finaalslyper.....	63·0	64·3	1
Tweede Laaier.....	63·0	64·3	1
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

NIE-BLANKE ARBEID, PRETORIAWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Graaftrekkerdrywer.....	Sent. 63·5	Sent. 76·0	10
Wurfman.....	72·2	73·4	1
Stootskraperdrywer.....	72·1	72·1	—
Laaimasjiendrywer.....	63·7	72·1	7
Toesighouer (Gr. I), Nie-Blanke Arbeid..	63·3	70·8	6

ARTIKEL 3.

KOOKSOONDE EN NEWEPRODUKTE, VANDERBIJLPARK-
WERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
Adjunk-verhitter.....	Sent. 72·4	Sent. 78·6	5
Kontroletoetser.....	73·5	77·3	3
Versender.....	72·3	76·0	3
Gassuierman.....	71·0	76·0	4
Teeraanlegopereur.....	63·4	73·4	8
Menger.....	63·4	73·4	8
Olieverwerkingsaanlegopereur.....	63·4	73·4	8
Benzoolaanlegopereur.....	63·4	73·4	8
Uitstootmasjiendrywer.....	63·3	72·1	7
Ammoniaakaanlegopereur.....	63·3	72·1	7
Kooksgidsdrywer.....	63·3	72·1	7
Kooksblusser.....	63·3	72·1	7
Steenkoolhanteringsopsigter.....	63·3	72·1	7
Aanleghandlanger.....	63·3	72·1	7
Laaikardrywer.....	63·3	72·1	7
Oondlapper.....	63·3	72·1	7
Assistent-kontroletoetser.....	63·3	72·1	7
Toetser.....	63·2	69·5	5
Tweede Gassuierman.....	63·2	69·5	5
Assistent-toetser.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
First Loader.....	Cents. 68·4	Cents. 73·4	4
Pickler.....	68·4	73·4	4
Potman.....	68·4	73·4	4
Netting Supervisor.....	67·2	73·4	5
Barbing Machine Supervisor.....	68·4	73·4	4
Zahn Plant Operator.....	68·2	69·5	1
Ram Truck Driver.....	67·0	68·2	1
Wire Packer.....	65·7	68·2	2
Annealer.....	65·7	68·2	2
Boilerman.....	65·7	68·2	2
Patenter.....	65·7	68·2	2
Weighman.....	63·1	66·9	3
Die Changer.....	63·1	66·9	3
Rod Inspector.....	65·6	66·9	1
Drossman.....	63·1	65·6	2
Second Control Operator.....	63·1	65·6	2
Scrap Bundler.....	63·0	64·3	1
Lable Marker.....	63·0	64·3	1
Lap Grinder.....	63·0	64·3	1
Second Loader.....	63·0	64·3	1
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NON-WHITE LABOUR, PRETORIA WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Traxcavator Driver.....	Cents. 63·5	Cents. 76·0	10
Yardsman.....	72·2	73·4	1
Bulldozer Driver.....	72·1	72·1	—
Loading Machine Driver.....	63·3	72·1	7
Non-White Labour Supervisor (Gr. I).....	63·3	70·8	6

SECTION 3.

COKE OVENS AND BY-PRODUCTS, VANDERBIJLPARK
WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
Deputy Heater.....	Cents. 72·4	Cents. 78·6	5
Check Tester.....	73·5	77·3	3
Despatcher.....	72·3	76·0	3
Exhausterman.....	71·0	76·0	4
Tar Plant Operator.....	63·4	73·4	8
Blender.....	63·4	73·4	8
Oil Processing Plant Operator.....	63·4	73·4	8
Benzole Plant Operator.....	63·4	73·4	8
Ram Driver.....	63·3	72·1	7
Ammonia Plant Operator.....	63·3	72·1	7
Coke Guide Driver.....	63·3	72·1	7
Coke Quencher.....	63·3	72·1	7
Coal Handling Attendant.....	63·3	72·1	7
Plant Handyman.....	63·2	72·1	7
Larry Car Driver.....	63·3	72·1	7
Oven Patcher.....	63·3	72·1	7
Assistant Check Tester.....	63·3	72·1	7
Tester.....	63·3	69·5	5
Second Exhausterman.....	63·2	69·5	5
Assistant Tester.....	63·1	66·9	3
Relief Operator.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

HOOGOONDE, VANDERBIJLPARKWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Oondoppasser.....	80·3	90·3	8
Stoofman.....	74·9	78·6	3
Skaalkardrywer.....	74·9	78·6	3
Eerste Gasreiniger.....	63·4	73·4	8
Bunkerlaaier.....	63·3	72·1	7
Ru-ystergietopsigter.....	63·3	72·1	7
Slakbehandelingsopsigter.....	63·3	70·8	6
Tweede Gasreiniger.....	63·2	69·5	5
Transformatorhuisopsigter.....	63·1	66·9	3
Gasreinigerhulp.....	63·1	66·9	3
Kookssifopateur.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremete vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

STAALSMELTERY, VANDERBIJLPARKWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Smelter (Opeherdoond).....	76·5	90·3	11
Eerste Smelter (Rotoraanleg).....	76·5	90·3	11
Gietpotman (Opeherdoond).....	71·2	82·5	9
Gietpotman (Rotoraanleg).....	71·2	82·5	9
Tuimelskopdrywer.....	63·5	76·0	10
Gasopwekkeropateur (Opeherdoond).....	69·7	74·7	4
Tweede Smelter (Opeherdoond).....	69·7	74·7	4
Tweede Smelter (Rotoraanleg).....	69·7	74·7	4
Assistent-Gietpotman (Opeherdoond).....	69·7	74·7	4
Assistent-Gietpotman (Rotoraanleg).....	69·7	74·7	4
Voorraad (Opeherdoond).....	70·9	73·4	2
Senior Skrotsnytoesighouer (Opeherd- oond).....	70·8	72·1	1
Bantamskraperdrywer (Opeherdoond).....	70·8	70·8	3
Teervoorsiener (Opeherdoond).....	67·1	70·8	3
Legeringsstamperman (Opeherdoond).....	70·8	70·8	—
Skrotsnytoesighouer (Opeherdoond).....	67·0	69·5	2
Legeringsbyvoeger (Opeherdoond).....	63·2	69·5	5
Grondstoflaaier (Opeherdoond).....	63·2	69·5	5
Grondstoflaaier en Rotoraanleg.....	63·2	69·5	5
Putman (Opeherdoond).....	63·2	68·2	4
Putman (Rotoraanleg).....	63·2	68·2	4
Warmmetaalmengerbediener (Opeherd- oond).....	63·2	68·2	4
Stofaanlegman (Rotoraanleg).....	63·2	68·2	4
Stoppermaker (Opeherdoond).....	63·1	66·9	3
Stoppermaker (Rotoraanleg).....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremete vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	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 die twee poste, afgerond tot die naaste vyf, benewens skofte verkry terwyl daar as eerste smelter (Opeherdoond) waargeneem is.

VUURVASTE MATERIAAL (INSTANDHOUDING), VANDERBIJLPARKWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Messelaar (Instandhouding van Vuur- vaste Materiaal)	76·0	81·0	1

LET WEL.—Gedurende die eerste twee weke gewerk, is die uurloon 76 sent, behalwe in die geval van messelaars (instandhouding, vuurvaste materiaal) wat hul vakleerlingskap by die Korporasie deurloop het.

BLAST FURNACES, VANDERBIJLPARK WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Keeper.....	80·3	90·3	8
Stoveman.....	74·9	78·6	3
Scale Car Driver.....	74·9	78·6	3
First Gas Cleaner.....	63·4	73·4	8
Binsman.....	63·3	72·1	7
Pig Casting Attendant.....	63·3	72·1	7
Slag Treatment Attendant.....	63·3	70·8	6
Second Gas Cleaner.....	63·2	69·5	5
Transformer Houseman.....	63·1	66·9	3
Gas Cleaner Helper.....	63·1	66·9	3
Coke Screening Operator.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

STEEL MELTING PLANT, VANDERBIJLPARK WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
First Smelter (O.H.).....	76·5	90·3	11
First Smelter (Rotor Plant).....	76·5	90·3	11
Ladleman (O.H.).....	71·2	82·5	9
Ladleman (Rotor Plant).....	71·2	82·5	9
Rocker Shovel Driver.....	63·5	76·0	10
Gas Produccerman (O.H.).....	69·7	74·7	4
Second Smelter (O.H.).....	69·7	74·7	4
Second Smelter (Rotor Plant).....	69·7	74·7	4
Assistant Ladleman (O.H.).....	69·7	74·7	4
Assistant Ladleman (Rotor Plant).....	69·7	74·7	4
Stockman (O.H.).....	70·9	73·4	2
Senior Scrap Cutter Supervisor (O.H.).....	70·8	72·1	1
Calfdozer Driver (O.H.).....	70·8	70·8	—
Tar Fuel Operator (O.H.).....	67·1	70·8	3
Alloy Crusherman (O.H.).....	70·8	70·8	—
Scrap Cutter Supervisor (O.H.).....	67·0	69·5	2
Alloy Additionsmen (O.H.).....	63·2	69·5	5
Raw Materials Operator (O.H.).....	63·2	69·5	5
Raw Materials Operator (Rotor Plant).....	63·2	69·5	5
Pitman (O.H.).....	63·2	68·2	4
Pitman (Rotor Plant).....	63·2	68·2	4
Hot Metal House Attendant (O.H.).....	63·2	68·2	4
Dust Plantman (Rotor Plant).....	63·2	68·2	4
Stopper Maker (O.H.).....	63·1	66·9	3
Stopper Maker (Rotor Plant).....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

NOTE.—A qualified second smelter (O.H.) shall be given a credit or 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.).

REFRATORIES (MAINTENANCE), VANDERBIJLPARK WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Bricklayer (Refractory Maintenance)...	76·0	81·0	1

NOTE.—For the first two weeks worked, except in the case of Bricklayers (Refractory) Maintenance who have served their apprenticeship with the Corporation, the rate per hour shall be 76 cents.

DIEPOONDE TOT DIENSTE, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Walser, Platblokwalswerk.....	77·6	85·1	6
Eerste Verhitter, Platblokoonde.....	78·7	82·5	3
Eerste Verhitter, Diepoonde.....	73·6	79·9	5
Eerste Walskontroleoperator, Platblokwalswerk	76·1	79·9	3
Tweede Verhitter, Platblokoonde.....	63·5	77·3	11
Algemene Operator, Diens.....	68·4	74·7	5
Skërman, Platblokwalswerk.....	68·4	74·7	5
Tweede Verhitter, Diepoonde.....	68·3	72·1	3
Platblokman, Platblokwerf.....	68·3	72·1	3
Vlamgietsiesighouer, Platblokwalswerk.	63·2	69·5	5
Plekbepler, Platblokwerf.....	63·2	68·2	4
Voorraadman, Platblokwerf.....	63·2	68·2	4
Skërkontroleoperator, Platblokwalswerk	63·2	68·2	4
Stoothaakoperator, Platblokoond.....	63·2	68·2	4
Oondevoerder, Platblokoonde.....	63·2	68·2	4
Askarweier, Diepoonde.....	63·0	64·3	1
Walswerkoperator.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

PLAAT- EN WARMBANDWALSWERK, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Eerste Walser, Warmbandwalswerk.....	84·1	92·9	7
Eerste Walser, Voorwalswerk.....	77·8	90·3	10
Eerste Walser, Plaatwalswerk.....	77·8	89·0	9
Tweede Walser, Warmbandwalswerk....	73·7	82·5	7
Eerste Walskontroleoperator, Plaatwalswerk	76·1	79·9	3
Eerste Walskontroleoperator, Voorwalswerk	76·1	79·9	3
Eerste Walskontroleoperator, Warmbandwalswerk	76·1	79·9	3
Eerste Walser, 2-Hoogtemperwalswerk, 3/16" Skër	73·6	79·9	5
Baanoperator, 2-Hoogtemperwalswerk, 3/16" Skër	73·6	79·9	5
Leierwerker, Plaatwalswerk.....	73·6	79·9	5
Baanoperator, 1/2"-skër.....	68·5	77·3	7
Baanoperator, 1/2"-smalbandskër.....	68·5	77·3	7
Tweede Walser, Voorwalswerk.....	69·8	76·0	5
Tweede Walser, Plaatwalswerk.....	68·4	74·7	5
Eerste Merker, Mestaskër.....	68·4	74·7	5
Eerste Merker, 1/2"-skër.....	68·4	74·7	5
Draaiskëroperator, 1/2"-skër.....	68·4	74·7	5
Haspeloperator, Warmbandwalswerk...	68·4	74·7	5
Leierwerker, Warmbandwalswerk, Verpakking	68·4	74·7	5
Eerste Skërman, Mestaskër.....	68·3	72·1	3
Entskërman, 1/2"-skër.....	68·3	72·1	3
Hersnyskër, Plaatvoltooiing.....	68·3	72·1	3
Hersnyskër, Warmbandwalswerk, Voltooiing	68·3	72·1	3
Derde Walser, Warmbandwalswerk.....	69·6	72·1	2
Tweede Walskontroleoperator, Warmbandwalswerk	69·6	72·1	2
Kontroleoperator, „A”, 2-Hoogtemperwalswerk, 3/16"-skër	67·1	72·1	4
Vlamsnyer, Plaatvoltooiing.....	63·3	70·8	6
Voorwalstafeloperator, Warmbandwalswerk	68·3	70·8	2
Kontroleoperator, 1/2"-smalbandskër....	68·3	70·8	6
Warmstrykroperator, Plaatwalswerk...	63·2	69·5	5
Koudstrykroperator, Plaatafwerkings	63·2	69·5	5
Koudstrykroperator, 1/2"-skër.....	63·2	69·5	5
Hystrekkendrywer, Warmbandwalswerkafwerking	63·2	69·5	5
Skërkontroleoperator, 1/2"-skër.....	63·2	68·2	4
Vierde Walser, Warmbandwalswerk.....	63·2	68·2	4
Kontroleoperator, 1/2"-skërbaan.....	63·2	68·2	4
Kontroleoperator „B”, 2-Hoogtemperwalswerk, 3/16"-skër	63·2	68·2	4

SOAKING PITS TO SERVICES, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
	Cents.	Cents.	
First Roller, Slabbing Mill.....	77·6	85·1	6
First Heater, Slab Furnace.....	78·7	82·5	3
First Heater, Soaking Pits.....	73·6	79·9	5
First Mill Driver, Slabbing Mill.....	76·1	79·9	3
Second Heater, Slab Furnace.....	63·5	77·3	11
General Operator, Services.....	68·4	74·7	5
Crop Shearman, Slabbing Mill.....	68·4	74·7	5
Second Heater, Soaking Pits.....	68·3	72·1	3
Slabman, Slab Yard.....	68·3	72·1	3
Scarfer Supervisor, Slab Mill.....	63·2	69·5	5
Location Checker, Slab Yard.....	63·2	68·2	4
Stocker, Slab Yard.....	63·2	68·2	4
Crop Shear Control Operator, Slabbing Mill	63·2	68·2	4
Pusher Operator, Slab Furnace.....	63·2	68·2	4
Furnace Feeder, Slab Furnace.....	63·2	68·2	4
Cinderman, Soaking Pits.....	63·0	64·3	1
Mill Operator.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership shifts for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

PLATE AND HOT STRIP MILL, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
	Cents.	Cents.	
First Roller, Hot Strip Mill.....	84·1	92·9	7
First Roller, Roughing Mill.....	77·8	90·3	10
First Roller, Plate Mill.....	77·8	89·0	9
Second Roller, Hot Strip Mill.....	73·7	82·5	7
First Mill Driver, Plate Mill.....	76·1	79·9	3
First Mill Driver, Roughing Mill.....	76·1	79·9	3
First Mill Driver, Hot Strip Mill.....	76·1	79·9	3
First Roller, 2 H.1 Temper Mill, 3/16"-shears	73·6	79·9	5
Line Operator, 2 H.1 Temper Mill, 3/16"-shear	73·6	79·9	5
Leading Hand, Plate Mill.....	73·6	79·9	5
Line Operator, 1/2"-shearing line.....	68·5	77·3	7
Line Operator, 1/2"-slitter.....	68·5	77·3	7
Second Roller, Roughing Mill.....	69·8	76·0	5
Second Roller, Plate Mill.....	68·4	74·7	5
First Marker, Mesta Shears.....	68·4	74·7	5
First Marker, 1/2"-shear.....	68·4	74·7	5
Rotary Shearman, 1/2"-shear.....	68·4	74·7	5
Coiler Operator, Hot Strip Mill.....	68·4	74·7	5
Leading Hand, Hot Strip Mill, Packing..	68·3	72·1	3
First Shearman, Mesta Shear.....	68·3	72·1	3
End Shearman, 1/2"-shear.....	68·3	72·1	3
Reshearer, Plate Finishing.....	68·3	72·1	3
Reshearer, Hot Strip Mill, Finishing....	68·3	72·1	3
Third Roller, Hot Strip Mill.....	69·6	72·1	2
Second Mill Driver, Hot Strip Mill.....	69·6	72·1	2
Control Operator „A”, 2 H.1 Temper Mill, 3/16"-shear	67·1	72·1	4
Plate Burner, Plate Finishing.....	63·3	70·8	6
Roughing Table Operator, Hot Strip Mill	68·3	70·8	2
Control Operator, 1/2"-slitter.....	63·3	70·8	6
Hot Mangle Operator, Plate Mill.....	63·2	69·5	5
Leveller Operator, Plate Finishing.....	63·2	69·5	5
Leveller Operator, 1/2"-shear.....	63·2	69·5	5
Tractor Operator, Hot Strip Mill Finishing	63·2	69·5	5
Crop Shearer Control Operator, 1/2"-shear	63·2	68·2	4
Fourth Roller, Hot Strip Mill.....	63·2	68·2	4
Control Operator, 1/2"-shearing line.....	63·2	68·2	4
Control Operator „B”, 2 H.1 Temper Mill, 3/16"-shear	63·2	68·2	4

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
Bondelmaker, Warmbandwalswerkaf- werking	Sent. 63·2	Sent. 68·2	4
Voorraadman, 2-Hoog-3/16"-skêr en ¼"- reepskêr	63·2	68·2	4
Walsoperateur.....	63·1	66·9	3
Dykskêroperateur.....	63·1	66·9	3
Boogkontroleoperateur.....	63·1	66·9	3
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

KOUDBANDWALSWERKE, VANDERBIJLPARKWERKE.

Ampstittel.	Mini- mum skaal per uur.	Maksi- mum skaal per uur.	Getal inkre- mente.
Eerste Wals, Koudbandwalswerk.....	Sent. 86·6	Sent. 92·9	5
Baanoperateur, Bandversinking.....	76·3	85·1	7
Tweede Wals, Koudbandwalswerk.....	76·3	85·1	7
Baanoperateur, Bandbytaanleg.....	75·0	81·2	5
Leierwerker, Vergolwing, Verpakking en Fynplaatafwerking	76·1	79·9	3
Potman, Bandversinking.....	72·4	78·6	5
Baanoperateur, Wasaanleg.....	72·3	77·3	4
Baanoperateur, Smalbandskêr.....	72·3	77·3	4
Aftoloperateur, Koudbandwalswerk.....	66·0	76·0	8
Algemene Operateur, Vergolwing, Ver- pakking en Fynplaatafwerking	68·4	74·7	5
Operateur, Suurherwinningsaanleg.....	68·4	74·7	5
Plaatbytery Operateur.....	68·4	74·7	5
Derde Wals, Koudbandwalswerk.....	73·4	74·7	1
Algemene Operateur, Dienste en Suuraan- leg	68·4	73·4	4
Draaiskêroperateur, Bandbytaanleg.....	68·4	73·4	4
Skêrman/Sweiser, Bandbytaanleg.....	68·4	73·4	4
Strykroloperateur, Bandversinking.....	68·4	73·4	4
Vierde Wals, Koudbandwalswerk.....	72·2	73·4	1
Vergolwer, Vergolwing, Verpakking en Fynplaatafwerking	63·3	72·1	7
Vyfde Wals, Koudbandwalswerk.....	68·3	72·1	3
Sweiser/Voerder, Bandversinking.....	68·3	72·1	3
Oliehuisman, Koudbandwalswerk.....	63·3	70·8	6
Kraanleier, Vergolwing, Verpakking en Fynplaatafwerking	63·3	70·8	6
Kontrolleoperateur, Smalbandskêr.....	63·3	70·8	6
Suuraanlegoperateur, Suurverwydering, -neutralisering en -herwinning	63·3	70·8	6
Kontrolleoperateur, Bandbytaanleg.....	63·2	69·5	5
Aftoloperateur, Bandbytaanleg.....	63·2	69·5	5
Hystrekkerdrywer, Koudbandwalswerk..	63·2	69·5	5
Hystrekkerdrywer, Smalbandskêr.....	63·2	69·5	5
Kontrolleoperateur, Wasaanleg.....	63·2	69·5	5
Aftoloperateur/Sweiser, Wasaanleg.....	63·2	69·5	5
Aftoloperateur/Voorraadman, Bandver- sinking	63·2	69·5	5
Hystrekkerdrywer, Vergolwing, Verpak- king en Plaatafwerking	63·2	69·5	5
Skêrman/Optoloperateur, Bandversinking	63·2	69·5	5
Voorraadman (Bandversinking).....	63·2	69·5	5
Voorraadman, Bandbytaanleg.....	63·2	68·2	4
Voorraadman, Koudbandwalswerk.....	63·2	68·2	4
Bondelmaker, Vergolwing, verpakking en Fynplaatafwerking	63·2	68·2	4
Voorraadman, Smalbandskêr.....	63·2	68·2	4
Kontrolleoperateur, Plaatversinking.....	63·2	68·2	4
Kontrolleoperateur, Bandversinking.....	63·2	68·2	4
Pasifiseeroperateur, Bandversinking.....	63·2	68·2	4
Voorraadman, Wasaanleg.....	63·1	66·9	3
Voerder, Koudbandwalswerk.....	63·1	66·9	3
Kraanvolger, Vergolwing, Verpakking en Fynplaatafwerking	63·1	66·9	3
Skêrman, Bandbytaanleg.....	63·1	65·6	2
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
Bundler, Hot Strip Mill Finishing.....	Cents. 63·2	Cents. 68·2	4
Stocker, 2 H.I., 3/16"-shear and ¼"-slitter	63·2	68·2	4
Mill Operator.....	63·1	66·9	3
Flying Shear Operator.....	63·1	66·9	3
Looper Operator.....	63·1	66·9	3
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

COLD STRIP MILL, VANDERBIJLPARK WORKS.

Designation.	Mini- mum Rate per Hour.	Maxi- mum Rate per Hour.	Num- ber of Incre- ments.
First Roller, Cold Strip Mill.....	Cents. 86·6	Cents. 92·9	5
Line Operator, Continuous Galvanising	76·3	85·1	7
Second Roller, Cold Strip Mill.....	76·3	85·1	7
Line Operator, Continuous Pickling.....	75·0	81·2	5
Leading Hand, Corrug. Packing & Sheet Finishing	76·1	79·9	3
Potman, Continuous Galvanising.....	72·4	78·6	5
Line Operator, Cleaning Line.....	72·3	77·3	4
Line Operator, Slitting Line.....	72·3	77·3	4
Decoiler, Cold Strip Mill.....	66·0	76·0	8
General Operator, Corrug. Packing and Sheet Finishing	68·4	74·7	5
Acid Recoveries Plant Operator, Services and Acid Plant	68·4	74·7	5
Batch Pickler Operator Conventional Line	68·4	74·7	5
Third Roller, Cold Strip Mill.....	73·4	74·7	1
General Operator, Services and Acid Plant	68·4	73·4	4
Rotary Shearman, Cont. Pickling.....	68·4	73·4	4
Shearman/Welder, Cont. Pickling.....	68·4	73·4	4
Leveller Operator, Cont. Galvanising....	68·4	73·4	4
Fourth Roller, Cold Strip Mill.....	72·2	73·4	1
Corrugator, Corrug. Packing and Sheet Finishing	63·3	72·1	7
Fifth Roller, Cold Strip Mill.....	68·3	72·1	3
Welder/Feeder, Cont. Galvanising.....	68·3	72·1	3
Oil Houseman, Cold Strip Mill.....	63·3	70·8	6
Crane Leader, Corrug. Packing and Sheet Finishing	63·3	70·8	6
Control Operator, Slitting Line.....	63·3	70·8	6
Acid Disposal Neutralisation and Reco- veries Operator, Services and Acid Plant	63·3	70·8	6
Control Operator, Continuous Pickling	63·2	69·5	5
Decoiler, Cont. Pickling.....	63·2	69·5	5
Tractor Operator, Cold Strip Mill.....	63·2	69·5	5
Tractor Operator, Slitting Line.....	63·2	69·5	5
Control Operator, Cleaning Line.....	63·2	69·5	5
Decoiler/Welder, Cleaning Line.....	63·2	69·5	5
Decoiler/Stocker, Cont. Galvanising....	63·2	69·5	5
Tractor Operator, Corrug. Packing and Sheet Finishing	63·2	69·5	5
Shearman/Coiler, Cont. Galvanising....	63·2	69·5	5
Stocker, Continuous Galvanising.....	63·2	69·5	5
Stocker, Cont. Pickling.....	63·2	68·2	4
Stocker, Cold Strip Mill.....	63·2	68·2	4
Bundler, Currugating, Packing and Sheet Finishing	63·2	68·2	4
Stocker, Slitting Line.....	63·2	68·2	4
Control Operator, Conventional Line....	63·2	68·2	4
Control Operator, Cont. Galvanising....	63·2	68·2	4
Passivating Operative, Cont. Galvanising	63·2	68·2	4
Stocker, Cleaning Line.....	63·1	66·9	3
Feeder, Cold Strip Mill.....	63·1	66·9	3
Crane Follower, Corrug. Packing and Sheet Finishing	63·1	66·9	3
Shearman, Continuous Pickling.....	63·1	65·6	2
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

WALSWERKE: UITGLOEIINGS-, TEMPERWALS- EN ALGEMENE TINKOMPLEKS, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkremente.
Eerste Walser, Bandtemperwalswerk, 4-Hoog	Sent. 78·9	Sent. 87·7	7
Baanoperateur, 56"-fynplaatskêr.....	74·9	79·9	4
Baanoperateur, 42"-fynplaatskêr.....	74·9	79·9	4
Eerste Uitgloeier, Uitgloeing.....	71·0	77·3	5
Tweede Walser, Bandtemperwalswerk, 4-hoog	71·0	77·3	5
Leierwerker, Herwinning en hersnying...	71·0	77·3	5
Skaaltoetsers en Wasserbediener, Vertinning	71·0	77·3	5
Leierwerker, Tinplaatafwerking.....	68·4	74·7	5
Hulpdiensman, Vertinning.....	68·4	73·4	4
Kontroleoperateur, 56"-fynplaatskêr.....	63·3	72·1	7
Kontroleoperateur, 42"-tinplaatskêr.....	63·3	72·1	7
Hersnyerskêrman, Herwinning en hersnying	63·3	72·1	7
Davismasjienoperateur, Vertinning.....	63·3	72·1	7
Tinherwinning, Vertinning.....	63·3	72·1	7
Rekenaar, Tinplaatafwerking.....	63·3	72·1	7
Kraanleier, 56"-fynplaatskêr.....	63·3	70·8	6
Poleerder, Vertinning.....	63·3	70·8	6
Hystrekkerdrywer, Vertinning.....	63·3	70·8	6
Hystrekkerdrywer, Tinplaatafwerking....	63·3	70·8	6
Tweede Uitgloeier, Uitgloeing.....	63·2	69·5	5
Hystrekkerdrywer, Herwinning en Hersnying	63·2	69·5	5
Hystrekkerdrywer, Bandtemperwalswerk, 4-hoog	63·2	69·5	5
Hystrekkerdrywer, 42"-skêr.....	63·2	69·5	5
Voorraadman, Bandtemperwalswerk, 4-hoog	63·2	69·5	5
Voeroperateur, Vertinning.....	63·2	69·5	5
Semelmenger, Vertinning.....	63·2	69·5	5
Nasiener, Tinplaatafwerking.....	63·2	69·5	5
Voorraadman, Uitgloeing.....	63·2	68·2	4
Voorraadman, 56"-fynplaatskêr.....	63·2	68·2	4
Voorraadman, 42"-tinplaatskêr.....	63·2	68·2	4
Herpoleerder, Vertinning.....	63·2	68·2	4
Strykroloperateur, Tinplaatafwerking....	63·2	68·2	4
Reepskêrman, Tinplaatafwerking.....	63·2	68·2	4
Kraanvolger, 56"-fynplaatskêr.....	63·1	66·9	3
Laaibordvoorsiener, Tinplaatafwerking..	63·1	66·9	3
Bondelmaker, Tinplaatverpakking.....	63·1	66·9	3
Pakmateriaalmaker, Tinplaatafwerking..	63·1	66·9	3
Kartondrukker, Tinplaatafwerking.....	63·1	66·9	3
Oliemasjienoperateur, Herwinning en hersnying	63·1	66·9	3
Oortinplaatpakker, Tinplaatsoortering....	63·0	64·3	1
Afvalpakker, Tinplaatafwerking.....	63·0	63·0	—
Afloswerker.....	50·3	61·7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

INSPEKSIE- EN TOETSHUIS, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkremente.
Eerste Inspekteur.....	Sent. 71·0	Sent. 77·3	5
Eerste Toetsstukbereider.....	68·4	73·4	4
Tweede Inspekteur.....	63·3	70·8	6
Monsternemer.....	63·2	68·2	4
Tweede Toetsstukbereider.....	63·2	68·2	4
Afloswerker.....	50·3	61·7	4
Tinplaatsoorteerder (vroulik).....	32·5	61·5	6

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1·3c per uur.
Na tweede 75 skofte gewerk.....	5·9c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.

Leerlingskapinkremente vir Tinplaatsoorteerders (vroulik):—

Na eerste 75 skofte gewerk.....	15·3c per uur.
Na tweede 75 skofte gewerk.....	1·2c per uur.
Na derde 75 skofte gewerk.....	1·3c per uur.
Na vierde 75 skofte gewerk.....	2·9c per uur.
Na vyfde 75 skofte gewerk.....	6·2c per uur.
Na sesde 75 skofte gewerk.....	2·1c per uur.

MILLS: ANNEALING, TEMPER-ROLLING AND GENERAL TIN COMPLEX, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
First Roller, Coil Temper Mill, 4 H.I....	Cents. 78·9	Cents. 87·7	7
Line Operator, 56"-sheet shearing line...	74·9	79·9	4
Line Operator, 42"-tin shearing line.....	74·9	79·9	4
First Annealer, Annealing.....	71·0	77·3	5
Second Roller, Coil Temper Mill, 4 H.I.	71·0	77·3	5
Leading Hand, Reclamation and Reshearing	71·0	77·3	5
Scale Test and Wet Washerman, Tin Stacks	71·0	77·3	5
Leading Hand, Tin Finishing.....	68·4	74·7	5
Auxiliariesman, Tin Stacks.....	68·4	73·4	4
Control Operator, 56"-sheet shearing line	63·3	72·1	7
Control Operator, 42"-tin shearing line..	63·3	72·1	7
Reshearer, Reclamation and Reshearing	63·3	72·1	7
Fluxman, Tin Stacks.....	63·3	72·1	7
Scruff Houseman, Tin Stacks.....	63·3	72·1	7
Reckoner, Tin Finishing.....	63·3	72·1	7
Crane Leader, 56"-sheet shearing line....	63·3	70·8	6
Brannerman, Tin Stacks.....	63·3	70·8	6
Tractor Operator, Tin Stacks.....	63·3	70·8	6
Tractor Operator, Tin Finishing.....	63·3	70·8	6
Second Annealer, Annealing.....	63·2	69·5	5
Tractor Operator, Reclamation and Reshearing	63·2	69·5	5
Tractor Operator, Coil Temper Mill, 4 H.I.	63·2	69·5	5
Tractor Operator, 42"-tin shearing line..	63·2	69·5	5
Stocker, Coil Temper Mill, 4 H.I.....	63·2	69·5	5
Feeder Operator, Tin Stacks.....	63·2	69·5	5
Branhouseman, Tin Stacks.....	63·2	69·5	5
Checker, Tin Finishing.....	63·2	69·5	5
Stocker, Annealing.....	63·2	68·2	4
Stocker, 56"-sheet shearing line.....	63·2	68·2	4
Stocker, 42"-tin shearing line.....	63·2	68·2	4
Recleaner, Tin Stacks.....	63·2	68·2	4
Roller Leveller, Tin Finishing.....	63·2	68·2	4
Slitter, Tin Finishing.....	63·2	68·2	4
Crane Follower, 56"-sheet shearing line..	63·1	66·9	3
Skidman, Tin Finishing.....	63·1	66·9	3
Bundler, Tin Packing.....	63·1	66·9	3
Shroud and Clipmaker, Tin Finishing...	63·1	66·9	3
Stencil Machine Operator, Tin Finishing	63·1	66·9	3
Oil Machine Operator, Reclamation and Reshearing	63·1	66·9	3
Menderman, Tin Stacks.....	63·0	64·3	1
Wasteman, Tin Finishing.....	63·0	63·0	—
Relief Operative.....	50·3	61·7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

INSPECTION AND TEST HOUSE, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Number of Increments.
First Inspector.....	Cents. 71·0	Cents. 77·3	5
First Test Piece Preparer.....	68·4	73·4	4
Second Inspector.....	63·3	70·8	6
Sampler.....	63·2	68·2	4
Second Test Piece Preparer.....	63·2	68·2	4
Relief Operative.....	50·3	61·7	4
Tin Plate Assorter (female).....	32·5	61·5	5

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1·3c per hour.
After second 75 shifts worked.....	5·9c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.

Learnership increments for Tin Plate Assorters (female):—

After first 75 shifts worked.....	15·3c per hour.
After second 75 shifts worked.....	1·2c per hour.
After third 75 shifts worked.....	1·3c per hour.
After fourth 75 shifts worked.....	2·9c per hour.
After fifth 75 shifts worked.....	6·2c per hour.
After sixth 75 shifts worked.....	2·1c per hour.

ALGEMENE TAKE, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Motorgebou-opsigter:—			
Warmbandwalswerk.....	71.1	78.6	6
Voorwalswerk.....	71.1	78.6	6
Koudbandwalswerk.....	71.1	78.6	6
Platblokwalswerk.....	71.1	78.6	6
Plaatwalswerk.....	71.1	78.6	6
Betonversterker.....	77.3	77.3	—
Eerste Ketelbediener.....	72.3	77.3	4
Substasieopsigter, Blaashuis.....	71.0	77.3	5
Senior Operateur, Suurstofaanleg.....	72.3	77.3	4
Rubberverbinder, Koudbandwalswerk...	69.8	76.0	5
Eerste Gashouerbiedener.....	74.8	76.0	1
Verbrandingsman, Verbranding.....	69.8	76.0	5
Substasieopsigter, Staalsmeltery.....	70.9	74.7	3
Blaserhuisopsigter.....	70.9	74.7	3
Wals- en Skêrsmeltyper.....	63.4	74.7	9
Omheiner.....	72.2	73.4	1
Smeerder.....	69.7	73.4	3
Eerste laaier.....	68.4	73.4	4
Tweede Gashouerbiedener.....	67.2	73.4	5
Produkseeaantekenaar.....	63.3	72.1	7
Kabellêër.....	63.3	72.1	7
Tweede Ketelbediener, Ketelhuis.....	63.3	72.1	7
Tweede Ketelbediener, Afvalhittekets..	63.3	72.1	7
Tweede Laaier.....	63.3	72.1	7
Spoorlêër.....	63.3	70.8	6
Trokkersleier.....	63.3	70.8	6
Ketelskoonmaker.....	63.3	70.8	6
Operateur, Walsherverharding.....	63.3	70.8	6
Junior Operateur, Suurstofaanleg.....	63.3	70.8	6
Steenkoolbunkerbediener.....	63.3	70.8	6
Pompaanleg- en waterbehandelingsbe- diener.....	63.2	69.5	5
Rivierpompaanlegopérateur.....	63.2	69.5	5
Hoofpompaanlegopérateur.....	63.2	69.5	5
Walswerkpompaanlegopérateur.....	63.2	69.5	5
Sagtewaterbediener.....	63.2	69.5	5
Laerman.....	63.2	69.5	5
*Profielsaagman.....	63.2	68.2	4
Hulpaanlegbediener (Ketelhuis).....	63.2	68.2	4
Hulpaanlegbediener, Afvalhittekets....	63.2	68.2	4
Boorman.....	63.2	68.2	4
Patrolleerman.....	63.1	66.9	3
Tweede Operateur, Walsherverharding...	63.1	66.9	3
Kaartvervanger.....	63.1	66.9	3
Gereedskapuitreiker.....	63.1	65.6	2

* 'n Profielsnyer van wie vereis word om sy eie afmerkwark van sjablone of andersins te maak, moet teen die skaal van 70.7 sent 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 gashouerbiedener moet met twintig skofte gekrediteer word as kwalifikasie vir die pos eerste gashouerbiedener, 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 gashouerbiedener waargeneem is.

GENERAL JOBS, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Motor House Attendant:—			
Hot Strip Mill.....	71.1	78.6	6
Roughing Mill.....	71.1	78.6	6
Cold Mill.....	71.1	78.6	6
Slabbing Mill.....	71.1	78.6	6
Plate Mill.....	71.1	78.6	6
Reinforcing Concreter.....	77.3	77.3	—
First Boiler Attendant.....	72.3	77.3	4
Sub-Station Attendant, Blower House...	71.0	77.3	5
Senior Operator, Oxygen Plant.....	72.3	77.3	4
Rubber Bonder, Cold Strip Mill.....	69.8	76.0	5
First Gasholder Attendant.....	74.8	76.0	1
Combustion Man, Combustion.....	69.8	76.0	5
Sub-Station Attendant, Steel Plant.....	70.9	74.7	3
Blower House Attendant.....	70.9	74.7	3
Roll and Shearblade Grinder.....	63.4	74.7	9
Fencer.....	72.2	73.4	1
Lubricator.....	69.7	73.4	3
First Loader.....	68.4	73.4	4
Second Gasholder Attendant.....	67.2	73.4	5
Production Recorder.....	63.3	72.1	7
Cable Layer.....	63.3	72.1	7
Second Boiler Attendant, Boiler House..	63.3	72.1	7
Second Boiler Attendant, Waste Heat Boilers.....	63.3	72.1	7
Second Loader.....	63.3	72.1	7
Platelayer.....	63.3	70.8	6
Truck Repairer.....	63.3	70.8	6
Boiler Cleaner.....	63.3	70.8	6
Roll Rehardening Operator.....	63.3	70.8	6
Junior Operator, Oxygen Plant.....	63.3	70.8	6
Coal Bunker Attendant.....	63.3	70.8	6
Main Pump House and Water Treatment Attendant.....	63.2	69.5	5
River Pump House Operator.....	63.2	69.5	5
Main Pump House Operator.....	63.2	69.5	5
Mills Pump House Operator.....	63.2	69.5	5
Soft Water Attendant.....	63.2	69.5	5
Bearingman.....	63.2	69.5	5
*Profile Cutter.....	63.2	68.2	4
Auxiliary Plant Attendant (Boiler House)	63.2	68.2	4
Auxiliary Plant Assistant, Waste Heat Boilers.....	63.2	68.2	4
Driller.....	63.2	68.2	4
Patrolman.....	63.1	66.9	3
Second Roll Rehardening Operator.....	63.1	66.9	3
Chart Changer.....	63.1	66.9	3
Tool Issuer.....	63.1	65.6	2

* A Profile Cutter who is required to do his own marking off from templates or otherwise shall be paid at the rate of 70.7 cents 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.

VERKEER, VANDERBIJLPARKWERKE.

Ampstittel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Lokotoesighouer.....	76.1	78.6	2
Toesighouer/Vragmotorbestuurder.....	77.3	77.3	—
Verkeersleier.....	69.8	76.0	5
Diesellokodrywer.....	67.2	74.7	6
Trokselpekteur.....	72.2	73.4	1
Vragmotorbestuurder (vragmotors met 'n vermoë meer as 11 ton).....	72.1	72.1	—
Assistent-Verkeersleier.....	65.7	69.5	3
Verkeersopérateur.....	65.7	68.2	2
Vragmotorbestuurder (vragmotor onder 5 ton vermoë).....	61.9	65.5	3

TRAFFIC, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Loco Supervisor.....	76.1	78.6	2
Supervisor/Lorry Driver.....	77.3	77.3	—
Traffic Chargeman.....	69.8	76.0	5
Diesel Loco Driver.....	67.2	74.7	6
Truck Inspector.....	72.2	73.4	1
Lorry Driver (of lorries over 11 tons capacity).....	72.1	72.1	—
Assistant Traffic Chargeman.....	65.7	69.5	3
Traffic Operator.....	65.7	68.2	2
Lorry Driver (of lorries up to 5 ton capacity).....	61.9	65.6	3

LET WEL.—(i) Ondervinding opgedoen terwyl daar vir enige ander werkgewer in dieselfde klas gewerk is, moet bygereken word by die kwalifiserstermyn 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 Goewermentcertifikaat 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 kwalifikasie vir die pos verkeersleier vir elke honderd skofte gewerk, tot 60 persent van die verskil in skofte tussen die twee poste, afgerond tot die naaste vyf benewens skofte verkry terwyl daar as verkeersleier waargeneem is.

HYSKRANE, VANDERBIJLPARKWERKE.

Ampstitel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente
	Sent.	Sent.	
Afloskraandrywer vir alle hysskrane.....	82.5	82.5	—
Afloskraandrywer vir alle hysskrane uitge- sonderd Diepoondhysskrane	81.2	81.2	—
Afloskraandrywer vir alle hysskrane uitge- sonderd Diepoondhysskrane en Morgan- laaiers	79.9	79.9	—
Kraandrywer, Diepoondhysskrane.....	78.6	79.9	1
Kraandrywer, Morganlaaiers, Opeherd- oond	77.3	77.3	—
Kraandrywer, Laaierkrane, Rotoraanleg	73.5	77.3	3
Kraandrywer, Giethyskrane, Opeherd- oond	76.0	77.3	1
Kraandrywer, Giethyskrane, Rotoraanleg	73.5	77.3	3
Afloskraandrywer vir alle kranes uitgeson- derd Diepoondhysskrane, Morganlaai- ers, Rotoraanleglaaierkrane en Giethys- krane, Opeherd en Rotoraanleg	77.3	77.3	—
Afloskraandrywer vir alle hysskrane teen 72.1 sent per uur of minder ingelys	74.7	74.7	—
Kraandrywer, Oondlaaierkrane.....	73.4	74.7	1
Kraandrywer, Dopbrekerkrane.....	73.4	74.7	1
Kraandrywer, Mengerhysskrane.....	73.4	74.7	1
Kraandrywer, Strooploods (Staalsmeltery)	73.4	74.7	1
Kraandrywer, Dieselhyskrane.....	73.4	74.7	1
Kraandrywer, Ertshyskrane.....	72.2	74.7	2
Kraandrywer, Skrotwerf (Staalsmeltery)	73.4	73.4	—
Kraandrywer, Walsombouhyskrane 5, 7, 16, 22, 25 en 26	73.4	73.4	—
Kraandrywer vir alle ander hysskrane....	63.3	72.1	7
Afloswerker.....	50.3	61.7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1.3c per uur.
Na tweede 75 skofte gewerk.....	5.9c per uur.
Na derde 75 skofte gewerk.....	1.3c per uur.
Na vierde 75 skofte gewerk.....	2.9c per uur.

NIE-BLANKE ARBEID, VANDERBIJLPARKWERKE.

Ampstitel.	Minimum skaal per uur.	Maksimum skaal per uur.	Getal inkre- mente.
	Sent.	Sent.	
Werfman.....	72.2	73.4	1
Toesighouer (Gr. 1), Nie-Blanke Arbei- ders	63.3	70.8	6
Afloswerker.....	50.3	61.7	4

Leerlingskapinkremente vir Afloswerkers:—

Na eerste 75 skofte gewerk.....	1.3c per uur.
Na tweede 75 skofte gewerk.....	5.9c per uur.
Na derde 75 skofte gewerk.....	1.3c per uur.
Na vierde 75 skofte gewerk.....	2.9c per uur.

Namens die partye op hede die 26ste dag van April 1963 in Johan-
nesburg onderteken.

R. F. BUDD, *Voorsitter.*

J. M. RUSSELL, *Ondervoorsitter.*

W. R. GLASTONBURY, *Hoofsekretaris.*

NOTE.—(i) Experience acquired while working for any other em-
ployer 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 Govern-
ment 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, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Relief Crane Driver for all Cranes.....	82.5	82.5	—
Relief Crane Driver for all Cranes exclud- ing Soaking Pit Cranes	81.2	81.2	—
Relief Crane Driver for all Cranes exclud- ing Soaking Pit Cranes and Morgan Chargers	79.9	79.9	—
Driver, Soaking Pit Cranes.....	78.6	79.9	1
Driver, Morgan Chargers (O.H.).....	77.3	77.3	—
Driver, Charging Cranes, Rotor Plant...	73.5	77.3	3
Driver, Casting Cranes, O.H.....	76.0	77.3	1
Driver, Casting Cranes, Rotor Plant....	73.5	77.3	3
Relief Crane Driver for all Cranes, exclud- ing Soaking Pit Cranes, Morgan Char- gers, R.P. Charging Cranes and Casting Cranes, O.H. and R.P.	77.3	77.3	—
Relief Crane Driver for all Cranes sche- duled at 72.1 cents per hour or under	74.7	74.7	—
Driver, 130-ton Charging Cranes.....	73.4	74.7	1
Driver, Skull-Breaker Crane.....	73.4	74.7	1
Driver, 130-ton Mixer Bay Cranes.....	73.4	74.7	1
Driver, 30-ton Stripper Cranes (SMP)...	73.4	74.7	1
Driver, Diesel Cranes.....	73.4	74.7	1
Driver, Ore Bridge.....	72.2	74.7	2
Driver, 15-ton Scrap Bay Cranes (SMP)...	73.4	73.4	—
Driver, Roll Changing Cranes 5, 7, 16, 22, 25 and 26	73.4	73.4	—
Driver, All other Cranes.....	63.3	72.1	7
Relief Operative.....	50.3	61.7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1.3c per hour.
After second 75 shifts worked.....	5.9c per hour.
After third 75 shifts worked.....	1.3c per hour.
After fourth 75 shifts worked.....	2.9c per hour.

NON-WHITE LABOUR, VANDERBIJLPARK WORKS.

Designation.	Minimum Rate per Hour.	Maximum Rate per Hour.	Num- ber of Incre- ments.
	Cents.	Cents.	
Yardsman.....	72.2	73.4	1
Non-White Labour Supervisor (Gr. 1)...	63.3	70.8	6
Relief Operative.....	50.3	61.7	4

Learnership increments for Relief Operatives:—

After first 75 shifts worked.....	1.3c per hour.
After second 75 shifts worked.....	5.9c per hour.
After third 75 shifts worked.....	1.3c per hour.
After fourth 75 shifts worked.....	2.9c per hour.

Signed at Johannesburg for and on behalf of the parties this the
26th day of April, 1963.

R. F. BUDD, *Chairman.*

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

W. R. GLASTONBURY, *General Secretary.*

No. 1308.]

[23 Augustus 1963.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES GEPUBLISEER BY OOR-
LOGSMAATREËL No. 43 VAN 1942, SOOS
GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAL-
LURGIESE NYWERHEID.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Yster-, Staal-, Ingenieurs-, en Metallurgiese Nywerheid wat by Goewermentskennisgewing No. 1307 van 23 Augustus 1963 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. 1308.]

[23 August 1963.

WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE
REGULATIONS PUBLISHED UNDER WAR
MEASURE No. 43 OF 1942, AS AMENDED.

IRON, STEEL, ENGINEERING AND METAL-
LURGICAL INDUSTRY.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Iron, Steel, Engineering and Metallurgical Industry published under Government Notice No. 1307 of the 23rd August, 1963.

M. VILJOEN,
Deputy-Minister of Labour.

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