



Government Gazette

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STATE TENDER BULLETIN No. 76.

STAATSTENDERBULLETIN No. 76.

Vol. 18.]

PRETORIA, 8 OCTOBER 1965.
8 OKTOBER

[No. 1254.]

STATE TENDER BOARD.

NOTICE TO TENDERERS.

Also consult at least the two previous issues in order to obtain full particulars of all current tender invitations.

TENDERS ARE INVITED FOR THE UNDERMENTIONED SUPPLIES, SERVICES AND DISPOSALS.

Tenders should be on the Departmental Tender Form which must be filled in and completed in all respects.

Separate tenders in respect of each tender number are required to be submitted in sealed envelopes. The tender number, the due date and the name and address of the tenderer must be endorsed on the outside of the envelope.

Except where otherwise indicated, tenders should be addressed to the State Buyer, Private Bag 49, Pretoria, or be deposited in the Tender Box in the entrance of Locarno House, 323 Schoeman Street, Pretoria.

N.B.—See separate Defence Division of the State Tender Board, Steyns Buildings.

STAATSTENDERRAAD.

KENNISGEWING AAN TENDERAARS.

Raadpleeg ook ten minste die vorige twee uitgawes om volledige besonderhede van alle lopende tenderuitnodigings te bekom.

TENDERS WORD VIR ONDERGENOEMDE LEWERANSIES, DIENSTE EN VERKOPE GEVRA.

Tenders moet op die Tendervorm van die Departement ingevul wees en moet volledige besonderhede bevat.

Afsonderlike tenders ten opsigte van elke tendernommer word in verskeide koeverte verlang. Die tendernommer, vervaldatum en naam en adres van die tenderaar moet op die buitekant van die koevert aangebring word.

Tensy anders vermeld, moet tenders geadresseer word aan die Staatskoper, Privaatsak 49, Pretoria, of geplaas word in die Tenderbus in die ingang van Locarnogebou, Schoemanstraat 323, Pretoria.

L.W.—Sien afsonderlike Verdedigingsafdeling van die Staatstenderraad, Steynsgebou.

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OFFICE OF THE STATE BUYER.

SUPPLIES, SERVICES AND DISPOSALS.

Tender documents are obtainable from the State Buyer, 323 Schoeman Street (Private Bag 49) (Phone 8-2681, Extensions 40, 59 and 61), Pretoria.

Office hours, Mondays to Fridays: 8 a.m. to 12.45 p.m., 1.30 p.m. to 4.30 p.m.

KANTOOR VAN DIE STAATSKOPER.

LEWERANSIES, DIENSTE EN VERKOPE.

Tenderdokumente is verkrygbaar van die Staatskoper, Schoemanstraat 323 (Privaatsak 49) (Telefoon 8-2681, bylyne 40, 59 en 61), Pretoria.

Kantoorure, Maandae tot Vrydae: 8 vm. tot 12.45 nm., 1.30 nm. tot 4.30 nm.

Tender No.	Supplies. Leweransies.	Due 11 a.m. Sluit 11 vm.
R.T. 4366/G.....	Bedroom mirrors: Commercial High School, Krugersdorp, Dept. of Education, Arts and Science Slaapkamerspieëls: Hoër Handelskool, Krugersdorp, Dept. van Onderwys, Kuns en Wetenskap	10 Nov. 1965.
R.T. 4225/D.....	Tacheometer-theodolite and accessories: Dept. of Mines, Johannesburg..... Tagimeter-teodoliet en bybehore: Dept. van Mynwese, Johannesburg	1 Nov. 1965.
R.T. 4436/C.C.....	Electric suction pump: West End Hospital, Kimberley..... Elektriese suigpomp: West End-hospitaal, Kimberley	15 Nov. 1965.

Tender No.	Supplies. Leweransies.	Due 11 a.m. Sluit 11 vm.
R.T. 4471/P...	Circular saw blades: Dept. of Forestry, Pretoria West. Sirkelsaaglemme: Dept. van Bosbou, Pretoria-Wes	8 Nov. 1965.
R.T. 4470/P...	Bow saw frames, blades and pruning saw sockets: Dept. of Forestry, Pretoria West. Spansaagrame, lemme en snoeisaagsokke: Dept. van Bosbou, Pretoria-Wes	8 Nov. 1965.
R.T. 4462/Q...	Galvanised barbed wire, 14 gauge: To the State. Gegalvaniseerde doringdraad, 14 Maat: Vir die Staat	5 Nov. 1965.
R.T. 4463/P...	Plugs and feathers: Dept. of Forestry, Pretoria. Keile en wigte: Dept. van Bosbou, Pretoria	10 Nov. 1965.
R.T. 4443/K...	Electric boiling pan, stainless steel, 25 gall.: Dept. of Education, Arts and Science, Middelburg, Tvl. Elektriese kookpan, vlekvrye staal, 25 gell.: Dept. van Onderwys, Kuns en Wetenskap, Middelburg, Tvl.	10 Nov. 1965.
R.T. 4358/C...	Laboratory apparatus: Dept. of Mines, Johannesburg. Laboratoriumapparaat: Dept. van Mynwese, Johannesburg	11 Nov. 1965.
R.T. 4475/C...	Polarimeter: Division of Commodity Services, Pretoria. Polarimeter: Afdeling Kommoditeitsdienste, Pretoria	10 Nov. 1965.
R.T. 4411/C...	Water cooler: Highveld Region, Potchefstroom. Waternverkoeler: Hoëveldstreek, Potchefstroom	10 Nov. 1965.
R.T. 4476/C...	Laboratory apparatus and chemicals: Veterinary Research Institute, Onderstepoort. Laboratoriumapparaat en -chemikalieë: Navorsings-instituut vir Veeartsenykunde, Onderstepoort	11 Nov. 1965.
R.T. 4477/C...	Laboratory equipment: Highveld Region, Potchefstroom. Laboratoriumuitrusting: Hoëveldstreek, Potchefstroom	11 Nov. 1965.
R.T. 4478/C...	Stereoscopes: Agricultural Technical Services, Pretoria, Pietermaritzburg and Queenstown Stereoskope: Landbou-tegniese Dienste, Pretoria, Pietermaritzburg en Queenstown	12 Nov. 1965.
R.T. 4479/C...	Laboratory apparatus and syringes: Veterinary Research Institute, Onderstepoort. Laboratoriumapparaat en -spuiter: Navorsingsinstituut vir Veeartsenykunde, Onderstepoort	12 Nov. 1965.
R.T. 4435/C.C...	Microfilmer: Grootfontein College of Agriculture, Middelburg, C.P. Mikrofilmleser: Grootfontein se Landboukollege, Middelburg, K.P.	15 Nov. 1965.
R.T. 4381/R...	Lead seals and sealing wire: Dept. of Customs and Excise, Cape Town. Loodseëls en seëldraad: Dept. van Doeanes en Aksyns, Kaapstad	1 Nov. 1965.
R.T. 4382/R...	Steel form boards and scaffolding: Dept. of Prisons, Kroonstad, Waterval and Modderbee Staalvorms vir bekisting en steiers: Dept. van Gevangenis, Kroonstad, Waterval en Modderbee	29 Oct./Okt., 1965.
R.T. 4330/M...	Machine for sheetmetal work: Dept. of Prisons, Pretoria. Masjien vir plaatmetaalwerk: Dept. van Gevangenis, Pretoria	15 Nov. 1965.
R.T. 4329/M...	Concrete vibrator, electric hammer, surface planer, concrete mixer, masonry saw and floor sanding machine: Dept. of Prisons, Pretoria Betontrilliers, elektriese hamer, vlaksaafmasjien, betonmenger, klipsaag en vloerskuurmasjien: Dept. van Gevangenis, Pretoria	12 Nov. 1965.
R.T. 4328/M...	Liners for scrubber: State Alluvial Diggings, Alexander Bay. Voering vir skroptoestel: Alluviale Staatsdelwerye, Alexanderbaai	12 Nov. 1965.
R.T. 4326/M...	Bandsaw, portable: Dept. of Agricultural Technical Services, Glen, O.F.S. Bandsaag, draagbaar: Dept. van Landbou-tegniese Dienste, Glen, O.V.S.	11 Nov. 1965.
R.T. 4325/M...	Precision cutter grinder: Trigonometrical Survey Office, Cape Town. Presisiessny- en slypmasjien: Driehoeksmetingkantoor, Kaapstad	11 Nov. 1965.
R.T. 4481/K...	Electrical equipment: Dept. of Education, Arts and Science for Technical High School, Springs Elektriese benodighede: Dept. van Onderwys, Kuns en Wetenskap vir Tegniese Hoërskool, Springs	11 Nov. 1965.
R.T. 4480/K...	Potato peeler: Dept. of Education, Arts and Science, Technical High School, Witbank. Aartappelskiller: Dept. van Onderwys, Kuns en Wetenskap, Tegniese Hoërskool, Witbank	10 Nov. 1965.
R.T. 4491/G...	Timber, saligna: S.A. Mint. Hout, saligna: S.A. Mint	9 Nov. 1965.
R.T. 4488/K...	Electrical bread slicers: Dept. of Health, Weskoppies Hospital. Elektriese broodsnijers: Dept. van Gesondheid, Weskoppies-hospitaal	12 Nov. 1965.
R.T. 4466/K...	Motors D.C.: Dept. of Education, Arts and Science, Commercial and Technical High School, Vereeniging, and Technical High School, Randfontein Motors, D.S. (direkte Stroom): Dept. van Onderwys, Kuns en Wetenskap, Hoër Handel- en Tegniese Skool, Vereeniging, en Hoër Tegniese Skool, Randfontein	12 Nov. 1965.
R.T. 4275/K...	Oscilloscope: Dept. of Education, Arts and Science, Vanderbijlpark. *Extension of due date Ossiloskoop: Dept. van Onderwys, Kuns en Wetenskap, Vanderbijlpark. *Uitstel van sluitingsdatum	*27 Oct./Okt., 1965.
R.T. 4473/F...	Sewing machines: Dept. of Social Welfare and Pensions. Naaimasjiene: Dept. van Volkswelnsyn en Pensioene	11 Nov. 1965.

Tender No.	Supplies. <i>Leweransies.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
R.T. 145/19/65/E.	Perishable provisions, vegetables and fruit: Nelspoort Sanatorium. Period 1st Jan., 1966 to 30th June, 1966 Bederfbare eetware, groente en vrugte: <i>Nelspoort-sanatorium. Tydperk 1 Jan. 1966 tot 30 Junie 1966</i>	3 Nov. 1965.
R.T. 145/18/65/E.	Perishable provisions, vegetables and fruit: Beaufort West Area. Period ending 30 June, 1966 Bederfbare eetware, groente en vrugte: <i>Beaufort-Wesgebied. Tydperk eindigende 30 Junie 1966</i>	3 Nov. 1965.
R.T. 145/21/65/E.	Perishable provisions, vegetables and fruit: School of Industries, Wellington. Period 1st Feb., 1966 to 30th June, 1966 Bederfbare eetware, groente en vrugte: <i>Nywerheidskool, Wellington. Tydperk 1 Feb. 1966 tot 30 Junie 1966</i>	4 Nov. 1965.
R.T. 145/20/65/E.	Perishable provisions: Gamkapoort and Prins Albert Prisons. Period 1st Jan., 1966 to 30 June, 1966 Bederfbare eetware: <i>Gamkapoort- en Prins Albertgevangnisse. Tydperk 1 Jan. 1966 tot 30 Junie 1966</i>	4 Nov. 1965.
R.T. 296/65/C.C.	Dental material: Central Medical Stores, Pretoria. Period ending 30th Sept., 1966. Tandheelkundige materiaal: <i>Sentrale Artsenymagasy, Pretoria. Tydperk eindigende 30 Sept. 1966</i>	4 Nov. 1965.
R.T. 4467/K.	Steam boiler apparatus: Dept. of Education, Arts and Science, Technical College, Port Elizabeth. Stoomketelapparaat: <i>Dept. van Onderwys, Kuns en Wetenskap, Tegniese Kollege, Port Elizabeth</i>	12 Nov. 1965.
R.T. 4444/K.	Electric kitchen equipment: Dept. of Prisons, Johannesburg. Elektriese kombuisgereedskap: <i>Dept. van Gevangenis, Johannesburg</i>	11 Nov. 1965.
R.T. 4451/F.	Hot water baths: Dept. of Agricultural Technical Services, Pretoria. Warmwaterbaddens: <i>Dept. van Landbou-tegniese Dienste, Pretoria</i>	8 Nov. 1965.
R.T. 4093/F.	Sewing machines: West End Hospital, Kimberley, and Westlake Institution, Retreat. Naaimasjiene: <i>West End-hospitaal, Kimberley, en Westlake-inrigting, Retreat</i>	8 Nov. 1965.
R.T. 4090/F.	Sewing machines: Ferdinand Postma High School, Potchefstroom. Naaimasjiene: <i>Ferdinand Postma-hoërskool, Potchefstroom</i>	9 Nov. 1965.
R.T. 4440/K.	Boiler spares: Dept. of Forestry, Graskop, Klein Sabie and Malieveld. Stoomketelreserwede: <i>Dept. van Bosbou, Graskop, Klein Sabie en Malieveld</i>	16 Nov. 1965.
R.T. 229/66/A.	National flags: Period 1st Feb., 1966 to 31st Jan., 1967. Nasionale vlae: <i>Tydperk 1 Feb. 1966 tot 31 Jan. 1967</i>	8 Nov. 1965.

Tender No.	Services. <i>Dienste.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
R.T. 4429/D.	Auctioneering services; Redundant livestock: Dept. of Agricultural Technical Services, Koopmansfontein Afslaersdienste; Oortollige lewende hawe: <i>Dept. van Landbou-tegniese Dienste, Koopmansfontein</i>	1 Nov. 1965.
R.T. 4468/W.	Installation of electricity: Dept. of Forestry, Swartkop Plantation, Taylor's Halt. Installering van elektrisiteit: <i>Dept. van Bosbou, Swartkopplantasie, Taylorshalte</i>	4 Nov. 1965.
R.T. 4282/W.	Erection of athletic track: Commercial High School, Welkom. Oprigting van atletiekbaan: <i>Hoër Handelskool, Welkom</i>	3 Nov. 1965.
R.T. 4469/W.	Installation of electricity: Dept. of Forestry, Mariepskop plantation, Klaserie Siding. Installering van elektrisiteit: <i>Dept. van Bosbou, Mariepskop Plantasie, Klaseriesylyn</i>	3 Nov. 1965.

Tender No.	Disposals. <i>Verkope.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
R.T. 4424/D.	A used motor vehicle (1960 Zephyr): Dept. of Defence, Pretoria. 'n Gebruikte motorvoertuig (1960-Zephyr): <i>Dept. van Verdediging, Pretoria</i>	1 Nov. 1965.
R.T. 4423/D.	Redundant Stores: Dept. of Defence, Durban. Oortollige voorrade: <i>Dept. van Verdediging, Durban</i>	1 Nov. 1965.

DEPARTMENT OF PUBLIC WORKS.

BUILDING SERVICES.

A deposit of R4 either in cash, deposit receipt, or bank-initialed cheque, must be paid on the documents for each service, which will be refunded, provided (a) a bona fide tender is submitted; or (b) the documents issued to prospective tenderers are returned to the issuing office within 7 days of the closing date of tenders.

All relevant documents will be made available with tender forms to contractors by the Secretary, P.W.D., Room No. 503, Central Government Offices, Vermeulen Street (Phone 3-9581, Extension 45), Pretoria, and by the District Representative(s), P.W.D., at the centres listed below.

Conditions of Contracts, Drawings, Specifications and Bills of Quantities may be inspected at the offices of the Secretary, P.W.D., Room No. 503, Central Government Offices, Vermeulen Street (Phone 3-9581, Extension 45), Pretoria, the District Representative, P.W.D., Johannesburg, and at the centres mentioned below.

DEPARTEMENT VAN OPENBARE WERKE.

BOUDIENSTE.

Vir elke diens moet 'n kontantbedrag van R4 of 'n kwitansie vir kontantbetaling, of 'n tjek deur 'n bank geparafeer gedeponeer word wat terugbetaal word mits (a) 'n bona fide tender ingestuur word; of (b) die dokumente wat aan vooraemende tenders uitgereik is, binne 7 dae na die sluitingsdatum van tenders aan die kantoor van uitreiking terugbesorg word.

Alle toepaslike dokumente tesame met tendervorms sal aan kontrakteurs deur die Sekretaris, D.O.W., Kamer no. 503, Sentrale Goewermentskantore, Vermeulenstraat (Telefoon 39581, bylyn 45) Pretoria, en deur die Distriksvertegenwoordiger(s) D.O.W., by die sentrums soos hieronder aangegee, beskikbaar gestel word.

Kontrakvoorwaardes, tekeninge, spesifikasies en hoeveelheidslyste lê ter insae by die kantore van die Sekretaris, D.O.W., Kamer no. 503, Sentrale Goewermentskantore, Vermeulenstraat (Foon 3-9581, Bylyn 45), Pretoria, die Distriksvertegenwoordiger, D.O.W., Johannesburg, en by die sentrums hieronder genoem.

Tender No.	Service and Province. Diens en Provinsie.	Documents available for issue to contractors. Dokumente verkrygbaar vir uitreiking aan kontrakteurs.	Date from which documents are available. Datum van wanneer af dokumente verkrygbaar is.	Other centres where documents may be inspected and issued to contractors. Ander sentrums waar dokumente ter insae lê en vir uitreiking aan kontrakteurs beskikbaar is.	Due 11 a.m. Sluit 11 vm.
P.W.D. 968...	Eerste river: Erection of a reinforced concrete elevated reservoir (Contract 7) <i>Eersterivier: Oprigting van 'n hoë gewapende betonreservoir (Kontrak 7)</i>	Tender forms and specified bills of quantities <i>Tendervorms en gespesifiseerde hoeveelheidslyste</i>	22 Oct./Okt. 1965	District Representative, P.W.D., Cape Town <i>Distriksvertegenwoordiger D.O.W., Kaapstad</i>	23 Nov. 1965.
P.W.D. 969...	Winterton (Natal): Erection of two residences for the S.A. Police <i>Winterton (Natal): Oprigting van twee wonings vir die S.A. Polisie</i>	Tender forms, drawings and specifications <i>Tendervorms, tekeninge en spesifikasies</i>	23 Oct./Okt. 1965	District Representative, P.W.D., Durban <i>Distriksvertegenwoordiger, D.O.W., Durban</i>	23 Nov. 1965.
P.W.D. 970...	Sabie: Erection of two residences for the S.A. Police <i>Sabie: Oprigting van twee wonings vir die S.A. Polisie</i>	Tender forms, drawings and specifications <i>Tendervorms, tekeninge en spesifikasies</i>	22 Oct./Okt. 1965		16 Nov. 1965.
P.W.D. 971...	Caledon (C.P.): Erection of a residence for the Postmaster <i>Caledon (K.P.): Oprigting van 'n posmeesterswoning</i>	Tender forms, drawings and specifications <i>Tendervorms, tekeninge en spesifikasies</i>	22 Oct./Okt. 1965	District Representative, P.W.D., Cape Town <i>Distriksvertegenwoordiger, D.O.W., Kaapstad</i>	23 Nov. 1965.
P.W.D. 972...	Ladybrand; Eendrag School: Additions, alterations and conversions <i>Ladybrand; Eendrag skool: Aanbouings, veranderinge en omskepings</i>	Tender forms, drawings, specifications and bills of quantities <i>Tendervorms, tekeninge, spesifikasies en hoeveelheidslyste</i>	22 Oct./Okt. 1965	District Representative, P.W.D., Bloemfontein <i>Distriksvertegenwoordiger, D.O.W., Bloemfontein</i>	16 Nov. 1965.
P.W.D. 973...	Oudtshoorn: Magistrate's Offices: Additions and alterations <i>Oudtshoorn; Landdroskantoor: Aanbouings en veranderinge</i>	Tender forms, drawings and specified bills of quantities <i>Tendervorms, tekeninge en gespesifiseerde hoeveelheidslyste</i>	22 Oct./Okt. 1965	District Representative, P.W.D., Port Elizabeth <i>Distriksvertegenwoordiger, D.O.W., Port Elizabeth</i>	23 Nov. 1965.
P.W.D. 974...	Pretoria (Waterkloof): Air Force Station: Repair and conversion of buildings for single personnel and additions to the mess block <i>Pretoria (Waterkloof): Lugmagtasie: Opknapping en omskepings van geboue vir ongetroudes en aanbouings aan menasieblok</i>	Tender forms, drawings and specified bills of quantities <i>Tendervorms, tekeninge en gespesifiseerde hoeveelheidslyste</i>	22 Oct./Okt. 1965		16 Nov. 1965.
P.W.D. 975...	Johannesburg: Repairs and renovations to the Military compound and married quarters at Auckland Park <i>Johannesburg: Opknapping en herstelwerk aan die Militêre kampong en kwartiere vir getroudes te Auckland Park</i>	Tender forms, drawings, specifications and specified bills of quantities <i>Tendervorms, tekeninge, spesifikasies en gespesifiseerde hoeveelheidslyste</i>	8 Oct./Okt. 1965		9 Nov. 1965..

DEPARTMENT OF COMMUNITY DEVELOPMENT.

BUILDING, ELECTRICAL, ENGINEERING AND RENOVATION SERVICES.

The necessary tender documents are obtainable at Room No. 647, Department of Community Development, Fountain Lane, Pretoria, and from the Department's Regional Representative(s) as scheduled.

Tender documents will be issued on payment of the amount as indicated against each item in the schedule, which will be refunded on receipt of a bona fide tender. If a tender is not submitted and the documents are returned to the issuing office on or before the closing date of the tenders, the deposit will also be refunded.

DEPARTEMENT VAN GEMEENSKAPSBOU.

BOU, ELEKTRIESE, INGENIEURS- EN OPKNAPPINGS-DIENSTE.

Die nodige tenderdokumente is verkrygbaar te Kamer No. 647, Departement van Gemeenskapsbou, Fonteinlaan, Pretoria, en van die Departement se Streekverteenwoordiger(s) soos aangegee.

Tenderdokumente sal teen betaling van 'n deposito soos teenoor elke item in die bylae aangetoon, uitgereik word, wat na ontvangs van 'n bona fide-tender terugbetaal sal word. Indien geen tender ingedien word nie en die dokumente voor of op die sluitingsdatum vir tenders aan die kantoor van uitreiking terugbesorg word, sal die deposito ook terugbetaal word.

Tender No.	Building, electrical, engineering and renovation services. <i>Bou-, elektriese-, ingenieurs- en opknappingsdienste.</i>	Other centres at which tender documents are available. <i>Ander sentrums waar tenderdokumente verkrygbaar is.</i>	Deposit amount required for tender documents. <i>Depositobedrag vir tenderdokumente vereis.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
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REPAIRS AND RENOVATIONS.—HERSTEL EN OPKNAPPING.

38/65.....	Repairs and renovations at Oribi Government village, Pietermaritzburg <i>Herstel en opknapping van Oribi Staatsdorp, Pietermaritzburg</i>	Sanlam Building, 200 Church Street, Pietermaritzburg	R3	2 Nov. 1965.
K.S. 87/65.....	Repairs and renovations of Bergville Coloured School, Athlone <i>Herstel en opknapping van Bergville Kleurlingskool, Athlone</i>	Sanlamgebou, Kerkstraat 200, Pietermaritzburg New Labour Building, Barrack Street, Cape Town <i>Nuwe Arbeidgebou, Barrackstraat, Kaapstad</i>	R3	2 Nov. 1965.

ELECTRICAL INSTALLATION.—ELEKTRIESE INSTALLASIE.

K.S. 24/64.....	Electrical installation in Kewtown Primary School, Cape <i>Elektriese installasie in Kewtown Laerskool, Kaap</i>	New Labour Building, Barrack Street, Cape Town <i>Nuwe Arbeidgebou, Barrackstraat, Kaapstad</i>	R3	2 Nov. 1965.
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ENGINEERING SERVICES.—INGENIEURSDIENSTE.

G.O.R. 73/64(P).....	Installation of piling for block of flats at St. George's Street, Durban <i>Installering van heipale vir woonstelgebou, St. Georgesstraat, Durban</i>	Government Offices, cor. of Esplanade and Stanger Streets, Durban. <i>Staatskantore, hoek van Esplanade en Stangerstraat, Durban</i>	R10	2 Nov. 1965.
41/64.....	Water reticulation, Woolhope Township, Port Elizabeth <i>Waternetwerk vir Woolhope-dorpsgebied, Port Elizabeth</i>	Old Mutual Building, Main Street, Port Elizabeth <i>Ou Mutualgebou, Mainstraat, Port Elizabeth</i>	R10	2 Nov. 1965.
K.S. 1/64(F).....	Sewage ejectors for Technical College for Coloureds at Bellville <i>Straalpompe vir riolering van Teg-niese Kollege vir Kleurlinge, Bellville</i>	New Labour Building, Barrack Street, Cape Town. <i>Nuwe Arbeidgebou, Barrackstraat, Kaapstad</i>	R10	2 Nov. 1965.

POST OFFICE.

SUPPLIES AND SERVICES.

Tender documents are obtainable only on application from the Postmaster General, Stores Division, P.O. Box 447, Room No. 215, Electro House, 321 Bosman Street (Telephone 3-9381, Extension 154), Pretoria.

POSKANTOOR.

LEWERANSIES EN DIENSTE.

Tenderdokumente is alleenlik op aanvraag verkrygbaar van die Posmeester-generaal, Voorrade Afdeling, Posbus 447, Kamer No. 215, Electrohuis, Bosmanstraat 321 (Telefoon 3-9381, Uitbreiding 154), Pretoria.

Tender No.	Supplies. <i>Leweransies.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
P.O. 2190.....	Locks and keys..... <i>Slotte met sleutels</i>	8 Nov. 1965.
P.O. 2192.....	16 m.m. sound film projector..... <i>16 mm.-klankfilmprojektor</i>	10 Nov. 1965.
P.O. 2215.....	Air-conditioning units..... <i>Lugversorgingseenhede</i>	12 Nov. 1965.

GOVERNMENT PRINTER.**SUPPLIES AND SERVICES.**

Tender forms are obtainable from The Government Printer, Bosman Street, Pretoria, Telephone 3-9731, Extension 62, or from the buying section during the hours 7.30 a.m. to 12.15 p.m., and 1.30 p.m. to 4.30 p.m.

STAATSDRUKKER.**LEWERANSIES EN DIENSTE.**

Tendervorms is verkrygbaar van Die Staatsdrukker, Bosmanstraat, Pretoria, Telefoon 3-9731, bylyn 62, of by die aankoopafdeling gedurende die ure 7.30 vm. tot 12.15 nm., en 1.30 nm. tot 4.30 nm.

Tender No.	Supplies. <i>Leweransies.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
SD.-W. 152.....	Matrices for Intertype machine..... Matryse vir Intertiepmasjien	12 Nov. 1965.
SD.-W. 153.....	Hand lift truck..... Handhystrokkie	12 Nov. 1965.

DEPARTMENT OF PUBLIC WORKS.**ELECTRICAL AND MECHANICAL SERVICES.**

Tender forms are obtainable from the Secretary, P.W.D., Room No. 503, Central Government Offices, Vermeulen Street (Telephone 3-9581, Extension 45), Pretoria.

DEPARTEMENT VAN OPENBARE WERKE.**ELEKTRIESE EN WERKTUIGKUNDIGE DIENSTE.**

Tendervorms is verkrygbaar van die Sekretaris, D.O.W., Kamer no. 503, Sentrale Goewermentskantore, Vermeulenstraat (Telefoon 3-9581, bylyn 45), Pretoria.

Tender No.	Services. <i>Dienste.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
P.W.D. 967.....	Port Elizabeth and Cape Town Districts: Supply, delivery and installation of eight emergency generating sets at the defence establishments Distrikte Port Elizabeth en Kaapstad: Lewering, aflewering en installering van agt noodstroom opwekkers by die verdedigingsinrigtings	9 Nov. 1965.

DEPARTMENT OF WATER AFFAIRS.**SUPPLIES AND SERVICES OTHER THAN BORING CONTRACTS.**

Tender forms are obtainable from the Controller of Stores, Department of Water Affairs, Room No. 134, Patterson's Buildings, 173 Schoeman Street (Private Bag 313) (Telephone 2-5941), Pretoria.

DEPARTEMENT VAN WATERWESE.**LEWERANSIES EN DIENSTE UITGESONDERD BOOR-KONTRAKTE.**

Tendervorms is verkrygbaar by die Kontroleur van Voorrade, Departement van Waterwese, Kamer No. 134, Pattersongebou, Schoemanstraat 173 (Privaatsak 313) (Telefoon 2-5941), Pretoria.

Tender No.	Supplies. <i>Leweransies.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
W. 1250.....	Prefabricated steel sheds..... Opslaanloodse	11 Nov. 1965.
W. 1251.....	Water carts, 200-gallon..... Waterkarre, 200-gelling	11 Nov. 1965.
W. 1264.....	Metering nozzles, 36 inch..... Metertellingtuite, 36 duim	11 Nov. 1965.
W. 1290.....	Portable dionic conductivity meters..... Draagbare dioniese geleidingsvermoëmeters	11 Nov. 1965.
W. 1292.....	P.V.C. water stop..... Pvc.-waterstop	11 Nov. 1965.

DEPARTMENT OF WATER AFFAIRS.**BORING CONTRACTS.**

Tender forms are obtainable from the Boring Engineer, Department of Water Affairs, Aquila Building, Room No. 223, 157 Schoeman Street (P.O. Box 411) (Telephone 2-4811), Pretoria.

DEPARTEMENT VAN WATERWESE.**BOORKONTRAKTE.**

Tendervorms is verkrygbaar by die Booringenieur, Departement van Waterwese, Aquilagebou, Kamer No. 223, Schoemanstraat 157 (Posbus 411) (Telefoon 2-4811), Pretoria.

Tender No.	Boring for water. <i>Boor na water.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
W. 1307.....	Coloured Affairs at Kranshoek, Knysna District..... Kleurlingsake te Kranshoek, distrik Knysna	4 Nov. 1965.
W. 1308.....	Massakloutjie Research Station, Gordonia District..... Massakloutjienavorsingstasie, distrik Gordonia	4 Nov. 1965.

DEFENCE DIVISION.

SUPPLIES AND SERVICES.

Tenders should be addressed to the Secretary, State Tender Board, (Defence Division), Private Bag 316, Pretoria, or be deposited in the Tender Box in Steyns Arcade of Steyns Buildings, 270 Schoeman Street, Pretoria.

Tender documents are obtainable from the State Buyer, Defence Division, Room No. 900, Eighth Floor, Steyns Buildings, 270 Schoeman Street (Private Bag 316) (Phone 3-3091, Extension 31), Pretoria.

Office hours, Mondays to Fridays: 8 a.m. to 12.45 p.m.; 1.30 p.m. to 4.30 p.m.

VERDEDIGINGSAFDELING.

LEWERANSIES EN DIENSTE.

Tenders moet geadresseer word aan die Sekretaris, Staatstenderraad (Verdedigingsafdeling), Privaatsak 316, Pretoria, of in die Tenderbus in Steynsdeurloop van Steynsgebou, Schoemanstraat 270, Pretoria, geplaas word.

Tenderdokumente is verkrygbaar van die Staatskoper, Verdedigingsafdeling, Kamer no. 900, Agste Verdieping, Steynsgebou, Schoemanstraat 270 (Privaatsak 316) (Telefoon 3-3091, bylyn 31), Pretoria.

Kantoorure, Maandae tot Vrydae: 8 vm. tot 12.45 nm; 1.30 nm. tot 4.30 nm.

Tender No.	Supplies. <i>Leweransies.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
TEN. 2553/U.....	Electric cable: Cape Town..... Elektriese kabel: <i>Kaapstad</i>	18 Nov. 1965.
TEN. 2565/U.....	Light fittings: Cape Town..... Lamp toebehore: <i>Kaapstad</i>	18 Nov. 1965.
TEN. 2573/T.....	Sewing machines: Lyttelton and Cape Town..... Naaimasjiene: <i>Lyttelton en Kaapstad</i>	9 Nov. 1965.
TEN. 2576/T.....	Aprons' cooks: Pretoria..... Voorskote vir kokke: <i>Pretoria</i>	9 Nov. 1965.
TEN. 2579/S.....	Portable sanding machine: Cape Town..... Draagbare skuurmasjiene: <i>Kaapstad</i>	9 Nov. 1965.
TEN. 2581/T.....	Hose tubing: Cape Town..... Gomlastiekpyp: <i>Kaapstad</i>	9 Nov. 1965.
TEN. 2584/U.....	Cable drums: Pretoria..... Kabeldromme: <i>Pretoria</i>	18 Nov. 1965.
TEN. 2593/S.....	Gun, lubricating: Cape Town..... Smeerpomp: <i>Kaapstad</i>	11 Nov. 1965.
TEN. 2594/S.....	Pump for filtration plant: Cape Town..... Pomp vir filteringsinstallasie: <i>Kaapstad</i>	11 Nov. 1965.
TEN. 2598/T.....	Acetone: Pretoria..... "Acetone": <i>Pretoria</i>	9 Nov. 1965.
TEN. 2599/T.....	Silver solder: Cape Town..... Silwersoldeersel: <i>Kaapstad</i>	9 Nov. 1965.
TEN. 2603/U.....	Switches: Pretoria..... Skakelaars: <i>Pretoria</i>	17 Nov. 1965.
TEN. 2610/T.....	Chain tackle: Cape Town..... Kettingtakel: <i>Kaapstad</i>	9 Nov. 1965.
TEN. 2611/T.....	Steel plates: Cape Town..... Staalplate: <i>Kaapstad</i>	9 Nov. 1965.
TEN. 2613/U.....	Electric cable: Cape Town..... Elektriese kabel: <i>Kaapstad</i>	16 Nov. 1965.
TEN. 2617/U.....	Switch board cords: Pretoria..... Skakelbordsnoere: <i>Pretoria</i>	16 Nov. 1965.
TEN. 2622/T.....	Electric food servers: Cape Town..... Elektriese voedselbedieners: <i>Kaapstad</i>	10 Nov. 1965.
TEN. 2623/T.....	Goggles: Pretoria..... Stofbrille: <i>Pretoria</i>	10 Nov. 1965.

Tender No.	Services. <i>Dienste.</i>	Due 11 a.m. <i>Sluit 11 vm.</i>
TEN. 2595/T.....	Cut, make and trim of caps: Pretoria..... Sny, maak en afwerk van pette: <i>Pretoria</i>	9 Nov. 1965.
TEN. 2604/S.....	Supply and erection of 20 ton crane: Cape Town..... Lewering en oprigting van 20-ton-hyskraan: <i>Kaapstad</i>	11 Nov. 1965.

STATE TENDER BOARD.—STAATSTENDERRAAD.

SUPPLIES.—LEWERANSIES.

The following tender results are being published for general information/Die volgende tenderuitslae word vir algemene inligting gepubliseer:—

Tender No.	Item No.	Successful tenderer. Sukksesvolle tenderaar.	Price. Prys.	Brand. Handelsmerk.	*Basis of delivery. *Basis van aflewering.	Preference claimed. Voorkeur geëis.
R.T. 3845/M..	1	Forest Engineering.....	R1,329 each.....	Morgan U.F.B. 6	(b) London or Liverpool.	—
R.T. 3918/K...	1	G. E. C. South Africa.....	R780 lot.....	G. E. C. Z. 5670/71	(a) Pretoria.....	—
P.W.D. 866...		Bernco Laboratory.....	R725.....		(e) and erected.....	—
I.P. 9856/K...	1	Brown Boveri S.A.....	R1,830.....	Brown Boveri R.T. 6	(b) Antwerp or Rotterdam	—
R.T. 4132/R..	1 (a)	Harvey & Russel.....	R0.264 per die blank....	—	(e) at S.A. Mint.....	—
R.T. 4132/R..	1 (c)	Harvey & Russel.....	R0.352 per die blank....	—	—	—
F.T. 3772/R..	1	African Gate and Fence W....	R1,728.....	Afgate.....	(e) Supply and erection..	—
I.P. 9828/R..	2	Bethal Welding Works.....	R520.....	Oudtshoorn..	(a) Bethal.....	—
I.P. 9826/R..	1	Brick Corporation of S.A.....	R17 per 1,000.....	—	(e)	—
R.T. 3894/R..	1	Optical Instruments.....	R1,813 lot.....	Ott Type XX	(a) Durban.....	—
I.P. 9335/R..	1	Unie Voorafvervaardigde Staal- geboue, Ltd.	R1,181.....	—	(e) Supply and erection...	—
F.T. 3786/R..	1	Brick Corporation of S.A.....	R36 per 1,000.....	Brickor.....	(e)	—
F.T. 3786/R..	2	Brick Corporation of S.A.....	R15 per 1,000.....	Brickor.....	(e)	—
W. 995/R.....	1	Fischli & Fuhrmann.....	R3,720 lot.....	—	(a) Johannesburg.....	—
F.T.W. 1051/R	3	Steelmetals, Ltd.....	R10,970 lot.....	—	(a) Reef Area.....	—
F.T.W. 1051/R	4	Steelmetals, Ltd.....	R3,686 lot.....	—	(a) Reef Area.....	—
F.T.W. 1051/R	5	Steelmetals, Ltd.....	R655 lot.....	—	(a) Reef Area.....	—
F.T.W. 1051/R	6	Steelmetals, Ltd.....	R1,000 lot.....	—	(a) Reef Area.....	—
F.T.W. 1051/R	1	Barratt & Pillans, Ltd.....	R14,229 lot.....	—	(a) Luipaardsvlei.....	—
F.T.W. 1051/R	2	Barratt & Pillans, Ltd.....	R15,535 lot.....	—	(a) Luipaardsvlei.....	—
I.P. 9660.....	1	McKechnie Enfield Rolling Mills, Germiston	R371.....	McKechnie..	(a) Germiston.....	10%
I.P. 9854/P...	1	National Bolts and Rivets Boks- burg	R809.25.....	—	(a) Boksburg-Oos.....	10%
P.O. 2053.....	1	Santar Pipes, Alrode, Alberton..	R75,184.....	—	(a) Natalspruit.....	10%
I.P. 9577/R...	1	Beagle and Lippert, Johannes- burg	R2,646.....	Thrustaflex...	(a) Johannesburg.....	—
A.L. 2012.....	1	Le Carbone (S.A.), Johannes- burg	R28,800.....	—	(a) Langlaagte.....	3%
A.L. 2013.....	1-3	Standard Telephones and Cables, Boksburg	R4,544.68.....	Nicopress....	(b) Cape Town.....	—
A.L. 2011.....	1	Allied Electric, Dunswart.....	R5,009.....	Allied.....	(a) Boksburg East.....	10%
A.L. 1593.....	1	Swiss-African Industrial Devel- oping, Johannesburg	R2,158.76.....	Pirelli (CENT/b) INCET	(b) Genova.....	—
A.L. 1593.....	2 and 3	Asea Electric, Pretoria.....	R22,145.64.....	Asea.....	(a) Pretoria.....	10%
S.L. 3916/K...	1	Automatic Telephones, Johan- nesburg	R35.84.....	A.T. & E....	(b) U. K. Port.....	—
S.L. 3916/K...	2	Standard Telephones and Cables, Johannesburg	R1,756.56.....	S.T.C. 4062- A.	(b) London.....	—
S.L. 3916/K...	3	Beeston Ericsson Telephones, Johannesburg	R135.51.....	E.T.L.N. 5256 T.	(b) U. K. Port.....	—
A.L. 2016.....	2	Hubert Davies, Johannesburg..	R3,080.....	Minnesota Mining	(a) Johannesburg.....	—
A.L. 2017.....	2	Pretoria Light Industries, Pre- toria	R590.....	—	(a) Pretoria.....	10%
A.L. 2014.....	1 and 2	Alrite Engineering Supplies Cleveland	R10,600.....	Alrite.....	(a) Johannesburg.....	10%
I.P. 9837/P...	3	Gen. Spares and Accessories....	R1.05 each.....	Zim No. 221..	(a) Pretoria.....	—
I.P. 9837/P...	7	Gen. Spares and Accessories....	R6.50 each.....	Gen.....	(a) Pretoria.....	—
I.P. 9837/P...	8	Gen. Spares and Accessories....	R0.50 each.....	P.B.R.....	(a) Pretoria.....	—
I.P. 9837/P...	1	Goldies Motor Supplies.....	R0.86 less 2½% per each..	Godere 88-4"	(a) Johannesburg.....	—
I.P. 9837/P...	2	Goldies Motor Supplies.....	R0.57 less 2½% per each..	Rimac 116...	(a) Johannesburg.....	—
I.P. 9837/P...	4	Engineering Requisites.....	R8.01 per set.....	Triangle.....	(a) Pretoria.....	6%
I.P. 9837/P...	5 and 6	Engineering Requisites.....	R8.01 per set.....	Triangle.....	(a) Pretoria.....	6%
R.T.S. 3937/Q	5	M. & J. Hardware.....	R6.29 per coil.....	Iscor.....	(a) Bloemfontein.....	10%
R.T.S. 3937/Q	3 (b)	M. & J. Hardware.....	R5.09 per coil.....	Iscor.....	(a) Elandsfontein.....	10%
R.T.S. 3937/Q	5	M. & J. Hardware.....	R5.97 per coil.....	Iscor.....	(a) Elandsfontein.....	10%
R.T.S. 3937/Q	3 (b)	A. Schauder & Sons.....	R5.20 per coil.....	Iscor.....	(a) Cordelfes.....	10%
R.T.S. 3937/Q	3 (b)	Moshal Gevisser, Ltd.....	R5.19 per coil.....	Iscor.....	—	—
R.T.S. 3937/Q	5	Moshal Gevisser, Ltd.....	R6.12 per coil.....	Iscor.....	—	—
R.T.S. 3937/Q	3 (b)	National Trading Co., Ltd.....	R5 per coil.....	Iscor.....	—	10%
R.T.S. 3937/Q	5	National Trading Co., Ltd....	R5.92 per coil.....	Iscor.....	—	10%
R.T.S. 3937/Q	5	Sentrale Staal and Omhein....	R7 per coil.....	—	(a) Bloemfontein.....	—
R.T.S. 3937/Q	3 (b)	Burmeister & Co.....	R5.20 per coil.....	Iscor.....	(a) Kazerne.....	10%
R.T.S. 3937/Q	1 (b)	Otto Landsberg & Co.....	R4.55.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	1 (c)	Otto Landsberg & Co.....	R4.61.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	1 (d)	Otto Landsberg & Co.....	R4.73.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	1 (e)	Otto Landsberg & Co.....	R4.96.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	1 (f)	Otto Landsberg & Co.....	R5.25.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	2 (d)	Otto Landsberg & Co.....	R4.33.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	3 (b)	Otto Landsberg & Co.....	R5.21.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	5	Otto Landsberg & Co.....	R6.11.....	Iscor.....	(a) Pretoria.....	10%
R.T.S. 3937/Q	3 (b)	Cape Gate Fence and Wire W....	R5.10.....	Iscor.....	(a) Vereeniging.....	10%
F.T. 3766/M..	(a)	Eclipse Engineering, Ltd.....	R1,800.....	Vulcan.....	(a) Benoni.....	—
F.T. 3766/M..	(b)	Eclipse Engineering, Ltd.....	R1,820.....	Vulcan.....	(a) Benoni.....	—
I.P. 9586/M..	1	National Trading Co., Ltd.....	R685. each.....	Danckaert Zojno	(b) Antwerp.....	—
I.P. 9374/M...	2	Forest Engineering.....	R503.....	Pickles "CQS"	(b) English Port.....	—
F.T. 3694/M..	2 (a)	J. Brockhouse (S.A.), Ltd.....	R934 each.....	J. Brockhouse- Special	(a) Jupiter.....	—
F.T. 3694/M..	2 (b)	Welfit Oddy, Ltd.....	R560 each.....	"Nelkors" Oddy's Bodies	(a) Siding P. E.....	—

*Basis of delivery/Basis van aflewering—

(a) f.o.r./v.o.s. (b) f.o.b./v.a.b. (c) f.o.r. in Bond/v.o.s. in entrepot. (d) c.i.f./k.a.v. (e) Delivered/Afgclewer.

Tender No.	Item No.	Successful tenderer. <i>Sukcesvolle tenderaar.</i>	Price. <i>Prys.</i>	Brand. <i>Handelsmerk.</i>	*Basis of delivery. <i>*Basis van aflewering.</i>	Preference claimed. <i>Voorkeur geëis.</i>
F.T. 3694/M..	2 (c)	Welfit Oddy, Ltd.....	R820 each.....	Oddy's Bodies	(a) Siding P. E.....	—
F.T. 3694/M..	1 (b)	Minnaar Bros.....	R880 each.....	Minnaar 1965	(a) Pretoria.....	—
F.T. 3853/M..	1	Forest Engineering.....	R689 each.....	Dominion "Model BCA"	(b) Liverpool.....	—
R.T. 3846/M..	1	Fenter (Africa) (Pty.), Ltd.....	R879 each.....	Harrison PTS 16" × 19"	(b) British Port.....	—
R.T. 3848/M..	1	Fenter (Africa) (Pty.), Ltd.....	R729 each.....	Wespa MSU-4	(b) German Port.....	—
I.P. 9850/P...	1	Geo. Morris & Sons.....	R3,195 lot.....	Excelsior.....	(a) Johannesburg.....	10%
I.P. 9850/P...	2	Geo Morris & Sons.....	R669.60 lot.....	Excelsior.....	(a) Johannesburg.....	10%
R.T. 3962/Q..	1	African Gate and Fence W.....	R3,500.....	Afgate.....	(a) Elandsfontein.....	10%
R.T. 3987/P...	1	Lion Bridge Feeds, Ltd.....	R171 each.....	Lion Bridge Model Brooder	(e) Onderstepoort.....	10%
F.T. 3536/M..	6	Gen. Spares and Accessories...	R240 each.....	Vane Stand Model 800A	(a) Pretoria.....	—

*Basis of delivery/*Basis van aflewering*—

(a) f.o.r./v.o.s. (b) f.o.b./v.a.b. (c) f.o.r. in Bond/v.o.s. in entropot. (d) c.i.f./k.a.v. (e) Delivered/Afgelewer.

STATE TENDER BOARD.—STAATSTENDERRAAD.

SERVICES OR DISPOSALS.—DIENSTE OF VERKOPE.

The following tender results are being published for general information/*Die volgende tenderuitslae word vir algemene inligting gepubliseer.*

Tender No.	Item No.	Description./ <i>Beskrywing.</i>	Successful Tenderer. <i>Sukcesvolle Tenderaar.</i>	Price. <i>Prys.</i>
W. 1145/R.....	1	Boor na water.....	C. C. Cloete, Witbank.....	R3,330.
W. 1158/R.....	1	Boorwerk—Glen—Bloemfontein.....	R. A. J. Viljoen, Kuruman.....	R1,939.
W. 1160/R.....	1	Boorwerk—Leliefontein.....	P. J. Nel, Pofadder.....	R2,400.
W. 1192/R.....	1	Boorwerk.....	S. I. Tolmay, King William's Town.	R2,105.

STATE TENDER BOARD.—STAATSTENDERRAAD.

DEFENCE DIVISION.—VERDEDIGINGSAFDELING.

SUPPLIES.—LEWERANSIES.

The following tender results are published for general information/*Die volgende tenderuitslae word vir algemene inligting gepubliseer.*

Tender No.	Item No.	Successful tenderer. <i>Sukcesvolle tenderaar.</i>	Price. <i>Prys.</i>	Brand. <i>Handelsmerk.</i>	*Basis of delivery. <i>*Basis van aflewering.</i>	Preference claimed. <i>Voorkeur geëis.</i>
TEN. 1931 I.P./S	1	Wild of S.A. (Pty.), Ltd.....	R349.....	Wild.....	(e)	—
TEN. 1961 I.P./S	1	Transvaal Tool and Hardware Co. (Pty.), Ltd.	R199.75.....	Britool.....	(a) U. K. Port.....	—
TEN. 2011 I.P./T		Service cancelled				
TEN. 2015 I.P./S	1	Engineering Requisites (Pty.), Ltd.	R210.....	Osko.....	(e)	—
TEN. 2097 I.P./S	2	Engineering Requisites (Pty.), Ltd.	R625.....	Osko.....	(e)	—
TEN. 2191 I.P./S	1	Smith's Saddlery, Mining Products (Pty.), Ltd.	R88.56.....	R.W.....	(a) Voortrekkerhoogte...	—
TEN. 1354 F.T./S	1	Fire Extinguishers.....	R381.....	Foamite.....	(b) London.....	—
TEN. 1943 F.T./T	1	Machine Tools (Pty.), Ltd.....	R5,835.53.....	Varnamo....	(b) Gothenburg.....	—
TEN. 2025 F.T./T	1	A Leita Steel Construction.....	Packed R15.40 Unpacked R14.40	—	(e) and (a) Pretoria.....	10%
TEN. 2179 F.T./T	1	Hendler & Hendler.....	R11.75 each.....	H. & H.....	(a) Boksburg East and (e) Pretoria	10%
TEN. 2244 F.T./T	1	I. B. Joffe.....	R18 each.....	Nutty.....	(a) Johannesburg.....	—
TEN. 2196 S.L./U	2	I. B. Joffe.....	R115 each.....	Nutty.....	(a) Johannesburg.....	—
T.T. 3966.....	3	Phillips Indents and Dist.....	R7 each.....	—	(a) Kazerne.....	10%
T.T. 3966.....	4	C. W. Price & Co.....	R0.895 each.....	—	(a) Johannesburg.....	10%
	5	C. W. Price & Co.....	R0.895 each.....	—	(a) Johannesburg.....	10%
	1	Plastex (Pty.), Ltd.....	R18.50 each.....	Plastex.....	(e)	10%
	1	Dunlop S.A., Ltd.....	R52.83 each.....	Dunlop.....	(e)	—
	1	Gilbys Garments.....	R18 1,000 yds.....	—	(a) Cape Town.....	10%
	1	Felt & Wadding Mills.....	R32.45 1,000 yds.....	—	(e) Pretoria.....	10%

Basis of delivery/*Basis van aflewering*—

(a) f.o.r./v.o.s. (b) f.o.b./v.a.b. (c) f.o.r. in Bond/v.o.s. in entropot. (d) c.i.f./k.a.v. (e) Delivered/Afgelewer.

STATE TENDER BOARD.—STAATSTENDERRAAD.

Notice of non-acceptance of tenders will no longer be sent to individual unsuccessful tenderers, but the reference numbers of tenders finalised during the preceding week are indicated below.

Tenderers and other interested parties are requested not to call for the results of a tender until its reference number has been published. When applying for results which have not been published in a Bulletin, a list of the item numbers involved and the particulars required, in respect of each tender concerned, should be sent in duplicate. A completed copy will be returned to the enquirer.

Kennisgewings van nie-aanname van tenders word nie meer aan individuele onsuksesvolle tenderaars gestuur nie maar die verwysingsnommers van tenders wat gedurende die afgelope week afgehandel is, word hieronder verstrek.

Tenderaars en ander belangstellendes word versoek om nie navrae in verband met die uitslag van 'n tender te doen voordat die verwysingsnommer daarvan gepubliseer is nie. Wanneer aansoek gedoen word, moet seker gemaak word, dat die besonderhede nie alreeds in 'n Bulletin gepubliseer is nie en moet ten opsigte van elke betrokke tender 'n lys van die betrokke itemnommers met die besonderhede wat verlang word, in tweevoud verstrek word. Een ingevulde eksemplaar sal aan die navraer teruggestuur word.

CASES WHERE TENDERS HAVE BEEN ACCEPTED.—GEVALLE WAAR TENDERS AANGENEEM IS.

F.T. 114/65/M, F.T. 3772/R, F.T. 3786/R, I.P. 8619/B, I.P. 9335/R, I.P. 9645/D, I.P. 9721/B, I.P. 9725/B, I.P. 9739/R, I.P. 9742/R, I.P. 9766/K, I.P. 9771/K, I.P. 9826/R, I.P. 9828/R, I.P. 9829/R, I.P. 9841/K, P.W.D. 866, P.W.D.S. 1964/K, P.W.D.S. 1966/K, R.T. 33/65/B, R.T. 205/65/M, R.T. 3845/M, R.T. 3846/M, R.T. 3847/M, R.T. 3848/M, R.T. 3853/M, R.T. 3894/R, R.T. 3896/R, R.T. 3898/R, R.T. 3899/R, R.T. 3915/K, R.T. 3918/K, R.T. 3990/B, R.T. 4130/R, R.T. 4132/R, S.A.P. 233/M, W. 995, W. 1051.

CANCELLED TENDERS.—GEKANSELLEERDE TENDERS.

I.P. 9248/K, I.P. 9803/P, R.T. 3897/R.

SOUTH AFRICAN RAILWAYS AND HARBOURS.

TENDERS ARE INVITED FOR THE UNDERMENTIONED SUPPLIES, SERVICES AND DISPOSALS.

All tenders should be submitted on the appropriate departmental tender forms and should, except where otherwise indicated, be addressed to the Chairman, Railway Tender Board, P.O. Box 7784, Johannesburg, or be deposited in the Tender Box, Room No. 102, Sandvelt Building, 3 Plein Street, Johannesburg, not later than 9.00 a.m. on the closing dates of the respective tenders.

STORES DEPARTMENT.

Tender documents are obtainable from the Chief Stores Superintendent, Room No. 604, S.A. Airways Centre (off Rissik Street Bridge), Johannesburg, or from any Stores Superintendent at the various stores depots.

SUID-AFRIKAANSE SPOORWEE EN HAWENS.

TENDERS WORD VIR DIE ONDERGENOEMDE LEWERANSIES, DIENSTE EN VERKOPE GEVRA

Alle tenders moet ingedien word op die toepaslike departementale tendervorms en tensy anders vermeld, moet dit gerig word aan die Voorsitter, Spoorwegtenderraad, Posbus 7784 Johannesburg, of nie later nie as 9.00 vm. op die sluitingsdatums van die onderskeie tenders in die Tenderbus, Kamer No. 102, Sandveltgebou, Pleinstraat 3, Johannesburg, geplaat word.

MAGASYNDEPARTEMENT.

Tenderdokumente is verkrygbaar van die Hoofmagasynsuperintendent, Kamer No. 604, S.A. Lugdienssentrum (langs Rissikstraatbrug), Johannesburg, of van enige magasynsuperintendent by die verskillende magasyndepots.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
F. 6334.....	Air compressors. Amendment No. 1. Tender items Nos. 1 and 2: Quantity increased to 29 Lugkompressors. Wysiging no. 1. Tenderitems nos. 1 en 2, <i>Hoeveelheid vermeerder tot 29</i>	1 Oct./Okt., 1965.
C. 6430.....	General cargo carrier: s.s. Hangklip..... Algemene vragskip: <i>ss. Hangklip</i>	22 Oct./Okt., 1965.
C. 6231.....	Unit and track breakers for sub-stations. Amendment No. 1: Quantity against item 2 (a) amended to read 72-170 instead of 72-156: Closing date extended to Eenheids- en bobaanstroombrekers vir substasie. Wysiging no. 1. <i>Hoeveelheid teenoor</i> item 2 (a) gewysig na 72-170 in plaas van 72-156: <i>Sluitingsdatum uitgestel na</i>	15 Oct./Okt., 1965.
E. 6444.....	Empty drums: Durban..... Leë dromme: <i>Durban</i>	22 Oct./Okt., 1965.
G. 6420.....	Portable huts: Bloemfontein..... Verplaasbare hutte: <i>Bloemfontein</i>	29 Oct./Okt., 1965.
G. 6036.....	Plan reproducing material: Various centres..... Planafdrutmateriaal: <i>Verskeie sentrums</i>	5 Nov. 1965.
D. 6349.....	Shoring towers: Cape Town..... Stuttorings: <i>Kaapstad</i>	5 Nov. 1965.
H. 6339.....	Steel Axles for rolling stock: Various centres..... Staalasse vir rollende materiaal: <i>Verskeie sentrums</i>	5 Nov. 1965.
D. 6421.....	Inflatable liferafts: Various centres..... Opblaasreddingsvlotte: <i>Verskeie sentrums</i>	5 Nov. 1965.
F. 6335.....	Centre lathes: Various centres..... Senterdraailbanke: <i>Verskeie sentrums</i>	12 Nov. 1965.
K. 6337.....	Copper wire: Umbilo..... Koperdraad: <i>Umbilo</i>	19 Nov. 1965.
C. 9394.....	Concrete poles: Langlaagte..... Betonpale: <i>Langlaagte</i>	19 Nov. 1965.
F. 6400.....	Front end loader: Port Elizabeth..... Voorlaaigraaf: <i>Port Elizabeth</i>	19 Nov. 1965.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
F. 6367.....	Punching and shearing machines: Salt River and Koedoespoort..... <i>Pons-en-knipmasjiene: Soutrivier en Koedoespoort</i>	3 Dec./Des., 1965.
C. 6231.....	Unit and track breakers for sub-stations. Amendment No. 2. Specification amended.... <i>Eenheids- en bobaanstroombrekers vir substasies. Wysiging no. 2. Spesifikasie gewysig</i>	15 Oct./Okt., 1965.
H. 6264.....	Non-Ferrous material manufactured in S.A. Amendment No. 1. Tender items Nos. 1 and 2. Specification amended to read C.M.E. 33/1964 instead of C.M.E. 33/1960 <i>S.A. vervaardigde nie-ysterhoudende materiaal. Wysiging no. 1. Tenderitems nos. 1 en 2. Spesifikasie gewysig na C.M.E. 33/1964 in plaas van C.M.E. 33/1960</i>	15 Oct./Okt., 1965.
D. 6213.....	Sewerage material. Amendment No. 1. New option date 28/1/1966. Closing date extended to <i>Rioleringsmateriaal. Wysiging no. 1. Nuwe opsiedatum 28/1/1966. Sluitingsdatum uitgestel na</i>	29 Oct./Okt., 1965.
H. 6340.....	Steel tyres for rolling stock. Amendment No. 1. Tender Item No. 19. Quantity increased to 110 <i>Staalwielbande vir rollende materiaal. Wysiging no. 1. Tenderitem no. 19. Hoeveelheid vermeerder tot 110</i>	15 Oct./Okt., 1965.

15739—8 15802—8

CIVIL ENGINEERING.

Tender documents may be inspected at the office of the Chief Civil Engineer, Room No. 282, Tippet Buildings, Johannesburg and that of the System Manager, Port Elizabeth.

On payment of a deposit of R6.00 tender documents may be obtained from the office of the System Manager, Port Elizabeth.

SIVIELE INGENIEURSWESE.

Tenderdokumente lê ter insae op die kantoor van die Siviele Hoof-ingenieur Kamer no. 282, Tippet-gebou, Johannesburg, en dié van die Afdelingsbestuurder, Port Elizabeth.

Teen 'n deposito van R6.00 kan die tenderdokumente verkry word van die kantoor van die Afdelingsbestuurder, Port Elizabeth.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
C.M. 286.....	Painting of 25 houses and outbuildings at Sydenham, Port Elizabeth..... <i>Verf van 25 huise en buitegeboue in Sydenham, Port Elizabeth</i>	19 Nov. 1965.

15733—8

CIVIL ENGINEERING.

Tender documents may be inspected at the office of the Chief Civil Engineer, Room No. 282, Tippet Buildings, Johannesburg, and that of the System Manager, Room No. 252, C. W. Malan Building, Maitland Building, Maitland Street, Bloemfontein.

On payment of a deposit of R6.00 tender documents may be obtained from the office of the System Manager, Bloemfontein.

SIVIELE INGENIEURSWESE.

Tenderdokumente lê ter insae op die kantoor van die Siviele Hoof-ingenieur, Kamer no. 282, Tippet-gebou, Johannesburg, en dié van die Afdelingsbestuurder, Kamer no. 252, C. W. Malangebou, Maitlandstraat, Bloemfontein.

Teen 'n deposito van R6.00 kan die tenderdokumente verkry word van die kantoor van die Afdelingsbestuurder, Bloemfontein.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
O.F.S. 1965/13.....	Erection of an Administrative Building at Gunhill, Orange Free State..... <i>Die bou van 'n administrasiegebou op Gunhill, Oranje-Vrystaat</i>	5 Nov. 1965.

15734—8

AIRWAYS DEPARTMENT.

Tender documents are obtainable from the System Manager, Windhoek and the Air Station Supervisor, Upington.

LUGDIENSDEPARTEMENT.

Tenderdokumente kan verkry word van die Afdelingsbestuurder, Windhoek en die Lugstasieopsiener, Upington.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
A.I.R./C.T.M./7/14....	Conveyance of Airways passengers between the railway station and the airport at Upington for the period 1st January, 1966 to the 31st December, 1966. <i>Vervoer van lugdienspassasiers tussen die spoorwegstasie en die lughawe op Upington vir die tydperk 1 Januarie 1966 tot 31 Desember 1966</i>	5 Nov. 1965.

15735—8

AIRWAYS DEPARTMENT.

Tender documents are obtainable from the System Manager, Kimberley and the Air Station Supervisor, Kimberley.

LUGDIENSDEPARTEMENT.

Tenderdokumente kan verkry word van die Afdelingsbestuurder, Kimberley, en die Lugstasieopsiener, Kimberley.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
A.I.R./C.T.M./7/7.....	Conveyance of Airways passengers, personnel, baggage etc. between the Tourist Bureau and the airport at Kimberley for the period 1st January, 1966 to the 31st December, 1966 Vervoer van lugdienspassasiers, personeel, bagasie ens. tussen die Toeristeburo en die lughawe op Kimberley vir die tydperk 1 Januarie 1966 tot 31 Desember 1966	12 Nov. 1965.

15736—8

CIVIL ENGINEERING.

Tender documents may be inspected at the office of the Chief Civil Engineer, Room No. 282, Tippet Buildings, Johannesburg, and that of the Resident Engineer (Reef Construction), cor. of Leyds and Simmonds Streets, Johannesburg.

On payment of a deposit of R6.00 tender documents may be obtained from the office of the Resident Engineer, (Reef Construction), cor. of Leyds and Simmonds Streets, Johannesburg.

SIVIELE INGENIEURSWESE.

Tenderdokumente lê ter insae op die kantoor van die Siviele Hoof-ingenieur, Kamer no. 282, Tippet-gebou, Johannesburg, en dié van die Residentingenieur (Randse Aanleg) hoek van Leyds- en Simmondsstraat, Johannesburg.

Teen 'n deposito van R6.00 kan die tenderdokumente verkry word van die kantoor van die Residentingenieur (Randse Aanleg), hoek van Leyds- en Simmondsstraat, Johannesburg.

Tender No.	Nature of supplies, services or disposals. <i>Aard van leweransies, dienste of verkope.</i>	Due 9 a.m. <i>Sluit 9 vm.</i>
C.C.E. 532.....	Erection of garage, workshop and stores building at the Jan Smuts Airport, Kempton Park.. Bou van motorhuis, werkwinkel en magasynggebou op Jan Smuts lughawe, Kemptonpark	5 Nov. 1965.

15738—8

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„kok, man, ongekwalfiseer,” ’n manlike kok met minder as drie jaar ondervinding;

„kok, vrou, gekwalfiseer,” ’n vroulike kok met minstens drie jaar ondervinding;

„kok, vrou, ongekwalfiseer,” ’n vroulike kok met minder as drie jaar ondervinding;

„koksassistent” ’n werknemer, uitgesonderd ’n graad II-werknemer, wat onder die toesig van ’n sjef of hoofkok of ’n gekwalfiseerde manlike of vroulike kok die kok behulpsaam is met die versorging van voedselware terwyl dit kook en/of vleis of ander voedselsoorte kook wat vir gebruik deur die werknemers van ’n bedryfsinrigting bedoel is;

„Raad” die Nywerheidsraad vir die Drank- en Verversingsbedryf, Kaap, wat geag word geregistreer te wees ingevolge artikel negentien van die Wet;

„dag” ’n tydperk van 24 uur wat om middernag begin en eindig, behalwe dat ’n „dag” ten opsigte van nagwerkers ’n tydperk van 24 uur beteken wat om 12-uur middag begin en eindig;

„versendingsklerk” ’n werknemer wat verantwoordelik is vir die ontvang en versending van goedere;

„bedryfsinrigting” ’n perseel ten opsigte waarvan daar vir die verkoop van drank daarin, daarop of daaruit een of meer van die lisensies gehou word wat in die omskrywing van „Drank- en Verversingsbedryf” gespesifiseer word, en waarin of in verband waarmee een of meer werknemers in die Drank- en Verversingsbedryf in diens is;

„ondervinding”, met betrekking tot die werknemers ten opsigte van wie ’n stygende loonskaal in klousule 4 voorgeskryf word, die totale tydperk of tydperke diens wat ’n werknemer deurgebring het in die bepaalde werk waarin hy in die Drank- en Verversingsbedryf werksaam is;

„graad I-werknemer” ’n werknemer wat in een of meer van die volgende hoedanighede in diens is:—

(a) Beddens opmaak;

(b) beddegoed en komberse versorg;

(c) gaste se bagasie in- en uitpak en gaste se klere stryk en pers;

(d) biljartafels versorg en wat betaling mag ontvang vir die gebruik van die tafels;

„graad II-werknemer” ’n werknemer wat een of meer van die volgende werksaamhede verrig:—

(a) Voedselware, gerei of ander artikels dra;

(b) gerei, meubels, persele, voertuie, skoetsel, groente, vis, pluimvee of ander artikels skoonmaak, maar nie glase was, vloere, toonbanke, rakke, meubels of ander uitrusting in ’n kroeg of buiteverkoopafdeling vee en/of skoonmaak nie;

(c) vuurmaak en vure aan die brand hou en/of afval verwyder;

(d) pluimvee pluk, vrugte of groente skil en/of opsny, eiers kook, brood rooster, tee, koffie, kakao of soortgelyke drankke maak;

(e) diere of pluimvee oppas;

(f) tuinwerk verrig (d.w.s. onder toesig plant, spit, hark, gras sny, sprei, meng, natmaak, heinings knip);

(g) bottels of ander artikels verpak en uitsoek, maar nie bottels of ander houers in ’n kroeg of buiteverkoopafdeling opstapel en/of verwyder nie;

(h) ’n handvoertuig stoot of trek;

(i) persele, bagasie of ander artikels bewaak, uitgesonderd persele, geboue, hekke of ander eiendom snags bewaak;

(j) goedere, uitgesonderd drank, te voet of deur middel van ’n trapfiets, driewieler of handvoertuig aflewer;

(k) tennissbane rol en merk;

vir die toepassing van hierdie omskrywing omvat die uitdrukking „voedselware, gerei of ander artikels dra” nie die dra van maaltye of verversings na gaste nie, uitgesonderd vroeë oggendtee, -koffie, -kakao, of soortgelyke drankke en warm water;

„gas” enigeen wat of permanent of tydelik in ’n bedryfsinrigting woon en omvat ook ’n besoeker of klant, maar omvat nie die werkgewer of ’n lid van sy gesin of iemand wat by die bedryfsinrigting in diens is nie;

„faktotum” ’n werknemer wie se werk dit is om klein herstelwerkies aan meubels, masjinerie of ander toerusting te doen en wat minder belangrike herstel- of opknappingswerk aan geboue kan doen;

„hoofkroegman” ’n werknemer wat in beheer is van en toesig hou oor een of meer kroegmanne en wat daarvoor verantwoordelik is dat hierdie kroegmanne en alle ander werknemers wat in of in verband met die kroeg of kroeg onder sy beheer in diens is, hul pligte behoorlik uitvoer;

„hoofkelner” ’n manlike werknemer wat in beheer geplaas is van en toesig hou oor kelners en/of kelnerinne en wat daarvoor verantwoordelik is dat hulle hul pligte behoorlik uitvoer;

„hoofkelnerin”, ’n vroulike werknemer wat in beheer geplaas is van en toesig hou oor kelnerinne en/of kelners en wat daarvoor verantwoordelik is dat hulle hul pligte behoorlik uitvoer;

„huishoudster” ’n vroulike werknemer wat toesig hou oor die kombuise en/of slaapkamers en wat oor voorrade toesig mag hou;

„cook, male, unqualified,” means a male cook who has had less than three years’ experience;

„cook, female, qualified,” means a female cook who has had not less than three years’ experience;

„cook, female, unqualified,” means a female cook who has had less than three years’ experience;

„cook’s assistant” means an employee, other than a grade II employee who, under the supervision of a chef or head cook or a qualified male or female cook, assists the cook by attending to foodstuffs in the process of cooking and/or cooks meat or other foodstuffs intended for consumption by the employees of an establishment;

„Council” means the Industrial Council for the Liquor and Catering Trade, Cape, deemed to be registered in terms of section nineteen of the Act;

„day” means any period of 24 hours beginning and ending at midnight, except that a “day” in respect of night workers shall mean any period of 24 hours beginning and ending at midday;

„despatch clerk” means an employee who is responsible for receiving and despatching goods;

„establishment” means any premises in respect of which there is held for the sale of liquor therein, thereon or therefrom one or more of the licences specified in the definition “Liquor and Catering Trade”, and in or in connection with which one or more employees are employed in the Liquor and Catering Trade;

„experience” means in relation to those employees in respect of whom a rising scale of wages is prescribed in clause 4, the total period or periods of employment which an employee has had in the particular occupation in which he is employed in the Liquor and Catering Trade;

„grade I employee” means an employee who is engaged in any one or more of the following capacities:—

(a) Making beds;

(b) tending to linen and blankets;

(c) packing and unpacking guests’ luggage and cleaning, ironing and pressing guests’ clothes;

(d) attending to billiard tables and who may receive payment for any games played on the tables;

„grade II employee” means an employee engaged in one or more of the following occupations:—

(a) Carrying foodstuffs, utensils or other articles;

(b) cleaning utensils, furniture, premises, vehicles, footwear, vegetables, fish, poultry or other articles, but not washing glasses, sweeping and/or cleaning floors, counters, shelves, furniture or other equipment in a bar or off-sale department;

(c) making or maintaining fires and/or removing refuse;

(d) plucking poultry, peeling and/or cutting up fruit or vegetables, cooking eggs, making toast, tea, coffee, cocoa or similar beverages;

(e) tending animals or poultry;

(f) gardening work (i.e. planting under supervision, digging, raking, mowing, spreading, mixing, watering, clipping hedges);

(g) packing and sorting bottles or other articles but not stacking and/or removing bottles or other containers in a bar or off-sale department;

(h) pushing or pulling any manually propelled vehicle;

(i) guarding premises, luggage or other articles, other than guarding premises, buildings, gates or other property, by night;

(j) delivering goods other than liquor, on foot or by means of a bicycle, tricycle or any manually propelled vehicle;

(k) rolling and marking tennis courts;

for the purpose of this definition the expression “carrying foodstuffs, utensils or other articles” does not include carrying meals or refreshments to guests, other than early morning tea, coffee, cocoa or similar beverages and hot water;

„guest” means any person who resides either permanently or temporarily in an establishment and includes a visitor or customer, but does not include the employer or any member of his family or any person employed in the establishment;

„handyman” means an employee who is engaged in making minor repairs to furniture, plant or other equipment and who may effect minor repairs or renovations to buildings;

„head barman” means an employee who is placed in charge of and supervises one or more other barmen and who is responsible for the efficient performance of their duties by such barmen and any other employee employed in or in connection with the bar or bars under his control;

„head waiter” means a male employee who is placed in charge of and supervises waiters and/or waitresses and who is responsible for the efficient performance by them of their duties;

„head waitress” means a female employee who is placed in charge of and supervises waitresses and/or waiters, and who is responsible for the efficient performance by them of their duties;

„housekeeper” means a female employee who is engaged in supervising the kitchens and/or bedrooms and who may supervise stores;

„hysbakbediende” ’n werknemer wat ’n goedere- of passasiërs-hysbak bedien;

„Drank- en Verversingsbedryf” die bedryf wat deur werkgewers en werknemers uitgeoefen word wanneer hulle, tydelik of permanent, ’n besigheid dryf waar drank verkoop word en in verband waarmee een of meer van die volgende lisensies, kragtens die bepalings van die Drankwet, 1928, uitgereik, gehou moet word:—

Restaurantdranklisensie;
hoteldranklisensie;
kroeglisensie;
wyn- en moutdranklisensie;
teater- of sportterreindranklisensie;
tydelike dranklisensie;
geleentheidslisensie vir laat ure;

„bestuurder” of „bestuurderes” ’n werknemer wat in beheer is van ’n bedryfsinrigting en van die werknemers wat in die bedryfsinrigting in diens is, en wat daarvoor verantwoordelik is dat hulle hul pligte behoorlik uitvoer;

„motorvoertuig” enige voertuig wat deur eie meganiese krag aangedryf word (met uitsondering van tweewielvoertuie) en wat gebruik word vir die vervoer van hotelgaste en/of bagasie na en van ’n bedryfsinrigting af, en vir die vervoer, sleep of aflewer van goedere wat in verband met die Drank- en Verversingsbedryf gebruik word, en vir die aflewering van drank aan klante;

„motorvoertuigbestuurder” of „bestuurder van ’n motorvoertuig” ’n werknemer wat ’n motorvoertuig bestuur, en vir die doel van hierdie woordomskrif word dit beskou dat by „n motorvoertuig bestuur” inbegrepe is alle tydperke wat daar bestuur word en enige tyd wat die bestuurder aan die voertuig of die vraag bestee en alle tydperke wat hy verplig word om op diens te bly, gereed om te bestuur;

„nagportier” ’n portier wie se diens merendeels tussen 7 nm. en 7 vm. val;

„nagportier, gekwalifiseer,” ’n nagportier met minstens twee jaar ondervinding;

„nagportier, ongekwalifiseer,” ’n nagportier met minder as twee jaar ondervinding;

„nagwag” ’n werknemer wat gedurende die nag persele, geboue, hekke of ander eiendom bewaak en inwoners inlaat;

„buiteverkoopbediende” ’n werknemer wat drank verkoop vir verbruik buite die gelisensieerde perseel;

„hoteljoggie” ’n werknemer onder die ouderdom van 18 jaar wat boodskappe ontvang en aflewer en/of op boodskappe uitgestuur word;

„deeltydse werknemer” ’n werknemer, uitgesonderd ’n graad II-werknemer wie se dienskontrak daarvoor voorsiening maak dat hy vir ’n ononderbroke tydperk van ses dae of meer en vir minstens twee, maar hoogstens drie, opeenvolgende ure op enige dag in diens geneem word;

„portier” ’n manlike werknemer van 18 jaar of ouer wat by die aankoms van treine en ander vervoermiddels aanwesig is, gaste en hulle bagasie na en van ’n bedryfsinrigting vervoer, boodskappe ontvang, aflewer en aandag daaraan gee, klokke en telefone beantwoord, verversings aan gaste bedien en aandag aan hulle behoeftes skenk en ’n telefoonskalebord mag bedien;

„portier, gekwalifiseer,” ’n portier met minstens twee jaar ondervinding;

„portier, ongekwalifiseer,” ’n portier met minder as twee jaar ondervinding;

„ontvangklerk” ’n vroulike werknemer wat gaste ontvang, besprekings waarneem en ’n lys daarvan hou, rekenings uitkryf, geld ontvang en kwitansies uitreik, en wat klerklike werk mag doen;

„ontvangklerk, gekwalifiseer,” ’n ontvangklerk met minstens drie jaar ondervinding;

„ontvangklerk, ongekwalifiseer,” ’n ontvangklerk met minder as drie jaar ondervinding;

„sewedaagse bedryfsinrigting” ’n bedryfsinrigting waarin daar toegelaat word dat die Drank- en Verversingsbedryf ses dae per week uitgeoefen word;

„sesdaagse bedryfsinrigting” ’n bedryfsinrigting waarin daar toegelaat word dat die Drank- en Verversingsbedryf ses dae per week uitgeoefen word;

„werkdagindeling” die tydperk bereken vanaf die tyd waarop ’n werknemer op enige dag begin werk totdat hy vir dié dag ophou met werk;

„stoorman” ’n werknemer wat beheer oor voorrade het en verantwoordelik is vir die ontvang wegpak, verpakking en uitpak van goedere in ’n stoor, en vir die lewering van goedere uit ’n stoor aan afdelings of vir versending;

„telefonis” ’n werknemer wat ’n telefoonskalebord bedien en klerklike werk kan verrig;

„loon” die bedrag ingevolge klousule 4 (1) aan ’n werknemer betaalbaar ten opsigte van sy gewone werkure soos by klousule 7 voorgeskrif: Met dien verstande dat as ’n werknemer sy werknemer vir sy gewone werkure gereeld ’n hoër bedrag betaal as dié in klousule 4 (1) voorgeskrif, dit dié hoër bedrag beteken;

„lift-attendant” means an employee engaged in operating a goods or passenger lift;

„Liquor and Catering Trade” means the trade carried on by employers and employees when conducting, whether temporarily or permanently a business where the sale of liquor is carried on and in connection with which, one or more of the following licences, issued under the provisions of the Liquor Act, 1928, are required to be held:—

Restaurant liquor licence;
hotel liquor licence;
bar licence;
wine and malt liquor licence;
theatre or sportsground liquor licence;
temporary liquor licence;
late hours occasional licence;

„manager” or „manageress” means an employee who is in charge of an establishment and of the employees employed in such establishment and who is responsible for the efficient performance by them of their duties;

„motor vehicle” means any vehicle self-propelled by power (excluding two-wheeled vehicles) used for the conveyance of hotel guests and/or luggage to and from an establishment and for the conveyance, haulage or delivery of goods used in connection with the Liquor and Catering Trade, and for the delivery of liquor to customers;

„motor vehicle driver” or „driver of a motor vehicle” means an employee who is engaged in driving a motor vehicle, and for the purpose of this definition „driving a motor vehicle” includes all periods of driving and any time spent by the driver on work connected with the motor vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

„night porter” means a porter the greater portion of whose duty falls between 7 p.m. and 7 a.m.;

„night porter, qualified”, means a night porter who has had not less than two years’ experience;

„night porter, unqualified”, means a night porter who has had less than two years’ experience;

„night watchman” means an employee engaged in guarding premises, buildings, gates or other property, and admitting residents by night;

„off-sales attendant”, means an employee engaged in the sale of Liquor for consumption off the licensed premises.

„page” means an employee under the age of eighteen years who is engaged in receiving or delivering messages and/or running errands;

„part-time employee” means an employee other than a grade II employee, whose contract of employment provides for his being employed for a continuous period of six days or more and for not less than two nor more than three consecutive hours in any day;

„porter” means a male employee of eighteen years of age or over engaged in meeting trains, and other conveyances, conveying guests and their luggage to and from an establishment, receiving, delivering and attending to messages, answering bells and telephones, serving of refreshments to and attending to the requirements of guests, and may operate a telephone switchboard;

„porter, qualified”, means a porter who has had not less than two years’ experience;

„porter, unqualified”, means a porter who has had less than two years’ experience;

„receptionist” means a female employee who receives guests, attends to and keeps list of bookings, makes out accounts, receives money and issues receipts, and who may do clerical work;

„receptionist, qualified”, means a receptionist who has had not less than three years’ experience;

„receptionist, unqualified”, means a receptionist who has had less than three years’ experience;

„seven-day establishment” means an establishment in which the Liquor and Catering Trade is permitted to be carried on for seven days per week;

„six-day establishment” means an establishment in which the Liquor and Catering Trade is permitted to be carried on for six days per week;

„spreadover” means the period calculated from the time an employee first commences work on any day until he finishes work for that day;

„storeman”, means an employee who is in charge of stores and who is responsible for receiving, storing, packing or unpacking goods in a store, and for delivering goods from a store to departments or for despatch.

„telephone operator”, means an employee who operates a telephone switchboard, and who may do clerical work.

„wage” means the amount of money payable to an employee in terms of clause 4 (1) of this Agreement in respect of his ordinary hours of work as prescribed in clause 7: Provided that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1), it means such higher amount;

„kelner” ’n manlike werknemer wat tafels dek of afdek, etes of verversings bedien aan of dra na gaste en wat toebröodjies kan maak, slaageregte kan berei, en betaling van gaste kan aanneem vir goeder, etes of verversings wat verskaf word, en omvat dit ’n wynkelner;

„kelner, gekwalifiseer,” ’n kelner met minstens twee jaar ondervinding;

„kelner, ongekwalifiseer,” ’n kelner met minder as twee jaar ondervinding;

„kelnerin” ’n vroulike werknemer wat tafels dek of afdek, etes of verversings bedien aan of dra na gaste en wat toebröodjies kan maak, slaageregte kan berei en betaling van gaste kan aanneem vir goeder, etes of verversings wat verskaf word;

„kelnerin, gekwalifiseer,” ’n kelnerin met minstens een jaar ondervinding;

„kelnerin, ongekwalifiseer,” ’n kelnerin met minder as een jaar ondervinding;

„week”, met betrekking tot ’n sesdaagse bedryfsinrigting, ’n tydperk van ses dae van Maandag tot en met Saterdag, en met betrekking tot ’n sewedaagse inrigting, ’n tydperk van sewe dae van Maandag tot en met Sondag;

„wynkelner” ’n werknemer wat drank en ligte verversings bedien in enige deel van ’n bedryfsinrigting, uitgesonderd van agter ’n kroegtoonbank of in ’n buiteverkoopafdeling, en wat geld van gaste ontfang vir drank of verversings wat hy bedien;

„jaar” ’n ononderbroke tydperk van 365 dae.

By die indeling van ’n werknemer vir die toepassing van hierdie Ooreenkoms moet dit beskou word dat hy tot dié klas behoort waarin hy uitsluitlik of hoofsaaklik werksaam is.

4. LONE.

(1) Die minimum loon wat ’n werkgever aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, is soos volg:—

	Per week R
(a) Werknemers, uitgesonderd los werknemers—	
Bestuurder	29.92
Bestuurderes	22.34
Assistent-bestuurder	23.55
Assistent-bestuurderes	13.52
Hoofkroegman	23.55
Hoofkelner	13.30
Hoofkelnerin	8.37
Hoofkok, of sjef, man	14.70
Hoofkok, of sjef, vrou	12.00
Kroegman, gekwalifiseer	19.95
Kroegman, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding	9.10
Gedurende 2e ses maande ondervinding	10.61
Gedurende 3e ses maande ondervinding	12.15
Gedurende 4e ses maande ondervinding	13.64
Gedurende 5e ses maande ondervinding	15.15
Gedurende 6e ses maande ondervinding	16.70
Kroegjong	5.83
Klerk, man, gekwalifiseer	16.20
Klerk, man, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding	8.98
Gedurende 2e ses maande ondervinding	10.90
Gedurende 3e ses maande ondervinding	12.68
Gedurende 4e ses maande ondervinding	14.45
Klerk, vrou, gekwalifiseer	10.50
Klerk, vrou, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding	7.26
Gedurende 2e ses maande ondervinding	8.06
Gedurende 3e ses maande ondervinding	8.87
Gedurende 4e ses maande ondervinding	9.71
Kok, man, gekwalifiseer	10.67
Kok, man, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding	6.68
Gedurende 2e ses maande ondervinding	7.34
Gedurende 3e ses maande ondervinding	8.01
Gedurende 4e ses maande ondervinding	8.66
Gedurende 5e ses maande ondervinding	9.34
Gedurende 6e ses maande ondervinding	10.02
Kok, vrou, gekwalifiseer	8.69
Kok, vrou, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding	5.36
Gedurende 2e ses maande ondervinding	5.88
Gedurende 3e ses maande ondervinding	6.41
Gedurende 4e ses maande ondervinding	6.95
Gedurende 5e ses maande ondervinding	7.48
Gedurende 6e ses maande ondervinding	8.01
Koksassistent	5.83
Graad I-werknemer, man	8.01
Graad I-werknemer, vrou	6.53
Graad II-werknemer, man	5.57
Graad II-werknemer, vrou	5.51
Faktotum	12.26
Huishoudster	10.67
Hysbakbediende	5.80
Motorvoertuigbestuurder	9.34
Nagwag	6.41
Hoteljoggie	5.83
Portier, gekwalifiseer	8.69

„waiter” means a male employee who sets or clears tables, serves or carries meals or refreshments to guests and who may cut sandwiches, prepare salads and accept payment from guests for goods, meals or refreshments supplied and includes a wine steward;

„waiter, qualified”, means a waiter who has had not less than two years’ experience;

„waiter, unqualified”, means a waiter who has had less than two years’ experience;

„waitress” means a female employee who sets or clears tables, serves or carries meals or refreshments to guests and who may cut sandwiches, prepare salads and accept payment from guests for goods, meals or refreshments supplied;

„waitress, qualified”, means a waitress who has had not less than one year’s experience;

„waitress, unqualified”, means a waitress who has had less than one year’s experience;

„week” in relation to a six-day establishment means a period of six days from Monday to Saturday inclusive, and in relation to a seven-day establishment a period of seven days from Monday to Sunday inclusive;

„wine steward”, means an employee who is engaged in serving liquor and light refreshments in any portion of an establishment, excluding serving from behind a Bar Counter or Off-Sales, and who may accept payment from guests for liquor or refreshments supplied.

„year” means a continuous period of 365 days.

(2) In classifying an employee for the purpose of this Agreement he shall be deemed to be in that class in which he is wholly or mainly engaged.

4. WAGES.

(1) The minimum wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder:—

	Per Week R
(a) Employees, other than casual employees—	
Manager	29.92
Manageress	22.34
Assistant Manager	23.55
Assistant Manageress	13.52
Head barman	23.55
Head waiter	13.30
Head waitress	8.37
Head cook, or chef, male	14.70
Head cook, or chef, female	12.00
Barman, qualified	19.95
Barman, unqualified—	
During the first six months’ experience	9.10
During the second six months’ experience	10.61
During the third six months’ experience	12.15
During the fourth six months’ experience	13.64
During the fifth six months’ experience	15.15
During the sixth six months’ experience	16.70
Barboy	5.83
Clerical employee, male, qualified	16.20
Clerical employee, male, unqualified—	
During the first six months’ experience	8.98
During the second six months’ experience	10.90
During the third six months’ experience	12.68
During the fourth six months’ experience	14.45
Clerical employee, female, qualified	10.50
Clerical employee, female, unqualified—	
During the first six months’ experience	7.26
During the second six months’ experience	8.06
During the third six months’ experience	8.87
During the fourth six months’ experience	9.71
Cook, male, qualified	10.67
Cook, male, unqualified—	
During the first six months’ experience	6.68
During the second six months’ experience	7.34
During the third six months’ experience	8.01
During the fourth six months’ experience	8.66
During the fifth six months’ experience	9.34
During the sixth six months’ experience	10.02
Cook, female, qualified	8.69
Cook, female, unqualified—	
During the first six months’ experience	5.36
During the second six months’ experience	5.88
During the third six months’ experience	6.41
During the fourth six months’ experience	6.95
During the fifth six months’ experience	7.48
During the sixth six months’ experience	8.01
Cook’s assistant	5.83
Grade I employee, male	8.01
Grade I employee, female	6.53
Grade II employee, male	5.57
Grade II employee, female	5.51
Handyman	12.26
Housekeeper	10.67
Lift attendant	5.80
Motor vehicle driver	9.34
Night watchman	6.41
Page	5.83
Porter, qualified	8.69

Per week
R

Portier, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding ...	5.36
Gedurende 2e ses maande ondervinding ...	6.12
Gedurende 3e ses maande ondervinding ...	6.95
Gedurende 4e ses maande ondervinding ...	7.74
Nagportier, gekwalifiseer ...	10.02
Nagportier, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding ...	5.36
Gedurende 2e ses maande ondervinding ...	6.53
Gedurende 3e ses maande ondervinding ...	7.74
Gedurende 4e ses maande ondervinding ...	8.93
Ontvangklerk, gekwalifiseer ...	12.33
Ontvangklerk, ongekwalifiseer—	
Gedurende 1e jaar ondervinding ...	9.25
Gedurende 2e jaar ondervinding ...	10.28
Gedurende 3e jaar ondervinding ...	11.29
Kelner, gekwalifiseer ...	9.29
Kelner, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding ...	5.84
Gedurende 2e ses maande ondervinding ...	6.61
Gedurende 3e ses maande ondervinding ...	7.42
Gedurende 4e ses maande ondervinding ...	8.22
Kelnerin, gekwalifiseer ...	7.01
Kelnerin, ongekwalifiseer—	
Gedurende 1e ses maande ondervinding ...	5.36
Gedurende 2e ses maande ondervinding ...	6.32

Per uur of
gedeelte
van 'n uur.
R

(b) Deeltydse werknemer, man ...	0.41
Deeltydse werknemer, vrou ...	0.33

(c) Los werknemers—

Klas. werknemer.	Vier uur diens minder op enige be- paalde dag.	Meer as vier uur, maar hoogstens agt uur diens op enige be- paalde dag.	Vir elke uur of gedeelte van 'n uur diens meer as agt uur op enige bepaalde dag.
	R	R	R
Kroegman	2.27	3.19	0.50
Kassier, man	3.64	5.00	0.71
Kassier, vrou	2.47	3.19	0.50
Kok, man	2.67	3.36	0.44
Kok, vrou	2.00	2.54	0.44
Kelner	1.30	2.11	0.40
Kelnerin	1.07	1.60	0.33
Graad II-werknemer	0.73	1.14	0.14
Ander los werknemers nie hierbo gespesifiseer nie	1.07	1.60	0.33

Met dien verstande dat wanneer 'n los kelnerin op 'n Sondag moet werk, sy 'n bedrag van minstens R1.76 vir agt uur werk of minder en vir elke uur of gedeelte van 'n uur wat sy meer as agt uur werk, 'n bedrag van minstens 33 sent betaal moet word.

(2) *Kontrakbasis.*—Vir die toepassing van hierdie klousule en behoudens die bepalinge in klousule 16 is die dienskontrakbasis van 'n werknemer, uitgesonderd 'n los werknemer, weekliks en behoudens die bepalinge van subklousule (3) en klousule 6 (6), moet aan 'n werknemer, ten opsigte van 'n week, minstens die volle weekloon betaal word wat in subklousule (1) vir 'n werknemer van sy klas voorgeskryf word, hetsy hy gedurende dié week die maksimum getal gewone ure, voorgeskryf in klousule 7 (1), of minder, gewerk het.

(3) *Differensiële loon.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers, uitgesonderd 'n graad II-werknemer, vereis of hom toelaat om vir meer as altesaam een ononderbroke uur of vir meer as twee tydperke van 30 minute elk of minder op enige dag, en 'n werkgewer wat van sy graad II-werknemer vereis of hom toelaat om vir enige tydperk op enige dag, hetsy benewens sy eie werk, of in plaas daarvan, werk van 'n ander klas te verrig waarvoor of—

(a) 'n hoër loon as dié vir sy eie klas; of

(b) 'n stygende loonskaal wat op 'n hoër loon as dié vir sy eie klas eindig;

in subklousule (1) voorgeskryf word, moet dié werknemer ten opsigte van die hele dag waarop hy dié werk verrig, soos volg betaal:—

(A) In 'n sewedaagse bedryfsinrigting—

(i) in die geval in paragraaf (a) van subklousule (3) van hierdie klousule genoem, een-sewende van sodanige hoër loon;

(ii) in die geval in paragraaf (b) van subklousule (3) van hierdie klousule genoem, een-sewende van die loon wat in subklousule (1) vir 'n werknemer van sy klas voorgeskryf word, plus 30 persent.

Per Week
R

Porter, unqualified—	
During the first six months' experience ...	5.36
During the second six months' experience ...	6.12
During the third six months' experience ...	6.95
During the fourth six months' experience ...	7.74
Night porter, qualified ...	10.02
Night porter, unqualified—	
During the first six months' experience ...	5.36
During the second six months' experience ...	6.53
During the third six months' experience ...	7.74
During the fourth six months' experience ...	8.93
Receptionist, qualified ...	12.33
Receptionist, unqualified—	
During the first year of experience ...	9.25
During the second year of experience ...	10.28
During the third year of experience ...	11.29
Waiter, qualified ...	9.29
Waiter, unqualified—	
During the first six months' experience ...	5.84
During the second six months' experience ...	6.61
During the third six months' experience ...	7.42
During the fourth six months' experience ...	8.22
Waitress, qualified ...	7.01
Waitress, unqualified—	
During the first six months' experience ...	5.36
During the second six months' experience ...	6.32

(b) Part-time employee, male ...	0.41
Part-time employee, female ...	0.33

(c) Casual employees—

Class of Employee.	Four Hours Employment or less in any one Day	Over four Hours but not exceed- ing Eight Hours Em- ployment in any one Day	For each Hour or Part thereof of Employ- ment in Excess of eight Hours in any one Day
	R	R	R
Barman	2.27	3.19	0.50
Cashier, male	3.64	5.00	0.71
Cashier, female	2.47	3.19	0.50
Cook, male	2.67	3.36	0.44
Cook, female	2.00	2.54	0.44
Waiter	1.30	2.11	0.40
Waitress	1.07	1.60	0.33
Grade II employee	0.73	1.14	0.14
Other casuals not here- inbefore specified.	1.07	1.60	0.33

Provided that where a casual waitress is required to work on a Sunday she shall be paid an amount of not less than R1.76 for eight hours' work or less and for each hour or part of an hour worked in excess of eight hours an amount of not less than 33 cents.

(2) *Basis of Contract.*—For the purpose of this clause and subject to the provisions of clause 16 the basis of contract of employment of an employee other than a casual employee, shall be weekly and save as provided in sub-clause (3) and clause 6 (6) an employee shall be paid in respect of a week not less than the full weekly wage prescribed in sub-clause (1) for an employee of his class whether he has in that week worked the maximum number of ordinary hours prescribed in clause 7 (1) or less.

(3) *Differential Wage.*—An employer who requires or permits a member of one class of his employees other than a grade II employee to perform for longer than one consecutive hour, or for not more than two periods of thirty minutes each or less on any one day, and an employer who requires or permits his grade II employee to perform for any period of any day, either in addition to his own work or in substitution therefor, work of another class for which either

(a) a wage higher than that of his own class; or

(b) a rising scale of wages terminating in a wage higher than that of his own class;

is prescribed in sub-clause (1) shall pay to such employee in respect of the whole day on which he performs such work:—

(A) In a seven-day establishment—

(i) in the case referred to in paragraph (a) of sub-clause (3) of this clause, one-seventh of such higher wages;

(ii) in the case referred to in paragraph (b) of sub-clause (3) of this clause, one-seventh of the wage prescribed in sub-clause (1) for an employee of his class, plus 30 per cent.

(B) In 'n sesdaagse bedryfsinrigting—

- (i) in die geval in paragraaf (a) van subklousule (3) van hierdie klousule genoem, een-sesde van dié hoër loon;
- (ii) in die geval van paragraaf (b) van subklousule (3) van hierdie klousule genoem, een-sesde van die loon wat in subklousule (1) vir 'n werknemer van sy klas voorgeskryf word, plus 30 persent:

Met dien verstande dat in die geval van 'n werknemer in paragraaf (A) (ii) en (B) (ii) genoem, so 'n werknemer nie ten opsigte van die dag waarop hy die werk verrig, op 'n totale bedrag geregtig is wat groter is as dié wat aan 'n gekwalifiseerde werknemer in sodanige hoër klas verskuldig sou gewees het teen die skaal wat in subklousule (1) voorgeskryf word nie: Voorts met dien verstande dat as die enigste verskil tussen klasse kragtens subklousule (1) op ondervinding, geslag of ouderdom gebaseer is, of as van 'n werknemer verlang word om vir hoogstens een dag in enige week die plek van 'n ander werknemer te neem gedurende laasgenoemde se diensvrytydperk in klousule 7 (3) genoem, die bepalinge van hierdie subklousule nie van toepassing is nie.

(4) *Berekening van maandloon.*—Wanneer die loon wat aan 'n werknemer verskuldig is, ingevolge klousule 6 (1) maandeliks betaal word, moet die bedrag van dié loon bereken word teen die skaal van vier en een-derde maal die loon wat in subklousule (1) vir 'n werknemer van sy klas voorgeskryf word.

(5) *Vervoertoelae.*—Tensy die werkgewer kostelose vervoer verskaf, moet aan 'n los werknemer, benewens die loon wat in klousule 4 (1) (c) voorgeskryf word, sy spoor-, trem- of busgeld van sy woonplek na sy werkplek en terug betaal word.

(6) *Kleretoelae.*—As 'n werkgewer van 'n werknemer vereis om 'n aandpak of 'n wit baadjie te dra (tensy dié kledingstukke deur die werkgewer verskaf word) moet hy die werknemer ten opsigte van elke sodanige geleentheid en benewens die loon wat in klousule 4 (1) (c) voorgeskryf word, 'n bedrag van minstens 25 sent ten opsigte van 'n aandpak en 10 sent ten opsigte van 'n wit baadjie betaal.

(7) *Etes of toelae vir etes.*—As 'n los werknemer gedurende die etensuur van 'n bedryfsinrigting diens doen, moet sy werkgewer hom van 'n ete voorsien of hom, benewens die loon wat in klousule 4 (1) (c) voorgeskryf word, 'n bedrag van minstens 10 sent betaal as hy 'n ander werknemer as 'n koksassistent, graad I-werknemer, of graad II-werknemer is, en minstens 5 sent as hy 'n koksassistent, graad I-werknemer of graad II-werknemer is.

(8) *Toelae vir lang diens.*—Benewens die weekloon wat aan 'n werknemer betaal word, moet 'n werkgewer jaarliks aan 'n werknemer wat in diens van dieselfde werkgewer was vir 'n ononderbroke tydperk van—

- drie jaar: 'n toelae van R6.50 vir lang diens;
- vier jaar: 'n toelae van R6.50 vir lang diens;
- vyf jaar: 'n toelae van R6.50 vir lang diens;
- ses jaar: 'n toelae van R13.00 vir lang diens;
- sewe jaar: 'n toelae van R13.00 vir lang diens;
- aght jaar: 'n toelae van R13.00 vir lang diens;
- nege jaar of langer: 'n toelae van R20.80 vir lang diens;

betaal, plus 'n bedrag van minstens die lewenskostoelae betaalbaar op 'n weekloon gelyk aan die langdiensstoelae, en sodanige toelae moet uiterlik op die laaste werkdag voor die begin van die werknemers se jaarlikse verlof betaal word. 'n Werknemer wat op 'n toelae vir lang diens geregtig geword het en wie se dienskontrak gedurende enige tydperk van 12 maande diens eindig voordat dit betaal is, moet een twee-en-vyftigste ontvang van die jaarlikse toelae vir sodanige volle week gewerk gedurende sodanige diens tydperk.

Vir die toepassing van hierdie klousule omvat die uitdrukking „dieselfde werkgewer”, in die geval van die verkoop van die besigheid, die koper daarvan.

5. LEWENSKOSTETOELAE.

Benewens die lone in hierdie Ooreenkomst voorgeskryf, moet lewenskostoelae aan werknemers betaal word, soos bepaal by Oorlogsmaatreël No. 43 van 1942, soos gewysig, of soos dit van tyd tot tyd gewysig kan word. Sulke toelae moet terselfdertyd as die werknemers se gewone besoldiging betaal word.

6. BETALING VAN BESOLDIGING.

(1) *'n Werknemer, uitgesonderd 'n los werknemer.*—Behoudens die bepalinge van klousule 8 (3), moet enige bedrag aan 'n werknemer verskuldig, weekliks, of as 'n werkgewer en werknemer aldus ooreengekom het, maandeliks in kontant betaal word gedurende die werkure op die gewone betaaldag van die bedryfsinrigting, of by diensbeëindiging wanneer dit voor die gewone betaaldag plaasvind, en dit moet in 'n koevert wees waarop die naam van die werkgewer en van die werknemer, die werknemer se beroep, die getal gewone ure en oortydure gewerk, die verskuldigde besoldiging en die tydperk waarvoor betaling gedoen word, genoem word.

(2) *Los werknemer.*—'n Werkgewer moet die besoldiging wat aan sy los werknemer verskuldig is, by diensbeëindiging in kontant betaal.

(3) *Premies.*—Ten opsigte van werkverskaffing aan, of opleiding van 'n werknemer mag geen betaling regstreeks of onregstreeks aan 'n werkgewer gedoen of deur hom aangeneem word nie.

(B) In a six-day establishment—

- (i) in the case referred to in paragraph (a) of sub-clause (3) of this clause, one-sixth of such higher wage;
- (ii) in the case referred to in paragraph (b) of sub-clause (3) of this clause, one-sixth of the wage prescribed in sub-clause (1) for an employee of his class, plus 30 per cent;

provided that in the case of an employee referred to in paragraph (A) (ii) and (B) (ii) such employee shall not be entitled to an aggregate amount in respect of the day on which he performs such work greater than the amount which would have accrued to a qualified employee in such higher class at the rate prescribed in sub-clause (1); provided further that where the sole difference, between classes is in terms of sub-clause (1) based on experience, sex or age, or where an employee is required for not more than one day in any week to take the place of any other employee during the latter's free period referred to in clause 7 (3), the provisions of this sub-clause shall not apply.

(4) *Calculation of Monthly Wage.*—Whenever the wage due to an employee is in terms of clause 6 (1) paid monthly the amount of such wage shall be calculated at the rate of four and one-third times the wage prescribed in sub-clause (1) for an employee of his class.

(5) *Transport Allowance.*—A casual employee shall, unless transport is provided by the employer free of charge in addition to the wage prescribed in clause 4 (1) (c) be paid his railway, tram or bus fare from his residence to his place of employment and back.

(6) *Dress Allowance.*—Whenever a casual employee is required by his employer to wear evening dress or a white jacket (unless such garments are provided by the employer) he shall in respect of each such occasion and in addition to the wage prescribed in clause 4 (1) (c), be paid an amount not less than 25 cents in respect of evening dress and 10 cents in respect of white jacket.

(7) *Meals or Meal Allowance.*—Where a casual employee is on duty during the meal time of an establishment his employer shall provide him with a meal or shall pay to him in addition to the wage prescribed in clause 4 (1) (c) an amount not less than 10 cents if he is an employee other than a cook's assistant, grade I employee, or grade II employee and not less than 5 cents if he is a cook's assistant, grade I employee or grade II employee.

(8) *Long Service Allowance.*—In addition to the weekly wage paid to an employee, an employer shall pay annually to each employee who has been employed with the same employer for a continuous period of—

- three years: a long service allowance of R6.50;
- four years: a long service allowance of R6.50;
- five years: a long service allowance of R6.50;
- six years: a long service allowance of R13.00;
- seven years: a long service allowance of R13.00;
- eight years: a long service allowance of R13.00;
- nine years or longer: a long service allowance of R20.80;

plus an amount of not less than the cost-of-living allowance payable on a weekly wage equal to the long service allowance, such allowance to be paid not later than the last working day before the commencement of the employees' annual leave. An employee who has become entitled to long service allowance and whose contract of employment terminates during any period of 12 months' employment before such allowance has been paid, shall receive one fifty-second of the yearly allowance prescribed in his case for each completed week work during such period of employment.

For the purpose of this clause the expression “the same employer” shall include in the case of the sale of the business the purchaser thereof.

5. COST-OF-LIVING ALLOWANCE.

In addition to the wages prescribed in this Agreement employees shall be paid cost-of-living allowances as set out in War Measure No. 43 of 1942, as amended, or as may be amended from time to time. Such allowances shall be paid at the same time as the employees' ordinary remuneration.

6. PAYMENT OF REMUNERATION.

(1) *An employee other than a Casual Employee.*—Save as provided in clause 8 (3) any amount due to an employee shall be paid in cash weekly, or if the employer and employee have agreed thereto, monthly, during the hours of work on the usual pay-day of the establishment or on termination of employment if this takes place before the usual pay-day, and shall be contained in an envelope showing thereon the employer's and employee's names, the employee's occupation, the number of ordinary and overtime hours worked, the remuneration due and the period in respect of which payment is made.

(2) *Casual Employees.*—An employer shall pay the remuneration due to his casual employee in cash on termination of his employment.

(3) *Premiums.*—No payments shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee.

(4) *Koop van goedere.*—'n Werkgewer mag nie van sy werknemer vereis om van hom of van enige winkel of persoon deur hom aangewys, goedere te koop nie.

(5) *Etes en huisvesting.*—Behoudens die bepalings van die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, en die Bantoe-arbeid Regelswet, 1911, mag 'n werkgewer nie van sy werknemer vereis om van hom etes en/of huisvesting aan te neem of by enige persoon, of op enige plek, deur hom aangewys, etes en/of huisvesting aan te neem nie.

(6) *Boetes en aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes opleë nie, nóg enige bedrae van sy werknemer se besoldiging aftrek, uitgesonderd die volgende:—

- Met die skriftelike toestemming van sy werknemer, 'n bedrag vir verlof-, siekte-, versekerings- of pensioenfondse.
- 'n Bedrag vir heffings ingevolge klousule 20 van hierdie Ooreenkoms en vir die voorsorgfonds.
- Behalwe waar dit anders in hierdie Ooreenkoms bepaal word, wanneer 'n werknemer van die werk afwesig is, maar nie op las of op versoek van sy werkgewer nie, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat dié werknemer ten opsigte van sy gewone werkure ten tyde daarvan ontvang het.
- Enige bedrag wat 'n werknemer ingevolge enige wet of enige bevel van 'n bevoegde hof, verplig of toegelaat word om af te trek;
- As 'n werknemer, uitgesonderd 'n los werknemer, toestem of ingevolge die Bantoe (Stadsgebiede) Konsolidasiewet 1945, of die Bantoe-arbeid Regelswet, 1911, verplig is om van sy werkgewer etes en/of huisvesting aan te neem, 'n bedrag van hoogstens ondergenoemde:—
 - Werknemer, uitgesonderd 'n hoteljoggie, hysbakbediende, nagwag, kroegjong, koksassistent, vroulike graad I-werknemer en graad II-werknemer:

Per week Per maand

	R	R
Etes	1.45	6.28
Huisvesting	0.80	3.47
Etes en huisvesting	2.25	9.75

- Hoteljoggie, hysbakbediende, nagwag, kroegjong, koksassistent, vroulike graad I-werknemer en graad II-werknemer:

Per week Per maand

	R	R
Etes	0.69	3.00
Huisvesting	0.46	2.00
Etes en huisvesting	1.15	5.00

- As 'n kroegman toestem om minder as drie etes per dag aan te neem, 'n bedrag van 10 sent vir elke ete wat verskaf word;
- 'n Bedrag vir ledegeld aan die Vakvereniging ingevolge klousule 26 van hierdie Ooreenkoms.

7. WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYDWERK.

(1) Die gewone werkure van 'n werknemer, uitgesonderd 'n los werknemer, is in enige week hoogstens—

- in 'n sewedaagse bedryfsinrigting—
 - in die geval van 'n kroegman, 51 uur;
 - in die geval van 'n kelner, kelnerin of 'n wynkelner, 54 uur;
 - in die geval van alle ander werknemers, 55 uur;
- in 'n sesdaagse bedryfsinrigting—
 - in die geval van 'n kroegman, 50 uur;
 - in die geval van alle ander werknemers, 52 uur;
- die gewone werkure van 'n los werknemer is hoogstens nege op enige dag.

(2) *Etenspouses.*—Elke werknemer moet vir elke ete wat binne sy werkure val, minstens 30 minute toegestaan word, en gedurende dié tyd mag hy nie toegelaat word om te werk nie en geen werknemer mag sonder 'n pouse van minstens 30 minute vir 'n ete, langer as ses uur werk nie; sulke etenstye is in die werkdagindeling inbegrepe, maar vorm nie deel van die ure wat gewerk word nie.

(3) *Weeklikse diensvrytyd in sewedaagse bedryfsinrigtings.*—'n werkgewer moet—

- aan elkeen van sy werknemers, uitgesonderd 'n sjef, hoofkok of kok, òf—
 - een diensvrytydperk van minstens 24 aaneenlopende ure van middernag tot middernag in elke week; òf
 - behoudens klousule 8 (1) (c), as die werkgewer en sy werknemer aldus ooreenkom, een diensvrytydperk van 24 aaneenlopende ure van middernag tot middernag in een week, en een diensvrytydperk van minstens 14 aaneenlopende ure van 2.30 n.m. in die ander week van elke 14 dae;
- aan sy sjef, hoofkok of kok een diensvrytydperk van minstens 16 aaneenlopende ure vanaf 2.30 n.m. in elke week, toestaan;

waarin hy van sodanige werknemer nie mag vereis of hom mag toelaat om te werk nie: Met dien verstande dat as 'n werknemer

(4) *Purchase of Goods.*—An employer shall not require his employee to purchase any goods from him or from any shop or person nominated by him.

(5) *Board and Lodging.*—Save as provided in the Natives (Urban Areas) Consolidation Act, 1945, and the Native Labour Regulation Act, 1911, an employer shall not require his employee to board and/or lodge with him or with any person or at any place nominated by him.

(6) *Fines and Deductions.*—An employer shall not levy any fines against his employees nor shall he make any deductions from his employee's remuneration other than the following:—

- With the written consent of the employee a deduction for holiday, sick, insurance or pension funds.
- A deduction for levies in terms of clause 20 of this Agreement, and for the Provident Fund.
- Except where otherwise provided in this Agreement, whenever an employee is absent from work otherwise than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time thereof.
- A deduction of any amount which an employer by any statutory law or any order of any competent court is required or permitted to make.
- Where an employee (other than a casual employee) agrees to accept, or in terms of the Natives (Urban Areas) Consolidation Act, 1945, or the Native Labour Regulation Act, 1911, is required to accept from his employer board and/or lodging, a deduction not exceeding the amounts specified hereunder:—

- Employee other than page, lift attendant, night watchman, barboy, cook's assistant, grade I female, and grade II employee:

Per Week Per Month

	R	R
Board	1.45	6.28
Lodging	0.80	3.47
Board and Lodging	2.25	9.75

- Page, lift attendant, night watchman, barboy, cook's assistant, grade I female and grade II employee:

Per Week Per Month

	R	R
Board	0.69	3.00
Lodging	0.46	2.00
Board and Lodging	1.15	5.00

- Where a barman agrees to accept less than three meals per day a deduction of 10 cents for each meal supplied.
- A deduction for subscriptions to the Trade Unions in terms of clause 26 of this Agreement.

7. HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME.

(1) The ordinary hours of work of an employee, other than a casual employee shall not in any week exceed—

- in a seven-day establishment—
 - in the case of a barman, 51 hours;
 - in the case of a waiter, a waitress and a wine steward, 54 hours;
 - in the case of all other employees, 55 hours;
- in a six-day establishment—
 - in the case of a barman, 50 hours;
 - in the case of all other employees, 52 hours.
- The ordinary hours of work of a casual employee shall not exceed nine on any day.

(2) *Meal Breaks.*—Every employee shall be granted not less than thirty minutes for each meal falling within his hours of work, during which time he shall not be allowed to work and no employee shall work longer than six hours without an interval of at least thirty minutes for a meal; such meal times shall be included in the spreadover but shall not form part of the hours worked.

(3) *Weekly Time off Duty in Seven-Day Establishments.*—An employer shall grant—

- to each of his employees other than a chef, head cook or cook, either—
 - one free period of twenty-four consecutive hours from midnight to midnight in each week; or
 - subject to clause 8 (1) (c), if the employer and his employee agrees thereto, one free period of twenty-four consecutive hours from midnight to midnight in one week and one free period of not less than fourteen consecutive hours from 2.30 p.m. in the other week of each fortnight;
- to his chef, head cook or cook one free period of not less than sixteen consecutive hours from 2.30 p.m. in each week; during which periods he shall not require or permit such employee to work: Provided that where an employee's weekly rest period is

se weeklikse rustydperk op enigeen van die openbare vakansiedae wat in klousule 10 van hierdie Ooreenkoms genoem word, toegestaan word, aan so 'n werknemer of 'n bykomstige dag vry gegee moet word of aan hom een ekstra dag se loon in plaas daarvan betaal moet word.

(4) *Oortyd*.—Alle ure wat meer as die gewone ure, voorgeskryf in sub-klousule (1), gewerk word, word as oortyd gereken.

(5) *Beperking van oortydwerk*.—'n Werkgewer mag nie van sy werknemer vereis of hom toelaat om meer as nege uur gedurende enige week oortyd te werk nie.

(6) *Betaling vir oortydwerk*.—'n Werkgewer moet sy werknemer ten opsigte van elke uur wat so 'n werknemer oortyd werk, betaal teen 'n skaal van minstens een en 'n half maal sy gewone loon-skaal, en dié uurloon word bereken deur die loonskaal wat betaal word, plus een halwe, te deel deur die getal ure wat 'n werknemer van sy klas toegelaat word om te werk soos voorgeskryf in sub-klousule (1). Oortyd wat gewerk word, moet weekliks bereken word en 'n gedeelte van 'n uur wat gewerk is, word as een uur gereken.

(7) *Werkdagindeling*.—Alle werkure en etenspouses moet binne 'n werkdagindeling van 14 uur voltooi word.

(8) *Voorbehoudsbepalings*.—Die bepalinge van hierdie klousule is nie op 'n bestuurder, die vrou van die bestuurder, 'n bestuurderes of op 'n werknemer wat besoldiging teen 'n skaal van R1,555.84 of meer per jaar ontvang, van toepassing nie; en sub-klousules (3) en (7) is nie op 'n portier, los werknemer of nagwag van toepassing nie, en subklousules (3) en (7) is nie van toepassing op 'n portier of los werknemer, en subklousule (7) nie op 'n nagwag nie.

8. JAARLIKSE VERLOF.

(1) Behoudens die bepalinge van subklousule (2) moet 'n werk-gewer ten opsigte van elke volle jaar diens by hom, die volgende verlof met volle betaling toestaan:—

- (a) Aan sy sjef, hoofkok en kok, vier agtereenvolgende weke;
- (b) aan sy, bestuurder, die vrou van die bestuurder, 'n bestuurderes, portier, nagwag, en werknemers met 'n besoldiging teen 'n skaal van R1,555.84 of meer per jaar, drie agtereenvolgende weke;
- (c) aan elkeen van sy werknemers wie se weeklikse diensvrytydperk kragtens klousule 7 (3) (a) (ii) toegestaan word, drie agtereenvolgende weke;
- (d) aan elkeen van sy ander werknemers, twee agtereenvolgende weke;
- (e) en aan al die werknemers in subklousules (b), (c) en (d) genoem wat drie of meer agtereenvolgende jare diens by dieselfde werkgewer voltooi het, benewens die voorgaande, een ekstra week verlof met volle betaling, of een volle week se betaling in plaas daarvan. Alle verlof moet aan-enlopend wees.

(2) Die verlof in subklousule (1) bedoel, moet toegestaan word op 'n tyd wat die werknemer vasstel: Met dien verstande dat—

- (i) indien sodanige verlof nie eerder toegestaan is nie, dit binne drie maande na beëindiging van die diensjaar waarop dit betrekking het, toegestaan moet word;
- (ii) die tydperk van sodanige verlof nie met siekteverlof, toegestaan ooreenkomstig klousule 9 of met enige tydperk van militêre opleiding ingevolge die Verdedigingswet, 1957, nie;
- (iii) as Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Republiekdag, Krugerdag, Gelofte-dag of Kersdag binne die tydperk van sodanige verlof val, nog 'n dag ter vervanging van elke sodanige dag by genoemde tydperk gevoeg moet word as 'n bykomende tydperk van verlof met volle betaling;
- (iv) 'n werkgewer van sodanige verlof enige dag geleentheidsverlof kan aftrek wat aan sy werknemer op dié se skriftelike versoek met volle betaling toegestaan is gedurende die diensjaar waarop die tydperk van jaarlikse verlof betrekking het;
- (v) geen werknemer gedurende sy verlof met volle betaling, vir loon of ander besoldiging mag werk nie;
- (vi) vir die toepassing van hierdie klousule die uitdrukking „dieselfde werkgewer” in die geval van die verkoop van die besigheid, die koper daarvan insluit.

(3) *Verlofbesoldiging*.—Die besoldiging ten opsigte van jaarlikse verlof in subklousule (1) genoem, moet op of voor die laaste werkdag voor die aanvangsdatum van sodanige verlof betaal word.

(4) 'n Werknemer wat vir 'n tydperk van minstens vier agtereenvolgende maande by dieselfde werkgewer in diens was en wie se dienskontrak in die eerste, of 'n daaropvolgende jaar diens by sodanige werkgewer eindig voordat die verlof, in subklousule (1) bedoel, opgeloopt het en na verloop van genoemde tydperk van vier maande, moet, behoudens die vierde voorbehoudsbepaling van subklousule (2), by sodanige beëindiging, in plaas van verlof en ten opsigte van elke voltooide maand van sodanige tydperk van korter as een jaar—

- (a) in die geval van 'n sjef, hoofkok of 'n kok, minstens een-derde; en
- (b) in die geval van 'n bestuurder, die vrou van die bestuurder, 'n bestuurderes, portier, nagwag, 'n werknemer met 'n

granted on any one of the public holidays mentioned in clause 10 of this Agreement, such employee shall be given either an additional day off duty or be paid one extra day's wages in lieu thereof.

(4) *Overtime*.—All hours worked in excess of the ordinary hours prescribed in sub-clause (1) shall be deemed to be overtime.

(5) *Limitation of Overtime*.—An employer shall not require or permit his employee to work overtime for more than nine hours in any week.

(6) *Payment for Overtime*.—An employer shall pay to his employee who is in receipt of a wage at the rate of R1,555.84 or ployee at a rate of not less than one and one-half times his ordinary rate of wages, such hourly wages to be calculated by dividing the rate of wages paid plus one-half, by the number of hours permitted to be worked by an employee, of his class as prescribed in sub-clause (1). Calculation of overtime worked shall be reckoned weekly and any portion of an hour worked shall be deemed to be one hour.

(7) *Spreadover*.—All hours of work and meal breaks shall be completed within a spreadover of fourteen hours.

(8) *Savings*.—The provisions of this clause shall not apply to a manager, the wife of the manager, a manageress or to an employee who is in receipt of a wage at the rate of R1,555.84 or more per annum, and sub-clauses (3) and (7) shall not apply to a porter, casual employee and sub-clause (7) shall not apply to a night watchman.

8. ANNUAL LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall in respect of each completed year of employment with him grant on full pay—

- (a) to his chef, head cook and cook, four consecutive weeks' leave;
- (b) to his manager, the wife of the manager, a manageress, porter, night watchman and employees in receipt of a wage at the rate of R1,555.84 or more per annum three consecutive weeks' leave;
- (c) to each of his employees whose weekly time-off is granted in terms of clause 7 (3) (a) (ii), three consecutive weeks' leave;
- (d) to each of his other employees, two consecutive weeks' leave;
- (e) and in addition to the foregoing, an employer shall grant to all those employees specified in sub-clauses (b) (c) and (d) who have completed three or more consecutive years' service with the same employer, an extra one week's leave on full pay, or one week's full pay in lieu thereof. All leave to run consecutively.

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

- (i) if such leave has not been granted earlier it shall be granted within three months of the completion of the year of employment to which it relates;
- (ii) the period of such leave shall not be concurrent with sick leave granted in terms of clause 9 nor with any period of military training in pursuance of the Defence Act, 1957;
- (iii) if New Year's Day, Good Friday, Ascension Day, Republic Day, Kruger Day, Day of the Covenant or Christmas Day falls within the period of such leave another day shall in substitution for each such day be added to the said period as a further period of leave on full pay;
- (iv) an employer may set off against such period of leave any day of occasional leave granted on full pay to his employee at his employee's request made in writing during the year of employment to which the period of annual leave relates;
- (v) no employee shall work for wages or other consideration whilst on leave of absence on full pay;
- (vi) for the purpose of this clause the expression „the same employer” shall include in the case of the sale of the business the purchaser thereof.

(3) *Leave Remuneration*.—The remuneration in respect of annual leave referred to in sub-clause (1) shall be paid not later than on the last work-day before the date of the commencement of such leave.

(4) An employee who has been in employment with the same employer for a period of not less than four consecutive months and whose contract of employment terminates in the first or any subsequent year of employment with such employer before the period of leave referred to in sub-clause (1) has accrued and after the lapse of the said period of four months shall, save as provided in the fourth proviso to sub-clause (2), upon such termination be paid in lieu of leave and in respect of each completed month of such period of less than one year not less than—

- (a) in the case of a chef or head cook or cook, one-third; and
- (b) in the case of a manager, the wife of the manager, a manageress, porter, night watchman, an employee in receipt

besoldiging teen 'n skaal van R1,555.84 of meer per jaar en 'n werknemer wie se weeklikse diensvrytyd toegestaan word kragtens klousule 7 (3) (a) (ii), minstens een-vierde en

(c) in die geval van alle ander werknemers, minstens een-sesde; van die weekloon, plus lewenskostetoelae, betaal word wat hy op die datum onmiddellik voor sodanige beëindiging ontvang het.

(5) Aan 'n werknemer wat geregtig geword het op verlof kragtens subklousule (1) en wie se dienskontrak eindig voordat sodanige verlof toegestaan is, moet by sodanige beëindiging die bedrae, in subklousules (1) en (4) genoem, ten opsigte van verlof betaal word.

(6) Vir die toepassing van hierdie klousule word daar beskou dat die uitdrukking „diens” enige tydperk of tydperke insluit wanneer 'n werknemer—

- (a) met verlof kragtens subklousule (1) afwesig is;
 - (b) militêre opleiding ingevolge die Verdedigingswet, 1957, ondergaan;
 - (c) van sy werk afwesig is op las of op versoek van sy werk-gewer;
 - (d) met siekteverlof kragtens klousule 9 afwesig is;
- wat altesame hoogstens tien weke in enige jaar beloop ten opsigte van items (a), (c) en (d), plus tot vier maande van enige tydperk van militêre diens wat gedurende dié jaar meegemaak is, en daar word beskou dat die diens soos volg begin:—

- (i) In die geval van 'n werknemer wat, voordat hierdie Ooreenkoms van krag geword het ingevolge die Ooreenkoms wat by Goewermentskennissgewing No. 1678 van 12 Oktober 1962 gepubliseer is, op verlof geregtig geword het, vanaf die datum waarop dié werknemer op dié verlof ingevolge dié ooreenkoms geregtig geword het;
- (ii) in die geval van 'n werknemer wat voor die aanyangsdatum van hierdie Ooreenkoms in diens was en op wie die Ooreenkoms wat by Goewermentskennissgewing No. 1678 van 12 Oktober 1962 gepubliseer is, van toepassing was, maar wat nie op verlof ingevolge daarvan geregtig geword het nie, vanaf die datum waarop dié diens begin het;
- (iii) in die geval van enige ander werknemer, vanaf die datum waarop sodanige werknemer by sy werk-gewer in diens getree het, of vanaf die datum waarop hierdie Ooreenkoms van krag word, naamlik die jongste datum.

(7) Voorbehoudsbepaling.—Die bepaling van hierdie klousule is nie op 'n deeltydse werknemer van toepassing nie.

(8) Vir die toepassing van hierdie klousule beteken „maand” 'n tydperk wat op enige datum van 'n kalendermaand begin en op die dag eindig wat dieselfde datum van die volgende kalendermaand voorafgaan.

9. SIEKTEVERLOF.

(1) Na vier maande diens by hom moet 'n werk-gewer, behoudens die bepaling van subklousule (2) aan sy werknemer (uitgesonderd 'n los werknemer), wat van sy werk afwesig is weens ongeskiktheid, die volgende toestaan:—

- (a) In die geval van 'n werknemer wat in 'n sewedaagse bedryfsinrigting werk, 14 werkdag; en
- (b) in die geval van 'n werknemer wat in 'n sesdaagse bedryfsinrigting werk, 12 werkdag;

siekteverlof altesame gedurende enige diensjaar by hom en moet hy aan hom, ten opsigte van die afwesigheids tydperk kragtens die bepaling hiervan, minstens die loon betaal wat hy sou ontvang het indien hy gedurende sodanige tydperk gewerk het: Met dien verstande dat as 'n werknemer 'n diens tyd van drie of meer agtereenvolgende jare by dieselfde werk-gewer het, hy siekteverlof vir een week ekstra toegestaan moet word.

(2) 'n Werk-gewer mag as 'n voorafgestelde voorwaarde tot sy betaling van enige bedrag kragtens hierdie klousule deur 'n werknemer geëis ten opsigte van enige afwesigheid van die werk, van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n mediese praktisyn onderteken is en die aard en duur van die werknemer se ongeskiktheid bevestig.

(3) Vir die toepassing van hierdie klousule het die uitdruk-kings—

- (a) „diens” en „maand” dieselfde betekenis as in subklousules (6) en (8) van klousule 8;
- (b) beteken „ongeskiktheid” die onvermoë om te werk weens 'n siekte of besering wat nie deur 'n werknemer se eie wangedrag veroorsaak is nie: Met dien verstande dat enige onvermoë om te werk wat veroorsaak is deur 'n ongeluk waarvoor skadeloosstelling ingevolge die Ongevalwet, 1941, betaalbaar is, as ongeskiktheid geag word slegs ten opsigte van enige tydperk van onvermoë om te werk waarvoor geen ongeskiktheidsbetaling ingevolge daardie Wet betaalbaar is nie;
- (c) omvat „dieselfde werk-gewer”, in die geval van die verkoop van die besigheid, die koper daarvan.

10. OPENBARE VAKANSIEDAE.

Aan 'n werknemer, uitgesonderd 'n los werknemer en 'n deeltydse werknemer, moet verlof met volle betaling toegestaan word op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Republiekdag,

of wages at the rate of R1,555.84 or more per annum and an employee whose weekly time-off is granted in terms of clause 7 (3) (a) (ii), one-fourth;

(c) in the case of any other employee, one-sixth; of the weekly wage plus cost-of-living allowance, he was receiving immediately before the date of such termination.

(5) An employee who has become entitled to a period of leave in terms of sub-clause (1) and whose contract of employment terminates before such leave has been granted, shall upon such termination be paid in respect of leave the amounts referred to in sub-clauses (1) and (4).

(6) For the purposes of this clause the expression “employment” shall be deemed to include any period or periods during which an employee is—

- (a) absent on leave in terms of sub-clause (1);
- (b) undergoing military training in pursuance of the Defence Act, 1957;
- (c) absent from work on the instructions or at the request of his employer;
- (d) absent on sick leave in terms of clause 9; amounting in the aggregate in any year to not more than ten weeks in respect of items (a), (c) and (d) plus up to four months of any period of military training undergone in that year, and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this Agreement become entitled to leave in terms of the Agreement published under Government Notice No. 1678, dated the 12th October, 1962, from the date on which such employee became entitled to such leave under such Agreement;
- (ii) in the case of an employee who was in employment before the date of commencement of this Agreement and to whom the Agreement published under Government Notice No. 1678, dated the 12th October, 1962, applied but who had not become entitled to leave in terms thereof, from the date on which such employment commenced;
- (iii) in the case of any other employee, from the date on which such employee entered his employer's service or from the date of coming into force of this Agreement, whichever is the later.

(7) Savings.—The provisions of this clause shall not apply to a part-time employee.

(8) For the purpose of this clause, “month” means a period commencing on any date of a calendar month and ending on the day preceding the same date of the following calendar month.

9. SICK LEAVE.

(1) Subject to the provisions of sub-clause (2) an employer shall grant to his employee (other than a casual employee) after the completion of four month's employment with him, who is absent from work through incapacity—

- (a) in the case of an employee who works in a seven-day establishment, fourteen work-days; and
- (b) in the case of an employee who works in a six-day establishment, twelve work-days;

sick leave in the aggregate during any period of twelve consecutive months of employment with him and shall pay such employee in respect of any period of absence in terms of this sub-clause not less than the wage he would have received had he worked during such period: Provided that where an employee has had three or more consecutive years' service with the same employer, he shall be granted one extra week's sick leave.

(2) An employer may as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work, require the employee to produce a certificate signed by a medical practitioner confirming the nature and duration of the employee's incapacity.

(3) For the purpose of this clause the expression—

- (a) “employment” and “month” shall have the same meaning as in sub-clauses (6) and (8) of clause 8;
- (b) “incapacity” means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct: Provided that any inability to work caused by an accident for which compensation is payable under the Workmen's Compensation Act, 1941, shall be deemed to be incapacity only in respect of any period of inability to work for which no disablement payment is payable in terms of that Act.
- (c) “the same employer” shall include in the case of the sale of the business, the purchaser thereof.

10. PUBLIC HOLIDAYS.

An employee, other than a casual employee and a part-time employee, shall be granted leave on full pay on New Year's Day, Good Friday, Ascension Day, Republic Day, Kruger Day, Day

Krugerdag, Gelofte-dag en Kersdag, tensy van hom vereis word om op enige sodanige dag te werk, en dan moet sy werkgever aan hom ten opsigte van enige sodanige dag ekstra besoldiging betaal teen 'n skaal van minstens een-sewende, in die geval van sewedaagse bedryfsinrigtings, en een-sesde in die geval van sesdaagse bedryfsinrigtings, van die weekloon voorgeskryf in klousule 4 (1) van die Ooreenkoms.

11. GETALSVIRHOUDING.

(1) *Manlike klerk.*—'n Werkgever mag geen ongekwalifiseerde manlike klerk in diens hê nie, tensy hy een gekwalifiseerde manlike klerk in diens het, en vir elke gekwalifiseerde manlike klerk in diens mag hy nie meer as een ongekwalifiseerde manlike klerk in diens hê nie.

(2) *Vroulike klerk.*—'n Werkgever mag geen ongekwalifiseerde vroulike klerk in diens hê nie, tensy hy een gekwalifiseerde vroulike klerk in diens het, en vir elke gekwalifiseerde vroulike klerk in diens mag hy nie meer as een ongekwalifiseerde vroulike klerk in diens hê nie.

(3) *Kroegman.*—'n Werkgever mag geen ongekwalifiseerde kroegman in diens hê nie, tensy hy een gekwalifiseerde kroegman in diens het, en vir elke gekwalifiseerde kroegman in diens mag hoogstens een ongekwalifiseerde kroegman in diens wees, wat alleen toegelaat sal word om onder gedurende toesig van 'n gekwalifiseerde kroegman te werk.

(4) *Kok.*—'n Werkgever mag geen ongekwalifiseerde kok in diens hê nie, tensy hy een gekwalifiseerde kok in diens het, en vir elke gekwalifiseerde kok mag nie meer as een ongekwalifiseerde kok in diens wees nie.

(5) *Portier.*—'n Werkgever mag geen ongekwalifiseerde portier in diens hê nie, tensy hy een gekwalifiseerde portier in diens het en vir elke twee gekwalifiseerde portiers in diens mag hoogstens een ongekwalifiseerde portier in diens wees.

(6) *Kelner en/of kelnerin.*—'n Werkgever mag nie 'n ongekwalifiseerde kelner in diens hê nie, tensy hy een gekwalifiseerde kelner in diens het, nóg 'n ongekwalifiseerde kelnerin in diens hê tensy hy een gekwalifiseerde kelnerin in diens het, en vir elke drie gekwalifiseerde kelners in diens mag hoogstens een ongekwalifiseerde kelner in diens wees en vir elke drie gekwalifiseerde kelnerinne in diens mag hoogstens een ongekwalifiseerde kelnerin in diens wees.

(7) Vir die toepassing van hierdie klousule—

- kan enige ongekwalifiseerde manlike klerk, vroulike klerk, kroegman, kok, portier, kelner of kelnerin wat minstens die loon ontvang wat in klousule 4 (1) onderskeidelik voorgeskryf is vir 'n gekwalifiseerde manlike klerk, vroulike klerk, kroegman, kok, portier, kelner of kelnerin, na gelang van die geval, as 'n gekwalifiseerde manlike klerk, vroulike klerk, kroegman, kok, portier, kelner of kelnerin gereken word;
- kan 'n werkgever wat in sy eie bedryfsinrigting geheel en al of hoofsaaklik die werk van 'n klerk, kroegman of kok verrig, na gelang van die geval, as 'n gekwalifiseerde klerk, kroegman of kok, gereken word;
- as 'n werkgever in meer as een bedryfsinrigting sy bedryf uitoefen, of as daar in 'n bedryfsinrigting meer as een kroeg is, word elke sodanige bedryfsinrigting of kroeg as 'n afsonderlike bedryfsinrigting of kroeg beskou, en kan sodanige werkgever nie vir meer as een sodanige bedryfsinrigting of kroeg as 'n gekwalifiseerde klerk, kroegman of kok gereken word nie.

12. UNIFORMS OF WIT BAADJIES.

(1) 'n Werkgever wat van sy werknemer, uitgesonderd 'n kroegman of los werknemer, vereis om 'n uniform, voorskoot of wit baadjie te dra, moet sodanige uniform, voorskoot of wit baadjie gratis verskaf en dit op eie koste laat skoonmaak en was, en in goeie en behoorlike toestand hou, maar sodanige kledingstuk bly die werkgever se eiendom. Voorts, moet 'n werkgever wat van sy werknemers vereis om broeke van 'n besondere kleur te dra, dit kosteloos verskaf of die werknemer vergoed deur hom 'n bedrag van minstens dertig sent (30c) per week te betaal.

(2) 'n Werkgever moet aan sy kroegmanne baadjies gratis verskaf om in die werk te dra, en hy moet dit op eie onkoste laat skoonmaak en was, en in 'n goeie en behoorlike toestand hou. Sulke baadjies bly die werkgever se eiendom.

13. VERVOER NÁ URE.

As daar van 'n werknemer, uitgesonderd 'n los werknemer, vereis word om na die tydstop te werk wanneer openbare vervoer gewoonweg beskikbaar is, moet die werkgever vervoer na die werknemer se huis verskaf of daarvoor betaal.

14. VERBOD OP INDIENSNEEMING VAN ENIGEEN ONDER DIE OUDERDOM VAN SESTIEN JAAR.

Geen werkgever mag enigeen onder die ouderdom van sestien jaar in diens neem nie.

15. DIENSSERTIFIKATE.

By beëindiging van die dienskontrak van enigeen van sy werknemers, uitgesonderd 'n los werknemer, moet 'n werkgever aan dié werknemer 'n dienssertifikaat uitreik waarin die volle naam van die werkgever en werknemer, dié aard van die diens, die

of the Covenant and Christmas Day; unless he is required to work on any such day, in which case his employer shall pay to him in respect of any such day extra wage at the rate of not less than one-seventh in the case of seven-day establishments and one-sixth in the case of six-day establishments, of the weekly wage prescribed in clause 4 (1) of the Agreement.

11. PROPORTION OR RATIO.

(1) *Male Clerical Employee.*—An employer shall not employ an unqualified male clerical employee unless he has in his employ a qualified male clerical employee and for each qualified male clerical employee employed not more than one unqualified male clerical employee may be employed by him.

(2) *Female Clerical Employee.*—An employer shall not employ an unqualified female clerical employee unless he has in his employ a qualified female clerical employee and for each qualified female clerical employee not more than one unqualified female clerical employee may be employed by him.

(3) *Barman.*—An employer shall not employ an unqualified barman unless he has in his employ one qualified barman and for each qualified barman employed not more than one unqualified barman may be employed, who shall only be permitted to work under the constant supervision of a qualified barman.

(4) *Cook.*—An employer shall not employ an unqualified cook unless he has in his employ one qualified cook, and for each qualified cook not more than one unqualified cook may be employed.

(5) *Porter.*—An employer shall not employ an unqualified porter unless he has in his employ one qualified porter, and for each two qualified porters employed not more than one unqualified porter may be employed.

(6) *Waiter and/or Waitress.*—An employer shall not employ an unqualified waiter unless he has in his employ one qualified waiter nor an unqualified waitress unless he has in his employ one qualified waitress, and for each three qualified waiters employed not more than one unqualified waiter may be employed, and for each three qualified waitresses employed not more than one unqualified waitress may be employed.

(7) For the purpose of this clause—

- any unqualified male clerical employee, female clerical employee, barman, cook, porter, waiter or waitress receiving not less than the wage prescribed in clause 4 (1) for a qualified male clerical employee, female clerical employee, barman, cook, porter, waiter or waitress, respectively, may be reckoned as a qualified male clerical employee, female clerical employee, barman, cook, porter, waiter or waitress, as the case may be;
- an employer who is wholly or substantially engaged in performing the work of a clerical employee, barman or cook in his own establishment, may be reckoned a qualified clerical employee, barman, or cook, as the case may be;
- where an employer carries on business in more than one establishment or where in any establishment there is more than one bar, each such establishment or bar, shall be deemed to be a separate establishment or bar and such employer shall not be reckoned as a qualified clerical employee, barman or cook for more than one such establishment or bar.

12. UNIFORMS OR WHITE COATS.

(1) An employer who requires his employee, other than a barman or casual employee, to wear a uniform, apron or white coat shall supply such uniform, apron or white coat free of charge and shall at his own expense clean and launder it and maintain it in a fit and proper state of repair, but such garment or article shall remain the property of the employer. Further, that where an employer requires employees to wear trousers of a particular colour, he shall supply such free of charge or compensate the employee by payment of an amount of not less than thirty cents (30c) per week.

(2) An employer shall supply his barman with a jacket free of charge, to be worn whilst on duty and shall at his own expense clean, launder and maintain it in a fit and proper state of repair. Such jacket shall remain the property of the employer.

13. LATE HOUR TRANSPORT.

Where an employee other than a casual employee is required to work after the hour when public transport is normally available, the employer shall provide or pay for transport to the employee's house.

14. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF SIXTEEN YEARS.

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

15. CERTIFICATES OF SERVICE.

An employer shall upon termination of the contract of employment of any of his employees, other than a casual employee, furnish such an employee with an indelibly inscribed certificate of service showing the full names of the employer and the

datums van aanvang en beëindiging van die kontrak en die besoldiging op die datum van sodanige beëindiging in onuitwisbare skrif vermeld word. Alle sertifikate wat deur so 'n werkgever uitgereik word, moet in volgorde genummer word en 'n duplikaat van elke uitgereikte sertifikaat moet deur die werkgever aan die Sekretaris van die Raad oorhandig word en bowendien moet werkgevers aan die einde van elke maand die Sekretaris van die Raad in kennis stel, met verstrekking van besonderhede in die vorm van Aanhangsel B, van werknemers wat gedurende die maand in diens geneem of ontslaan is.

16. BEËINDIGING VAN DIENSKONTRAK.

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, moet—

- (a) in die geval van 'n kroegman en 'n kroegjong, minstens 48 uur kennis gee; en
- (b) in die geval van alle ander werknemers, minstens 48 uur gedurende die eerste diensmaand en daarna minstens een week kennis gee;

van sy voorneme om die dienskontrak te beëindig, of 'n werkgever of sy werknemer kan die dienskontrak sonder kennisgewing beëindig deur die volgende aan die werknemer te betaal in plaas van sodanige kennisgewing of die volgende aan die werkgever te betaal of te verbeur in plaas daarvan, na gelang van die geval—

- (a) In die geval van 'n kroegman en 'n kroegjong, 'n bedrag van minstens twee dae se betaling;
- (b) in die geval van alle ander werknemers gedurende die eerste diensmaand, minstens twee dae se betaling;
- (c) in die geval van werknemers vir wie daar nie in paragrawe (a) en (b) voorsiening gemaak word nie, minstens die weekloon wat die werknemer onmiddellik voor die datum van die diensbeëindiging ontvang het;

Met dien verstande dat dit geen inbreuk op die volgende maak nie—

- (i) 'n Werkgever of werknemer se reg om weens enige regsgeldige rede die dienskontrak sonder opsegging te beëindig;
- (ii) enige skriftelike ooreenkoms tussen 'n werkgever en werknemer vir 'n bepaalde diens tydperk of wat voorsiening maak vir 'n termyn van diensopsegging van gelyke duur vir altwee partye en, na gelang van die geval, vir langer as agt-en-veertig uur of een week.

(2) As 'n ooreenkoms kragtens voorbehoudsbepaling (ii) van subklousule (1) aangegaan word, moet die betaling of verbeuring in plaas van die diensopsegging in verhouding wees tot die termyn van diensopsegging soos ooreengekom.

(3) Die diensopsegging in subklousule (1) bedoel, tree in werking op die dag waarop dit gegee word: Met dien verstande dat die termyn van diensopsegging nie mag saamval nie met en diensopsegging nie gegee mag word nie gedurende die werknemer se afwesigheid met jaarlikse verlof kragtens klousule 8 of siekteverlof kragtens klousule 9 of enige tydperk van militêre opleiding ingevolge die Verdedigingswet, 1957.

17. VRYSTELLINGS.

(1) Die Raad kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van enige persoon aan wie vrystelling kragtens die bepalings van subklousule (1) van hierdie klousule verleen word, die voorwaardes waarop die vrystelling verleen word en die termyn wat die vrystelling van krag sal wees, vasstel: Met dien verstande dat die Raad na goedvinde enige vrystellingsertifikaat kan intrek met een week skriftelike kennisgewing aan die betrokke persoon, hetsy die termyn waarvoor vrystelling verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling kragtens die bepalings van subklousule (1) van hierdie klousule verleen word, 'n vrystellingsertifikaat uitreik, deur hom of in sy afwesigheid, deur sy gemagtigde plaasvervanger onderteken waarin die volgende vermeld word—

- (a) Volle naam van die betrokke persoon;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes waarop sulke vrystellings verleen word; en
- (d) die termyn waarvoor die vrystelling van krag is.

(4) Die Sekretaris van die Raad moet—

- (a) alle sertifikate wat uitgereik word, in volgorde nummer;
- (b) van elke sertifikaat wat uitgereik word, 'n afskrif bewaar;
- (c) as vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgever stuur; en
- (d) 'n afskrif van elke vrystellingsertifikaat aan die Afdelingsinspekteur, Departement van Arbeid, Kaapstad, stuur.

18. UITLEG VAN OOREENKOMS.

(1) Die Raad is die liggaam wat vir die toepassing van hierdie Ooreenkoms verantwoordelik is en wat as 'n leidraad vir werkgevers en werknemers menings mag uitspreek wat nie met die bepalings hiervan onbestaanbaar is nie.

(2) Enige geskille wat in verband met die uitleg van enigeen van die bepalings van hierdie Ooreenkoms mag ontstaan, moet na die Raad verwys word.

employee, the nature of employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination. All certificates issued by such employer shall be numbered consecutively and a duplicate copy of each certificate issued shall be delivered by the employer to the Secretary of the Council, and in addition employers shall at the end of each month notify the Secretary of the Council giving particulars in the form of Annexure B of employees engaged and discharged during the month.

16. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee, shall—

- (a) in the case of a barman, and a barboy give not less than forty-eight hours' notice; and
- (b) in the case of all other employees, not less than forty-eight hours' notice during the first month of employment and thereafter not less than one week's notice;

of his intention to terminate the contract of employment or an employer or his employee may terminate the contract without notice by paying the employee or paying or forfeiting to the employer, as the case may be in lieu of such notice, not less than—

- (a) in the case of a barman and a barboy an amount of not less than two days' pay;
- (b) in the case of all other employees, during the first month of employment, not less than two days' pay;
- (c) in the case of employees not provided for in paragraphs (a) and (b) not less than the weekly wage which the employee was receiving immediately before the date of such termination;

Provided that this shall not affect—

- (i) the right of an employer or employee, to terminate the contract of employment without notice for any cause recognized by law as sufficient;
- (ii) any written agreement between an employer and employee for a specific period of employment, or which provides for a period of notice of equal duration on both sides and for longer than forty-eight hours or one week, as the case may be.

(2) When an agreement is entered into in terms of proviso (ii) to sub-clause (1) the payment or forfeiture in lieu of notice shall be proportionate to the period of notice agreed upon.

(3) The notice referred to in sub-clause (1) shall take effect from the day on which it is given: Provided that the period of notice shall not run concurrently with nor shall notice be given during the employee's absence on annual leave in terms of clause 8 or sick leave in terms of clause 9, or with any period of military training in pursuance of the Defence Act, 1957.

17. EXEMPTIONS.

(1) The Council may grant exemption from any of the provisions of this Agreement.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of sub-clause (1) of this clause the conditions subject to which such exemption is granted and the period during which such exemption shall operate, provided the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which the exemption was granted has expired.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of sub-clause (1) of this clause a licence of exemption signed by himself, or in his absence the person authorized to act for him setting out—

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

(4) The Secretary of the Council shall—

- (a) number consecutively all licences issued;
- (b) retain a copy of each licence issued;
- (c) where exemption is granted to an employee, forward a copy of the licence to the employer concerned; and
- (d) forward a copy of each licence of exemption to the Divisional Inspector, Department of Labour, Cape Town.

18. INTERPRETATION OF AGREEMENT.

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

(2) Any disputes which may arise regarding the interpretation of any of the provisions of this Agreement shall be referred to the Council.

19. BESTAANDE KONTRAKTE.

Enige dienskontrak wat van krag is op die datum waarop hierdie Ooreenkoms in werking tree, is onderworpe aan die bepalings van hierdie Ooreenkoms.

20. UITGAWES VAN DIE RAAD.

Vir die uitgawes van die Raad word op die volgende wyse voorsiening gemaak:—

Elke werkgewer moet van die loon van elke werknemer wat permanent in sy diens is en wat onder hierdie Ooreenkoms val, uitgesonderd diegene wat laer lone as vyf rand een-en-vyftig sent (R5.51) per week ontvang, 'n bedrag van vier sent per week, en van diegene wat laer lone as vyf rand een-en-vyftig sent (R5.51) per week ontvang, drie sent per week aftrek. By hierdie bedrag moet die werkgewer 'n gelyke bedrag voeg en die totale som, asook 'n lys in die vorm van Aanhangsel A, wat die getal werknemers in diens aangee, gegradeer ooreenkomstig die woordskrywings in klousule 3 van hierdie Ooreenkoms vasgestel, uiterlik op die sewende dag van elke maand, aan die Sekretaris van die Raad by die kantoor van die Nywerheidsraad, Dawsongebou, Strandstraat 37, Kaapstad, of Posbus 836, Kaapstad, stuur.

21. VERTONING VAN OOREENKOMS.

'n Leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale en in die vorm by die regulasies kragtens die Wet voorgeskryf, moet op 'n opvallende plek in elke bedryfsinrigting vertoon word.

22. AGENTE.

Die Raad moet een of meer aangewese persone aanstel as agente om te help by die toepassing van die bepalings van hierdie Ooreenkoms, en elke werkgewer en werknemer is verplig om sulke agente toe te laat om dié navrae te doen en dié boeke en/of dokumente na te gaan en dié persone te ondervra wat vir hierdie doel nodig mag wees.

23. VAKVERENIGINGVERTEENWOORDIGERS IN DIE RAAD.

Werkgewers moet aan enigeen van hul werknemers wat verteenwoordigers in die Raad is, alle redelike fasiliteite verleen om hul pligte in verband met die Raad se werk te vervul.

24. LIDMAATSKAP VAN VAKVERENIGING EN WERKGEWERS-ORGANISASIE.

Geen werknemer wat nie lid van die Vakvereniging is nie, mag deur 'n werkgewer wat lid van die werkgewersorganisasie is, vir 'n langer tydperk as 30 dae in diens geneem word nie en geen werknemer wat lid van die Vakvereniging is, mag vir 'n werkgewer wat nie lid van die werkgewersorganisasie is, werk nie: Met dien verstande dat die bepalings van hierdie klousule nie op 'n bestuurder, die bestuurder se vrou, of bestuurderes, of op 'n los werknemer van toepassing is nie:—

- (a) Met dien verstande dat hierdie klousule nie van toepassing is nie in die geval waar, na die mening van die Raad, aan 'n werkgewer of 'n werknemer lidmaatskap van die onderskeie organisasie sonder goeie rede geweier is, wat binne sewe dae na die weiering aan die Raad gerapporteer moet word;
- (b) voorts dat die bepalings van hierdie klousule nie van toepassing is ten opsigte van 'n immigrant gedurende die eerste jaar na die datum van sy binnekoms in die Republiek van Suid-Afrika nie: Met dien verstande dat as 'n immigrant te eniger tyd na die eerste drie maande vanaf die aanvang van sy diens in die Bedryf, 'n uitnodiging van die betrokke vakvereniging om lid daarvan te word, van die hand gewys het, die bepalings van hierdie klousule onmiddellik van krag word;
- (c) en voorts met dien verstande dat hierdie klousule nie van toepassing is nie as 'n werknemer, na die mening van die Minister, goeie rede het om daarteen beswaar te maak om 'n lid van die vakvereniging te word of te bly.

25. BEWYS VAN LIDMAATSKAP VAN VAKVERENIGING.

Bewys van lidmaatskap van die vakvereniging bestaan in die vertoning van 'n lidmaatskapkaart wat deur die vakvereniging uitgereik is en wat aantoon dat die persoon daarin genoem nie meer as drie maande met sy ledegeld agterstallig is nie.

26. VAKVERENIGINGLEDEGELD.

Elke werkgewer moet van die loon van elke lid van die Vakvereniging in sy diens, die ledegeld wat so 'n werknemer aan die Vakvereniging moet betaal, aftrek en die totale bedrag, asook 'n lys van werknemers uiterlik op die sewende dag van elke maand (a) ten opsigte van lede van die European Liquor & Catering Trades Employees' Union aan die Sekretaris van genoemde Vakvereniging, Posbus 2884, of Kamer No. 508, Scottgebou, Pleinstraat, Kaapstad, en (b) ten opsigte van lede van die Hotel, Bar & Catering Trades Employees' Association aan die Sekretaris van genoemde Vereniging, Exchangegebou 309, St. Georgestraat 28, Kaapstad, stuur en dié ledegeld moet van die eerste betaling van lone in elke maand afgetrek word. Die Sekretaris van die Vakverenigings moet die betrokke werkgewers van tyd tot tyd van die ledegeldskaal in kennis stel.

19. EXISTING CONTRACTS.

Any contract of service in operation at the date of commencement of this Agreement shall be subject to the provisions of this Agreement.

20. EXPENSES OF THE COUNCIL.

The expenses of the Council shall be met in the following manner:—

Every employer shall deduct from the wages of each employee in his permanent employ, governed by this Agreement, except those in receipt of a wage of less than five rand fifty-one cents (R5.51) per week, an amount of four cents per week, and from those in receipt of a wage of less than five rand fifty-one cents (R5.51) per week, three cents per week. To this amount the employer shall add an equal amount and forward the total sum, together with a list in the form of Annexure A showing the number of employees employed, graded in accordance with definitions as laid down in clause 3 of this Agreement, to the Secretary of the Council, not later than the seventh day of each month at the office of the Industrial Council, Dawson House, 37 Strand Street, Cape Town, or P.O. Box 836, Cape Town.

21. EXHIBITION OF AGREEMENT.

A legible copy of this Agreement in both official languages and in the form prescribed in the regulations under the Act shall be exhibited in a prominent place in every establishment.

22. AGENTS.

The Council shall appoint one or more specified persons as Agents to assist in giving effect to the terms of this Agreement, and it shall be the duty of every employer and employee to permit such Agents to institute such enquiries and to examine such books and/or documents and to interrogate such persons as may be necessary for this purpose.

23. TRADE UNION REPRESENTATIVES ON THE COUNCIL.

Employers shall give to any of their employees who are representatives on the Council every reasonable facility to attend to their duties in connection with work of the Council.

24. UNION AND ASSOCIATION MEMBERSHIP.

No employee who is not a member of the trade union shall be employed by an employer who is a member of the employers' organization for a period in excess of thirty days, and no employee who is a member of the trade union shall work for an employer who is not a member of the employers' organization: Provided that the provisions of this clause shall not apply to a manager, the manager's wife or manageress or to casual employees:—

- (a) Provided that this clause shall not apply where an employer or employee has in the opinion of the Council been refused membership of the respective organization without good cause, which refusal shall be notified to the Council within seven days of such refusal;
- (b) further that the provisions of this clause shall not apply in respect of an immigrant during the first year after the date of his entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first three months of commencement of his employment in the industry refused any invitation from the trade union concerned to become a member of it, the provisions of this clause shall immediately come into operation;
- (c) and provided further that this clause shall not apply where an employee in the opinion of the Minister, has good cause for objecting to becoming or remaining a member of the trade union.

25. PROOF OF MEMBERSHIP OF TRADE UNION.

Proof of membership of the trade union shall be the production of a membership card issued by the union showing that the person named therein is not more than three months in arrear with his subscriptions.

26. TRADE UNION SUBSCRIPTIONS.

Every employer shall deduct from the wages of each member of the Trade Union in his employ, the membership subscription payable by such employee to the Trade Union, and shall forward the total amount, together with a list of employees (a) in respect of members of the European Liquor & Catering Trades Employees' Union, to the Secretary of the said Union, P.O. Box 2884, or Room 508, Scott's Building, Plein Street, Cape Town and (b) in respect of members of the Hotel, Bar & Catering Trades Employees' Association to the Secretary of the said Association, 309 Exchange Buildings, 28 St. George's Street, Cape Town, not later than the 7th day of each month, such subscriptions to be deducted from the first payment of wages in each month. The subscription scales shall be notified to the employers concerned from time to time by the Secretaries of the Trade Unions.

27. ALGEMEEN.

Niks in hierdie Ooreenkoms word beskou dat dit magtiging verleen vir die indiensneming van enige persoon wat ingevolge enige statutêre wet verbode is, of diensverrigting deur enige persoon op enige tyd of tye wat by enige statutêre wet verbode is nie.

Namens die partye hierby op hede die 14de dag van Julie 1965 in Kaapstad onderteken.

F. J. A. DOLD,
Voorsitter van die Raad.

N. G. FORSYTH,
Ondervoorsitter van die Raad.

E. PURCELL,
Sekretaris van die Raad.

AANHANGSEL A.

N.R. 1.

NYWERHEIDSRAAD VIR DIE DRANK- EN VERVERSINGS-
BEDRYF, KAAP.

Dawsongebou,
Strandstraat 37
(Posbus 836),
Kaapstad.
Foon 2-2938

Opgaaf van werknemers wat ingevolge klousule 20 van die Nywerheidsraadooreenkoms ingedien moet word — Raadsgelde vir die maand.....196.....

Inrigting.....

Getal werknemers in diens gedurende
die week wat eindig op:

Totaal
vir
maand.

AFDELING A.
Bestuurders, bestuur-
deresse
Assistent-bestuurders
en -bestuurderesse
Klerk en ontvangs-
klerke
Faktotums
Kroegmanne
Sjefs en koks
Kelners en kelnerinne
Portiers
Huishoudsters
Graad I-werknemers
Kroegjongens
Koksassistentes
Hoteljoggies en hys-
bakbediendes
Nagwagte
Graad II-werknemers
(indien R4.50 of
meer per week be-
taal)
Deeltydse werk-
nemers
Motorvoertuigbe-
stuurders

TOTAAL VAN A

AFDELING B.
Werknemers wat lone
van minder as
R4.50 per week
ontvang

TOTAAL VAN B

* Totale getal werknemers in laaste kolom van
Afdeling A aangegee, vermenigvuldig met
8 sent

† Totale getal werknemers in laaste kolom van
Afdeling B aangegee, vermenigvuldig met
6 sent

TOTALE BEDRAG BETAAL R.....

Handtekening van werkgever of bestuurder.....

Vir gebruik in Kantoor van Nywerheidsraad:

Datum..... Kwitansie No..... Bedrag.....

27. GENERAL.

Nothing in this Agreement shall be deemed to authorize the employment of any person whose employment is prohibited by any statutory law, or the employment of any person at any time or times prohibited by any statutory law.

Signed at Cape Town, on behalf of the parties hereto on this the 14th July, 1965.

F. J. A. DOLD,
Chairman of the Council.

N. G. FORSYTH,
Vice-Chairman of the Council.

E. PURCELL,
Secretary of the Council.

ANNEXURE A.

I.C. 1.

INDUSTRIAL COUNCIL FOR THE LIQUOR AND
CATERING TRADE, CAPE.

Dawson House,
37, Strand Street,
P.O. Box 836,
Cape Town.
Phone 2-2938

Return of Employees required to be submitted in terms of Clause
20 of the Industrial Council Agreement — Council Fees for month
of.....196.....

Establishment.....

Number of Employees employed
during the week ending:

Total
for
month.

SECTION A.
Managers, Mana-
geresses
Assistant Managers
and Manageresses
Clerical Employees
and Receptionists
Handymen
Barmen
Chefs and Cooks
Waiters and Waitres-
ses
Porters
Housekeepers
Grade I Employees
Barboys
Cook's Assistants
Page and Lift Atten-
dants
Night Watchmen
Grade II Employees
(if paid R4.50 or
more per week)
Part Time Employees
Motor Vehicle Dri-
vers

TOTAL OF A

SECTION B.
Employees in receipt
of wages of less
than R4.50 per
week

TOTAL OF B

* Total number of Employees reflected in last
Column of Section A multiplied by 8 cents

† Total number of Employees reflected in last
Column of Section B multiplied by 6 cents

TOTAL PAYMENT R.....

Signature of Employer or Manager.....

For use in Industrial Council Office:

Date..... Receipt No..... Amount.....

AANHANGSEL B.

N.R. 2.

NYWERHEIDSRAAD VIR DIE DRANK- EN VERVERSINGS-
BEDRYF, KAAP.Dawsongebou,
Strandstraat 37,
Kaapstad.Opgaaf van werknemers in diens geneem en/of ontslaan gedurende
die maand..... 196.....

IN DIENS GENEEM.

Naam.	Adres.	Ras: Blanke, Asiaat, Kleurling, Bantoe.	Vakveren- ginglid- maatskap- kaart-no.	Indiens geneem as.	Datum.

ONTSLAAN.

Naam.	In diens as.	Vakvere- niging- lidmaat- skapkaart- no.	Datum waarop ontslaan.	Nommer van diens- sertifi- kaat.

Naam van bedryfsinrigting.....

Datum.....

Handtekening van werkgewer of
werkgewer se verteenwoordiger.

ANNEXURE B.

I.C. 2.

INDUSTRIAL COUNCIL FOR THE LIQUOR AND
CATERING TRADE, CAPE.Dawson House,
37 Strand Street,
Cape Town.Return of Employees Engaged and/or Discharged during
month of..... 196.....

ENGAGEMENTS.

Name.	Address.	Race: European, Asiatic, Coloured, Native.	Trade Union Membership No.	Em- ployed as.	Date.

DISCHARGES.

Name.	Employed as.	Trade Union Membership No.	Date discharged.	No. of Certificate of Service.

Name of establishment.....

Date.....

Signature of Employer or
Employer's Representative.

Departement van Arbeid.

GOEWERMENTSKENNISGEWING

No.	BLADSY
R.1568 Wet op Nywerheidsversoening, 1956: Drank- en Verversingsbedryf, Kaap: Hoofwooreen- koms	1

Department of Labour.

GOVERNMENT NOTICE

No.	PAGE
R.1568 Industrial Conciliation Act, 1956: Liquor and Catering Trade, Cape: Main Agreement ..	1