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[No. 2380.]

GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. R.730.]

[7th May, 1969.]

INDUSTRIAL CONCILIATION ACT, 1956

**IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRY**

ISCOR AGREEMENT

I, MARAIS VILJOEN, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending 28th April 1970, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the South African Iron and Steel Industrial Corporation, Limited, a member of that organisation, and its employees who are members of those unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in sections 1 (1), 2, 6 (3) (c), 22 and 25 of Part I, shall be binding from the second Monday after the date of publication of this notice and for the period ending 28th April 1970, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas occupied by the South African Iron and Steel Industrial Corporation, Limited, in the Magisterial Districts of Pretoria and Vanderbijlpark; and

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R.730.]

[7 Mei 1969.]

WET OP NYWERHEIDSVERSOENING, 1956

**YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID**

YSKOROOREENKOMS

Ek, MARAIS VILJOEN, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 April 1970 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, 'n lid van daardie organisasie, en sy werknemers wat lede van daardie verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 1 (1), 2, 6 (3) (c), 22 en 25 van Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 April 1970 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebied geokkupeer deur die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, in die landdrosdistrikte Pretoria en Vanderbijlpark; en

- (c) in terms of section 48 (3) (a) of the said Act, declare that in the areas occupied by the South African Iron and Steel Industrial Corporation, Limited, in the Magisterial Districts of Pretoria and Vanderbijlpark and from the second Monday after the date of publication of this notice and for the period ending 28th April 1970, the provisions of the said Agreement, excluding those contained in sections 1 (1), 2, 6 (3) (c), 22 and 25 of Part I, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN.
Minister of Labour.

SCHEDULE

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

AGREEMENT

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

Iron and Steel Producers' Association of South Africa (hereinafter referred to as the "employer" or "the employer's organisation"), of the one part, and the
Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers', Firemen's and Operators' Association;
S.A. Yster-, Staal-, en Verwante Nywerhede-Unie;

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijlpark by the employer's organisation and the trade unions which entered into the said Agreement and by the employer and employees who are members of that organisation or of those trade unions.

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

- (a) Apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act 1944, as amended, or any contract entered into or any conditions fixed thereunder; and
- (b) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

(3) For purposes of this Agreement the weekly wage rate of apprentices prescribed under the Apprenticeship Act (Act No. 37 of 1944, as amended), shall be taken to be the weekly wage, and the "hourly rate" shall be the weekly wage calculated as above divided by the number of ordinary hours worked in the establishment.

(4) Notwithstanding the provisions of sub-section (3) of this section, the conditions of employment including wages prescribed in this Agreement in respect of work classified as Journeyman's work shall apply to apprentices during their fifth year of apprenticeship to the extent to which they are not less favourable than any conditions prescribed under the Apprenticeship Act (Act No. 37 of 1944, as amended) and for purposes hereof wherever reference is made in this Agreement to the "hourly rate" it shall be deemed to be the rate set out in Part IV, Section 1 (1).

- (c) kragtens artikel 48 (3) (a) van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 1 (1), 2, 6 (3) (c), 22 en 25 van Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 April 1970 eindig in die gebiede geokkupeer deur die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, in die landdrostdistrikte Pretoria en Vanderbijlpark, *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigene van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN.
Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

OOREENKOMS

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

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

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

(hieronder die „werknemers” of die „vakverenigings” genoem), aan die ander kant, wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Die bepalings van hierdie Ooreenkoms moet in die ondernemings van die Suid-Afrikaanse Yster en Staal Industriële Korporasie, Beperk, by Pretoria en Vanderbijlpark nagekom word deur die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en deur die werkgewer en die werknemers wat lede van daardie organisasie of daardie vakverenigings is.

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

- (a) vakleerlinge slegs vir sover dit nie met die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, of met 'n kontrak wat daarkragtens aangegaan is of voorwaardes wat daarkragtens vasgestel is, onbestaanbaar is nie; en
- (b) kwekelinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie met die bepalings van daardie Wet of met voorwaardes wat daarkragtens vasgestel is, onbestaanbaar is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weekloon van vakleerlinge soos voorgeskryf kragtens die Wet op Vakleerlinge (Wet No. 37 van 1944, soos gewysig), geag die weekloon te wees, en is die „uurloon” die weekloon, soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die bedryfsinrigting gewerk word.

(4) Ondanks die bepalings van subklousule (3) van hierdie klousule, is die diensvoorwaardes, met inbegrip van lone, soos in hierdie Ooreenkoms voorgeskryf ten opsigte van werk wat as vakmanswerk ingedeel is, op vakleerlinge gedurende hul vyfde jaar as vakleerling van toepassing en wel in dié mate dat dit nie minder gunstig is nie as die voorwaardes voorgeskryf kragtens die Wet op Vakleerlinge (Wet No. 37 van 1944, soos gewysig), en by die toepassing hiervan word „uurloon”, wanneer melding daarvan in hierdie Ooreenkoms gemaak word, geag die loon te wees soos vervat in Deel IV, klousule 1 (1).

2. PERIOD OF APPLICATION OF AGREEMENT

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Act, and shall remain in force and run concurrently with the Agreements of the other Groups of the Iron, Steel, Engineering and Metallurgical Industry, so as to expire simultaneously therewith.

3. DEFINITIONS

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

- “Act” means the Industrial Conciliation Act, 1956, as amended;
- “apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944, as amended, and includes a minor employed under probation in terms of the said Apprenticeship Act;
- “Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;
- “employee” means an employee whose rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council or an apprentice;
- “hourly rate” means (except as otherwise provided in section 12 of Part I of this Agreement) the rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour the employee is receiving;
- “ordinary hourly rate” means the hourly rate for ordinary time;
- “Iron, Steel, Engineering and Metallurgical Industry” means (subject to the provisions of the Demarcation Determination published under Government Notice No. R.1971 of the 30th November, 1962), the industry concerned with the production of iron, and/or steel, and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alternation, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods, but does not include the Motor Industry;
- “Iscon” means the undertakings of the South African Iron and Steel Industrial Corporation, Limited, at Pretoria and Vanderbijlpark, in the Province of the Transvaal;
- “jig or fixture or stop” means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerances;
- “journeyman” means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified in Part IV, section 1 (1) of this Agreement, or an employee who is over 21 years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;
- “military training” means training which an employee undergoes in pursuance of the Defence Act, 1957, as amended;
- “repetition works” mean work performed by an employee constantly engaged on one or more repetitive processes;
- “templet” means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of the work;
- “trainee” mean a person for whom training is provided in section 2 of the Training of Artisans Act, 1951.

4. HOURS OF WORK

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

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

(1) All time worked on any weekday in excess of the usual ordinary hours of the shift shall be regarded as overtime and shall be paid for at 1.3 times the hourly rate for the first eight

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Die bepalings van hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 van die Wet mag vasstel en bly van krag saam met, en het dieselfde geldigheidsduur as, die ooreenkomste van ander groepe in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid sodat dit gelyktydig daarmee verstryk.

3. WOORDOMSKRYWING

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

- „Wet” die Wet op Nywerheidsversoening, 1956, soos gewysig;
- „vakleerling” 'n werknemer wat in diens is kragtens 'n skriftelike leerlingskontrak wat deur die Raad erken word, of kragtens 'n leerlingskontrak wat ingevolge die Wet op Vakleerlinge, 1944, soos gewysig, geregistreer is en omvat dit ook 'n minderjarige wat ooreenkomstig genoemde Wet op Vakleerlinge op proef in diens is;
- „Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;
- „werknemer” 'n werknemer wie se loon in hierdie Ooreenkoms ingelys is of 'n werknemer wat in diens is kragtens 'n vrystelling van hierdie Ooreenkoms of op voorwaardes deur die Raad bepaal, of 'n vakleerling;
- „uurloon” (behalwe soos anders bepaal in klousule 12 van Deel I van hierdie Ooreenkoms) die loon per uur vir die klas werk wat in hierdie Ooreenkoms ingelys is, of die werklike loon wat die werknemer per uur ontvang, nl. die loon wat die hoogste is;
- „gewone uurloon” die uurloon vir gewone tyd;
- „Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” (behoudens die bepalings van die Afbakeningsvasstelling gepubliseer by Goewermentskennisgewing No. R.1971 van 30 November 1962) die nywerheid wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuiem en/of afval en/of residu's; die onderhoud, fabrisering, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetale) bestaan, of dele of samestellende dele daarvan, en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaal-goedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerkings van metaal-goedere, maar dit omvat nie ook die Motornywerheid nie;
- „Yskor” die ondernemings van die Suid-Afrikaanse Yster- en Staal Industriële Korporasie, Beperk, by Pretoria en Vanderbijlpark in die provinsie Transvaal;
- „setmaat of setklem of stuiiter” 'n toestel wat definitief die plek van die werk met betrekking tot 'n stuk gereedskap en/of die plek van 'n stuk gereedskap met betrekking tot die werk en/of die relatiewe posisie van dele terwyl hulle saamgevoeg word, bepaal ten einde artikels te produseer wat binne sekere toleransies onderling vervangbaar is;
- „vakman” 'n werknemer wat 'n leerlingskontrak ooreenkomstig die Wet op Vakleerlinge of 'n leerlingskontrak wat deur die Raad erken word, voltooi het in enigen van die klasse werk in Deel IV, klousule 1 (1), van hierdie Ooreenkoms gespesifiseer, of 'n werknemer wat ouer as 21 jaar is en in besit is van 'n sertifikaat wat deur die Raad uitgereik is of erken word en wat hom in staat stel om as 'n vakman in diens geneem te word;
- „militêre opleiding” opleiding wat 'n werknemer ondergaan kragtens die Verdedigingswet, 1957, soos gewysig;
- „herhalingswerk” werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;
- „leipatroon” 'n toestel om die plekke van gate en/of hegstukke op die stuk werk en/of die vorm en/of die buitelyn van die stuk werk aan te dui;
- „kwekeling” iemand aan wie opleiding verskaf word ooreenkomstig artikel 2 van die Wet op Opleiding van Ambagsmanne, 1951.

4. WERKURE

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

5. OORTYDWERK EN BETALING VIR WERK OP SONDAE

(1) Alle tyd wat daar op 'n weekdag buite die gewone werkure van die skof gewerk word, word geag oortydwerk te wees, en daarvoor moet betaal word teen 1.3 maal die uurloon vir die

hours worked and at 1.5 times the hourly rate for any additional hours worked thereafter until the usual starting time of the employee's next shift; provided that in the case of an employee working a five-day week, time worked on Saturday, shall be paid for at 1.3 times the hourly rate for the first eight hours worked and at 1.5 times the hourly rate for any additional hours worked thereafter until the usual starting time of the Sunday morning shift.

(2) Subject to sub-section (3) (i) hereof, all Sunday work shall be paid for at 1.4 times the hourly rate for the first eight hours worked and at 1.6 times the hourly rate for any additional hours worked thereafter; provided however, that where Sunday is a "free day" either in respect of an employee regularly employed on day shift or of an employee working to a roster on rotation shift work and such employee is required to work on that Sunday, he shall be paid at 1.6 times the hourly rate for all time worked on that Sunday.

(3) (i) Where an employee is required to work overtime on a Saturday and continues on into the Sunday, he shall be paid at 1.3 times the hourly rate for the number of hours worked thereafter until the usual starting time of the morning shift on Sunday morning. Any additional hours worked thereafter shall be paid at 1.6 times the hourly rate.

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

(4) Whenever an employee working to a roster is required to work on his "free day" when such day according to the roster is a week-day, he shall be paid at 1.3 times his hourly rate for the first eight hours worked and at 1.5 times the hourly rate for any additional hours worked thereafter until the usual starting time of the employee's next shift; provided, however, that if an employee is given forty-eight hours' notice that he is required to work on his "free day" and is offered within a period of six days from his roster "free day" another day off in substitution, the basis of payment for the ordinary hours of that shift shall be at ordinary rates.

(5) (i) Subject to sub-paragraph (iii) hereof, whenever an employee is called out from his home to work overtime within eight hours after completing his ordinary hours of work on any week-day, he shall be paid at 1.3 times his hourly rate for the hours worked during the unexpired portion of this period, and from eight hours after the completion of his ordinary hours of work up to the usual starting time of his next shift, at 1.5 times the hourly rate for the hours worked during such period; provided, however, that any hours worked on call-out on Sunday shall be paid at 1.6 times the hourly rate.

(ii) Whenever an employee is called out from his home to work overtime eight hours or more after completing his ordinary hours of work on any week-day, he shall be paid at 1.5 times the hourly rate for the hours worked during such period up to the starting time of his next normal shift; provided, however, that any hours worked on call-out on Sunday shall be paid at 1.6 times the hourly rate.

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

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

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

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

eerste agt uur gewerk en teen 1.5 maal die uurloon vir alle addisionele ure daarna gewerk tot die gewone begintyd van die werknemer se volgende skof; met dien verstande dat, in die geval van 'n werknemer wat vyf dae per week werk, daar vir tyd wat op 'n Saterdag gewerk word, betaal moet word teen 1.3 maal die uurloon vir die eerste agt uur gewerk en teen 1.5 maal die uurloon vir alle addisionele ure daarna gewerk tot die gewone begintyd van die Sondagoggendskof.

(2) Behoudens die bepalings van subklousule (3) (i) hiervan, moet daar vir alle Sondagwerk betaal word teen 1.4 maal die uurloon vir die eerste agt uur gewerk en teen 1.6 maal die uurloon vir alle addisionele ure daarna gewerk; met dien verstande egter dat, waar 'n Sondag 'n „vry dag” is ten opsigte van of 'n werknemer wat gereeld dagskofwerk verrig of 'n werknemer wat volgens 'n rooster rotasieskofwerk verrig, en daar van sodanige werknemer vereis word om op daardie Sondag te werk, hy teen 1.6 maal die uurloon betaal moet word vir alle tyd op daardie Sondag gewerk.

(3) (i) Waar daar van 'n werknemer vereis word om op 'n Saterdag oortyd te werk en hy tot in die Sondagure aanhou werk, moet hy betaal word teen 1.3 maal die uurloon vir die eerste agt uur van sodanige oortyd gewerk en teen 1.5 maal die uurloon vir die getal ure daarna gewerk tot die gewone begintyd van die Sondagoggendskof. Vir addisionele ure daarna gewerk, moet daar teen 1.6 maal die uurloon betaal word.

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

(4) Wanneer daar van 'n werknemer wat volgens 'n rooster werk, vereis word om op sy „vry dag” te werk en wanneer sodanige dag, volgens die rooster, 'n weekdag is, moet hy teen 1.3 maal sy uurloon betaal word vir die eerste agt uur gewerk en teen 1.5 maal die uurloon vir alle addisionele ure daarna gewerk tot die gewone begintyd van die werknemer se eersvolgende skof; met dien verstande egter dat, as 'n werknemer 48 uur vooraf kennis gegee is dat daar van hom vereis sal word om op sy „vry dag” te werk en hy binne 'n tydperk van ses dae vanaf sy „vry dag” (volgens die rooster) 'n ander vry dag ter vervanging daarvan aangebied word, die grondslag van betaling vir die gewone ure van daardie skof die gewone uurloon is.

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

(ii) Wanneer 'n werknemer van sy tuiste af geroep word om agt uur of langer oortyd te werk na voltooiing van sy gewone werkure op 'n weekdag, moet hy teen 1.5 maal die uurloon besoldig word vir die ure gedurende sodanige tydperk gewerk tot die begintyd van sy eersvolgende gewone skof; met dien verstande egter dat daar vir alle ure gewerk nadat hy op 'n Sondag geroep is, betaal moet word teen 1.6 maal die uurloon.

(iii) Wanneer 'n werknemer van sy tuiste af geroep word om oortyd te werk en daar nie van hom vereis word om 'n gewone skof te werk nie, moet sodanige werknemer vir die tyd wat hy gewerk het, betaal word teen die oortydtariewe soos in hierdie klousule bepaal en moet hy 'n minimum betaling van 3 maal sy uurloon ontvang; altyd met dien verstande dat sodanige werknemer voor die aanvang van sy eersvolgende skof ophou werk.

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

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

(7) Wanneer 'n werknemer hom aanmeld vir diens op sy gewone skof maar weens die behoeftes van die werkgewer nie daardie skof voltooi nie en daar van hom vereis word om hom vir diens op 'n ander skof aan te meld, word sodanige ander skof geag sy gewone skof te wees en moet die werknemer teen 1.3 maal sy gewone uurloon betaal word vir die tydperk wat hy aanvanklik gewerk het, en hy moet 'n minimum betaling van 3 maal sy gewone uurloon hiervoor ontvang. Indien 'n werknemer hom aanmeld vir diens op sy gewone skof en daar weens die behoeftes van die werkgewer nie van hom vereis word om op daardie skof te begin werk nie, moet hy 'n minimum betaling van 3 maal sy uurloon ontvang.

(8) In the event of a day shift employee starting work at his own request earlier than the usual starting time on Saturday, an employee working a five-day week shall be paid at 1.3 times his ordinary hourly rate for the first eight hours worked, reckoned from the earlier starting time, and at 1.5 times his ordinary hourly rate thereafter. Similarly, a day shift employee working a six-day week, shall be paid at his ordinary hourly rate for the ordinary hours worked applicable to a Saturday and for time worked thereafter as provided for in sub-section (1) or (3) (i), as the case may be, of this section; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours earlier than the usual starting time, shall be paid for at 1.5 times the ordinary hourly rate of the employee. For the purposes of this sub-section "usual starting time" means the usual starting time on an ordinary working day.

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

6. PAYMENT OF EARNINGS

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

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

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

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

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

- (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 10 per cent of the wages or earnings from which it is deducted, unless at the request, and with the written consent, of the employee;
- (ii) no such deduction shall be made from any holiday pay or holiday bonus payable under this Agreement either to the employee or to the Council, nor from any sick pay;
- (iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee at the time of the first deduction, and the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions.

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

(8) Ingeval 'n dagskofwerker op eie versoek vroeër as die gewone begintyd op Saterdag begin werk, moet sodanige werknemer, indien hy 5 dae per week werk, betaal word teen 1.3 maal sy gewone uurloon vir die eerste agt uur gewerk, gereken vanaf die vroeër begintyd, en teen 1.5 maal sy gewone uurloon daarna. Insgelyks moet 'n dagskofwerker wat ses dae per week werk, teen sy gewone uurloon betaal word vir die gewone ure gewerk, soos op 'n Saterdag van toepassing, en vir die tyd daarna gewerk soos in subklousule (1) of (3) (i), na gelang van die geval, van hierdie klousule bepaal; met dien verstande dat, as die werknemer meer as twee uur voor die gewone begintyd begin werk, daar vir alle tyd gewerk tot twee uur voor die gewone begintyd, betaal moet word teen 1.5 maal die gewone uurloon van die werknemer. Vir die toepassing van hierdie subklousule beteken „gewone begintyd” die gewone begintyd op 'n gewone werkdag.

Opmerking—Vir die toepassing van hierdie klousule word Sondag geag te begin op die gewone begintyd van die oggendskof van sodanige dag en aan te hou tot dieselfde tyd die volgende dag.

6. BETALING VAN VERDIENSTE

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

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

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

(3) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag geen bedrag, van watter aard ook al, uitgesonderd die volgende, van die bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is, afgetrek word nie:

- (a) Waar 'n werknemer van die werk afwesig is, en ook waar hy afwesig is gedurende verlof sonder betaling, wat verleen is ter verlenging van verlof met betaling, waarvoor daar in hierdie Ooreenkoms voorsiening gemaak word, 'n *pro rata* bedrag vir die tydperk van sodanige afwesigheid;
- (b) met die skriftelike toestemming van die werknemer, bydraes tot erkende siektebystands-, versekerings- of pensioenfondse of bydraes tot erkende ontspanningsfondse of, op die skriftelike versoek van die werknemer en met die instemming van die werkgever, bedrae op dié voorwaardes en vir dié doeleindes wat die werknemer in sy versoek voorskryf;
- (c) met die skriftelike toestemming van die werknemer, ledelgelde vir 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;
- (d) bydraes tot die fondse van die Raad ingevolge klousule 21 van hierdie Ooreenkoms;
- (e) 'n bedrag wat die werkgever ingevolge 'n wet, ordonnansie of regsproses verplig is om namens 'n werknemer te betaal;
- (f) waar die werkgever, as gevolg van 'n klerklike of boekhou- of administratiewe fout of 'n foutiewe berekening, aan 'n werknemer 'n besoldiging betaal wat hoër is as die bedrag wat wetlik betaalbaar is, is die werkgever daarop geregtig om die bedrag wat te veel betaal is, te verhaal deur dit van latere lone of verdienste af te trek, behoudens die volgende bepalinge:

- (i) Die bedrag kan van een of meer betalings van lone of verdienste afgetrek word, maar geen enkele aftrekking mag meer as 10 persent van die lone of verdienste waarvan dit afgetrek word, bedra nie tensy dit geskied op versoek en met die skriftelike toestemming van die werknemer;
- (ii) geen sodanige bedrag mag van 'n vakansiebesoldiging of 'n vakansiebonus wat ingevolge hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is, en ook nie van siektebesoldiging afgetrek word nie;
- (iii) geen sodanige bedrag of bedrae mag afgetrek word nie tensy die werkgever die werknemer ten tyde van die eerste aftrekking en die Raad binne 7 dae na die eerste aftrekking skriftelik in kennis stel van die omstandighede waaronder die oorbetalings geskied het, van die bedrag van die oorbetalings en van die bedrag van die voorgestelde aftrekking of aftrekkings.

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

7. HOLIDAY PAY

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

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

- (a) The qualification for the paid holiday shall be 291 shifts, exclusive of overtime, actually worked on a six-day working basis; provided that—
 - (i) subject to sub-paragraph (ii) hereof employment with the same employer for less than 30 shifts shall not count for the paid holiday; provided that an employee who is laid off after working 18 shifts shall be credited with the number of shifts actually worked for paid holiday purposes;
 - (ii) where an employee's service with the employer is broken in terms of (i) hereof, and he resumes work for the same employer, he shall be credited for purposes of the paid holiday with the total number of shifts worked with such employer, provided that he does not work for another employer in the interim;
 - (iii) periods of absence on account of sickness aggregating not more than 52 shifts in any one qualifying period for the paid holiday, shall count for the paid holiday, provided that the employer shall be entitled to call upon an employee for a medical certificate satisfactory to the employer in proof of cause of absence. Working days falling within any period of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes, provided such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, as amended, and the qualifying shifts counting for purposes of the paid holiday shall be the working days falling within any period of disablement admitted by the said Act;
 - (iv) periods of absence on the additional week's paid holiday or accumulations thereof provided for in section 8 of this Part of the Agreement shall count for purposes of the paid holiday to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned;
 - (v) any employee who absents himself from work without adequate reason satisfactory to the employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts worked towards his paid holiday qualification, with a maximum penalty of 30 shifts in any one qualifying period for the paid holiday; provided that notification of such absence is given by the employer in writing to the employee and the Council within fourteen days of such absence;
 - (vi) the working days falling within any period of military training, as defined in this Agreement, shall count for holiday purposes;
 - (vii) the working days falling within any period of unpaid leave granted by the employer to the employee to attend any direct business of the Council shall count for holiday purposes;
 - (viii) any period of absence for which an employee is granted paid special leave by the employer shall count for holiday purposes.
- (b) Subject to the provisions of sub-section (4) hereof, the paid holiday shall be for one unbroken period and include four week-ends.
- (c) Should either Good Friday, Ascension Day, Day of the Covenant, Christmas Day or New Year's day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.
- (d) Application for the holiday shall be made by an employee at least four weeks before proceeding on the paid holiday.

7. VAKANSIEBESOLDIGING

(1) Die vakansiebesoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, moet bereken word teen die uurloon wat die werknemer ontvang ten opsigte van sy aangewese beroep op die datum waarop hy vir sy vakansie met betaling kwalifiseer; met dien verstande egter dat, waar die werknemer gedurende sy kwalifiseertydperk vir die vakansie met betaling afgelos het in hoër besoldigde beroepe, sy vakansiebesoldiging bereken moet word teen sy gemiddelde uurloon, uitgesonderd oortyd- en skof-toelaes, gereken oor die 26 weke voordat hy vir die vakansie met besoldiging kwalifiseer, naamlik die hoogste bedrag.

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

- (a) Die kwalifikasie vir vakansie met betaling is 291 skofte, uitgesonderd oortyd, wat werklik gewerk is op grondslag van 'n werkweek van ses dae; met dien verstande dat—
 - (i) behoudens subparagraaf (ii) hiervan, diens vir minder as 30 skofte by dieselfde werkgewer nie vir vakansie met betaling tel nie; met dien verstande dat 'n werknemer wat tydelik uit diens gestel word nadat hy 18 skofte gewerk het, vir die doeleindes van vakansie met betaling gekrediteer moet word met die getal skofte wat werklik gewerk is;
 - (ii) waar 'n werknemer se diens by die werkgewer ooreenkomstig (i) hiervan onderbreek word en hy weer vir dieselfde werkgewer begin werk, hy vir die doeleindes van vakansie met betaling gekrediteer moet word met die totale getal skofte by sodanige werkgewer gewerk mits hy nie in die tussentyd vir 'n ander werkgewer werk nie;
 - (iii) tydperke van afwesigheid weens siekte, wat altesaam hoogstens 52 skofte in een bepaalde kwalifiseertydperk vir vakansie met betaling beloop, vir die vakansie met betaling moet tel; met dien verstande dat die werkgewer daarop geregtig is om van 'n werknemer te vereis om 'n geneeskundige sertifikaat wat vir die werkgewer bevredigend is, as bewys van die oorsaak van afwesigheid voor te lê. Werkdae binne 'n tydperk van afwesigheid weens 'n ongeval wat die gevolg is van en plaasgevind het in die loop van die werknemer se diens, tel vir vakansiedoeleindes mits sodanige ongeval erken is as 'n geval wat binne die bepalings van die Ongevalwet, 1941, soos gewysig, val, en die kwalifiseerskofte wat vir doeleindes van vakansie met betaling tel, is dié werkdae wat binne 'n tydperk van arbeidsongeskiktheid val wat by genoemde Wet erken word;
 - (iv) tydperke van afwesigheid vir die addisionele week vakansie met betaling, of ophopings daarvan, waarvoor daar in klousule 8 van hierdie Deel van die Ooreenkoms voorsiening gemaak word, vir die doeleindes van vakansie met betaling tel in dié mate dat die getal skofte wat die betrokke werknemer gewoonlik gedurende daardie tydperke sou gewerk het, bygereken word;
 - (v) 'n werknemer wat van die werk af wegbly sonder 'n grondige rede wat vir die werkgewer aanneemlik is, ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid nie gewerk het nie, vyf skofte wat vir sy kwalifisering vir vakansie met betaling gewerk is, verbeur, behoudens 'n maksimum verbeuring van dertig skofte in een bepaalde kwalifiseertydperk vir vakansie met betaling; met dien verstande dat die werkgewer die werknemer en die Raad binne 14 dae vanaf sodanige afwesigheid skriftelik van sodanige afwesigheid in kennis stel;
 - (vi) die werkdae binne 'n tydperk van militêre opleiding soos in hierdie Ooreenkoms omskryf, vir vakansiedoeleindes tel;
 - (vii) die werkdae binne 'n tydperk van verlof sonder betaling, wat die werkgewer aan die werknemer verleen om regstreekse sake van die Raad te behartig, vir vakansiedoeleindes tel;
 - (viii) 'n tydperk van afwesigheid waarvoor die werkgewer spesiale verlof met betaling aan 'n werknemer verleen vir verlofdoeleindes tel.
- (b) Behoudens die bepalings van subklousule (4) hiervan, moet die vakansie met betaling uit een ononderbroke tydperk bestaan en vier naweke insluit.
- (c) Indien Goeie Vrydag, Hemelvaartsdag, Gelofte dag, Kersdag of Nuwejaarsdag binne die vakansietydperk val, moet die vakansietydperk verleng word met een dag met volle betaling vir elke sodanige dag.
- (d) 'n Werknemer moet minstens vier weke voordat hy op vakansie met betaling vertrek, aansoek om sodanige vakansie doen.

- (e) The holiday shall be granted by the employer so as to commence within a period of four months after due date.
- (f) An employee shall be entitled to, and shall take his paid holiday within a period of four months after due date, unless exemption be granted by the Council.
- (g) No employee shall engage in any employment for gain during the period of his paid holiday.

(3) When an employee is about to take his paid holiday, the moneys payable to him for the purposes thereof shall be paid to him in cash by the employer on his ceasing work to go on holiday.

(4) (i) On each occasion that an employee, other than an apprentice, qualifies for three weeks' paid holiday in terms of sub-section (2) hereof, he may accumulate one week of such paid holiday, provided that the amount of such accumulated paid holiday standing to his credit shall at no time exceed two weeks.

(ii) The accumulated paid holiday shall not be taken in conjunction with any normal paid holiday except with the express agreement of the employer.

(iii) Applications for such accumulated paid holiday or portions thereof shall be submitted in good time, and the granting of such applications shall be at the complete discretion of the employer, depending on whether suitable arrangements can be made for the performance of the applicant's duties during his absence, provided that such accumulated paid holiday shall not become forfeit.

(iv) Accumulated paid holiday shall not be granted for a portion of any working day.

(v) Payment of the accumulated paid holiday shall be made on the basis that one week's accumulated paid holiday is equivalent to 46 ordinary hours, or if a lesser number of ordinary hours are normally worked per week, on the basis of those lesser number of hours. Payment for periods of accumulated paid holiday of less than one week shall be made according to the number of ordinary hours normally worked on the day or days on which leave is granted. In no event, however, shall an employee receive more than the equivalent of the normal ordinary hours for one week for any one week's accumulated paid holiday no matter whether such paid holiday to be taken in one unbroken period or in periods of less than one week.

(vi) The rate of pay at which accumulated paid holiday shall be paid shall be that of which the employee was in receipt at date of qualification for such paid holiday.

(vii) Periods of absence on accumulated paid holiday granted in terms hereof shall not count as qualifying shifts for the paid holiday provided for in sub-section (2) hereof.

(viii) Any holiday bonus payable in terms of section 9 of Part I of this Agreement, shall not be accumulated and carried forward with any accumulated paid holiday, but shall be paid to the employee when he qualifies for end proceeds on the normal paid holiday for the year of qualification.

(5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (2) of this section, he shall be credited with the proportionate number of shifts worked. The employer shall furnish the employee at the time he leaves his service with a voucher drawn up in a form acceptable to the Council setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Regional Council the money equivalent of the holiday to which the employee is so entitled, computed as provided for in sub-section (1) of this section, less any deduction compelled by law for Income Tax.

(6) When an employee dies or is, in the course of his work incapacitated from continuing at his occupation, the amount which is due in respect of holiday pay shall be payable to his estate or himself as the case may be.

(7) (a) After no less than 49 weeks have elapsed reckoned from the date on which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industry shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit in the books of the Council.

(b) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee,

(e) Die werkgewer moet die vakansie so verleen dat dit begin binne 'n tydperk van vier maande na die datum waarop die werknemer daarop geregtig geword het.

(f) 'n Werknemer moet sy vakansie met betaling neem en is daarop geregtig om dit te neem binne 'n tydperk van vier maande nadat hy daarop geregtig geword het, tensy vrystelling deur die Raad verleen word.

(g) Geen werknemer mag gedurende die tydperk van sy vakansie met betaling enige diens teen beloning verrig nie.

(3) Wanneer 'n werknemer op die punt staan om sy vakansie met betaling te neem, moet die werkgewer die geld wat vir dié doel aan hom betaalbaar is, in kontant aan hom betaal wanneer hy ophou werk om op vakansie te gaan.

(4) (i) Iedere keer wat 'n werknemer, uitgesonderd 'n vakleerling, vir drie weke vakansie met betaling kwalifiseer ooreenkomstig subklousule (2) hiervan, kan hy een week van sodanige vakansie met betaling laat ophoop; met dien verstande dat sodanige opgehoopte vakansie met betaling waarmee hy gekrediteer is, nooit meer as twee weke mag wees nie.

(ii) Die opgehoopte vakansie met betaling mag nie saam met gewone vakansie met betaling geneem word nie tensy die werkgewer uitdruklik toestemming daartoe verleen het.

(iii) Aansoeke om sodanige opgehoopte vakansie met betaling, of om gedeeltes daarvan, moet betyds ingedien word, en sodanige aansoeke word geheel en al na goedvinde van die werkgewer toegestaan met inagneming daarvan of geskikte reëlins getref kan word vir die verrigting van die applikant se werk gedurende sy afwesigheid; met dien verstande dat sodanige opgehoopte vakansie met betaling nie verbeur mag word nie.

(iv) Geen opgehoopte vakansie met betaling mag vir 'n gedeelte van 'n werkdag verleen word nie.

(v) Betaling vir die opgehoopte vakansie met besoldiging geskied op dié grondslag dat een week se opgehoopte vakansie met betaling gelyk is aan 46 gewone werkeure of, as 'n kleiner getal gewone ure gewoonlik per week gewerk word, op grondslag van daardie kleiner getal ure. Betaling vir tydperke van opgehoopte vakansie met besoldiging vir minder as een week geskied volgens die getal gewone ure wat daar gewoonlik op die dag of dae waarop die vakansie verleen word, gewerk word. In geen geval mag 'n werknemer egter meer as die ekwivalent van die gewone ure vir een week ten opsigte van een week opgehoopte vakansie met betaling ontvang nie afgesien daarvan of sodanige vakansie met betaling vir een ononderbroke tydperk of vir tydperke van minder as een week geneem word.

(vi) Die besoldiging wat betaal moet word vir opgehoopte vakansie met betaling, is dié wat die werknemer ontvang het op die datum waarop hy vir sodanige vakansie met betaling gekwalifiseer het.

(vii) Tydperke van afwesigheid met opgehoopte vakansie met betaling wat ingevolge hierdie bepaling verleen word, tel nie as kwalifiseerskifte vir die vakansie met betaling waarvoor daar in subklousule (2) hiervan voorsiening gemaak word nie.

(viii) 'n Vakansiebonus wat ingevolge klousule 9 van Deel I van hierdie Ooreenkoms betaalbaar is, mag nie opgehoop en saam met enige opgehoopte vakansie met betaling oorgedra word nie, maar moet aan die werknemer betaal word wanneer hy kwalifiseer vir die gewone vakansie met betaling vir die kwalifiseerjaar en sodanige vakansie neem.

(5) Wanneer die diens van 'n werknemer eindig voordat hy op vakansie met betaling kragtens subklousule (2) van hierdie klousule geregtig word, moet hy gekrediteer word met die proporsionele getal skifte wat hy gewerk het. Die werkgewer moet, wanneer die werknemer sy diens verlaat, sodanige werknemer voorsien van 'n bewys, opgestel in 'n vorm wat vir die Raad aanneemlik is, waarin die getal skifte wat vir vakansiedoeleinde tel, gemeld word, en sodanige werkgewer moet die geldekwivalent van die vakansie waarop die werknemer aldus geregtig is, bereken soos in subklousule (1) van hierdie klousule bepaal, min enige bedrag wat ingevolge die wet vir inkomstebelasting afgetrek moet word, onmiddellik aan die Sekretaris van die Streekraad stuur.

(6) Wanneer 'n werknemer te sterwe kom of in die loop van sy werk ongeskik raak om met sy beroep aan te gaan, is die bedrag wat ten opsigte van vakansiebesoldiging verskuldig is, betaalbaar aan sy boedel of aan hom, na gelang van die geval.

(7) (a) Na verloop van minstens 49 weke, gereken vanaf die datum waarop die dienstydperk begin wat deur die bewys gedek word, is 'n werknemer aan wie 'n bewys ingevolge subklousule (5) van hierdie klousule uitgereik is en wat nie meer in die Nywerheid werksaam is nie, behoudens paragraaf (b) van hierdie subklousule, by aanbieding van die bewys aan die Raad in die streek van herkoms, geregtig op betaling van enige onbetaalde saldo waarmee hy in die boeke van die Raad gekrediteer is.

(b) 'n Bewys wat ingevolge subklousule (5) van hierdie klousule aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar met ingang van die datum van die laaste skof wat sodanige

and amounts standing to the credit of an employee in the books of the Council shall on the expiration of such period accrue to the funds of the Council;

Amounts so accruing to the Council shall be credited to a Fund designated "The Trust Fund Advances Fund" from which the Council in its absolute discretion may—

(aa) advance to employees the money equivalent of the paid holiday entitlement forwardable to the Council in terms of sub-section (5) of this section and/or the money equivalent of the holiday bonus entitlement forwardable to the Council in terms of section 9 of this part of the Agreement, as the case may be; or

(bb) pay to employees in whole or in part the money equivalent of any paid holiday and/or holiday bonus entitlement in cases where such monies or part thereof would otherwise be lost to employees by reason of the insolvency or liquidation of the employer, provided—

(i) that any amounts accruing to the Council in terms of paragraph (b) of this sub-section as the Council may regard as being in excess of a sufficient reserve in the Trust Fund Advances Fund may be accrued to the Council Funds, but shall not be accrued to the Trust Fund Advances Fund or to Council Funds until a further period of six months has elapsed after the expiration of the two-year period and any claims presented during such six-month period shall be paid by the Council; and

(ii) the Council shall consider any claim that may be made by an employee, after the expiration of such six-month period, and may in its discretion make *ex-gratia* payment from the Trust Fund Advances Fund (or from such amounts accrued to Council funds in the event of the depletion of the Trust Fund Advances Fund) to such employees as are referred to herein.

(8) Except as otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or, whichever is the later, the date on which he last became entitled to a paid holiday.

(9) The Council may make reciprocal arrangements with any other industry for the interchange of holiday pay vouchers to the benefit of the employees leaving the Industry.

8. ADDITIONAL HOLIDAY PAY

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

(i) the paid holiday referred to in section 7 (2) of Part I of this Agreement may be extended by an extra week; or

(ii) the extra week's paid holiday may be deferred from the year of qualification and accumulated by the employee up to a maximum of three such extra weeks' paid holiday.

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

(3) Where an employee qualifying for his tenth paid holiday in terms of sub-section (1) was in the employ of the employer concerned for part of the qualifying period for the first paid holiday,

werknemer gewerk het, en die bedrae waarmee 'n werknemer in die boeke van die Raad gekrediteer is, val by verstryking van sodanige tydperk die fondse van die Raad toe.

Die bedrae wat die Raad aldus toeval, moet gestort word in 'n fonds wat bekend staan as die „Trustfonds-voorskotfonds" en waaruit die Raad geheel en al na sy goedvinde—

(aa) die geldekwivalent van die bedrae waarop werknemers ten opsigte van vakansie met besoldiging geregtig is en wat ingevolge subklousule (5) van hierdie klousule aan die Raad gestuur moet word en/of die geldekwivalent van die vakansiebonus waarop hulle geregtig is en wat ingevolge klousule 9 van hierdie Deel van die Ooreenkoms aan die Raad gestuur moet word, na gelang van die geval, aan werknemers kan voorskiet; of

(bb) aan werknemers die hele of 'n deel van die geldekwivalent van die bedrag wat ten opsigte van vakansie met besoldiging en/of vakansiebonus waarop hulle geregtig is, kan betaal in gevalle waar die werknemers sodanige gelde of 'n gedeelte daarvan andersins sou verloor vanweë die insolvensie of likwidasië van die werkgever; met dien verstande dat—

(i) bedrae wat ingevolge paragraaf (b) van hierdie subklousule die Raad toeval en wat na die mening van die Raad meer is as wat nodig is vir 'n toereikende reserwe in die Trustfonds-voorskotfonds, aan die fondse van die Raad toegewys mag word, maar dat sodanige bedrae nie aan die Trustfonds-voorskotfonds of aan die fondse van die Raad toegewys mag word nie totdat 'n verdere tydperk van ses maande verloop het na die verstryking van die tydperk van twee jaar, en eise wat gedurende sodanige tydperk van ses maande ingedien word, moet deur die Raad betaal word; en

(ii) die Raad 'n eis wat na verstryking van sodanige tydperk van ses maande deur 'n werknemer ingedien word, moet oorweeg en na sy goedvinde 'n *ex-gratia*-bedrag uit die Trustfonds-voorskotfonds (of uit gelde wat die Raad se fondse toegeval het, ingeval die Trustfonds-voorskotfonds uitgeput is) kan betaal aan die werknemer wat hierin bedoel word.

(8) Behoudens andersluidende bepaling hierin vervat, word „diens" vir die toepassing van hierdie klousule geag te begin op die datum waarop 'n werknemer by die werkgever in diens tree of die datum waarop hy laas op vakansie met betaling geregtig geword het, naamlik die jongste datum.

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

8. ADDISIONELE VAKANSIEBESOLDIGING

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

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

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

(2) Wanneer die werkgever en die werknemer 'n reëling tref soos in subklousule (1) (ii) bepaal, en die werknemer vir een, twee of drie sodanige ekstra weke vakansie met betaling (hieronder die „opgehoopte langdiensvakansie met betaling" genoem) gekwalifiseer het, moet die opgehoopte langdiensvakansie met betaling deur die werkgever verleen en deur die werknemer geneem word wanneer die vakansie met betaling soos in klousule 7 (2) van hierdie Deel van die Ooreenkoms bepaal, aan hom verleen word en hy dit neem, tensy—soos wel mag gebeur—die werkgever en die werknemer daartoe ooreenkom dat die opgehoopte langdiensvakansie met betaling op 'n ander tyd geneem word; met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgehoopte langdiensvakansie met betaling te neem in die tydperk voor sy volgende kwalifisering vir vakansie met besoldiging, en as die werknemer versuim om die opgehoopte langdiensvakansie met betaling binne sodanige tydperk te neem, verbeur hy sy reg daarop.

(3) Wanneer 'n werknemer wat vir sy tiende vakansie met betaling ooreenkomstig subklousule (1) kwalifiseer, slegs vir 'n gedeelte van die kwalifiseertydperk vir die eerste vakansie met

he shall be entitled to a proportion of the extra week's paid holiday or the equivalent value thereof *pro rata* to the holiday qualification completed with that employer in respect of the first paid holiday. On qualification for any subsequent consecutive paid holiday, the provisions of sub-sections (1) and (2) of this section shall *mutatis mutandis* apply.

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

9. HOLIDAY BONUS

For the purposes of this section "holiday qualification" shall be the qualification for the paid holiday prescribed in section 7 of this Part of the Agreement.

(1) Subject to sub-section (4) hereof, whenever an employee qualifies for and proceeds on paid holiday he shall receive a holiday bonus of not less than R100.

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

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

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

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

10. PAYMENT DURING UNEMPLOYMENT

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

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

11. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS

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

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

betaling by die betrokke werkgewer in diens was, is hy geregtig op dié gedeelte van die ekstra week vakansie met betaling, of die ekwivalente waarde daarvan, wat in verhouding staan tot die vakansiekwaliſieertydperk wat hy ten opsigte van die eerste vakansie met besoldiging by daardie werkgewer voltooi het. By kwalifisering vir 'n daaropvolgende vakansie met betaling is die bepalinge van subklousule (1) en (2) van hierdie klousule *mutatis mutandis* van toepassing.

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

9. VAKANSIEBONUS

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

(1) Wanneer 'n werknemer vir vakansie met betaling kwalifiseer en op sodanige vakansie gaan, moet hy, behoudens subklousule (4) hiervan, 'n vakansiebonus van minstens R100 ontvang.

(2) Wanneer die diens van 'n werknemer eindig voordat hy op vakansie met betaling geregtig word, moet die werknemer gekrediteer word met dié deel van die bonus wat eweredig is aan die getal skofte waarmee hy vir vakansiedoeleindes gekrediteer is. Die werkgewer moet die bedrag hiervan inskryf op die bewys wat aan die werknemer verskaf moet word en waarop die getal skofte genoem moet word wat vir vakansiedoeleindes tel, en hy moet die geldekwivalent van die bonus onmiddellik aan die Sekretaris van die Streekraad stuur, saam met die geldekwivalent van die vakansie met betaling waarop sodanige werknemer geregtig is.

(3) Wanneer die geldekwivalent van die vakansiebonus ingevolge subklousule (2) aan die Raad gestuur word, is die bepalinge van subklousule (6) en (7) van klousule 7 en van klousule 10 van hierdie Deel van die Ooreenkoms betreffende die geldekwivalent van die vakansie met betaling waarop die werknemer geregtig is, *mutatis mutandis* van toepassing.

(4) Hierdie klousule is nie op vakleerlinge in hul eerste, tweede, derde en vierde jaar vakleerlingskap en op werknemers wat werksaam is in beroepe genoem onder subklousule (6), (7), (8), (9) en (10) van klousule 1 van Deel IV van hierdie Ooreenkoms, van toepassing nie en hulle is nie daarop geregtig om vir hierdie vakansiebonus te kwalifiseer of om dit te ontvang nie.

(5) Geen werknemer word vir tydperke van diens wat nie ooreenkomstig klousule 7 (2) (a) (i) van hierdie Deel van die Ooreenkoms vir vakansie met betaling tel nie, met 'n bonus gekrediteer nie.

10. BETALING GEDURENDE WERKLOOSHEID

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

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

11. BETALING VIR SEKERE OPENBARE VAKANSIEDAE

(1) Behoudens subklousule (5) hiervan, is Goeie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag en Nuwejaarsdag vakansiedae met besoldiging.

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

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

(4) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid at his ordinary hourly rate for the number of hours payable in terms of sub-section (2) hereof to an employee who does not work on such day, and shall be paid in addition at 1.3 times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid at 2.5 times the hourly rate until the usual starting time next day.

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

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

12. SHIFT WORK ALLOWANCES FOR AFTERNOON AND NIGHT SHIFTS

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

(a) Afternoon Shift.—For work ordinarily performed on the usual afternoon shift of the employee concerned, payment of a shift work allowance shall be made calculated as follows:

Total number of hours worked multiplied by hourly rate (excluding personal allowance) multiplied by 5 per cent.

(b) Night Shift.—For work ordinarily performed on the usual night shift of the employee concerned, payment of a shift work allowance shall be made calculated as follows:

Total number of hours worked multiplied by hourly rate (excluding personal allowance) multiplied by 10 per cent.

(c) When an employee on rotation shift work works a double shift or portion thereof which falls on either the usual afternoon or night shifts or works afternoon or night shift on his normal free day, the shift work allowance for such additional hours shall be calculated at the percentage rate applicable to the particular shift or portion thereof as outlined above.

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

During the first twelve-hour shift on any day, payment of a shift work allowance shall be made for the last 4 hours of such shift calculated in the same manner as prescribed in sub-section (1) (a).

During the second twelve-hour shift on any day payment of a shift work allowance shall be made for the first 4 hours of such shift calculated as prescribed in sub-section (1) (a), and payment of a shift work allowance for the last 8 hours of such shift calculated as prescribed in sub-section (1) (b).

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

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

13. TRAVELLING AND SUBSISTENCE ALLOWANCE

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

(2) When an employee is required to travel in terms of sub-section (1) hereof, he shall be paid at ordinary rates during ordinary hours of work, and at half rates outside of ordinary hours of work, pay in any circumstances not to exceed twelve hours ordinary pay per cycle of twenty-four hours or part thereof reckoned from the time the journey commences; provided that an employee who has been working on the day on which the journey commences shall be entitled to receive only up to a

(3) Die bepalinge van subklousule (2) hiervan is nie op 'n werknemer wat op vakansie met betaling is soos in hierdie Deel van die Ooreenkoms bepaal, van toepassing nie.

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

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

Opmerking: Vir die toepassing van hierdie klousule, word Goeie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag en Nuwejaarsdag geag te begin op die gewone begintyd van die oggendskof van sodanige dae en voort te duur tot dieselfde tyd op die daaropvolgende dag.

12. SKOFWERKTOELAE VIR NAMIDDAG- EN NAGSKOFTE

(1) Werknemers wat rotasieskofwerk verrig, moet 'n skofwerktoelae ooreenkomstig onderstaande bepalinge betaal word:

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

Totale ure gewerk, vermenigvuldig met die uurloon (uitgesonderd persoonlike toelae), vermenigvuldig met 5 persent.

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

Totale getal ure gewerk, vermenigvuldig met die uurloon (uitgesonderd persoonlike toelae), vermenigvuldig met 10 persent.

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

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

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

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

(2) Geen skofwerktoelae word vir 'n tydperk wat 'n werknemer, om watter rede ook al, van sy werk afwesig is aan hom betaal nie.

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

13. REIS- EN VEREPLYTOELAE

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

(2) Wanneer daar van 'n werknemer vereis word om ooreenkomstig subklousule (1) hiervan te reis, moet hy teen sy gewone loon besoldig word vir die gewone werkure en teen die helfte van sy gewone loon vir die tyd buite sy gewone werkure, maar sodanige besoldiging mag onder geen omstandighede meer as twaalf uur se gewone besoldiging in tydkring van 24 uur of 'n deel daarvan, gereken vanaf die tyd waarop die reis begin, bedra nie; met dien verstande dat 'n werknemer wat gewerk het op die dag waarop die reis begin, daarop geregtig is om slegs tot 'n maksi-

maximum of twelve hours full pay which shall include the wages earned by him in respect of such day, and for purposes of any further payment in terms of this sub-section each cycle of twenty-four hours shall be reckoned from the time at which the employee started work on his normal shift.

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

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

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

14. TERMINATION OF EMPLOYMENT

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

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

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

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

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

15. SHORT TIME

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

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

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

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

16. CLOSING OF ESTABLISHMENT ON AN ORDINARY WORKING DAY

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

mum van twaalf uur se volle besoldiging te ontvang, wat die loon moet insluit wat hy ten opsigte van daardie dag verdien het, en vir doeleindes van verdere betaling ooreenkomstig hierdie subklousule moet elke tydkring van 24 uur gereken word vanaf die tyd waarop die werknemer op sy gewone skof begin werk het.

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

(4) Waar die werkgever van 'n werknemer vereis om op 'n ander plek as sy gewone werkplek te woon omdat hy op 'n ander plek as sy gewone werkplek werksaam is, moet losies en inwoning by die werk verskaf of daarvoor betaal word.

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

14. DIENSBEEÏNDIGING

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

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

(b) 'n ooreenkoms tussen die werkgever en die werknemer waarby voorsiening vir 'n langer kennisgewingtermyn as een volle werkdag gemaak word; en voorts met dien verstande dat die werkgever aan die werknemer loon kan betaal vir en in plaas van die kennisgewingtermyn wat voorgeskryf is of waaroor daar ooreengekom is.

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

(3) Vir die toepassing van hierdie klousule word Saterdag nie geag 'n volle werkdag te wees nie; kennis van die beëindiging van 'n dienskontrak met uitsteektyd op 'n Saterdag, moet voor 12-uur middag op 'n Vrydag gegee word.

15. KORTTYD

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

(a) 'n tekort aan werk en/of materiaal, en in so 'n geval moet die werkgever sy werknemers twee volle werkdag vooraf kennis gee van sy voorneme om korttyd te werk en moet hy, vir sover dit doenlik is, die beskikbare werk verdeel onder die werknemers wat hierdeur geraak word. Waar die werkgever uitdruklik van die werknemer vereis dat hy hom op 'n bepaalde dag by die bedryfsinrigting moet aanmeld met die doel om vas te stel of werk beskikbaar gestel sal word, moet sodanige werknemer minstens vier uur se werk, of besoldiging in plaas daarvan, ten opsigte van so 'n dag ontvang. As daar nie van die werknemer vereis word om hom by die bedryfsinrigting aan te meld nie, moet die werkgever die werknemer daarvan in kennis stel op die werkdag onmiddellik voor die dag waarop hy hom nie hoef aan te meld nie; of

(b) onvoorsiene gebeurtenisse en/of omstandighede waaroor die werkgever nie beheer het nie. Waar voornoemde omstandighede ontstaan, word daar nie van die werkgever vereis om lone aan sy werknemers te betaal nie behalwe vir dié tydperke wat hulle werklik gewerk het; met dien verstande dat, waar die werkgever van mening is dat die werk hervat kan word en hy sy werknemers uitdruklik aansê om hulle vir werk op 'n bepaalde dag aan te meld, hulle minstens vier uur se werk, of besoldiging in plaas daarvan, ten opsigte van sodanige dag moet ontvang. Onvoorsiene gebeurtenisse en/of omstandighede waaroor die werkgever nie beheer het nie, soos in hierdie paragraaf bedoel, omvat nie ook ongunstige weer nie.

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

16. SLUITING VAN BEDRYFSINRIGTING OP 'N GEWONE WERKDAG

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

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

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

17. OUTWORK

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

18. ISSUE OF CERTIFICATES

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

19. EMPLOYMENT OF PERSONS UNDER 16 YEARS OF AGE

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

20. EXEMPTIONS

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

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

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

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

(4) The Council shall cause—

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

21. EXPENSES OF THE COUNCIL

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

(1) The employer shall deduct from the wages of each of his employees to whom this Agreement applies (other than employees for whom provision is made in Part II of this Agreement, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944), an amount of 2.5c per week including weeks on which an employee is absent on paid holiday. To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council.

(2) Wanneer daar, as gevolg van die sluiting van 'n afdeling of afdelings van die bedryfsinrigting by wyse van onderlinge ooreenkoms kragtens subklousule (1), nie van 'n werknemer vereis word om te werk nie, kan 'n bedrag wat eweredig is aan die ure wat daar nie gewerk is nie, afgetrek word van die bedra wat ingevolge hierdie Ooreenkoms betaalbaar is, en skotte aldus verloor, tel nie vir kwalifisering van vakansie met betaling soos in klousule 7 van hierdie Deel van die Ooreenkoms bedoel nie.

(3) Aangesien die bepalings van die Wet op Vakleerlinge, 1944 soos gewysig, in ag geneem word, is die bepalings van hierdie klousule nie op vakleerlinge van toepassing nie.

17. BUITEWERK

Geen werkgewer mag, terwyl hy in die diens van die werkgewer is, bestellings vir enige klas werk wat deur hierdie Ooreenkoms gedek word, self of namens 'n ander persoon of firma vir verkoop en/of gewin vra of neem of sodanige werk onderneem nie.

18. UITREIKING VAN SERTIFIKATE

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

19. INDIENSNEMING VAN PERSONE ONDER DIE LEEFTYD VAN 16 JAAR

Die werkgewer mag niemand onder die leeftyd van 16 jaar in diens neem nie.

20. VRYSTELLINGS

(1) Die Raad kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms aan die werkgewer of die werknemer verleen. Aansoeke om vrystelling moet aan die Sekretaris van die Streekraad van die betrokke gebied gerig word.

(2) Die Raad moet die voorwaardes vasstel waarop sodanige vrystelling van krag is; met dien verstande dat die Raad, as hy dit dienstig ag en nadat daar een week vooraf skriftelik kennis aan die betrokke persoon gegee is, 'n vrystellingsertifikaat kan intrek al het die tydperk waarvoor sodanige vrystelling verleen is, nog nie verstryk nie.

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

- die volle naam van die betrokke persoon;
- die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- die voorwaardes waarop sodanige vrystelling verleen word;
- die tydperk wat die vrystelling van krag is.

(4) Die Raad moet—

- alle sertifikate wat uitgereik word, in volgorde laat nommer;
- 'n kopie van elke sertifikaat wat uitgereik word, laat behou en 'n kopie van elke sertifikaat wat uitgereik word, laat stuur aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is;
- 'n kopie van die sertifikaat aan die betrokke werkgewer laat stuur wanneer die vrystelling aan 'n werknemer verleen word.

21. UITGAWES VAN DIE RAAD

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

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

(2) In addition to the amount payable in terms of sub-section (1) hereof, every employer shall, for employees for whom conditions of employment are set out in Part II of this Agreement, pay on a monthly basis an annual contribution towards the expenses of the Council calculated according to the number of such employees employed by him as set forth in the following table. Such contributions shall be paid monthly in accordance with the amount "per month" specified for the number of employees:

	Month R
Up to 5 employees	0.10
From 6 to 25 employees	0.50
From 26 to 50 employees	1.00
From 51 to 100 employees	2.00
From 101 to 250 employees	4.00
Over 250 employees	6.00

(3) The amount payable each month in terms of sub-section (1) and (2) shall be forwarded to the Council not later than the fifteenth day of the month immediately following as follows:

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

22. EMPLOYMENT OF TRADE UNION LABOUR

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

- employees performing work scheduled in this Agreement as journeyman's work; and
- other employees for whom a wage rate of 44.6c per hour and more is prescribed for in the Agreement, if such employees have been employed in the Industry for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

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

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

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

23. EXHIBITION OF AGREEMENT

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

24. ADMINISTRATION OF AGREEMENT

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

25. AGENTS

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

26. INSURANCE OF TOOLS

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

(2) Benewens die bedrag wat ingevolge subklousule (1) hier van betaalbaar is, moet elke werkgever ten opsigte van werknemers vir wie diensvoorwaardes in Deel II van hierdie Ooreenkoms voorgeskryf word, op 'n maandelikse grondslag 'n jaarlikse bydrae wat ooreenkomstig die getal sodanige werknemers wat in sy diens is, bereken word, tot die uitgawes van die Raad betaal soos in die onderstaande tabel uiteengesit. Sodanige bydraes moet maandeliks betaal word ooreenkomstig die bedrag "per maand" wat vir die getal werknemers gespesifiseer is:

	Maand R
Tot 5 werknemers	0.10
Van 6 tot 25 werknemers	0.50
Van 26 tot 50 werknemers	1.00
Van 51 tot 100 werknemers	2.00
Van 101 tot 250 werknemers	4.00
Meer as 250 werknemers	6.00

(3) Die bedrag wat elke maand ingevolge subklousules (1) en (2) betaalbaar is, moet voor of op die vyftiende dag van die maand wat onmiddellik op sodanige maand volg, gestuur word aan:

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

22. INDIENSNEMING VAN LEDE VAN VAKVERENIGING

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

- werknemers wat werk verrig wat in hierdie Ooreenkoms as vakmanswerk ingelys is; en
- ander werknemers vir wie 'n loon van 44.6c per uur en meer in die Ooreenkoms voorgeskryf word, indien sodanige werknemers vir 'n tydperk van minstens ses maande in die Nywerheid in diens was en ooreenkomstig die konstitusie van een van die vakverenigings bevoeg is om lid van sodanige vakvereniging te word.

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

(3) Die bepalings van hierdie klousule is nie op 'n immigrant gedurende die eerste jaar na die datum van sy aankoms in die Republiek van Suid-Afrika van toepassing nie; met dien verstande dat, as 'n immigrant te eniger tyd na sy eerste drie maande diens in die Nywerheid 'n uitnodiging van die betrokke vakvereniging ontvang het om aansoek om lidmaatskap daarvan te doen, geweier het, die bepalings van hierdie klousule onmiddellik van krag word.

(4) Afgesien van enige persoon se regte kragtens artikel 51 (10) van die Wet, kan die Raad om 'n afdoende rede vrystelling van die bepalings van subklousules (1) en (2) hiervan verleen, en genoemde subklousules is voorts nie van toepassing nie op persone wat, na die mening van die Raad, sonder grondige redes lidmaatskap van 'n party by hierdie Ooreenkoms geweier is en wat sodanige weiering by die Raad aangemeld het.

23. VERTONING VAN OOREENKOMS

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

24. ADMINISTRASIE VAN OOREENKOMS

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

25. AGENTE

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

26. VERSEKERING VAN GEREEDSKAP

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

PART II

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR
HEREIN SPECIFIED

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

1. HOURS OF WORK

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

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

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

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

(3) Whenever an employee is called out from his place of residence to work overtime and is not required to work a normal shift, such employee shall be paid at 1.1 times his hourly rate for the time he works, with a minimum payment of three times his hourly rate at straight time, always provided such employee ceases work before the commencement of his next shift.

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

3. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS

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

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

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

(4) Whenever an employee works on Good Friday, Ascension Day, Day of the Covenant, Christmas Day or New Year's Day, he shall receive not less than the ordinary rates for one shift for that particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter the overtime rate prescribed in section 2 (1) of this Part of the Agreement shall apply.

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

4. PAYMENT OF EARNINGS.

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

DEEL II

SPESIALE VOORWAARDES BETREFFENDE SEKERE KLASSE WERK
HIERIN GESPEFISEER

Ondanks enigiets in hierdie bepaling vervat, is die bepaling betreffende „Werkure” (klousule 4), „Oortydwerk en betaling vir werk op Sondae” (klousule 5), „Betaling van verdienste” (klousule 6), „Vakansiebesoldiging” (klousule 7), „Addisionele vakansie besoldiging” (klousule 8), „Vakansiebonus” (klousule 9), „Betaling gedurende werkloosheid” (klousule 10), „Betaling vir sekere open bare vakansiedae” (klousule 11), „Skofwerktoelaes vir namiddag en nagskofte” (klousule 12) van Deel I van hierdie Ooreenkoms nie van toepassing nie op werknemers wat werksaam is in beroep ingelys onder subklousules (6), (7), (8), (9) en (10) van klousule 1 van Deel IV van hierdie Ooreenkoms. Die res van die bepaling van Deel I en onderstaande spesiale bepaling is egter op hulle van toepassing behalwe soos anders daarin bepaal. (Die spesiale bepaling is van krag en gee die deurslag ingeval sodanige spesiale bepaling en genoemde res van die bepaling van Deel I strydig met mekaar is.)

1. WERKURE

Die gewone werkure vir alle werknemers is hoogstens 46 uur in 'n bepaalde week.

2. OORTYDWERK EN BETALING VIR WERK OP SONDAE

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

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

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

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

3. BETALING VIR SEKERE OPENBARE VAKANSIEDAE

(1) Goeie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag en Nuwejaarsdag is vakansiedae met betaling.

(2) As 'n werknemer nie op Goeie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet hy betaal word teen sy gewone uurloon vir die gewone werkure vir daardie dag van die week; met dien verstande dat, wanneer Geloftedag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op sodanige dag werk nie, betaal moet word teen sy gewone uurloon vir die getal ure waarvoor hy betaal sou gewees het as die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het.

(3) Die bepaling van subklousule (2) is nie van toepassing nie op 'n werknemer wat op dié vakansie met betaling is waarvoor daar in hierdie Deel van die Ooreenkoms voorsiening gemaak word.

(4) Wanneer 'n werknemer op Goeie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet hy minstens die gewone loon vir een skof vir daardie bepaalde dag van die week ontvang en daarbenewens moet hy gewone loon ontvang vir die tyd werklik gewerk tot die voltooiing van die skof, en daarna is die oortydbesoldiging soos voorgeskryf in klousule 2 (1) van hierdie Deel van die Ooreenkoms, van toepassing.

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

4. BETALING VAN VERDIENSTE

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

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

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

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

- (a) For board and lodging or both in accordance with this Agreement.
- (b) Where an employee is absent from work including absence during any unpaid holiday granted in extension of the paid holiday provided for in Part II, section 5, of this Agreement, a *pro rata* amount for the period of such absence.
- (c) At the written request of the employee and with the concurrence of the employer, deductions in such terms and for such purposes as the employee shall prescribe in his request, other than contributions to any unregistered organisation of employees of the nature of a trade union.
- (d) Any amount paid by the employer compelled by law, ordinance or legal process, to make payment on behalf of an employee.
- (e) Where the employer, due to clerical or accounting or administrative error, or miscalculations, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:
 - (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 10 per cent of the wages or earnings from which it is deducted;
 - (ii) no such deduction shall be made from any holiday pay payable under this Agreement to the employee;
 - (iii) no such deduction or deductions shall be made unless the employer notifies the employee at the time of the first deduction.
- (f) Where an employee is not required to work resultant on the closing of any section or sections of the establishment by mutual arrangement between the employer and not less than 75 per cent of the employees affected by such closing, a *pro rata* amount for the period of such absence and shifts so lost shall not count for purposes of qualification for the paid holiday referred to in section 5 of this Part of the Agreement.

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

5. PAID LEAVE

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

- (a) The qualification for such paid leave shall be 297 shifts, exclusive of overtime, actually worked on a six-day working week basis; provided that—
 - (i) a period of less than 26 shifts worked, exclusive of overtime, shall not count for paid leave purposes;
 - (ii) the period of paid leave shall not be concurrent with any period during which an employee is under notice of termination of employment;
 - (iii) if Good Friday, Ascension Day, Day of the Covenant, Christmas Day or New Year's Day falls within the period of the paid leave, such days shall be added to the said period as a further period of leave on full pay;
 - (iv) any period of absence from work on the instruction or at the request of the employer (excluding suspension from duty due to any misdemeanour or neglect of duty) shall count for paid leave purposes;
 - (v) any period of absence on account of sickness and/or works accident aggregating not more than 30 shifts in any one qualifying period for paid leave, shall count for leave purposes, provided that the employer shall be entitled to call upon an employee for a medical certificate, satisfactory to the employer, in

(b) Aan elke werknemer moet daar 'n staat oorhandig word wat sy totale verdienste, besoldiging vir gewone tyd en oortyd en aftrekkings meld.

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

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

- (a) 'n Bedrag vir etes of huisvesting of albei, kragtens hierdie Ooreenkoms.
 - (b) Wanneer 'n werknemer van sy werk afwesig is en ook wanneer hy afwesig is op vakansie sonder betaling, wat verleen is ter verlenging van die vakansie met betaling waarvoor daar in Deel II, klousule 5, van hierdie Ooreenkoms voorsiening gemaak word, 'n *pro rata*-bedrag vir die tydperk van sodanige afwesigheid.
 - (c) Op die skriftelike versoek van die werknemer en met die toestemming van die werkgewer, bedrae op dié voorwaardes en vir dié doeleindes wat die werknemer in sy versoek moet voorskryf, uitgesonderd bydraes tot 'n ongeregisteerde organisasie van werknemers wat die aard van 'n vakvereniging het.
 - (d) Alle bedrae wat die werkgewer regtens of ingevolge 'n ordonnansie of regsproses ten behoeve van 'n werknemer moet betaal en wel betaal het.
 - (e) Waar die werkgewer as gevolg van 'n klerklike of boekhou- of administratiewe fout of foutiewe berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgewer daarop geregtig om die bedrag wat te veel betaal is, behoudens onderstaande bepalings, te verhaal deur dit van latere lone of verdienste af te trek:
 - (i) Die bedrae kan van een of meer loon- of verdienste-betalings afgetrek word, maar geen enkele aftrekking mag meer as 10 persent van die loon of verdienste waarvan dit afgetrek word, bedra nie;
 - (ii) geen sodanige bedrag mag van die vakansiebetaling wat ingevolge hierdie Ooreenkoms aan die werknemer betaalbaar is, afgetrek word nie;
 - (iii) geen sodanige bedrag of bedrae mag afgetrek word nie tensy die werkgewer die werknemer ten tyde van die eerste aftrekking daarvan in kennis stel.
 - (f) Waar daar, as gevolg van die sluiting van 'n afdeling of afdelings van die bedryfsinrigting by wyse van 'n onderlinge ooreenkoms tussen die werkgewer en minstens 75 persent van die werknemers wat deur sodanige sluiting geraak word, nie van 'n werknemer vereis word om te werk nie, tel 'n *pro rata*-bedrag vir die tydperk van sodanige afwesigheid en die skofte aldus verloor, nie vir die kwalifisering vir die vakansie met betaling soos in klousule 5 van hierdie Deel van die Ooreenkoms bedoel nie.
- (4) Waar die werk in die bedryfsinrigting of op 'n plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die werkgewer aan elke werknemer sy verdienste betaal.

5. VERLOF MET BESOLDIGING

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

- (a) Die kwalifikasie vir sodanige verlof met betaling is 297 skofte, uitgesonderd oortydwerk, wat werklik gewerk is op 'n grondslag van 'n sesdaagse werkweek; met dien verstande dat—
 - (i) 'n tydperk van minder as 26 skofte gewerk, uitgesonderd oortydwerk, nie vir doeleindes van verlof met besoldiging tel nie;
 - (ii) die tydperk van verlof met besoldiging nie met 'n tydperk wat daar aan 'n werknemer kennis van diensbeëindiging gegee is, mag saamval nie;
 - (iii) as Goie Vrydag, Hemelvaartsdag, Geloftedag, Kersdag of Nuwejaarsdag binne die tydperk van verlof met besoldiging val, sodanige dae as 'n verdere tydperk van verlof met volle besoldiging by genoemde tydperk bygetel moet word;
 - (iv) enige tydperk wat 'n werknemer van sy werk afwesig is op las of op versoek van die werkgewer (uitgesonderd afwesigheid weens skorsing in diens as gevolg van wangedrag of pligsversuim), vir doeleindes van verlof met besoldiging tel;
 - (v) enige tydperk van afwesigheid weens siekte en/of werksongeval van hoogstens 30 skofte in een kwalifiseertydperk vir verlof met besoldiging vir verlofdoeleindes tel; met dien verstande dat die werkgewer die reg het om van 'n werknemer 'n doktersertifikaat

proof of cause of absence, and further provided that in the case of periods of absence due to works accident, such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, provided that, if the employer is by any law required to provide for the care and treatment of his employees while sick, such employees shall not be required to submit a medical certificate;

(vi) any employee who absents himself from work without adequate reason satisfactory to the employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts worked towards his paid leave qualification, with a maximum penalty of 30 shifts in any one qualifying period for paid leave.

(vii) the working days falling within the third week's leave, if actually taken as paid leave, as provided for in sub-section (1) hereof, shall count as qualifying shifts for paid leave purposes.

(viii) the working days falling within the additional week's paid holiday or accumulations thereof, if actually taken as paid leave, as provided for in section 10 of this Part of the Agreement, shall count as qualifying shifts for paid leave purposes.

(b) The paid leave shall be granted by the employer so as to commence within a period of four months after due date.

(c) The employee shall be entitled to, and shall take his paid leave within a period of four months after due date, unless exemption be granted by the Council.

(d) No employee shall engage in any employment for gain during the period of his paid leave.

(2) Every employee to whom paid leave is granted under sub-section (1) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.

(3) Upon the termination of employment, the employer shall pay to the employee his full pay—

(a) in respect of any period of paid leave which had accrued to him but was not granted before the termination of employment; and

(b) in respect of the proportionate number of qualifying shifts standing to his credit after the date on which he last became entitled to paid leave in terms of sub-section (1) or in the case of an employee who has been employed for less than twelve months, after the commencement of his employment.

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

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

6. BOARD AND LODGING

No employee shall be required as part of his contract of service to accept board or lodging or both from the employer, or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from the employer, the employer may deduct not more than R1.25 per week when board and lodging is provided or not more than 85c per week for board only or 40c per week for lodging only.

7. CERTIFICATE OF SERVICE

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

te eis waarmee die werkgewer tevrede is en wat bewys lewer van die oorsaak van die afwesigheid; en voorts met dien verstande dat, in die geval van tydperke van afwesigheid weens 'n werksongeval, daar erken is dat sodanige ongeval binne die bepalings van die Ongevallewet, 1941, val; met dien verstande dat, as daar regens van die werkgewer vereis word om voorsiening te maak vir die versorging en behandeling van sy werknemers wanneer hulle siek is, daar nie van sodanige werknemers vereis mag word om 'n dokter-sertifikaat in te dien nie;

(vi) 'n werknemer wat van die werk wegbly sonder 'n grondige rede wat die werkgewer tevrede stel, ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloor het, vyf skofte wat hy ter kwalifisering vir sy verlof met besoldiging gewerk het, verbeur behoudens 'n maksimum verbeuring van 30 skofte in een bepaalde kwalifiseertydperk vir verlof met besoldiging;

(vii) die werkdae wat in die derde week verlof val, indien dit werklik as verlof met besoldiging geneem is soos in subklousule (1) hiervan bepaal, as kwalifiseerskofte vir verlof met besoldiging tel;

(viii) die werkdae wat binne die addisionele week verlof met besoldiging of ophopings daarvan val, indien dit werklik as verlof met besoldiging geneem is soos in klousule 10 van hierdie Deel van die Ooreenkoms bepaal, as kwalifiseerskofte vir verlof met besoldiging tel.

(b) Die werkgewer moet die verlof met besoldiging so verleen dat die begin binne vier maande vanaf die datum waarop die werknemer daarop geregtig geword het.

(c) Die werknemer is geregtig op sy verlof met besoldiging en moet dit neem binne 'n tydperk van vier maande vanaf die datum waarop hy daarop geregtig geword het, tensy vrystelling deur die Raad verleen word.

(d) Geen werknemer mag, solank hy met verlof met besoldiging is, enige diens vir gewin verrig nie.

(2) Elke werknemer aan wie verlof met besoldiging ingevolge subklousule (1) verleen word, moet van die werknemer besoldiging ten opsigte van sodanige verlof ontvang voor of op die laaste werkdag voor die begin van genoemde tydperk.

(3) By diensbeëindiging moet die werkgewer aan die werknemer sy volle besoldiging betaal—

(a) ten opsigte van enige tydperk van verlof met besoldiging wat hom toekom maar wat nie voor die diensbeëindiging aan hom verleen is nie; en

(b) ten opsigte van die proporsionele getal kwalifiseerskofte waarmee hy gekrediteer is na die datum waarop hy laas kragtens subklousule (1) op verlof met besoldiging geregtig geword het of, in die geval van 'n werknemer wat vir minder as twaalf maande in diens was, na die datum waarop hy met sy diens begin het.

(4) Alle bedrae wat ingevolge subklousule (1) of subklousule (3) hiervan aan 'n werknemer betaal word, moet bereken word volgens die loon wat die werknemer ontvang het op die dag waarop hy vir verlof met besoldiging gekwalifiseer het of sy diens beëindig is, na gelang van die geval.

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

6. ETES EN HUISVESTING

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

7. DIENSSERTIFIKAAT

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

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

AGREEMENT

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

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

9. SICKNESS COMPENSATION

(1) Whenever an employee is absent from work through sickness or accident the employer shall, subject to the provisions of this section, pay to the employee sickness compensation calculated in terms of sub-sections (2), (3) and (4) of this section.

(2) The sickness compensation shall be $2\frac{2}{3}$ times the employee's hourly rate of pay, in respect of each full calendar day of absence for which an employee is entitled to sickness compensation in terms of this section.

(3) Subject to the provisions of sub-section (4) hereof, as from date of operation of this Agreement or date of engagement, whichever is the later, every employee shall accrue credits for sickness compensation at the rate of 30 calendar days for each 12 months of employment; provided that no employee shall at any time be entitled to accrue credits for sickness compensation in excess of 90 calendar days.

(4) Credits accrued in respect of continuous employment with the employer only, shall count for sickness compensation.

(5) Whenever an employee receives sickness compensation in terms of this section, the total number of credits accrued by the employee concerned shall be reduced by the total number of full calendar days for which sickness compensation has been paid up until the total number of credits accrued by the employee have been exhausted.

(6) An employee, while an inmate in a non-White hospital provided by the employer, shall receive board and lodging free of charge during such period of hospitalisation and no deductions shall be made from his sickness compensation for this purpose.

(7) No employee shall be entitled to receive sickness compensation—

- (a) in respect of the first three full calendar days of absence from work;
- (b) in respect of absences from work which are compensable under the Workmen's Compensation Act, 1941;
- (c) in respect of any period during which he is receiving an illness allowance under the Unemployment Insurance Act, 1946;
- (d) in respect of sickness or accident attributable to misconduct or excessive indulgence in intoxicating liquors or drugs, or due to injuries sustained as a consequence of any form of civil commotion or involvement in public riots;
- (e) in respect of paid public holidays as specified in this Agreement, or in respect of any portion of the paid leave referred to in section 5 of this part of this Agreement;
- (f) in respect of absence on sickness or accident for a period which is in excess of the number of days actually accrued or accumulated in terms of sub-section (3) of this section;
- (g) in respect of sickness or accident contracted or sustained during any period of absence from work such as referred to in sub-section 10 of this section;
- (h) if, without any valid reason, he fails to report an illness or injury within a period of fourteen full calendar days of absence from work.

(8) Payment of the sickness compensation may be made to the employee concerned periodically during his absence but shall not be later than the second pay-day after his return to duty; provided that, and as a condition precedent to the payment by the employer of any sickness compensation in terms of this section, he may call upon any such employee, who has qualified for sickness compensation in terms of this section, for a medical certificate satisfactory to the employer in proof of cause of absence.

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

OOREENKOMS

Die werkgever moet, benewens enige ander besoldiging wat ingevolge hierdie Ooreenkoms betaalbaar is aan werknemers wat werksaam is in die beroepe ingelys onder subklausules (6), (7), (8) en (9), met uitsondering van jeugdiges wat in diens is ooreenkomstig subklausule (10) van klausule 1 van Deel IV van hierdie Ooreenkoms, 'n diensverhoging aan sodanige werknemers op onderstaande grondslag betaal:

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

9. SIEKTEBYSTAND

(1) Wanneer 'n werknemer van sy werk afwesig is weens siekte of 'n ongeval, moet die werkgever, behoudens die bepalings van hierdie klausule, aan die werknemer siektebystand betaal wat ooreenkomstig subklausules (2), (3) en (4) van hierdie klausule bereken word.

(2) Die siektebystand is 2 en $\frac{2}{3}$ maal die werknemer se uurloon vir elke volle kalenderdag se afwesigheid waarvoor 'n werknemer ooreenkomstig hierdie klausule op siektebystand geregtig is.

(3) Behoudens die bepalings van subklausule (4) hiervan, loop daar vir elke werknemer met ingang van die datum van indiensneming, naamlik die jongste datum, kredit vir siektebystand op teen 30 kalenderdae vir elke 12 maande diens; met dien verstande dat geen werknemer te eniger tyd op 'n groter kredit vir siektebystand as dié ten opsigte van 90 kalenderdae geregtig is nie.

(4) Alleenlik die kredit opgeloopt ten opsigte van ononderbroke diens by die werkgever, tel vir siektebystand.

(5) Wanneer 'n werknemer siektebystand kragtens hierdie klausule ontvang, word die totale kredit wat daar vir die betrokke werknemer opgeloopt het, met die totale getal volle kalenderdae waarvoor siektebystand betaal is, verminder totdat die totale kredit wat daar vir die werknemer opgeloopt het, uitgeput is.

(6) 'n Werknemer moet, terwyl hy opgeneem is in 'n hospitaal vir nie-Blankes wat deur die werkgever verskaf word, gratis etes en huisvesting gedurende sodanige tydperk van hospitalisering ontvang, en geen bedrag mag vir hierdie doel van sy siektebystand afgetrek word nie.

(7) Geen werknemer is geregtig om siektebystand te ontvang nie—

- (a) ten opsigte van die eerste drie volle kalenderdae wat hy van sy werk afwesig is;
- (b) ten opsigte van afwesigheid wat kragtens die Ongevallewet, 1941, vergoedbaar is;
- (c) ten opsigte van 'n tydperk waarvoor hy 'n siektetoelae kragtens die Werkloosheidsverkeringswet, 1946, ontvang;
- (d) ten opsigte van 'n siekte of ongeval wat te wyte is aan wangedrag of buitensporige gebruik van bedwelmende drank of verdowingsmiddels of aan beserings opgedoen as gevolg van enige vorm van burgerlike onluste of die feit dat hy in openbare oproer betrokke was;
- (e) ten opsigte van openbare vakansiedae met besoldiging, soos in hierdie Ooreenkoms gespesifiseer, of ten opsigte van enige gedeelte van die verlof met besoldiging soos in klausule 5 van hierdie Deel van die Ooreenkoms bedoel;
- (f) ten opsigte van afwesigheid, weens siekte of 'n ongeval, vir 'n tydperk wat langer is as die getal dae wat werklik kragtens subklausule (3) van hierdie klausule opgeloopt of opgehoop het;
- (g) ten opsigte van siekte of 'n ongeval opgedoen gedurende enige tydperk van afwesigheid soos in subklausule (10) van hierdie klausule bedoel;
- (h) as hy, sonder 'n regsgeldige rede, versuim om 'n geval van siekte of besering binne 'n afwesigheids tydperk van veertien volle kalenderdae aan te meld.

(8) Die siektebystand kan periodiek aan die betrokke werknemer betaal word gedurende sy afwesigheid maar moet voor of op die tweede betaaldag na sy terugkeer tot die werk betaal word; met dien verstande dat die werkgever, as 'n opskortende voorwaarde vir die betaling van siektebystand ingevolge hierdie klausule, van sodanige werknemer wat vir siektebystand ingevolge hierdie klausule gekwalifiseer het, kan vereis om 'n dokterseertifikaat waarmee die werkgever tevrede is, in te dien as bewys van die oorsaak van sy afwesigheid.

(9) When an employee is re-engaged by the employer within six months of the termination of his service with the employer, the actual period of employment immediately prior to such termination of service shall count as continuous employment, provided that—

- (a) during the break in service the employee does not work for another employer, other than to meet his obligations as a Farm Labour Tenant;
- (b) the total of the break or breaks in service in any one cycle of twelve months does not exceed 180 calendar days.

(10) Absences from work with the permission of the employer shall not be regarded as breaks in an employee's continuous employment, provided that during such absences the employee concerned does not work for another employer.

10. ADDITIONAL PAID LEAVE

(1) An employee qualifying after the date of coming into operation of this Agreement for his tenth or subsequent consecutive paid leave deriving from continuous employment with the same employer as provided for in terms of section 5 (1) of Part II of this Agreement shall, at that date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof: provided that by mutual agreement between the employer and employee—

- (i) the paid leave referred to in section 5 (1) of Part II of this Agreement may be extended by an extra week; or
- (ii) the extra week's paid leave may be deferred from the year of qualification and accumulated by the employee up to a maximum of three such extra week's paid leave.

(2) Whenever the employer and employee come to the arrangement provided for in sub-section (1) (ii) and the employee has qualified for one, two or three such extra week's paid leave (hereinafter referred to as "the accumulated paid leave") the employee, by mutual agreement with the employer, may take the accumulated paid leave when he is given and takes the paid leave provided for in section 5 (1) of this Part of the Agreement, unless as may be, the employer and employee agree to the accumulated paid leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated paid leave in the period before he next qualifies for paid leave, and if the employee fails to take the accumulated paid leave within such period his title thereto shall cease.

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

PART III

INCREMENTS AND QUALIFYING PERIODS

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

- (i) a newcomer learner to Iscor excluding tinplate sorters, employed on the operations set out in sections 2 and 3 of Part IV of this Agreement, shall commence as a relief operative at 68.8c per hour and shall receive increments on the following basis:—

After one month's service: 2.2c per hour
After three months' service: 3.0c per hour.

When the scheduled maximum basic rate of 74.0c per hour has been attained, the shifts thus worked and any shifts subsequently worked in the job of relief operative as such shall not count as qualifying shifts in any designated job. No variation shall be made in the above rates until the newcomer learnership period has been completed, notwithstanding the class of work upon which the newcomer learner may be employed.

- (ii) Save as provided under (i) hereof, an employee appointed to a higher paid job shall be paid on appointment not less than the scheduled minimum rate for such job,

(9) Wanneer 'n werknemer binne ses maande na die beëindiging van sy diens by 'n werkgever weer deur die werkgever in diens geneem word, tel die werklike diens tydperk onmiddellik voor sodanige diensbeëindiging as ononderbroke diens; met dien verstande dat—

- (a) die werknemer gedurende sy diensonderbreking nie vir 'n ander werknemer werk nie, uitgesonderd die werk wat hy moet doen om sy verpligtings as 'n plaasarbeidpagter na te kom;
- (b) die totale diensonderbreking of -onderbrekings in een kringloop van twaalf maande nie meer as 180 kalenderdae beloop nie.

(10) Afwesigheid van die werk met die toestemming van die werkgever word nie geag onderbrekings in 'n werknemer se ononderbroke diens te wees nie mits die betrokke werknemer nie gedurende sodanige afwesigheid vir 'n ander werkgever werk nie.

10. ADDISIONELE VERLOF MET BESOLDIGING

(1) 'n Werknemer wat na die datum van inwerkingtreding van hierdie Ooreenkoms vir sy tiende op daaropvolgende agtereenvolgende verlof met besoldiging kwalifiseer uit hoofde van sy ononderbroke diens by dieselfde werkgever, soos in klousule 5 (1) van Deel II van hierdie Ooreenkoms bepaal, is op daardie datum, en elke jaar daarna, en terwyl hy in die diens van dieselfde werkgever is, geregtig op 'n ekstra week verlof met besoldiging, wat verleen moet word soos dit die werkgever pas, of op die ekwivalente waarde daarvan; met dien verstande dat, by wyse van onderlinge ooreenkoms tussen die werkgever en die werknemer—

- (i) die verlof met besoldiging, soos in klousule 5 (1) van Deel II van hierdie Ooreenkoms bedoel, met 'n ekstra week verleng kan word; of
- (ii) die ekstra week verlof met besoldiging van die kwalifiseerjaar af uitgestel en deur die werknemer opgehoop kan word tot 'n maksimum van drie sodanige ekstra weke verlof met besoldiging.

(2) Wanneer die werkgever en die werknemer tot 'n ooreenkoms geraak soos in subklousule (1) (ii) bedoel, en die werknemer vir een, twee of drie sodanige ekstra weke verlof met besoldiging (hieronder die „opgehoopte verlof met besoldiging” genoem) gekwalifiseer het, kan die werknemer, by wyse van onderlinge ooreenkoms met die werkgever, die opgehoopte verlof met besoldiging neem wanneer die verlof met besoldiging, waarvoor daar in klousule 5 (1) van hierdie Deel van die Ooreenkoms voorsiening gemaak word, aan hom verleen word en hy dit neem, tensy—soos wel mag gebeur—die werkgever en die werknemer ooreenkom dat die opgehoopte verlof met besoldiging op 'n ander tyd geneem word; met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgehoopte verlof met besoldiging te neem in die tydperk voor sy eersvolgende kwalifisering vir verlof met besoldiging, en as die werknemer versuim om die opgehoopte verlof met besoldiging binne sodanige tydperk te neem, vervel sy reg daarop.

(3) By die diensbeëindiging van 'n werknemer wat geregtig geword het op die ekwivalente waarde van die addisionele verlof met besoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, maar dit nog nie ontvang het nie, moet hy by sodanige diensbeëindiging betaal word vir dié ekstra verlof met besoldiging waarvoor hy gekwalifiseer het maar wat hy nie ontvang het nie.

DEEL III

LOONVERHOIGINGS EN KWALIFISEERTYDPERKE

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

- (i) 'n nuwe leerling by Yskor, uitgesonderd 'n tinplaatsoorteerder, wat in diens geneem is vir die werksaamhede gemeld in klousules 2 en 3 van Deel IV van hierdie Ooreenkoms, as 'n afloswerker teen 68.8c per uur moet begin en verhogings op die volgende grondslag moet ontvang:—

Na een maand diens: 2.2c per uur
Na drie maande diens: 3.0c per uur

Wanneer die ingelyste maksimum basiese loon van 74.0c per uur bereik is, moet die skifte aldus gewerk en alle skifte wat daarna in die betrekking van afloswerker as sodanig gewerk is, nie as kwalifiseerskifte in enige aangewese betrekking tel nie. Ondanks die klas werk wat deur die nuwe leerling verrig word, mag geen verandering in bogenoemde loon gemaak word nie totdat die leertyd van die nuwe leerling voltooi is;

- (ii) behoudens die bepalings van (i) hiervan, 'n werknemer wat in 'n hoër besoldigde betrekking aangestel is, by aanstelling minstens die ingelyste minimum loon vir so-

provided, however, that if the employee, in accordance with the provisions of (iii) hereof, has already qualified for a higher rate in such job, he shall, upon appointment to such job, be paid that higher rate of pay. Further increments shall be granted on the basis of either 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rates, for every 75 qualifying shifts worked in such job until the scheduled maximum rate of pay for such job has been attained.

- (iii) An employee relieving in a higher paid job shall be paid not less than the scheduled minimum rate for such job, and further increments shall be granted on the basis of either 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rate, for every 75 shifts worked in such job until the scheduled maximum rate of pay for such job has been attained, provided, however, that in all cases where an employee relieves in a higher paid job, the shifts so worked shall firstly be credited to the lower paid jobs in the direct line of promotion until the qualifying periods for the lower paid jobs are completed. Thereafter shifts worked in the higher paid job shall count as qualifying shifts for such higher paid job, and further increments shall be granted on the basis of either 1.2c or 1.3c per hour, according to the previously agreed conversion table at the time of decimalisation of hourly wage rates, for every 75 shifts worked in such job until the scheduled maximum rate of pay for such job has been attained.
- (iv) An employee relieving in a higher paid job for a continuous period of one hour or more on any shift shall be credited with a full qualifying shift for such period and if qualified for a higher rate of pay shall be paid at the higher rate for the number of hours worked on that shift.
- (v) The working days lost by reason of an accident admitted as falling within the provisions of the Workmen's Compensation Act, 1941, as amended, shall be credited as qualifying shifts to the job in which the employee has been appointed until the scheduled maximum rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.
- (vi) The working days lost by reason of military training, as defined in this Agreement, shall be credited as qualifying shifts to the job in which the employee has been appointed, until the scheduled maximum rate has been attained, whereafter any further shifts so lost shall be disregarded; provided, however, that where an employee proceeds on nine months' continuous military training only the working days falling within the first four months of such military training, or such shorter period as is necessary to reach the maximum for the post in which he has been appointed, shall be credited as qualifying shifts.
- (vii) The working days falling within any period during which the employee is subpoenaed to attend Court as a witness or juror shall be credited as qualifying shifts to the job in which the employee has been appointed, until the scheduled maximum rate for such job has been attained, whereafter any further shifts so lost shall be disregarded.
- (viii) A newcomer learner tinplate assorter shall commence at the rate of 44.6c per hour and shall receive increments on the following basis:

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

PART IV

WAGE SCHEDULES APPLICABLE TO CLASSES OF LABOUR HEREINAFTER ENUMERATED

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

SECTION 1

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

danige betrekking betaal moet word; met dien verstande egter dat, as die werknemer reeds ooreenkomstig (iii) hiervan vir 'n hoër loon in sodanige betrekking gekwalifiseer het, hy by aanstelling in sodanige betrekking die hoër loon betaal moet word. Verdere verhogings moet op grondslag van 1.2c of 1.3c per uur, volgens die omrekeningstabel waaroor daar ten tyde van die desimalisasie van uurlone ooreengekom is, vir elke 75 kwalifiseerskifte in sodanige betrekking gewerk, toegestaan word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is;

- (iii) 'n werknemer wat in 'n hoër besoldigde betrekking affos, minstens die ingelyste minimum loon vir sodanige betrekking betaal moet word, en verdere verhogings moet op grondslag van 1.2c of 1.3c per uur, volgens die omrekeningstabel waaroor daar ten tyde van die desimalisasie van uurlone ooreengekom is, vir elke 75 skifte in sodanige betrekking gewerk, toegestaan word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is; met dien verstande egter dat, in alle gevalle waar 'n werknemer in 'n hoër besoldigde betrekking affos, die laer besoldigde betrekking in die regstreekse bevorderingslyn eers met die skifte aldus gewerk, gekrediteer moet word totdat die kwalifiseertydperke vir die laer besoldigde betrekking voltooi is. Daarna tel skifte wat in die hoër besoldigde betrekking gewerk word, as kwalifiseerskifte vir sodanige hoër besoldigde betrekking en moet verdere verhogings toegestaan word op grondslag van 1.2c of 1.3c per uur volgens die omrekeningstabel waaroor daar ten tyde van die desimalisasie van uurlone ooreengekom is, vir elke 75 skifte in sodanige betrekking gewerk, toegestaan word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is;
- (iv) 'n werknemer wat vir 'n ononderbroke tydperk van een uur of meer op 'n skof in 'n hoër besoldigde betrekking affos, met 'n volle kwalifiseerskof vir sodanig tydperk gekrediteer moet word, en as hy vir 'n hoër loon gekwalifiseer is, moet hy teen die hoër loon vir die getal ure op daardie skof gewerk, besoldig word;
- (v) die werknemer met die werkdae wat verloor word as gevolg van 'n ongeval wat erken word as binne die bestek van die Ongevallewet, 1941, soos gewysig, as kwalifiseerskifte vir die betrekking waarin hy aangestel is, gekrediteer moet word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is, en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word;
- (vi) die werknemer met die werkdae wat verloor word as gevolg van militêre opleiding soos in hierdie Ooreenkoms omskryf, as kwalifiseerskifte in die betrekking waarin hy aangestel is, gekrediteer moet word totdat die ingelyste maksimum loon bereik is, en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word; met dien verstande egter dat, waar 'n werknemer ononderbroke militêre opleiding vir nege maande ondergaan, hy slegs met die werkdae binne die eerste vier maande van sodanige militêre opleiding of dié korter tydperk wat nodig is om die maksimum vir die pos waarin hy aangestel is, te bereik, as kwalifiseerskifte gekrediteer word;
- (vii) die werknemer met die werkdae binne tydperke waarin hy gedagvaar is om 'n hofsitting as 'n getuie of jurielid by te woon, as kwalifiseerskifte vir die betrekking waarin die werknemer aangestel is, gekrediteer moet word totdat die ingelyste maksimum loon vir sodanige betrekking bereik is, en dat alle verdere skifte wat aldus verloor word, daarna buite rekening gelaat moet word;
- (viii) 'n nuwe leerling wat as tinplaatsorteerder werk, teen 44.6c per uur moet begin en verhogings op die volgende grondslag moet ontvang:
 - Na die eerste 75 skifte gewerk: 15.3c per uur
 - Na die tweede 75 skifte gewerk: 1.2c per uur
 - Na die derde 75 skifte gewerk: 1.3c per uur
 - Na die vierde 75 skifte gewerk: 2.9c per uur
 - Na die vyfde 75 skifte gewerk: 6.2c per uur
 - Na die sesde 75 skifte gewerk: 2.1c per uur

DEEL IV

LOONLYSTE VAN TOEPASSING OP DIE KLASSE WERKNEMERS HIERONDER GEMELD

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

KLOUSULE 1

(1) Vakmanswerk.—Niemand anders as 'n vakman of 'n vakleerling mag vir werk hieronder ingedeel, in diens geneem word nie sonder dat die toestemming van die Nywerheidsraad vooraf verkry is:

	Rate per hour (Cents)
Blacksmithing	96.0
*Blacksmithing (Tacklemaking)	96.0
Boilermaking	96.0
Bricklaying and/or Masonry work	96.0
Bricklaying (Refractory maintenance)	96.0
Carpentry	96.0
Electrician's work	96.0
Fitting and/or Turning and/or Machining	96.0
Instrument Mechanician's work	96.0
Motor Mechanic's work	96.0
*Moulding and/or Coremaking	96.0
Millwrighting	96.0
Painting	96.0
*Patternmaking	96.0
Plating	96.0
Plumbing and/or Lead Burning	96.0
Plant Attendant (Steel Melting Plant)	96.0
Rigging	96.0
Roll Turning	96.0
*Roll Tool and Templatmaking	96.0
*Tool and Jigmaking	96.0
Welding	96.0

*Pretoria Works only

	Rate per hour (Cents)
(2) Machinist's Work:—(When performed by an employee other than a journeyman), viz. shaping, slotting, planing, milling (excluding universal millers), grinding (excluding universal grinders) and the operation of gear cutting and rotary machine tools (excluding centre lathes and/or boring mills). <i>Note.</i> —Employees employed in terms hereof shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.	96.0
(3) Sheetters—	
First three months of experience	76.5
Second three months of experience	80.2
Thereafter	89.4
(4) Riveting and/or caulking—	
First three months of experience	72.7
Second three months of experience	77.7
Thereafter	88.1
(5) Cupola Attendants and Grade "B" Operatives—	
First three months of experience	61.4
Second three months of experience	71.2
Thereafter	81.6
(6) Bossing employees employed on work scheduled under (7), (8) and (9) of this section when appointed as Boss Boys—	
Boss Boys (Grade 1)	
First six months of experience	22.9
Thereafter	25.6
Boss Boys (Grade 2)	
First six months of experience	21.8
Thereafter	22.9
Boss Boys (Grade 3)	
First six months of experience	21.3
Thereafter	21.8
(7) Powerhammer driver.	} First six months of experience . . . 19.7 Thereafter . . . 21.3
Blacksmiths striker boy	
Boiler Stoker	
Rivet heater and/or striker	
(8) Application of anticorrosive coatings	} First six months of experience . . . 18.6 Thereafter . . . 19.7
Scrap cutting	
Fettling by hand and/or by grinding and/or portable power tools	
Holding up	
Metal buffing and/or polishing	
Oiling and/or greasing of machinery where so employed in a full time capacity	
Screwing on repetition work with die heads and/or taps	
Sand and/or shot blasting machines	
Spraying of enamel and/or paint	
(9) General Labourers	18.0

	Loon p uur (Sent)
Grofsmidswerk	96.0
*Grofsmidswerk (Tuigmakery)	96.0
Ketelmakery	96.0
Baksteen- en/of klipmesselwerk	96.0
Messelwerk (Onderhoud van vuurvaste materiaal)	96.0
Timmerwerk	96.0
Elektrisiënswerk	96.0
Pas- en/of draaiwerk en/of masjinerie	96.0
Instrumentwerktuigkundige se werk	96.0
Motorwerktuigkundige se werk	96.0
*Vormwerk en/of kernmakery	96.0
Masjienmonteerwerk	96.0
Verfwerk	96.0
*Modelmakerswerk	96.0
Plateerwerk	96.0
Loodgieters- en/of loodlaswerk	96.0
Installasiebediener (Staalsmeltery)	96.0
Takelwerk	96.0
Walsdraaiwerk	96.0
*Walsgereedskap- en patroonvervaardiging	96.0
*Gereedskap- en setmaatvervaardiging	96.0
Sweiswerk	96.0

*Alleenlik Pretoriase Werke.

	Loon p uur (Sent)
(2) Masjienwerkerswerk:—(Wanneer verrig deur 'n ander werknemer as 'n vakman), nl. fatsoeneer-, gleuf-, skaaf-, frees- (uitgesonderd ewenaarsfrees-) en slypwerk (uitgesonderd ewenaarslypwerk) en die bediening van ratsny- en draaimasjiengereedskap (uitgesonderd senterdraaibanke en/of boorbanke). <i>Opmerking.</i> —Werknemers wat hierkragtens werksaam is, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om met en volgens presisiemeetinstrumente, met inbegrip van meetstokke, meetpassers en dergelike instrumente, te werk.	
(3) Plaatwerkers—	
Eerste drie maande ondervinding	76.5
Tweede drie maande ondervinding	80.2
Daarna	89.4
(4) Klink- en/of kalfaterwerk—	
Eerste drie maande ondervinding	72.7
Tweede drie maande ondervinding	77.7
Daarna	88.1
(5) Koepeloondbedieners en -werkers graad B—	
Eerste drie maande ondervinding	61.4
Tweede drie maande ondervinding	71.2
Daarna	81.6
(6) Toesighouding oor werknemers wat werk verrig wat ingedeel is onder (7), (8) en (9) van hierdie klousule, wanneer aangestel as voorjongens—	
Voorjongens (graad 1)	
Eerste ses maande ondervinding	22.9
Daarna	25.6
Voorjongens (graad 2)	
Eerste ses maande ondervinding	21.8
Daarna	22.9
Voorjongens (graad 3)	
Eerste ses maande ondervinding	21.3
Daarna	21.8
(7) Kraghamerdrywer	} Eerste ses maande ondervinding . . . 19.7 Daarna . . . 21.3
Grofsmid se voorslaner	
Stoomketelstoker	
Klinknaelverhitter en/of -klopper	
(8) Aanbring van roeswerende lae	} Eerste ses maande ondervinding . . . 18.6 Daarna . . . 19.7
Skrootsnywerk	
Poets met die hand en/of slyp- en/of verplaasbare kraggereedskap	
Ophouwerk	
Fynskuur en/of poleer van metaal	
Olie en/of smeer van masjinerie waar aldus in 'n voltydse hoedanigheid in diens geneem	
Herhalingskroefwerk met stem- pelkoppe en/of tappe	
Sand- en/of haelspuitmasjiene	
Emalje- en/of verfspuitwerk	
(9) Algemene arbeiders	18.0

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

While of the apparent age of 16 years	12.7
While of the apparent age of 17 years	14.9
On attaining the apparent age of 18 years	18.0

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

SECTION 2

COKE OVENS AND BY-PRODUCTS

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Coke Ovens Operator Grade I	88.3	94.5	5
Coke Ovens Operator Grade II	87.1	90.8	3
Coke Ovens Operator Grade III	78.1	88.1	8
Coke Ovens Operator Grade IV	76.9	85.7	7
Coke Ovens Operator Grade V	76.7	83.0	5
Coke Ovens Operator Grade VI	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership Increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

BLAST FURNACES

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Keeper	98.8	108.8	8
General Operator	98.8	108.8	8
Scale Car Driver	90.8	94.5	3
Stoveman	90.8	94.5	3
Gas Plant Conditioner	90.7	93.2	2
First Binsman	88.2	93.2	4
Supervisor, Slag Treatment	86.9	89.4	2
First Gas Cleaner	84.4	88.1	3
Stockyardman (Pig Iron)	76.9	85.7	7
Operator Pug Mills	83.1	84.3	1
Second Binsman	83.1	84.3	1
Second Gas Cleaner	76.7	83.0	5
Ladle Cleaner	76.6	81.6	4
Relief Operative	68.8	74.0	2

Learnership Increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

SINTER PLANT

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Machine Driver	90.8	94.5	3
Machine Assistant	84.4	88.1	3
Tippler and Intake Bunker Operator	81.7	83.0	1
Stockyardman	76.7	83.0	5
Feeder Tables Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership Increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

- (10) Ondanks die lone voorgeskryf vir werknemers wat werk verrig wat onder subklousule (9) van klousule 1 van Deel IV van hierdie Ooreenkoms ingelys is, word die werkgewer toegelaat om persone onder die leeftyd van 18 jaar vir werk wat aldus ingelys is, in diens te neem teen die volgende lone vir die klas werk wat betrokke is, nl:—

Terwyl skynbaar 16 jaar oud	12.7
Terwyl skynbaar 17 jaar oud	14.9
By bereiking van die skynbare leeftyd van 18 jaar	18.0

Opmerking:—Persone wat ooreenkomstig hierdie subklousule deur die werkgewer in diens geneem word, mag te gener tyd meer wees nie as 15 persent van die totale getal ander werknemers wat deur die werkgewer in diens geneem is vir werk ingelys onder subklousule (9) van klousule 1 van Deel IV van hierdie Ooreenkoms.

KLOUSULE 2

KOOKSOONDE EN NEWEPRODUKTE

PRETORIASE WERKE

Ampsbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Kooksoondoperateur graad I	88.3	94.5	5
Kooksoondoperateur graad II	87.1	90.8	3
Kooksoondoperateur graad III	78.1	88.1	8
Kooksoondoperateur graad IV	76.9	85.7	7
Kooksoondoperateur graad V	76.7	83.0	5
Kooksoondoperateur graad VI	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

HOOGOONDE

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Opsiener	98.8	108.8	8
Algemene operateur	98.8	108.8	8
Ketelsteenkarweier	90.8	94.5	3
Stoofman	90.8	94.5	3
Gasinstallasiekondisioneerder	90.7	93.2	2
Eerste bakman	88.2	93.2	4
Toesighouer, slakbehandeling	86.9	89.4	2
Eerste gasreiniger	84.4	88.1	3
Opslagwerfman (ru-yster)	76.9	85.7	7
Rondomtaliemeuloperateur	83.1	84.3	1
Tweede bakman	83.1	84.3	1
Tweede gasreiniger	76.7	83.0	5
Gietbakskoonmaker	76.6	81.6	4
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

SINTERINSTALLASIE

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Masjiendrywer	90.8	94.5	3
Masjienuassistent	84.4	88.1	3
Wipbak- en toevoerbunkeroperateur	81.7	83.0	1
Opslagwerfman	76.7	83.0	5
Toevoertafeloperateur	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

**STEEL MELTING PLANT
PRETORIA WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Smelter (O.H., R.P. and Efco Furnaces)	95.0	108.8	11
Ladleman (O.H. and R.P.)	88.3	99.6	9
Senior Bessemer Blower	98.1	99.4	1
Bessemer Blower	87.1	95.9	7
Second Smelter (R.P.)	88.2	93.2	4
Inputman (O.H.)	84.6	90.8	5
Vesselman (O.H.)	83.3	90.8	6
Calcining Plant Operator	83.3	90.8	6
Gas Produccerman (O.H.)	85.6	89.4	3
Second Smelter (O.H. and Efco Furnaces)	84.4	89.4	4
Assistant Ladleman (O.H. and R.P.)	84.4	89.4	4
Bottom Maker (O.H.)	83.1	89.4	5
Bessemer Blower Helper	80.5	83.0	2
Scrap Cutter Supervisor (O.H.)	80.5	83.0	2
Raw Materials Operator (R.P.)	76.7	83.0	5
Bottom House Attendant (O.H.)	81.6	81.6	—
Crushing Plant Attendant (O.H.)	81.6	81.6	—
Pitman (O.H. and R.P.)	76.6	81.6	4
Vesselman Helper (O.H.)	80.2	80.2	—
Calcining Plant Assistant	76.4	80.2	3
Additionsman (O.H.)	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership Increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

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

- From Second Smelter, O.H. to First Smelter, O.H.
- From Bessemer Blower Helper to Bessemer Blower.
- From Vesselman Helper to Vesselman.

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

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

**BLOOMING MILL
PRETORIA WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Mill Driver	93.7	103.7	8
First Heater	88.2	94.5	5
Slab and Bloom Yardman	84.4	89.4	4
Crop and Bloom Shearman	86.9	88.1	1
Second Heater	83.2	88.1	4
Semis Inspector	84.4	85.7	1
Bloom Stocktaker	84.3	84.3	—
Shear Driver	83.1	84.3	1
Third Heater	80.5	81.6	1
Booster and Burner Attendant	79.1	81.6	2
Ingot Stockman	79.1	81.6	2
Pusher and Transfer Skid Operator	77.7	80.2	2
Transfer Skid and Roll Rack Driver	77.7	80.2	2
Soaking Pit Tallyman	75.4	77.9	2
Hot Stamper Supervisor	75.2	76.5	1
Ingot Roll Rack Driver	75.2	76.5	1
Relief Operative	68.8	74.0	2

**STAALSMELTERY
PRETORIASE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste smelter (O.H., R.I. en Efco-oond)	95.0	108.8	11
Gietbak (O.H. en R.I.)	88.3	99.6	9
Senior bessemerblaser	98.1	99.4	1
Bessemerblaser	87.1	95.9	7
Tweede smelter (R.I.)	88.2	93.2	4
Toevoerman (O.H.)	84.6	90.8	5
Houerman (O.H.)	83.3	90.8	6
Kalkblanderyoperateur	83.3	90.8	6
Gasopwekkerman (O.H.)	85.6	89.4	3
Tweede smelter (O.H. en Efco- oond)	84.4	89.4	4
Assistent-gietbakman (O.H. en R.I.)	84.4	89.4	4
Bodemmaker (O.H.)	83.1	89.4	5
Bessemerblaser se hulp	80.5	83.0	2
Skrootsnytoesighouer (O.H.)	80.5	83.0	2
Grondstofoperateur (R.I.)	76.7	83.0	5
Bodemhuisbediener (O.H.)	81.6	81.6	—
Vergruingsinstallasiebediener (O.H.)	81.6	81.6	—
Putman (O.H. en R.I.)	76.6	81.6	4
Houerman se hulp (O.H.)	80.2	80.2	—
Kalkbranderyassistent	76.4	80.2	3
Bymiddelsman (O.H.)	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

Opmerking:—In die geval van ondergenoemde werknemers wat tot poste bevorder word soos hieronder gemeld, is die volgende bepalinge betreffende kwalifiseerskifte van toepassing:—

- Van Tweede Smelter, O.H., tot Eerste Smelter, O.H.
- Van Bessemerblaser se Hulp tot Bessemerblaser.
- Van Houerman se Hulp tot Houerman.

Nadat hierdie werknemers gekwalifiseer het in die poste wat die eerste genoem is, moet hulle vir elke 100 skifte gewerk, 20 skifte as kwalifikasie vir die hoër pos gekrediteer word totdat hulle ondergenoemde persentasies van die verskil tussen die kwalifiseerskifte vir die hoër besoldigde pos, afgerond tot die naaste vyf, bereik het benewens ander skifte verkry terwyl hulle in die hoër besoldigde pos waargeneem het:—

Van gekwalifiseerde Tweede Smelter, O.H. tot gekwalifiseerde Eerste Smelter, O.H.	66 persent
Van gekwalifiseerde Bessemerblaser se Hulp tot gekwalifiseerde Bessemerblaser	60 persent
Van gekwalifiseerde Houerman se Hulp tot gekwalifiseerde Houerman	60 persent

**BLOKWALSERY
PRETORIASE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste walserydrywer	93.7	103.7	8
Eerste verhitter	88.2	94.5	5
Blok- en wolfwerfman	84.4	89.4	4
Krop- en blokskerman	86.9	88.1	1
Halfprodukinspekteur	84.4	85.7	1
Tweede verhitter	83.2	88.1	4
Blokvoorraadopnemer	84.3	84.3	—
Skêrdrywer	83.1	84.3	1
Derde verhitter	80.5	81.6	1
Aanjaer- en branderbediener	79.1	81.6	2
Gietblokvorraadman	79.1	81.6	2
Stoter- en skuifbankoperateur	77.7	80.2	2
Skuifbank- en rolrakkdrywer	77.7	80.2	2
Diepoondtelman	75.4	77.9	2
Warmstempelttoesighouer	75.2	76.5	1
Gietblok-rolrakkdrywer	75.2	76.5	1
Afloswerker	68.8	74.0	2

Learnership Increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

HEAVY ROLLING MILL

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Shift Roller	98·8	108·8	8
First Mill Driver	94·6	99·6	4
Second Roller	90·9	95·9	4
Heater	86·9	89·4	2
Third Roller	81·8	88·1	5
Crop and Bloom Shearman	79·4	85·7	5
Second Mill Driver	79·4	85·7	5
Crop Shear Driver	79·3	84·3	4
Fourth Roller	79·1	81·6	2
Hot Bank Skid Driver	77·9	81·6	3
Steam Blower and Tar Sprayer	78·9	80·2	1
Furnace Pusher Driver	77·7	80·2	2
Hot Stamper Supervisor	75·2	76·5	1
Relief Operative	68·8	74·0	2

Learnership Increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

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

From Third Roller to Second Roller.

From Second Roller to Shift Roller.

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

From qualified Third Roller to qualified Second Roller	50 per cent
From qualified Second Roller to qualified Shift Roller	33½ per cent

MEDIUM MILL

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Shift Roller	98·8	108·8	8
First Mill Driver	94·6	99·6	4
Second Roller	90·9	95·9	4
First Control Operator	89·5	90·8	1
Heater	86·9	89·4	2
Third Roller	81·8	88·1	5
Crop and Bloom Shearman	79·4	85·7	5
Second Mill Driver	79·4	85·7	5
Hot Bank Attendant	76·7	83·0	5
Fourth Roller	79·1	81·6	2
Mill Operator	77·7	80·2	2
Hot Stamper Supervisor	75·2	76·5	1
Relief Operative	68·8	74·0	2

Learnership Increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

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

From Third Roller to Second Roller.

From Second Roller to Shift Roller.

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

From qualified Third Roller to qualified Second Roller	50 per cent
From qualified Second Roller to qualified Shift Roller	33½ per cent

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

SWAARWALSERY

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Skofwalser	98·8	108·8	8
Eerste walserydrywer	94·6	99·6	4
Tweede walser	90·9	95·9	4
Verhitter	86·9	89·4	2
Derde walser	81·8	88·1	5
Krop- en blokskêrman	79·4	85·7	5
Tweede walserydrywer	79·4	85·7	5
Kropskêrdrywer	79·3	84·3	4
Vierde walser	79·1	81·6	2
Warmbankdrywer	77·9	81·6	3
Stoomblaser en teersproeier	78·9	80·2	1
Oondstoterdrywer	77·7	80·2	2
Warmstempeltoesighouer	75·2	76·5	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

Opmerking:—In die geval van ondergenoemde werknemers wat tot poste bevorder word soos hieronder gemeld, is die volgende bepalinge betreffende kwalifiseerskifte van toepassing:—

Van derde walser tot tweede walser.

Van tweede walser tot skofwalser.

Nadat hierdie werknemers gekwalifiseer het in die poste wat die eerste genoem is, moet hulle vir elke honderd skifte gewerk, met twintig skifte as kwalifikasie vir die hoër pos gekrediteer word totdat hulle ondergenoemde persentasies van die verskil tussen die kwalifiseerskifte vir die hoër besoldigde pos, afgerond tot die naaste vyf, bereik het benewens ander skifte verkry terwyl hulle in die hoër besoldigde pos waargeneem het:—

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

MIDDELSLAGWALSERY

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Skofwalser	98·8	108·8	8
Eerste walserydrywer	94·6	99·6	4
Tweede walser	90·9	95·9	4
Eerste beheeroperateur	89·5	90·8	1
Verhitter	86·9	89·4	2
Derde walser	81·8	88·1	5
Krop- en blokskêrman	79·4	85·7	5
Tweede walserydrywer	79·4	85·7	5
Warmbankbediener	76·7	83·0	5
Vierde walser	79·1	81·6	2
Walsery-operateur	77·7	80·2	2
Warmstempeltoesighouer	75·2	76·5	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

Opmerking:—In die geval van ondergenoemde werknemers wat tot poste bevorder word soos hieronder gemeld, is die volgende bepalinge betreffende kwalifiseerskifte van toepassing:—

Van derde walser tot tweede walser.

Van tweede walser tot skofwalser.

Nadat hierdie werknemers gekwalifiseer het in die poste wat die eerste genoem is, moet hulle vir elke honderd skifte gewerk, met twintig skifte as kwalifikasie vir die hoër pos gekrediteer word totdat hulle ondergenoemde persentasies van die verskil tussen die kwalifiseerskifte vir die hoër besoldigde pos, afgerond tot die naaste vyf, bereik het benewens ander skifte verkry terwyl hulle in die hoër besoldigde pos waargeneem het:—

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

BILLET MILL
PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Billet Roller	95.0	103.7	7
Second Roller	89.5	94.5	4
Supervisor Semi Products	90.8	94.5	3
Semi Products Shift Hand	80.6	88.1	6
Third Roller	81.8	88.1	5
Second Mill Driver	79.4	85.7	5
Roll Rack Driver	78.9	80.2	1
Pawl Skid Driver	78.9	80.2	1
Hot Stamper Supervisor	75.2	76.5	1
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

ROLL AND TACKLE SERVICES

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Roll and Tackelman	85.7	94.5	7
Rough Grinder	76.9	85.7	7
Saw Sharpener	76.9	85.7	7
*Profile Cutter	76.6	81.6	4
Driller	76.6	81.6	4
Tool Issuer	75.4	77.9	2
Drilling with Jigs and Fixtures	75.2	76.5	1
Relief Operative	68.8	74.0	2

*A Profile Cutter who is required to do his own marking off from templates or otherwise shall be paid at the rate of 84.1c per hour.

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

HEAVY PRODUCTS FINISHING

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Plant Loader	94.8	97.3	2
Checker	90.8	94.5	3
Roller Straightener	85.7	93.2	6
Gag Press Straightener	84.4	89.4	4
Milling and Drilling Machine Operator	79.2	83.0	3
Structural Sawman	79.1	81.6	2
Stack Overseer	75.4	77.9	2
Control Driver	75.4	77.9	2
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

KNUPPELWALSERY

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Knuppelwalser	95.0	103.7	7
Tweede walser	98.5	94.5	4
Toesighouer oor halfprodukte	90.8	94.5	3
Halfprodukskoffhulp	80.6	88.1	6
Derde walser	81.8	88.1	5
Tweede walserydrywer	79.4	85.7	5
Rolrakkdrywer	78.9	80.2	1
Paldrywer	78.9	80.2	1
Warmstempelttoesighouer	75.2	76.5	1
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

WALS- EN TUIGDIENS

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Wals- en tuigman	85.7	94.5	7
Grofslyper	76.9	85.7	7
Saagslyper	76.9	85.7	7
*Profielsnyer	76.6	81.6	4
Boorman	76.6	81.6	4
Gereedskapuitreiker	75.4	77.9	2
Boorwerk met setmate en set- klem	75.2	76.5	1
Afloswerker	68.8	74.0	2

*n Profielsnyer van wie vereis word om sy eie merkwark volgens patrone of op 'n ander manier te doen, moet teen 84.1c per uur besoldig word.

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

SWAARPRODUKTE-AFWERKING

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Installasielaai	94.8	97.3	2
Nasiener	90.8	94.5	3
Rolrigter	85.7	93.2	6
Rigpersrigter	84.4	89.4	4
Frees- en boormasjienopera- teur	79.2	83.0	3
Struktuursagman	79.1	81.6	2
Skoorsteenopsigter	75.4	77.9	2
Kontroledrywer	75.4	77.9	2
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

**LIGHT MILL ROLLING
PRETORIA WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Roller	98·6	106·1	6
Second Roller	92·0	94·5	2
First Heater	86·9	93·2	5
First Control Operator	83·3	90·8	6
Third Roller	84·4	89·4	4
Billet Yardman	79·2	83·0	3
Second Heater	79·1	81·6	2
Fourth Roller	78·9	80·2	1
Billet Charger	77·7	80·2	2
Mill Operator	75·2	76·5	1
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

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

From Second Heater to First Heater.
From Second Roller to First Roller.

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

From qualified Second Heater to qualified First Heater	50 per cent
From qualified Second Roller to qualified First Roller	40 per cent

**SMALL SECTION MILL No. 2
PRETORIA WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Roller	98·6	106·1	6
Second Roller	92·0	94·5	2
First Heater	84·6	90·8	5
First Control Operator	83·3	90·8	6
Third Roller	84·4	89·4	4
Loader	84·4	88·1	3
Shearman/Weighman	84·4	85·7	1
Second Control Operator, Gr. I	83·2	85·7	2
Roller Straightener	81·9	85·7	3
Billet Yardman	79·2	83·0	3
Ends Shearman	76·4	80·2	3
Second Control Operator	77·7	80·2	2
Crane Slinging Supervisor	76·7	77·9	1
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

**ROD MILL No. 1
PRETORIA WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Roller	98·6	106·1	6
Second Roller	92·0	94·5	2
First Heater	86·9	93·2	5
First Control Operator	83·3	90·8	6
Roughing Train Operator	80·7	85·7	4
Second Control Operator Gr. I	81·8	84·3	2
Rod Reel Operator	79·1	81·6	2
Mill Wire Inspector	77·7	80·2	2
Second Control Operator	77·7	80·2	2
Mill Operator	75·2	76·5	1
Relief Operative	68·8	74·0	2

**LIGTEWALSERY
PRETORIASE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste walser	98·6	106·1	6
Tweede walser	92·0	94·5	2
Eerste verhitte	86·9	93·2	5
Eerste kontrole-operateur	83·3	90·8	6
Derde walser	84·4	89·4	4
Knuppelwerfman	79·2	83·0	3
Tweede verhitte	79·1	81·6	2
Vierde walser	78·9	80·2	1
Knuppellaai	77·7	80·2	2
Walsoperateur	75·2	76·5	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

*Opmerking:—*In die geval van ondergenoemde werknemers wat tot poste bevorder word soos hieronder gemeld, is die volgende bepalinge betreffende kwalifiseerskifte van toepassing:—

Van tweede verhitte tot eerste verhitte.

Van tweede walser tot eerste walser.

Nadat hierdie werknemers gekwalifiseer het in die poste wat die eerste genoem is, moet hulle vir elke honderd skifte gewerk, met twintig skifte as kwalifikasie vir die hoër pos gekrediteer word totdat hulle ondergenoemde persentasies van die verskil tussen die kwalifiseerskifte vir die hoër besoldigde pos, afgerond tot die naaste vyf, bereik het benewens ander skifte verkry terwyl hulle in die hoër besoldigde pos waargeneem het:—

Van gekwalifiseerde tweede verhitte tot gekwalifiseerde eerste verhitte	50 persent
Van gekwalifiseerde tweede walser tot gekwalifiseerde eerste walser	40 persent

**FYNWALSERY No. 2
PRETORIASE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste walser	98·6	106·1	6
Tweede walser	92·0	94·5	2
Eerste verhitte	84·6	90·8	5
Eerste kontrole-operateur	83·3	90·8	6
Derde walser	84·4	89·4	4
Laaier	84·4	88·1	3
Skërman/weegman	84·4	85·7	1
Tweede kontrole-operateur Gr. I	83·2	85·7	2
Rolrigter	81·9	85·7	3
Knuppelwerfman	79·2	83·0	3
Entskërman	76·4	80·2	2
Tweede kontrole-operateur	77·7	80·2	2
Kraanslingertoetsighouer	76·7	77·9	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

**DRAADWALSERY No. 1
PRETORIASE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste walser	98·6	106·1	6
Tweede walser	92·0	94·5	2
Eerste verhitte	87·9	93·2	5
Eerste kontrole-operateur	83·3	90·8	6
Voorwalsoperateur	80·7	85·7	4
Tweede kontrole-operateur Gr. I	81·8	84·3	2
Draadtoloperateur	79·1	81·6	2
Walsdraadinspekteur	77·7	80·2	2
Tweede kontrole-operateur	77·7	80·2	2
Walsoperateur	75·2	76·5	1
Afloswerker	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

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

From Second Control Operator Gr. I to First Control Operator.
From Second Roller to First Roller.

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

From qualified Second Control Operator Gr. I to qualified First Control Operator . . .	50 per cent
From qualified Second Roller to qualified First Roller	40 per cent

ROD MILL No. 2

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Roller	98·6	106·1	6
Second Roller	92·0	94·5	2
First Heater	84·6	90·8	5
First Control Operator	83·3	90·8	6
Third Roller	84·4	89·4	4
Roughing Train Operator	84·4	85·7	1
Second Control Operator Gr. I	80·7	85·7	4
Billet Yardman	79·2	83·0	3
Roughing Train Control Operator	79·1	81·6	2
Mill Wire Inspector	76·4	80·2	3
Second Control Operator	76·4	80·2	3
Emergency Shear Operator	75·2	76·5	1
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

LIGHT MILL FINISHING

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Finishing Plant Supervisor (including Loading)	83·1	89·4	5
Shearman	85·6	88·1	2
Loader	81·9	88·1	5
Roller Straightener	81·9	85·7	3
Finishing Wire Inspector	80·4	81·6	1
Second Control Operator	79·1	81·6	2
Ends Shearman	77·9	81·6	3
Tallyman at Shears	76·7	77·9	1
Label Marker	76·7	77·9	1
Crane Slinging Supervisor	76·7	77·9	1
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

Opmerking:—In die geval van ondergenoemde werknemers wat tot poste bevorder word soos hieronder gemeld, is die volgende bepalinge betreffende kwalifiseerskifte van toepassing:—

Van tweede kontrole-operateur Gr. I tot eerste kontrole-operateur.
Van tweede walser tot eerste walser.

Nadat hierdie werknemers gekwalifiseer het in die poste wat die eerste genoem is, moet hulle vir elke honderd skofte gewerk, met twintig skofte as kwalifikasie vir die hoër pos gekrediteer word totdat hulle ondergenoemde persentasies van die verskil tussen die kwalifiseerskifte vir die hoër besoldigde pos, afgerond tot die naaste vyf, bereik het benewens ander skofte verkry terwyl hulle in die hoër besoldigde pos waargeneem het:—

Van gekwalifiseerde tweede kontrole-operateur Gr. I tot gekwalifiseerde eerste kontrole-operateur	50 persent
Van gekwalifiseerde tweede walser tot gekwalifiseerde eerste walser	40 persent

DRAADWALSERY No. 2

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Eerste walser	98·6	106·1	6
Tweede walser	92·0	94·5	2
Eerste verhitte	84·6	90·8	5
Eerste kontrole-operateur	83·3	90·8	6
Derde walser	84·4	89·4	4
Voorwalsoperateur	84·4	85·7	1
Tweede kontrole-operateur Gr. I	80·7	85·7	4
Knuppelwerfman	79·2	83·0	3
Voorwalskontrole-operateur	79·1	81·6	2
Walsdraadinspekteur	76·4	80·2	3
Tweede kontrole-operateur	76·4	80·2	3
Noodskroperateur	75·2	76·5	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

LIGTEWALSERY-AFWERKING

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Toesighouer oor afwerkingsinstallasie (met inbegrip van Laai)	83·1	89·4	5
Skërman	85·6	88·1	2
Laaier	81·9	88·1	5
Rolrigter	81·9	85·7	3
Afwerkdraadinspekteur	80·4	81·6	1
Tweede kontrole-operateur	79·1	81·6	2
Eindskërman	77·9	81·6	3
Telman by skêre	76·7	77·9	1
Etiketmerker	76·7	77·9	1
Kraanswaaiwerktoesighouer	76·7	77·9	1
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

INSPECTION AND TEST HOUSE

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Inspector	88.2	93.2	4
Second Inspector	80.5	84.3	3
Sampler Grade I	76.6	81.6	4
Test Piece Preparer	76.6	81.6	4
Profile Cutter	76.6	81.6	4
Sampler	76.4	80.2	3
Cold Sawman	76.4	80.2	3
Paint Marker	76.6	77.9	1
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

BRIGHT SHAFTING PLANT

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Reeler Operator	80.6	88.1	6
Packer and Despatcher	80.6	88.1	6
Electric Straightener Operator	76.9	85.7	7
Hydraulic Straightener Operator	76.8	84.3	6
Cold Sawman	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

FORGE PRESS

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Press Driver	92.0	95.9	3
Furnaceman	78.3	90.8	10
Scheduler and Despatcher	78.2	89.4	9
Gas Produccerman	76.9	85.7	7
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

WATER AND EFFLUENT

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Water Treatment Attendant Gr. I	87.1	90.8	3
Water Treatment Attendant Gr. II	81.9	85.7	3
Water Treatment Attendant Gr. III	76.8	84.3	6
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c pr hour
After three months' service	3.0c per hour

INSPEKSIE- EN TOETSHUIS

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Eerste inspekteur	88.2	93.2	4
Tweede inspekteur	80.5	84.3	3
Monsternemer graad I	76.6	81.6	4
Toetststukbereider	76.6	81.6	4
Profielsnyer	76.6	81.6	4
Monsternemer	76.4	80.2	3
Kouesaagman	76.4	80.2	3
Verfmerker	76.6	77.9	1
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

BLINKSTAAFINSTALLASIE

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Tolmasjienoperateur	80.6	88.1	6
Verpakker en versender	80.6	88.1	6
Operateur van elektriese rigpers	76.9	85.7	7
Operateur van hidrouliese rigpers	76.8	84.3	6
Kouesaagman	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

SMEEPERS

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Persdrywer	92.0	95.9	3
Oondman	78.3	98.8	10
Lysopsteller en versender	78.2	89.4	9
Gasopwekkerman	76.9	85.7	7
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

BEHANDELING VAN WATER EN AFLOOPWATER

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Waterbehandelingsbediener Gr. I	87.1	90.8	3
Waterbehandelingsbediener Gr. II	81.9	85.7	3
Waterbehandelingsbediener Gr. III	76.8	84.3	6
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

POWER STATION

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
No. 2 Ilgner House Attendant	93.3	94.5	1
First Boiler Attendant	89.5	94.5	4
First Turbine Attendant	91.9	93.2	1
Mill Motor Attendant	90.8	90.8	—
Second Turbine Attendant	86.9	89.4	2
Auxiliary Plant Attendant	86.9	89.4	2
Control Room Attendant	86.9	89.4	2
Second Boiler Attendant	83.2	85.7	2
Boiler Cleaner and Lagger	83.2	85.7	2
Cable Layer	76.9	85.7	7
Third Turbine Attendant	83.1	84.3	1
Water Meter Reader	81.6	81.6	—
Pumpman	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
 After three months' service 3.0c per hour

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

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

TRAFFIC

PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Assistant Shift Supervisor	84.6	90.8	5
Fireless Loco Driver	85.6	89.4	3
Diesel Loco Driver	81.9	89.4	6
Truck Inspector	86.9	88.1	1
Lorry Driver (of lorries over 7 tons up to 11 tons capacity)	84.3	84.3	—
Lorry Driver (of lorries over 5 tons up to 7 tons capacity)	80.5	83.0	2
Traffic Operator	79.2	83.0	3
Lamp Room Attendant	76.4	80.2	3
Signalman	76.4	80.2	3
Lorry Driver (of lorries up to 5 tons capacity)	74.2	77.9	3
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
 After three months' service 3.0c per hour

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

(ii) Loco Drivers—A loco driver who holds or acquires a Government Certificate of Competency shall be deemed to be qualified and shall not be required to work any further qualifying shifts at Iscor. A diesel loco driver in possession of the Government certificate shall receive an additional .8c per hour.

KRAAGSTASIE

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
No. 2-Ilgnerhuisbediener	93.3	94.5	1
Eerste ketelbediener	89.5	94.5	4
Eerste turbinebediener	91.9	93.2	1
Walsmotorbediener	90.8	90.8	—
Tweede turbinebediener	86.9	89.4	2
Hulpinstallasiebediener	86.9	89.4	2
Kontrolekamerbediener	86.9	89.4	2
Tweede ketelbediener	83.2	85.7	2
Ketelskoonmaker en -bkleër	83.2	85.7	2
Kabellër	76.9	85.7	7
Derde turbinebediener	83.1	84.3	1
Watermeterleser	81.6	81.6	—
Pompman	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
 Na drie maande diens 3.0c per uur

Opmerking:— (i) Ondervinding van dieselfde klas werk opgedoen terwyl in diens by 'n ander werkgever, tel vir die kwalifiseertydperk ten opsigte van die volgende beroepe, nl. ketelbediener en turbinebediener; met dien verstande dat elke aansoek om die inagneming van vorige ondervinding ten opsigte van bogenoemde beroepe volgens eie verdienste oorweeg moet word.

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

VERKEER

PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Assistent-skoftoesighouer	84.6	90.8	5
Drywer van vuurlose loko	85.6	89.4	3
Diesellokodywer	81.9	89.4	6
Trokinspekteur	86.9	88.1	1
Vragmotorbestuurders (van vragmotors met 'n vermoë van meer as 7 ton maar hoogstens 11 ton)	84.3	84.3	—
Vragmotorbestuurder (van vragmotors met 'n vermoë van meer as 5 ton maar hoogstens 7 ton)	80.5	83.0	2
Verkeersoperateur	79.2	83.0	3
Lampkamerbediener	76.4	80.2	3
Seinman	76.4	80.2	3
Vragmotorbestuurder (van vragmotors met 'n vermoë van hoogstens 5 ton)	74.2	77.9	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
 Na drie maande diens 3.0c per uur

Opmerking:— (i) Ondervinding in dieselfde klas werk opgedoen terwyl werksaam by 'n ander werkgever, tel vir die kwalifiseertydperk ten opsigte van die volgende beroepe, nl. die bestuurders van diesel- en vuurlose lokomotiewe; met dien verstande dat elke aansoek om inagneming van vorige ondervinding ten opsigte van bogenoemde beroepe volgens eie verdienste oorweeg moet word.

(ii) Lokobestuurders. — 'n Lokobestuurder wat 'n Goewermentsertifikaat van Bevoegdheid besit of verwerf, word geag gekwalifiseer te wees, en daar word nie van hom vereis om verdere kwalifiseerskofte by Yskor te werk nie. 'n Diesellokobestuurder wat in besit van die Goewermentsertifikaat is, moet 'n addisionele 8c per uur ontvang.

GENERAL JOBS
PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Wire Plant Tackelman	85.7	94.5	7
Senior Operator Oxygen Plant	89.5	94.5	4
Reinforcing Concreter	90.8	90.8	—
First Gasholder Attendant	89.6	90.8	1
Conveyor Belt Repairer	84.4	89.4	4
Loader/Despatcher (Presco)	78.1	89.4	9
Second Gasholder Attendant	81.9	88.1	5
Water Clarification Attendant	81.9	85.7	3
Junior Operator, Oxygen Plant	78.2	85.7	6
Reach Truck Driver	76.9	85.7	7
Precision Driller	80.7	85.7	4
Plant Handyman	76.9	85.7	7
Truck Repairer	79.4	85.7	5
Cooling Bank Attendant	81.9	85.7	3
Ladle Repairer	80.6	84.3	3
Non-White Labour Supervisor, Gr. I	76.8	84.3	6
Platelayr	76.8	84.3	6
Patrolman	76.7	83.0	5
Materials mover	78.0	83.0	4
Non-White Labour Supervisor, Gr. II	77.9	81.6	3
Profile Cutter	76.6	81.6	4
Structural Sawman	76.6	81.6	4
Scrap Cutter (Salvage)	76.6	81.6	4
Driller	76.6	81.6	4
Water Meter Reader	81.6	81.6	—
Tool Issuer	75.4	77.9	2
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

- Note:*— (i) A profile cutter who is required to do his own marking off from templates or otherwise shall be paid an additional 2.5c per hour.
- (ii) A platelayer employed on construction work shall be paid an additional 2.5c per hour.
- (iii) A qualified second gasholder attendant shall be given a credit of 20 shifts as qualifying for the post of first gasholder attendant for every hundred shifts worked up to 50 per cent of the difference in shifts between these two posts, rounded up to the nearest five in addition to any shifts acquired while relieving as first gasholder attendant.

CRANES
PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Relief Driver for all Cranes	101.5	101.5	—
Second Relief Driver for all Drivers other than Gr. I	99.1	99.1	—
Third Relief Driver for all Gr. III Drivers	95.9	95.9	—
*Crane Driver Gr. I	92.1	95.9	3
Crane Driver Gr. II	88.1	89.4	1
Crane Driver Gr. III	76.9	85.7	7
Driver Cupola Charging Crane	76.6	81.6	4
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

**Note:*—A Crane Driver Gr. I will receive an allowance of 2.2c per hour when driving soaking pit cranes.

ALGEMENE TAKE
PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Draadinstallasietuigman	85.7	94.5	7
Senior operateur van suurstofinstallasie	89.5	94.5	4
Wapeningsbetonwerker	90.8	90.8	—
Eerste gashouerbediener	89.6	90.8	1
Vervoerbandhersteller	84.4	89.4	4
Laaier/versender (Presco)	78.1	89.4	9
Tweede gashouerbediener	81.9	88.1	5
Watersuiweringsbediener	81.9	85.7	3
Junior operateur, suurstofinstallasie	78.2	85.7	6
Reiktrokdrywer	76.9	85.7	7
Presisieboorder	80.7	85.7	4
Installasiefaktotum	76.9	85.7	7
Trokhersteller	79.4	85.7	5
Afkoelbankbediener	81.9	85.7	3
Gietbakhersteller	80.6	84.3	3
Toesighouer, Graad I, oor nie-Blanke arbeiders	76.8	84.3	6
Baanmeester	76.8	84.6	6
Patrolleerman	76.7	83.0	5
Materiaalverskuiwer	78.0	83.0	4
Toesighouer, graad II, oor nie-Blanke arbeiders	77.9	81.6	3
Profielsnyer	76.6	81.6	4
Struktuursaagman	76.6	81.6	4
Skrootsnyer (berging)	76.6	81.6	4
Boorder	76.6	81.6	4
Watermeterleser	81.6	81.6	—
Gereedskapuitreiker	75.4	77.9	2
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

- Opmerking:*— (i) 'n Profielsnyer van wie daar vereis word om sy eie afmerkwark volgens patrone of op 'n ander manier te doen, moet 'n addisionele 2.5c per uur betaal word.
- (ii) 'n Baanmeester wat vir konstruksiewerk in diens is, moet 'n addisionele 2.5c per uur betaal word.
- (iii) 'n Gekwalifiseerde tweede gashouerbediener moet met 20 skofte as kwalifikasie vir die pos van eerste gashouerbediener gekrediteer word vir elke honderd skofte gewerk tot 50 persent van die verskil in die skofte tussen die twee poste, afgerond tot die naaste vyf, benewens alle ander skofte verkry terwyl hy as eerste gashouerbediener aflos.

KRANE
PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Eerste aflosdrywer vir alle krane	101.5	101.5	—
Tweede aflosdrywer vir alle krane uitgesonderd graad I-drywers	99.1	99.1	—
Derde aflosdrywer vir alle graad III-drywers	95.9	95.9	—
*Kraandrywer graad I	92.1	95.9	3
Kraandrywer graad II	88.1	89.4	1
Kraandrywer graad III	76.9	85.7	7
Drywer van koepeloondlaai-krane	76.6	81.6	4
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

**Opmerking:*—'n Kraandrywer graad I ontvang 'n toelae van 2.2c per uur wanneer hy diepoondkrane dryf.

WIRE WORKS
PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
Wire Drawing Supervisor	Cents 92.3	Cents 97.3	4
Potman	88.2	93.2	4
Pickler	85.8	90.8	4
Die Polisher	82.1	90.8	7
Assistant Wire Drawing Super- visor	83.3	90.8	6
Annealer	86.9	89.4	2
Barbing Machine Supervisor	83.1	88.1	4
First Loader	80.7	85.7	4
Zahn Plant Operator	81.7	83.0	1
Wire Recovery Operator	81.6	81.6	—
Ram Truck Driver	80.4	81.6	1
Patenter	79.1	81.6	2
Wire Packer	79.1	81.6	2
Second Control Operator	77.7	80.2	2
Weighman	76.4	80.2	3
Die Changer	76.4	80.2	3
Second Loader	76.7	77.9	1
Loader Marker	76.7	77.9	1
Lap Grinder	76.7	77.9	1
Rod Stockyardman	75.4	77.9	2
Scrap Bundler	75.2	76.5	1
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

NON-WHITE LABOUR
PRETORIA WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
Heavy Machine Driver	Cents 86.9	Cents 88.1	1
Yardman	86.9	88.1	1
Non-White Labour Supervisor Gr. I	76.8	84.3	6
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

SECTION 3
COKE OVENS AND BY-PRODUCTS
VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
Coke Ovens Operator Gr. I	Cents 88.3	Cents 94.5	9
Coke Ovens Operator Gr. II	87.1	90.8	3
Coke Ovens Operator Gr. III	78.1	88.1	8
Coke Ovens Operator Gr. IV	76.9	85.7	7
Coke Ovens Operator Gr. V	76.7	83.0	5
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

DRAADWERKE
PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
Draadtrektoesighouer	Sent 92.3	Sent 97.3	4
Potman	88.2	93.2	4
Bytwerker	85.8	90.8	4
Fatsoeneerblokpoleerder	82.1	90.8	7
Assistent-draadtrektoesig- houer	83.3	90.8	6
Uitgloeier	86.9	89.4	2
Doringmasjientoesighouer	83.1	88.1	4
Eerste laaier	80.7	85.7	4
Zahninstallasiebediener	81.7	83.0	1
Draadherwinningsoperateur	81.6	81.6	—
Ramtrokdrywer	80.4	81.6	1
Patenteerder	79.1	81.6	2
Draadverpakker	79.1	81.6	2
Tweede kontrole-operateur	77.7	80.2	2
Weegman	76.4	80.2	3
Fatsoeneerblokvervanger	76.4	80.2	3
Tweede laaier	76.7	77.9	1
Etiketmerker	76.7	77.9	1
Fynslyper	76.7	77.9	1
Staafoorraadwerfman	75.4	77.9	2
Skrootpakker	75.2	76.5	1
Afloswerker	68.8	70.4	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

NIE-BLANKE ARBEIDERS
PRETORIASE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
Swaarmasjiendrywer	Sent 86.9	Sent 88.1	1
Werfman	86.9	88.1	1
Toesighouer, graad I, oor nie- Blanke arbeiders	76.8	84.3	6
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

KLOUSULE 3
KOOKSOONDE EN NEWEPRODUKTE
VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
Kooksoondoperateur graad I	Sent 88.3	Sent 94.5	9
Kooksoondoperateur graad II	87.1	90.8	3
Kooksoondoperateur graad III	78.1	88.1	8
Kooksoondoperateur graad IV	76.9	85.7	7
Kooksoondoperateur graad V	76.7	83.0	5
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

**BLAST FURNACES
VANDERBIJLPARK WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Keeper	98.8	108.8	8
Stoveman	90.8	94.5	3
Stock Houseman	90.8	94.5	3
Scale Car Driver	90.8	94.5	3
Gas Plant Reconditioner	90.7	93.2	2
First Binsman	88.2	93.2	4
First Gas Cleaner	78.1	88.1	8
Pig Casting Attendant	76.9	85.7	7
Slag Treatment Attendant	76.8	84.3	6
Second Binsman	76.8	84.3	6
Second Gas Cleaner	76.7	83.0	5
Coke Screening Operator	77.8	81.6	3
Transformer Houseman	76.4	80.2	3
Gas Cleaner Helper	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

**SINTER PLANT
VANDERBIJLPARK WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Machine Driver	90.8	94.5	3
Machine Assistant	84.4	88.1	3
Tippler and Intake Bunker Operator	81.7	83.0	1
Feeder Table Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

**STEEL MELTING PLANT
VANDERBIJLPARK WORKS.**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Smelter O.H. & R.P.	95.0	108.8	11
Ladleman O.H. & R.P.	88.3	99.6	9
First Operator Tin Smelting	85.7	99.6	11
Second Smelter R.P.	88.2	93.2	4
Rocker Shovel Driver O.H.	78.1	89.4	9
Gas Produccerman O.H.	84.4	89.4	4
Assistant Ladleman O.H. & R.P.	84.4	89.4	4
Second Smelter O.H.	84.4	89.4	4
Bulldozer Driver O.H. & R.P.	88.1	88.1	—
Second Operator Tin Smelting	84.3	84.3	—
Stockman O.H.	85.6	88.1	2
Senior Scrap Cutter Supervisor O.H.	84.4	85.7	1
Tar Fuel Operator O.H.	80.6	84.3	3
Alloy Crusherman O.H.	84.3	84.3	—
Alloy Additionsman O.H.	76.7	83.0	5
Scrap Cutter Supervisor O.H.	80.5	83.0	2
Raw Materials Binsman O.H. & R.P.	76.7	83.0	5
Pitman O.H. & R.P.	76.6	81.6	4
Hot Metal House Attendant O.H.	76.6	81.6	4
Dust Plantman R.P.	76.6	81.6	4
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

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

**HOOGGOONDE
VANDERBIJLPARKSE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Oondoppasser	98.8	108.8	8
Stoofman	90.8	94.5	3
Voorraadskuurman	90.8	94.5	3
Ketelsteenkarweier	90.8	94.5	3
Gasinstallasiiekondisioneerder	90.7	93.2	2
Eerste bakman	88.2	93.2	4
Eerste gasreiniger	78.1	88.1	8
Ru-ystergietbediener	76.9	85.7	7
Slakbehandelingsbediener	76.8	84.3	6
Tweede bakman	76.8	84.3	6
Tweede gasreiniger	76.7	83.0	5
Kookssifopérateur	77.8	81.6	3
Transformatorhuisman	76.4	80.2	3
Gasreinigershulp	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

**SINTERINSTALLASIE
VANDERBIJLPARKSE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Masjiendrywer	90.8	94.5	3
Masjienassistent	84.4	88.1	3
Wipbak- en invoerbunkeropera- teur	81.7	83.0	1
Voertafelopérateur	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

**STAALSMELTERY
VANDERBIJLPARKSE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste smelter O.H. & R.I.	95.0	108.8	11
Gietbakman O.H. & R.I.	88.3	99.6	9
Eerste operateur, tinsmeltery	85.7	99.6	11
Tweede smelter R.I.	88.2	93.2	4
Tuimelskopdrywer O.H.	78.1	89.4	9
Gasopwekkerman O.H.	84.4	89.4	4
Assistent-gietbakman O.H. & R.I.	84.4	89.4	4
Tweede smelter O.H.	84.4	89.4	4
Stootskraperdrywer O.H. & R.I.	88.1	88.1	—
Tweede operateur, tinsmeltery	84.3	84.3	—
Voorraadman O.H.	85.6	88.1	2
Senior skrootsnytoesighouer O.H.	84.4	85.7	1
Teerbrandstofopérateur O.H.	80.6	84.3	3
Legeringstamperman O.H.	84.3	84.3	—
Legeringsbyvoeger O.H.	76.7	83.0	5
Skrootsnytoesighouer O.H.	80.5	83.0	2
Grondstofbakman O.H. & R.I.	76.7	83.0	5
Putman O.H. & R.I.	76.6	81.6	4
Warmmetaalhuisbediener O.H.	76.6	81.6	4
Stofinstallasieman R.I.	76.6	81.6	4
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

Opmerking:—n Gekwalifiseerde tweede smelter (O.H.) moet met twintig skofte as kwalifikasie vir die pos van eerste smelter (O.H.) gekrediteer word vir elke honderd skofte gewerk, tot 66 persent van die verskil in skofte tussen hierdie twee poste, afgerond tot die naste vyf, benewens ander skofte verkry terwyl hy as eerste smelter (O.H.) afgelos het.

SLABBING MILL
VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
<i>Soaking Pits</i>	Cents	Cents	
First Heater	91.0	97.3	5
Second Heater	85.6	89.4	3
Ingot Stockman	79.1	81.6	2
Mill Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Slab Furnace</i>			
First Heater	93.5	97.3	3
Second Heater	78.1	89.4	9
Control Operator Grade B	76.6	81.6	4
Mill Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2
<i>Slabbing Mill</i>			
First Roller	111.0	111.0	—
First Mill Driver	93.7	103.7	8
Crop Shearman	84.5	90.8	5
Scarfig Machine Operator	84.5	90.8	5
Control Operator Grade B	76.6	81.6	4
Stocker	76.6	81.6	4
Ingot Stockman	79.1	81.6	2
Relief Operative	68.8	74.0	2
<i>Slab Yard</i>			
Slabman	87.0	90.8	3
Location Checker	79.3	84.3	4
Scarfer Supervisor	76.7	83.0	5
Stocker	76.6	81.6	4
Mill Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2
<i>Services</i>			
General Operator	83.1	89.4	5
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

PLATE MILL AND PLATE FINISHING

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Rolling</i>			
First Roller	96.3	107.5	9
First Mill Driver	91.1	95.9	3
Second Roller	83.3	90.8	6
Hot Mangle Operator	76.7	83.0	5
Relief Operative	68.8	74.0	2
<i>Mesta Shear</i>			
Leading Hand	89.6	95.9	5
First Marker	83.1	89.4	5
First Shearman	81.9	85.7	3
Relief Operative	68.8	74.0	2
<i>3" Shear</i>			
Leading Hand	89.6	95.9	5
Rotary Shearman	83.1	89.4	5
First Marker	83.1	89.4	5
Ends Shearman	81.9	85.7	3
Leveller Operator	76.7	83.0	5
Crop Shear Control Operator	76.6	81.6	4
Relief Operative	68.8	74.0	2
<i>Plate Finishing</i>			
Leading Hand	89.6	95.9	5
Reshearer	81.9	85.7	3
Plate Burner	80.7	85.7	4
Leveller Operator	76.7	83.0	5
Mill Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2

PLATBLOKWALSERY
VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Diepoonde</i>			
Eerste verhitter	91.0	97.3	5
Tweede verhitter	85.6	89.4	3
Gietblokvoorraadman	79.1	81.6	2
Walsoperateur	76.4	80.2	3
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Platblokoond</i>			
Eerste verhitter	93.5	97.3	3
Tweede verhitter	78.1	89.4	9
Kontrolle-operateur graad B	76.6	81.6	4
Walsoperateur	76.4	80.2	3
Afloswerker	68.8	74.0	2
<i>Platblokwalsery</i>			
Eerste walser	111.0	111.0	—
Eerste walsdrywer	93.7	103.7	8
Kropskêrman	84.5	90.8	5
Poetsbrandmasjienoperateur	84.5	90.8	5
Kontrolle-operateur graad B	76.6	81.6	4
Voorraadman	76.6	81.6	4
Gietblokvoorraadman	79.1	81.6	2
Afloswerker	68.8	74.0	2
<i>Platblokwurf</i>			
Platblokman	87.0	90.8	3
Liggingnasiener	79.3	84.3	4
Poetsbrandtoesighouer	76.7	83.0	5
Voorraadman	76.6	81.6	4
Walsoperateur	76.4	80.2	2
Afloswerker	68.8	74.0	2
<i>Dienste</i>			
Algemene operateur	83.1	89.4	5
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

PLAATWALSERY EN PLAATAFWERKING

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Walsery</i>			
Eerste walser	96.3	107.5	9
Eerste walserydrywer	92.1	95.9	3
Tweede walser	83.3	90.8	6
Warmrolpersoperateur	76.7	83.0	5
Afloswerker	68.8	74.0	2
<i>Mestaskêr</i>			
Spanleier	89.6	95.9	5
Eerste merker	83.1	89.4	5
Eerste skêrman	81.9	85.7	3
Afloswerker	68.8	74.0	2
<i>3"-skêr</i>			
Spanleier	89.6	95.9	5
Draaiskêrman	83.1	89.4	5
Eerste merker	83.1	89.4	5
Endskêrman	81.9	85.7	3
Platrigmasjienoperateur	76.7	83.0	5
Kropskêrkontrolle-operateur	76.6	81.6	4
Afloswerker	68.8	74.0	2
<i>Plaatafwerking</i>			
Spanleier	89.6	95.9	5
Hersnyer	81.9	85.7	3
Plaatabrander	80.7	85.7	4
Platrigmasjienoperateur	76.7	83.0	5
Walsoperateur	76.4	80.2	3
Afloswerker	68.8	74.8	3

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

HOT STRIP MILL AND SHEET FINISHING

VANDERBILPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Hot Strip Mill</i>			
First Roller	102·7	111·5	7
Finisher	93·6	102·4	7
First Mill Driver	92·1	95·9	3
Coiler Operator	83·1	89·4	5
Third Roller	83·2	85·7	2
Second Mill Driver	83·2	85·7	2
Relief Operative	68·8	74·0	2
<i>3/8" Shearing Line</i>			
Line Operator	84·4	93·2	7
Control Operator "A"	80·7	85·7	4
Roughing Table Operator	81·8	84·3	2
Control Operator "B"	76·6	81·6	4
Stocker	76·6	81·6	4
Fourth Roller	76·6	81·6	4
Mill Operator	76·4	80·2	3
Relief Operative	68·8	74·0	2
<i>Roughing Mill</i>			
First Roller	93·6	106·1	10
First Mill Driver	92·1	95·9	3
Mill Operator	76·4	80·2	3
Relief Operative	68·8	74·0	2
<i>1/2" Shearing Line</i>			
Line Operator	84·4	93·2	7
Control Operator	76·6	81·6	4
Relief Operative	68·8	74·0	2
<i>2 H.1 Temper Mill 3/16" Shear</i>			
First Roller	89·6	95·9	5
Line Operator	89·6	95·9	5
Control Operator "A"	80·7	85·7	4
Control Operator "B"	76·6	81·6	4
Stocker	76·6	81·6	4
Relief Operative	68·8	74·0	2
<i>1/2" Slitter</i>			
Line Operator	84·4	93·2	7
Control Operator	76·8	84·3	6
Stocker	76·6	81·6	4
Relief Operative	68·8	74·0	2
<i>Finishing and Packing</i>			
Leading Hand	83·1	89·4	5
Reshearer	81·9	85·7	3
Bundler	76·6	81·6	4
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

COLD MILL ROLLING AND CLEANING

VANDERBILPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Cold Strip Mill</i>			
First Roller	105·2	111·5	5
Second Roller	93·6	102·4	7
Decoiler	80·8	90·8	8
Third Roller	88·1	89·4	1
Fourth Roller	86·9	88·1	1
Fifth Roller	81·9	85·7	3
Stocker	76·6	81·6	4
Feeder	76·4	80·2	3
Relief Operative	68·8	74·0	2
<i>Cleaning Line</i>			
Line Operator	88·2	93·2	4
Control Operator	76·7	83·0	5
Decoiler/Welder	76·7	83·0	5
Stocker	76·4	80·2	3
Relief Operative	68·8	74·0	2
<i>Services and Acid Plant</i>			
General Operator	83·1	89·4	5
Relief Operative	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

WARMBANDWALSERY EN PLAATAFWERKING

VANDERBILPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Warmbandwalsery</i>			
Eerste walser	102·7	111·5	7
Afwerker	93·6	102·4	7
Eerste walserydrywer	92·1	95·9	3
Haspelopérateur	83·1	89·4	5
Derde walser	83·2	85·7	2
Tweede walserydrywer	83·2	85·7	2
Afloswerker	68·8	74·0	2
<i>3/8"-knipbaan</i>			
Baanopérateur	84·4	93·2	7
Kontrole-opérateur "A"	80·7	85·7	4
Voorwerktafelopérateur	81·8	84·3	2
Kontrole-opérateur "B"	76·6	81·6	4
Voorraadman	76·6	81·6	4
Vierde walser	76·6	81·6	4
Walsopérateur	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>Voorwalsery</i>			
Eerste walser	93·6	106·1	10
Eerste walserydrywer	92·1	95·9	3
Walsery-opérateur	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>1/2"-knipbaan</i>			
Baanopérateur	84·4	93·2	7
Kontrole-opérateur	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>2 H.1-temperwalsery, 3/16"-skêr</i>			
Eerste walser	89·6	95·9	5
Baanopérateur	89·6	95·9	5
Kontrole-opérateur "A"	80·7	85·7	4
Kontrole-opérateur "B"	76·6	81·6	4
Voorraadman	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>1/2"-kloofmeule</i>			
Baanopérateur	84·4	93·2	7
Kontrole-opérateur	76·8	84·3	6
Voorraadman	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>Afwerking en verpakking</i>			
Spanleier	83·1	89·4	5
Hersnyer	81·9	85·7	3
Bondelmaker	76·6	81·6	4
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

KOEUEWALSERY EN REINIGING

VANDERBILPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Koeuebandwalsery</i>			
Eerste walser	105·2	111·5	5
Tweede walser	93·6	102·4	7
Aftoller	80·8	90·8	8
Derde walser	88·1	89·4	1
Vierde walser	86·9	88·1	1
Vyde walser	81·9	85·7	3
Voorraadman	76·6	81·6	4
Voerder	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>Reinigingsbaan</i>			
Baanopérateur	88·2	93·2	4
Kontrole-opérateur	76·7	83·0	5
Aftoller/sweiser	76·7	83·0	5
Voorraadman	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>Dienste- en suurstallasie</i>			
Algemene opérateur	83·1	89·4	5
Afloswerker	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

GALVANISING AND CORRUGATING

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Continuous Galvanising</i>			
Line Operator	93·6	102·4	7
Potman	88·3	94·5	5
Leveller Operator	83·1	88·1	4
Welder/Feeder	81·9	85·7	3
Decoiler/Stocker	76·7	83·0	5
Shearman/Coiler	76·7	83·0	5
Control Operator	76·6	81·6	4
Passivating Operator	76·6	81·6	4
Piler Operator	75·4	77·9	2
Relief Operator	68·8	74·0	2
<i>Corrugating Packing and Sheet Finishing</i>			
Leading Hand	92·1	95·9	3
General Operator	83·1	89·4	5
Corrugator	76·9	85·7	7
Crane Leader	76·8	84·3	6
Bundler	76·6	81·6	4
Relief Operator	68·8	74·0	2
<i>56" Sheet Shearing Line</i>			
Line Operator	90·9	95·9	4
Control Operator	76·9	85·7	7
Crane Leader	76·8	84·3	6
Stocker	76·6	81·6	4
Relief Operator	68·8	74·0	2
<i>Slitting Lines</i>			
Line Operator	88·2	93·2	4
Control Operator	76·8	84·3	6
Stocker	76·6	81·6	4
Relief Operator	68·8	74·0	2
<i>Reclamation and Reshearing</i>			
Leading Hand	86·9	93·2	5
Reshearer	76·9	85·7	7
Oiling Machine Operator	76·4	80·2	3
Relief Operator	68·8	74·0	2
<i>Services</i>			
General Operator	83·1	89·4	5
Relief Operator	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

ANNEALING, TEMPER-ROLLING AND TINNING

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Annealing Furnaces</i>			
First Annealer	86·9	93·2	5
Second Annealer	76·7	83·0	5
Stocker	76·6	81·6	4
Stocker/Records	76·4	80·2	3
Relief Operator	68·8	74·0	2
<i>4 H.1 Twin Stand Temper Mill</i>			
First Roller	97·3	106·1	7
Second Roller	86·9	93·2	5
Third Roller	76·9	85·7	7
Stocker	76·7	83·0	5
Relief Operator	68·8	74·0	2
<i>4 H.1 Single Stand Temper Mill</i>			
First Roller	97·3	106·1	7
Second Roller	86·9	93·2	5
Stocker	76·7	83·0	5
Relief Operator	68·8	74·0	2
<i>42" Black Plate Shearing Line</i>			
Line Operator	90·9	95·9	4
Control Operator	76·9	85·7	7
Stocker	76·6	81·6	4
Relief Operator	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

GALVANISERING EN GOLWING

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
<i>Deurlopende galvanisering</i>			
Baanoperator	93·6	102·6	7
Potman	88·3	94·5	5
Platrigmasjienoperator	83·1	88·1	4
Sweiser/voerder	81·9	85·7	3
Aftoller/voorraadman	76·7	83·0	5
Skërman/toller	76·7	83·0	5
Kontrole-operator	76·6	81·6	4
Passifiseeroperator	76·6	81·6	4
Stapelinstallasieoperator	75·4	77·9	2
Afloswerker	68·8	74·0	2
<i>Golwing, verpakking en plaat-afwerking</i>			
Spanleier	92·1	95·9	3
Algemene operator	83·1	89·4	5
Golwer	76·9	85·7	7
Kraanleier	76·8	84·3	6
Bondelmaker	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>56"-plaatknipbaan</i>			
Baanoperator	90·9	95·9	4
Kontrole-operator	76·9	85·7	7
Kraanleier	76·8	84·3	6
Voorraadman	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>Splitsbane</i>			
Baanoperator	88·2	93·2	4
Kontrole-operator	76·8	84·3	6
Voorraadman	76·6	81·6	4
Afloswerker	68·8	74·0	2
<i>Herwinning en hersnying</i>			
Spanleier	86·9	93·2	5
Hersnyer	76·9	85·7	7
Oliemasjienoperator	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>Dienste</i>			
Algemene operator	83·1	89·4	5
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

UITGLOEIING, TEMPERWALSERY EN VERTINNING

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
<i>Uitgloeingsoonde</i>			
Eerste uitgloeier	86·9	93·2	5
Tweede uitgloeier	76·7	83·0	5
Voorraadman	76·6	81·6	4
Voorraadman/Registers	76·4	80·2	3
Afloswerker	68·8	74·0	2
<i>4 H. 1-Dubbelstaandertemperwalsery</i>			
Eerste walser	97·3	106·1	7
Tweede walser	86·9	93·2	5
Derde walser	76·9	85·7	7
Voorraadman	76·7	83·0	5
Afloswerker	68·8	74·0	2
<i>4 H. 1-Enkelstaandertemperwalsery</i>			
Eerste walser	97·3	106·1	7
Tweede walser	86·9	93·2	5
Voorraadman	76·7	83·0	5
Afloswerker	68·8	74·0	2
<i>42"-swartplaatknipbaan</i>			
Baanoperator	90·9	95·9	4
Kontrole-operator	76·9	85·7	7
Voorraadman	76·6	81·6	4
Afloswerker	68·8	74·0	2

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Tin Stacks</i>			
Scale Test and Wet Washerman	86.9	93.2	5
Auxiliariesman	83.1	88.1	4
Scruff Houseman	79.3	88.1	7
Fluxman	76.9	85.7	7
Brannerman	76.8	84.3	6
Feeder Operator	78.0	84.3	5
Bran Houseman	76.7	83.0	5
Recleaner	76.6	81.6	4
Menderman	75.2	76.5	1
Relief Operative	68.8	74.0	2
<i>Tin Finishing</i>			
Leading Hand	83.1	89.4	5
Reckoner	76.9	85.7	7
Checker	76.7	83.0	5
Roll Leveller	76.6	81.6	4
Slitter	76.6	81.6	4
Skidman	76.4	80.2	3
Wasteman	75.2	75.2	—
Relief Operative	68.8	74.0	2
<i>Tin Packing</i>			
Stencil Machine Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2
<i>Services</i>			
General Operator	83.1	89.4	5
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

STOCKING, RECLAMATION AND PICKLING

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
<i>Continuous Pickling</i>			
Line Operator	92.1	99.6	6
Shearman/Welder	83.1	90.8	6
Rotary Shearman	83.1	89.4	5
Crop Shearman	83.1	88.1	4
Control Operator (Welder)	81.9	85.7	3
Control Operator (Rotary Shear)	81.9	85.7	3
Decoiler	76.7	84.3	6
Conveyer Operator	76.4	80.2	3
Relief Operative	68.8	74.0	2
<i>Batch Pickling and Stocking</i>			
Batch Pickler Operator	83.1	89.4	5
Control Operator	76.6	81.6	4
Stocker	76.6	81.6	4
Shearman (Scrap)	75.4	77.9	2
Relief Operative	68.8	74.0	2
<i>Reclamation</i>			
Line Operator	88.2	93.2	4
Control Operator	76.8	84.3	6
Stocker	76.6	81.6	4
Feeder	76.4	80.2	3
Relief Operative	68.8	74.0	2
<i>Services</i>			
General Operator	83.1	89.4	5
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service	2.2c per hour
After three months' service	3.0c per hour

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Vertinning</i>			
Skaaltoetser en wasserbediener	86.9	93.2	5
Hulpmiddelsman	83.1	88.1	4
Afskuimer	79.3	88.1	7
Smeltmiddelman	76.9	85.7	7
Tinplaatskoonmaker	76.8	84.3	6
Voerderoperateur	78.0	84.3	5
Semelhuisman	76.7	83.0	5
Herskoonmaker	76.6	81.6	4
Defekverhelpers	75.2	76.5	1
Afloswerker	68.8	74.0	2
<i>Tinafwerking</i>			
Spanleier	83.1	89.4	5
Rekenaar	76.9	85.7	7
Nasiener	76.7	83.0	5
Strykroloperateur	76.6	81.6	4
Klower	76.6	81.6	4
Laaibordman	76.4	80.2	3
Afalman	75.2	75.2	—
Afloswerker	68.8	74.0	2
<i>Tinverpakking</i>			
Sjabloonmasjiënoperateur	76.4	80.2	3
Afloswerker	68.8	74.0	2
<i>Dienste</i>			
Algemene operateur	83.1	89.4	5
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

VOORRAADVERSKAFFING, HERWINNING EN BYTWERK

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
<i>Aaeneenlopende bytwerk</i>			
Baanoperateur	92.1	99.6	6
Skërman/Sweiser	83.1	90.8	6
Draaiskërman	83.1	89.4	5
Kropskërman	83.1	88.1	4
Kontrole-operateur (Sweiser)	81.9	85.7	3
Kontrole-operateur (Draaiskër)	81.9	85.7	3
Aftoller	76.7	84.3	6
Vervoerbandoperateur	76.4	80.2	3
Afloswerker	68.8	74.0	2
<i>Lotbytwerk en voorraadver- skaffing</i>			
Lotbytwerker	83.1	89.4	5
Kontrole-operateur	76.6	81.6	4
Voorraadman	76.6	81.6	4
Skërman (Skroot)	75.4	77.9	2
Afloswerker	68.8	74.0	2
<i>Herwinning</i>			
Baanoperateur	88.2	93.2	4
Kontrole-operateur	76.8	84.3	6
Voorraadman	76.6	81.6	4
Voerder	76.4	80.2	3
Afloswerker	68.8	74.0	2
<i>Dienste</i>			
Algemene operateur	83.1	89.4	5
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2.2c per uur
Na drie maande diens	3.0c per uur

PRODUCTION PLANNING
VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Production Recorder	76·9	85·7	7
First Loader	83·1	88·1	4
Second Loader	76·9	85·7	7
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

INSPECTION AND TEST HOUSE
VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Inspector	86·9	93·2	5
First Test Piece Preparer	83·1	88·1	4
Second Inspector	76·8	84·3	6
Second Test Piece Preparer	76·6	81·6	4
Sampler	76·6	81·6	4
Relief Operative	68·8	74·0	2
Tin Plate Assorter	44·6	73·6	6

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

Learnership increments for Tin Plate Assorters:—

After 1st 75 shifts worked	15·3c per hour
After 2nd 75 shifts worked	1·2c per hour
After 3rd 75 shifts worked	1·3c per hour
After 4th 75 shifts worked	2·9c per hour
After 5th 75 shifts worked	6·2c per hour
After 6th 75 shifts worked	2·1c per hour

WATER AND EFFLUENT TREATMENT
VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Water Demineralisation Plant Attendant	83·2	93·2	8
Purification Plant Attendant	82·1	88·4	5
Rotor/Tandem Effluent Treatment Plant Attendant Gr. I	78·1	88·1	8
Acid Recovery Plant Attendant	76·9	85·7	7
Effluent Treatment Plant Attendant Gr. I	76·9	85·7	7
Soft Water Plant Attendant	78·0	84·3	5
Effluent Treatment Plant Attendant Gr. II	76·7	83·0	5
Water Meter Reader	76·6	81·6	4
Relief Operative	68·8	74·0	2

Learnership increments for Relief Operatives:—

After one month's service	2·2c per hour
After three months' service	3·0c per hour

PRODUKSIEBEPLANNING
VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Produksie-optekenaar	76·9	85·7	7
Eerste laaier	83·1	88·1	4
Tweede laaier	76·9	85·7	7
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

INSPEKSIE- EN TOETSHUIS
VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste inspekteur	86·9	93·2	5
Eerste toetsstukbereider	83·1	88·1	4
Tweede inspekteur	76·8	84·3	6
Tweede toetsstukbereider	76·6	81·6	4
Monsternemer	76·6	81·6	4
Afloswerker	68·8	74·0	2
Tinplaatsorteerder	44·6	73·6	6

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

Leerlingskapverhogings vir tinplaatsorteerders:—

Na 1ste 75 skofte gewerk	15·3c per uur
Na 2de 75 skofte gewerk	1·2c per uur
Na 3de 75 skofte gewerk	1·3c per uur
Na 4de 75 skofte gewerk	2·9c per uur
Na 5de 75 skofte gewerk	6·2c per uur
Na 6de 75 skofte gewerk	2·1c per uur

BEHANDELING VAN WATER EN AFLOOPWATER
VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Installasiebediener vir water-ontmineralisering	83·2	93·2	8
Suiweringsinstallasiebediener	82·1	88·4	5
Installasiebediener graad I vir rotor-/tandembehandeling van afloopwater	78·1	88·1	8
Bediener van suurherwinningsinstallasie	76·8	85·7	7
Bediener graad I van behandelingsinstallasie vir afloopwater	76·9	85·7	7
Bediener van sagtewaterinstallasie	78·8	84·3	5
Bediener, graad II, van installasie vir afloopwaterbehandeling	76·7	83·0	5
Watermeterleser	76·6	81·6	4
Afloswerker	68·8	74·0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens	2·2c per uur
Na drie maande diens	3·0c per uur

TRAFFIC

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Assistant Shift Overseer . . .	84.6	90.8	5
Diesel Loco Driver . . .	81.9	89.4	6
Truck Inspector . . .	86.9	88.1	1
Lorry Driver (over 11 tons capacity) . . .	85.7	85.7	—
Traffic Operator . . .	79.2	83.0	3
Lorry Driver (over 7 up to 11 tons capacity) . . .	84.3	84.3	—
Lorry Driver (over 5 up to 7 tons capacity) . . .	80.5	83.0	2
Lamp Room Attendant . . .	76.4	80.2	3
Lorry Driver (up to 5 tons capacity) . . .	74.2	77.9	3

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

(ii) Loco Drivers: A Loco Driver who holds or acquires a Government Certificate of Competency shall be deemed to be qualified and shall not be required to work any further qualifying shifts at Iscor and shall be granted an additional .8 per hour.

ROLL AND SHEAR BLADE SERVICES

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Roll and Shearblade Grinder . . .	82.8	96.6	11
Roll Rehardening Operator . . .	76.8	84.3	6
Bearingman . . .	76.7	83.0	5
Second Roll Rehardening Operator . . .	76.4	80.2	3
Relief Operative . . .	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

CRANES

VANDERBIJLPARK WORKS

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Relief Driver for all Cranes . . .	101.5	101.5	—
Second Relief Driver for all other than Gr. I Drivers . . .	99.1	99.1	—
Third Relief Driver for all Gr. III Drivers . . .	95.9	95.9	—
Crane Driver Gr. I . . .	92.1	95.9	3
Crane Driver Gr. II . . .	88.1	89.4	1
Crane Driver Gr. III . . .	76.9	85.7	7
Relief Operative . . .	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

VERKEER

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Assistent-skofopsiener . . .	84.6	90.8	5
Dieselokodrywer . . .	81.9	89.4	6
Trokinspekteur . . .	86.9	88.1	1
Vragmotordrywer (vragmotor met 'n vermoë van meer as 11 ton) . . .	85.7	85.7	—
Verkeersoperateur . . .	79.2	83.0	3
Vragmotorbestuurder (vragmotors met 'n vermoë van 7 ton maar hoogstens 11 ton) . . .	84.3	84.3	—
Vragmotorbestuurder (vragmotors met 'n vermoë van meer as 5 ton maar hoogstens 7 ton) . . .	80.5	83.0	2
Lampkamerbediener . . .	76.4	80.2	3
Vragmotorbestuurder (vragmotors met 'n vermoë van hoogstens 5 ton) . . .	74.2	77.9	3

Opmerking:— (i) Ondervinding opgedoen terwyl werk van dieselfde klas vir 'n ander werkgewer verrig is, tel vir die kwalifiseertydperk ten opsigte van die beroep van dieselokodrywer; met dien verstande dat elke aansoek om die imagning van vorige ondervinding ten opsigte van voornoemde beroep, volgens eie verdienste oorweeg moet word.

(ii) Lokodrywers: 'n Lokodrywer wat in besit is van 'n Goewermentsertifikaat van Bevoegdheid, word geag gekwalifiseer te wees, en daar word nie van hom vereis om verdere kwalifiseerskifte by Yskor te werk nie en daar moet 'n addisionele .8c per uur aan hom toegestaan word.

ROL- EN SKÊRLEMDIENSTE

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Rol- en skêrlemslyper . . .	82.8	96.6	11
Rolverharder . . .	76.8	84.3	6
Koeëllaerman . . .	76.7	83.0	5
Tweede rolverharder . . .	76.4	80.2	3
Afloswerker . . .	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

HYSKRANE

VANDERBIJLPARKSE WERKE

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonverhogings
	Sent	Sent	
Eerste afloskraandrywer vir alle krane . . .	101.5	101.5	—
Tweede aflosdrywer vir alle krane, uitgesonderd graad I-drywers . . .	99.1	99.1	—
Derde aflosdrywer vir alle graad III-drywers . . .	95.9	95.9	—
Kraandrywer graad I . . .	92.1	95.9	3
Kraandrywer graad II . . .	88.1	89.4	1
Kraandrywer graad III . . .	76.9	85.7	7
Afloswerker . . .	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

**GENERAL JOBS
VANDERBIJLPARK WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
First Boiler Attendant	89.5	94.5	4
Senior Operator Oxygen Plant	89.5	94.5	4
Motor House Attendant	87.0	94.5	6
Reinforcing Concreter	90.8	90.8	—
Sub-Station Attendant, Blower House	86.9	93.2	5
Rubber Bonder	84.6	90.8	5
Sub-Station Attendant S.M.P.	85.6	89.4	3
Blower House Attendant	85.6	89.4	3
Gas Holder Attendant	81.9	88.1	5
Boiler Cleaner and Lagger	83.2	85.7	2
Scaffolder	82.1	85.7	3
Junior Operator, Oxygen Plant	78.2	85.7	6
Second Boiler Attendant	76.9	85.7	7
Track Slewing Machine Operator	76.9	85.7	7
Cable Layer	76.9	85.7	7
Tamping Machine Operator	76.9	85.7	7
Truck Repairer	79.4	85.7	5
Platelayer	76.8	84.3	6
Fencer	78.1	84.3	5
Soft Water Attendant	76.7	83.0	5
River Pump House Operator	76.7	83.0	5
Main Pump House Operator	76.7	83.0	5
Main Pump House and Water Treatment Attendant	76.7	83.0	5
Mills Pump House Operator	76.7	83.0	5
Blast Furnace Pump House Attendant	76.7	83.0	5
Compressor Attendant	76.7	83.0	5
Pumpman (Scale Pits Pump-house)	76.7	83.0	5
Auxiliary Plant Attendant, Boiler House	76.7	83.0	5
Driller	76.6	81.6	4
*Profile Cutter	76.6	81.6	4
Auxiliary Plant Attendant (H.P.B. and W.H.B.)	76.6	81.6	4
Chart Changer	76.4	80.2	3
Patrolman, Oxygen Plant	76.4	80.2	3
Tool Issuer	75.4	77.9	2

*A profile cutter who is required to do his own marking off from templates or otherwise shall be paid an allowance of 2.5c per hour.

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

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

**NON-WHITE LABOUR
VANDERBIJLPARK WORKS**

Designation	Minimum rate per hour	Maximum rate per hour	Number of increments
	Cents	Cents	
Yardsman	86.9	88.1	1
Heavy Machine Driver	80.6	88.1	6
Non-White Labour Supervisor Gr. I	76.8	84.3	6
Relief Operative	68.8	74.0	2

Learnership increments for Relief Operatives:—

After one month's service 2.2c per hour
After three months' service 3.0c per hour

Signed at Johannesburg for and on behalf of the parties this the 13th day of August, 1968.

JOHN M. RUSSELL, *Chairman.*

C. H. CROMPTON, *Vice-Chairman.*

W. R. GLASTONBURY, *General Secretary.*

**ALGEMENE TAKE
VANDERBIJLPARKSE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Eerste ketelbediener	89.5	94.5	4
Senior operateur, suurstofin- stallasie	89.5	94.5	4
Motorhuisbediener	87.0	94.5	6
Wapeningsbetonwerker	90.8	90.8	—
Substasiebediener, blaashuis	86.9	93.2	5
Rubberverbinder	84.6	90.8	5
Substasiebediener S.M.P.	85.6	89.4	3
Blaashuisbediener	85.6	89.4	3
Gashouerbediener	81.9	88.1	5
Ketelskoonmaker en -bekleër	83.2	85.7	2
Steierman	82.1	85.7	3
Junior operateur, suurstofin- stallasie	78.2	85.7	6
Tweede ketelbediener	76.9	85.7	7
Baanswaaimasjienoperateur	76.9	85.7	7
Kabelaanleër	76.9	85.7	7
Instampmasjienoperateur	76.9	85.7	7
Trokhersteller	79.4	85.7	5
Baanmeester	76.8	84.3	6
Omheiner	78.1	84.3	5
Sagtewaterbediener	76.7	83.0	5
Rivierpompoperateur	76.7	83.0	5
Operateur van hoofpomp	76.7	83.0	5
Bediener van hoofpomp en waterbehandeling	76.7	83.0	5
Walserypompoperateur	76.7	83.0	5
Hoogoondpompbediener	76.7	83.0	5
Kompressorbediener	76.7	83.0	5
Pompman (skilferpitpomp)	76.7	83.0	5
Bediener van hulpinstallasie, ketelhuis	76.7	83.0	5
Boorder	76.6	81.6	4
*Profielsnyer	76.6	81.6	4
Bediener van hulpinstallasie (H.P.B. en W.H.B.)	76.6	81.6	4
Kaartervanger	76.4	80.2	3
Patrolleerman, suurstofin- stallasie	76.4	80.2	3
Gereedskapuitreiker	75.4	77.9	2

*'n Profielsnyer van wie vereis word om sy eie afmerkwark te doen volgens leipatrone of op 'n ander manier, moet 'n toelae van 2.5c per uur betaal word.

Opmerking:— (i) Ondervinding opgedoen terwyl daar vir 'n ander werkgever in dieselfde klas werk gewerk is, tel vir die kwalifiseertydperk ten opsigte van die beroep van ketelbediener; met dien verstande dat elke aansoek om die inagneming van vorige ondervinding ten opsigte van hierdie beroep volgens eie verdienste oorweeg moet word.

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

**NIE-BLANKE ARBEIDERS
VANDERBIJLPARKSE WERKE**

Posbenaming	Minimum loon per uur	Maksimum loon per uur	Getal loonver- hogings
	Sent	Sent	
Werfman	86.9	88.1	1
Swaarmasjindrywer	80.6	88.1	6
Opsigter, graad I, oor nie- Blanke arbeiders	76.8	84.3	6
Afloswerker	68.8	74.0	2

Leerlingskapverhogings vir afloswerkers:—

Na een maand diens 2.2c per uur
Na drie maande diens 3.0c per uur

Vir en namens die partye op hede die 13de dag van Augustus 1968 te Johannesburg onderteken.

JOHN M. RUSSELL, *Voorsitter.*

C. H. CROMPTON, *Ondervoorsitter.*

W. R. GLASTONBURY, *Hoofsekretaris.*

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