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PRETORIA 23 APRIL 1965.

[No. 1092.]

GOEWERMENSKENNISGEWINGS.

DEPARTMENT OF CUSTOMS AND EXCISE.

No. R. 550.]

[23 April 1965.]

CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT OF SCHEDULE No. 4 (No. 4/4).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section seventy-five of the Customs and Excise Act, 1964, hereby amend Schedule No. 4 to the said Act to the extent set out in the Schedule hereto.

T. E. DÖNGES,
Minister of Finance.

GOVERNMENT NOTICES.

DEPARTEMENT VAN DOEANE EN AKSYNS.

No. R. 550.]

[23 April 1965.]

DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN BYLAE No. 4 (No. 4/4).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel vyf-en-sewentig van die Doeane- en Aksynswet, 1964, wysig hierby Bylae No. 4 van genoemde Wet in die mate in die Bylae hiervan aangetoon.

T. E. DÖNGES,
Minister van Finansies.

SCHEDULE.

I Item	II Tariff Heading and Description	III Extent of Rebate
405.07	By the insertion after item 405.06 of the following: "405.07 Goods for distribution by churches and welfare organisations: 63.01 Used clothing purchased by or forwarded unsolicited and free to any church or any welfare organisation registered in terms of the Welfare Organization Act, 1947 (Act No. 40 of 1947), for distribution free of charge by such church or organisation to indigent persons, subject to production at the time of importation of a written declaration by such church or organisation that the goods have been purchased or forwarded unsolicited and free and that they will be distributed free of charge to indigent persons	Full duty less 20% "

BYLAE.

I Item	II Tariefpos en Beskrywing	III Mate van Korting
405.07	Deur na item 405.06 die volgende in te voeg: „ 405.07 Goedere vir uitreiking deur kerke en welsynsorganisasies: 63.01 Gebruikte klerasie wat aangekoop is deur of ongevraagd en gratis versend word aan enige kerk of enige welsynsorganisasie wat kragtens die Wet op Welsynsorganisasies, 1947 (Wet No. 40 van 1947) geregistreer is, vir gratis uitreiking deur sodanige kerk of organisasie aan behoeftige mense, onderworpe aan voorlegging ten tyde van invoer van 'n skriftelike verklaring deur sodanige kerk of organisasie dat die goedere aangekoop of ongevraagd en gratis versend is en dat dit gratis uitgereik sal word aan behoeftige mense	Volle reg min 20% "

No. R. 551.] [23 April 1965.
CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT
OF SCHEDULE No. 5 (No. 5/3).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *seventy-five* of the Customs and Excise Act, 1964, hereby amend Schedule No. 5 to the said Act to the extent set out in the Schedule hereto.

T. E. DÖNGES,
Minister of Finance.

No. R. 551.] [23 April 1965.
DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN
BYLAE No. 5 (No. 5/3).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *vyf-en-sewentig* van die Doeane- en Aksynswet, 1964, wysig hierby Bylae No. 5 van genoemde Wet in die mate in die Bylae hiervan aangetoon.

T. E. DÖNGES,
Minister van Finansies.

SCHEDULE.

I Item	II Tariff Heading and Description	III Extent of Drawback
510.01	By die insertion before tariff heading No. 34.02 of the following: " 28.38 Sodium sulphate, used in the manufacture of paper pulp	Full duty "

NOTE.—The effect of this notice is to provide for a drawback of the full duty on sodium sulphate, used in the manufacture of paper pulp which is exported from the Republic.

BYLAE.

I Item	II Tariefpos en Beskrywing	III Mate van Teruggawe
510.01	Deur voor tariefpos No. 34.02 die volgende in te voeg: „ 28.38 Natriumsulfaat, gebruik by die vervaardiging van papierpulp	Volle reg "

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat voorsiening gemaak word vir 'n terug-gawe van die volle reg op natriumsulfaat, gebruik by die vervaardiging van papierpulp wat uit die Republiek uitgevoer word.

DEPARTMENT OF POSTS AND TELEGRAPHS.

No. R. 559.] [23 April 1965.

The State President has been pleased in terms of section *three* of the Post Office Act, 1958 (Act No. 44 of 1958), to approve that the Tariff List for the International Telex Service as published under Government Notice No. R. 1790 of the 11th November, 1960, as amended, be further amended by the addition thereto of the following particulars in alphabetical order:—

BASIC TARIFF.

Country of Destination.	Minimum Charge for three Minutes.	Each Additional Minute.	Report Charge.
Costa Rica.....	R c 8.55	R c 2.85	c 70

No. R. 560.] [23 April 1965.

SAVINGS BANK REGULATIONS.

The State President has been pleased, in terms of sub-section (4) of section *two* of the Post Office Act, 1958 (Act No. 44 of 1958), to approve, with effect from 1st April, 1965, the following amendment to the Savings Bank Regulations, promulgated under Government Notice No. R. 1087 of 22nd July, 1960:—

SCHEDULE VIII.

Item 1.—Replace "2½ per centum per annum" by "3½ per centum per annum".

Item 2.—Replace "4 per centum per annum" by "4½ per centum per annum".

DEPARTEMENT VAN POS-EN-TELEGRAAFWESE.

No. R. 559.] [23 April 1965.

Dit het die Staatspresident behaag om kragtens artikel *drie* van die Poswet, 1958 (Wet No. 44 van 1958), sy goedkeuring daaraan te heg dat die Tarieflys vir die Internasionale Teleksdiens, afgekondig by Goewermments-kennisgewing No. R. 1790 van 11 November 1960, soos gewysig, verder gewysig word deur die byvoeging, in alfabetiese volgorde, van onderstaande besonderhede:—

BASIESE TARIEF.

Land van bestemming.	Minimum koste vir drie minute.	Elke bykomende minuut.	Verslag-koste.
Costa Rica.....	R c 8.55	R c 2.85	c 70

No. R. 560.] [23 April 1965.

SPAARBANKREGULASIES.

Dit het die Staatspresident behaag om, kragtens sub-artikel (4) van artikel *twee* van die Poswet, 1958 (Wet No. 44 van 1958), onderstaande wysigings van die Spaarbank-regulasies wat by Goewermmentskennisgewing No. R. 1087 van 22 Julie 1960, afgekondig is, met ingang van 1 April 1965 goed te keur:—

BYLAE VIII.

Item 1.—Vervang „2½ persent per jaar" deur „3½ persent per jaar".

Item 2.—Vervang „4 persent per jaar" deur „4½ persent per jaar".

DEPARTMENT OF LABOUR.

No. R. 561.]

[23 April 1965.

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

AMENDMENT OF PROVIDENT FUND AGREEMENT.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby—

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, upon the employer's organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Amending Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Province of the Transvaal; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Province of the Transvaal and from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, the provisions of the Amending Agreement 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.

A. E. TROLLIP,
Minister of Labour

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAL).

AGREEMENT

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

Transvaal Clothing Manufacturers' Association (hereinafter called "the employers" or "employers' organisation") of the one part, and the

Garment Workers' Union of South Africa (hereinafter called "the employees" or the "trade union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Transvaal); to amend the Agreement between the said parties dated 10th June 1957, and published under Government Notice No. 1172, dated 2nd August, 1957 and amend by Government Notices Nos. 1338, 431 and 664 dated 28th August, 1959, 10th March, 1961 and 10th May, 1963, respectively, as follows:—

1. (a) By the addition of the following words to sub-clause 5 (1) (b):—

"and to the provisions of sub-clause (vii)."

- (b) By deleting sub-clause 5 (vii) and substituting the following sub-clause:—

"Any moneys not required to meet current payments shall be invested by the Administrative Committee in accordance with the provisions of the rules relating to investment of funds as approved by the Council and the Industrial Registrar."

This done and signed at Johannesburg, on this 8th day of December, One thousand Nine hundred and Sixty-four.

M. FESTENSTEIN, Chairman.
M. SHEIN, Vice-Chairman.
J. H. THOMAS, Secretary.

DEPARTEMENT VAN ARBEID.

No. R. 561.]

[23 April 1965.

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

WYSIGING VAN VOORSORGFONDS-OOREENKOMS.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, bindend is vir die werkgewers-organisatie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisatie of vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Provinsie Transvaal;
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, in die Provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by die werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

BYLAE.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TRANSVAAL).

OOREENKOMS

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

Transvaal Clothing Manufacturers' Association (hieronder die "werkgewers" of "werkgewersorganisasie" genoem), aan die een kant, en die

Garment Workers' Union of South Africa (hieronder die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal), om die Ooreenkoms tussen genoemde partye, gedateer 10 Junie 1957, gepubliseer by Goewermentskennisgewing No. 1172 van 2 Augustus 1957 en gewysig by Goewermentskennisgewings Nos. 1338, 431 en 664 onderskeidelik van 28 Augustus 1959, 10 Maart 1961 en 10 Mei 1963, soos volg te wysig:—

1. (a) Deur die volgende woorde na "die goedkeuring van die Raad" waar dit in subklousule 5 (1) (b) voorkom, in te voeg:—

"en aan die bepalings van subklousule (vii)."

- (b) Deur subklousule 5 (vii) te skrap en dit deur die volgende subklousule te vervang:—

"Alle geld wat nie nodig is om lopende betalings te dek nie, moet deur die Administratiewe Komitee belê word ooreenkomstig die reëls betreffende die belegging van fondse, soos deur die Raad en die Nywerheidsregistrator goedgekeur."

Op hede die 8ste dag van Desember Negentienhonderd Vier-en-sestig in Johannesburg gedoen en onderteken.

M. FESTENSTEIN, Voorsitter.
M. SHEIN, Ondervoorsitter.
J. H. THOMAS, Sekretaris.

No. R. 562.]

[23 April 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

AMENDMENT OF MAIN AGREEMENT.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby—

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Amending Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Industry in the Province of the Transvaal; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Province of the Transvaal and from the second Monday after the date of publication of this notice and for the period ending the 30th October, 1965, the provisions of the Amending Agreement 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.

A. E. TROLLIP,

Minister of Labour.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAL).

AGREEMENT

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

Transvaal Clothing Manufacturers' Association

(hereinafter called "the employers" or "employers' organisation") of the one part, and the

Garment Workers' Union of South Africa

(hereinafter called "the employees" or the "trade union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Transvaal), to amend the Agreement, between the said parties dated 9th October, 1956, and published under Government Notice No. 2360 of the 21st December, 1956, as amended by Government Notices Nos. 1119, 1337, 1938, 2130 and 591 dated 8th August, 1958, 28th August, 1959, 27th November, 1959, 30th December, 1960 and 26th April, 1963, respectively, by the deletion of the present Clause 21 and the substitution of the following Clause 21:—

Clause 21.

(1) There is hereby continued a medical aid society established under the Council's previous agreements and known as the Transvaal Clothing Industry Medical Aid Society, in this clause referred to as "the Society".

No. R. 562.]

[23 April 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

WYSIGING VAN HOOFOOREENKOMS.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Mandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Provinsie Transvaal;
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Mandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Oktober 1965 eindig, in die Provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by die werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

A. E. TROLLIP,

Minister van Arbeid.

BYLAE.

NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (TRANSVAAL).

OOREENKOMS

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

Transvaal Clothing Manufacturers' Association

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

Garment Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal), om die Ooreenkoms tussen die twee partye, gedateer 9 Oktober 1956 en gepubliseer by Goewermentskennisgewing No. 2360 van 21 Desember 1956, soos gewysig by Goewermentskennisgewings Nos. 1119, 1337, 1938, 2130 en 591 onderskeidelik van 8 Augustus 1958, 28 Augustus 1959, 27 November 1959, 30 Desember 1960 en 26 April 1963, te wysig deur die bestaande klousule 21 te skrap en dit deur die volgende klousule 21 te vervang:—

Klousule 21.

(1) Hierby word 'n mediese hulpvereniging voortgesit wat ingevolge die Raad se vorige Ooreenkomste ingestel is en bekend staan as die Mediese Hulpvereniging vir die Transvaalse Klerasienywerheid—in hierdie klousule die "Vereniging" genoem.

(2) Each employer shall on the pay-day of each week and from the first pay-day after this Agreement comes into operation deduct the amounts from the wages of each of his employees for whom minimum wages are prescribed in this Agreement and contribute the amounts in respect of such employees as are set out hereunder, provided that no deductions shall be made from the wages of an employee who has worked less than 20 hours in the week in which the deductions fell due:—

- (a) Each employee for whom minimum wages are prescribed in this Agreement shall on each pay-day have 21 cents deducted from his wages.
- (b) To the aggregate amount deducted under sub-clause (a) of this clause, each employer shall add an amount of 14 cents per employee.
- (c) Each employee whose wage including cost of living allowance is R10.51 per week or more shall on each pay-day in addition to the amount stipulated under sub-clause (a) of this clause have deducted from his wages a further amount of 5 cents or, in the case of male employees whose wage including cost of living allowance is R18.10 per week or more, a further amount of 15 cents which shall be paid into a "Special Sick Pay Fund".
- (d) The total amounts deducted under paragraphs (a), (b) and (c) of this sub-clause shall, within seven days from the end of the week in which the deductions fell due be forwarded by the employer to the Secretary of the Council, P.O. Box 5101, Johannesburg, together with a statement in the form of Annexure B to this Agreement.

(3) The funds of the Society shall, subject to the provisions of this clause, be applied to provide members of the Society with medical treatment, medicine and sick pay in case of illness and shall be administered by a management committee appointed by the Council and consisting of five representatives of the employers' organisation and five representatives of the trade union in accordance with the constitution of the Society.

(4) The constitution of the Society may be amended at any time by the management committee subject to the approval of the Council. Should a dispute arise at any time as to the provisions of the constitution or the administration of the Society or any other matter in regard to which the members of the management committee are equally divided the matter shall be referred to the Industrial Council, and in the event of no agreement being reached by the Council such dispute shall be referred to an arbitrator agreed upon by them or failing such agreement, nominated by the Minister of Labour. The arbitrator's decision shall be final.

(5) A copy of the constitution, rules and lists of benefits and amendments thereof shall be lodged with the Secretary for Labour, Pretoria.

(6) A copy of the constitution, rules and lists of benefits and any amendments thereof shall be available for inspection by any registered employer or employee in the industry, at the office of the Society, during ordinary office hours.

(7) A public accountant or accountants appointed by the Industrial Council shall audit the accounts of the Society annually for the period ending 31st December of each year. The audited statement and balance sheet shall thereafter lie for inspection at the office of the Industrial Council and copies thereof shall be transmitted to the Secretary for Labour, Pretoria, The Transvaal Clothing Manufacturers' Association and the Garment Workers' Union of South Africa.

(8) (a) All employees covered by this Agreement are eligible for membership of the Society.

(b) Subject to the provisions of the constitution of the Society, a person shall be deemed to be a member of the Society on payment of one week's contributions provided in this Agreement and shall be issued with a medical aid card.

(c) On payment of R2.10 (two rand ten cents) per annum employers in the Clothing Industry (Transvaal) may become members of the Society, but shall not be entitled to receive sick pay.

(d) Membership of the Society shall cease—

- (i) when a member leaves the industry. A member who becomes unemployed and who does not register for employment shall be deemed to have left the industry. Registering for employment shall mean registering for employment with the Garment Workers' Union of South Africa, the Industrial Council for the Clothing Industry (Transvaal) or the Department of Labour;
- (ii) after a period of 13 weeks continued unemployment;
- (iii) after a period of 26 weeks of continuous illness certified by one of the Society's medical officers.

(2) Elke werkgever moet op die betaaldag van elke week en met ingang van die eerste betaaldag nadat hierdie Ooreenkoms in werking getree het, die bedrae van die lone van elkeen van sy werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word, aftrek en dié bedrae ten opsigte van die werknemers wat hieronder gemeld word, bydra; met dien verstande dat geen bedrag van die loon van 'n werknemer wat vir minder as 20 uur gewerk het in die week waarin die bydraes verskuldig geword het, afgetrek mag word nie:—

- (a) Daar moet op elke betaaldag 21 sent van die loon van elke werknemer vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word, afgetrek word.
- (b) By die totale bedrag wat ingevolge subklausule (a) van hierdie klausule afgetrek is, moet elke werkgever 'n bedrag van 14 sent per werknemer voeg.
- (c) Daar moet, benewens die bedrag voorgeskryf in subklausule (a) van hierdie klausule, op elke betaaldag van die loon van elke werknemer wie se loon, met inbegrip van lewenskostoelae, R10.51 per week of meer beloop, 'n verdere bedrag van 5 sent of, in die geval van manlike werknemers wie se loon, met inbegrip van lewenskostoelae, R18.10 per week of meer beloop, 'n verdere bedrag van 15 sent afgetrek word wat in 'n "Spesiale Siektebesoldigingsfonds" gestort moet word.
- (d) Die totale bedrae wat ingevolge paragraaf (a), (b) en (c) van hierdie subklausule afgetrek is, moet binne sewe dae na die einde van die week waarin die bedrae verskuldig geword het, deur die werkgever aan die Sekretaris van die Raad, Posbus 5101, Johannesburg, gestuur word saam met 'n staat in die vorm van Aanhangsel B van hierdie Ooreenkoms.

(3) Behoudens die bepalings van hierdie klausule, moet die fondse van die Vereniging aangewend word om lede van die Vereniging van geneeskundige behandeling, medisyne en siektebesoldiging in geval van siekte te voorsien, en die fondse moet geadminestreer word deur 'n bestuurskomitee wat deur die Raad aangestel is en wat ooreenkomstig die konstitusie van die vereniging uit vyf verteenwoordigers van die werkgewersorganisasie en vyf verteenwoordigers van die vakvereniging bestaan.

(4) Die konstitusie van die Vereniging mag, behoudens die goedkeuring van die Raad, te eniger tyd deur die bestuurskomitee gewysig word. Indien daar te eniger tyd 'n verskil ontstaan oor die bepalings van die konstitusie of die administrasie van die Vereniging of oor enige ander saak in verband waarmee die lede van die bestuurskomitee gelykop verdeel is, moet die saak na die Nywerheidsraad verwys word, en ingeval die lede van die Raad nie tot 'n ooreenkoms kan geraak nie, moet sodanige verskil na 'n arbiter verwys word oor wie hulle ooreengekom het of, as hulle nie aldus ooreen kan kom nie, 'n arbiter wat deur die Minister van Arbeid benoem is. Die beslissing van die arbiter is finaal.

(5) 'n Kopie van die konstitusie, reëls en lyste van voordele en wysigings daarvan moet by die Sekretaris van Arbeid, Pretoria, ingedien word.

(6) 'n Kopie van die konstitusie, reëls en lyste van voordele en alle wysigings daarvan moet gedurende gewone kantoorure by die kantoor van die Vereniging vir geregistreerde werkgewers of werknemers in die Nywerheid vir insae beskikbaar wees.

(7) 'n Openbare rekenmeester of rekenmeesters deur die Nywerheidsraad aangestel, moet jaarliks die rekenings van die Vereniging ouditeer vir die tydperk wat op 31 Desember van elke jaar eindig. Die geouditeerde staat en balansstaat moet daarna by die kantoor van die Nywerheidsraad ter insae lê, en kopieë daarvan moet aan die Sekretaris van Arbeid, Pretoria, die Transvaal Clothing Manufacturers' Association en die Garment Workers' Union of South Africa gestuur word.

(8) (a) Alle werknemers wat deur hierdie Ooreenkoms gedek word, kan lid van die Vereniging word.

(b) Behoudens die bepalings van die konstitusie van die Vereniging, word 'n persoon geag lid van die Vereniging te wees by betaling van die bydrae vir een week soos in hierdie Ooreenkoms bepaal, en word 'n kaart vir mediese hulp aan hom uitgereik.

(c) By betaling van R2.10 (twee rand en tien sent) per jaar kan werkgewers in die Klerasiennywerheid (Transvaal) lede van die Vereniging word, maar is hulle nie op siektebesoldiging geregtig nie.

(d) Lidmaatskap van die Vereniging eindig—

- (i) wanneer 'n lid die nywerheid verlaat. 'n Lid wat werkloos raak en hom nie vir werk laat registreer nie, word geag die nywerheid te verlaat het. Registrasie vir werk beteken registrasie, met die doel om werk te vind, by die Garment Workers' Union of South Africa, die Nywerheidsraad vir Klerasiennywerheid (Transvaal) of die Departement van Arbeid;
- (ii) na 'n tydperk van 13 weke aanhoudende werkloosheid;
- (iii) na 'n tydperk van 26 weke aanhoudende siekte wat deur een van die Vereniging se geneeskundige beamptes gesertifiseer is.

(e) A worker whose membership has ceased under (d) and who has returned to the industry shall after payment of thirteen (13) consecutive weekly contributions, be deemed to have been a member of the Society for the period of his employment in the industry.

(9) All members from whose wages at least 13 consecutive weekly deductions have not been made shall be entitled to the following benefits:—

(a) The services of a general practitioner appointed by the management committee.

(b) Medicines prescribed by such general practitioner.

(10) All members from whose wages 13 consecutive weekly deductions have been made in terms of sub-clause (2) of this clause shall be entitled to the following benefits:—

(a) The services of a general practitioner and dentist (hereinafter referred to as "medical officers") appointed by the management committee.

(b) Consultations with such specialists as are appointed by the management committee.

(c) Medicines prescribed by the medical officers or specialists of the Society.

(d) Payment of fees for ambulances ordered by the medical officers or specialists of the Society.

(e) Sick pay under the following conditions:—

(i) One week's sick pay for each complete week of absence from work due to illness provided that a certificate covering such period is produced from a medical officer or specialist of the Society.

(ii) If, having been absent from work due to illness for one or more complete weeks, a member continues so to be absent he shall be paid half a week's sick pay only if such absence continues for not less than 3 working days but less than one week.

(iii) Members shall be entitled to sick pay for not more than 12 weeks in any one period of 12 months provided that in case of illness arising from pregnancy not more than 8 weeks sick pay shall be paid. The management committee may in its discretion authorise payment for an additional number of weeks not exceeding three in any one period.

(iv) For all members from whose wages deductions have been made for the number of weeks stated below, sick pay shall be paid on the following basis:—

13 to 25 weeks: R1.50 per week;
26 to 38 weeks: R1.75 per week;
39 to 51 weeks: R1.88 per week;
52 to 64 weeks: R2.00 per week;
65 to 77 weeks: R2.25 per week;
78 to 90 weeks: R2.37 per week;
91 to 103 weeks: R2.50 per week;
104 to 116 weeks: R2.75 per week;
117 to 129 weeks: R3.00 per week;
130 to 142 weeks: R3.25 per week; and
143 weeks or more: R3.60 per week.

(11) (a) Members from whose wages the additional 5c per week has been deducted, in terms of sub-clause (2) (c) of this clause for a period of not less than 26 weeks, shall be entitled to the following additional benefits from the Special Sick Pay Fund:—

(i) For continuous periods of absence from work due to illness 25c (twenty-five cents) for each complete day or R1.40 (one rand forty cents) for each complete week, provided that no payment shall be made if such absence is not for less than 3 complete working days and provided further that the payments referred to in this paragraph shall be limited to the periods set out in sub-clause 10 (e) (iii) of this clause.

(ii) R2 (two rand) per week for the sixteenth and seventeenth complete week of absence due to illness in any one period of twelve months.

(iii) In the discretion of the management committee an additional amount not exceeding R10 (ten rand) in any one period of twelve months.

(b) Whenever in terms of sub-clause (10) and (11) (a) of this clause sick pay is payable to male members from whose wages the additional 15c per week has been deducted in terms of sub-clause 2 (c) of this clause for a period of not less than 26 weeks, such members shall be entitled to additional sick pay from the Special Sick Pay Fund of R2 (two rand) for each complete week or 40c (forty cents) per day for periods of less than one week.

(c) All benefits under this sub-clause shall be paid only if there is an amount of not less than R2,000 (two thousand rand) available in the Special Sick Pay Fund.

(e) 'n Werker wie se lidmaatskap ingevolge (d) geëindig het en wat na die nywerheid terugkeer het, moet na betaling van dertien (13) agtereenvolgende weeklikse bydraes geag word lid van die Vereniging te gewees het vir die tydperk van sy diens in die nywerheid.

(9) Alle lede van wie se lone daar nie minstens 13 agtereenvolgende weeklikse bedrae afgetrek is nie, is geregtig op die volgende voordele:—

(a) Die dienste van 'n algemene praktisyn wat deur die Bestuurskomitee aangestel is.

(b) Medisyne wat deur sodanige algemene praktisyn voorgeskryf is.

(10) Alle lede van wie se lone daar 13 agtereenvolgende weeklikse bedrae ingevolge subklousule (2) van hierdie klousule afgetrek is, is op die volgende voordele geregtig:—

(a) Die dienste van 'n algemene praktisyn en 'n tandarts (hieronder „geneeskundige beampptes” genoem) wat deur die bestuurskomitee aangestel is.

(b) Konsultasies met dié spesialiste wat deur die bestuurskomitee aangestel is.

(c) Medisyne wat deur die geneeskundige beampptes of spesialiste van die Vereniging voorgeskryf is.

(d) Betaling van gelde vir ambulans wat deur die geneeskundige beampptes of spesialiste van die Vereniging ontbied is.

(e) Siektebesoldiging op die volgende voorwaardes:—

(i) Een week siektebesoldiging vir elke volle week afwesigheid van werk weens siekte mits 'n sertifikaat wat die tydperk dek en wat deur 'n geneeskundige beamppte of spesialis van die Vereniging uitgereik is, ingedien word.

(ii) As 'n lid wat weens siekte vir een of meer volle weke van die werk afwesig was, nog steeds aldus afwesig bly, moet die helfte van 'n week se siektebesoldiging aan hom betaal word slegs as sodanige afwesigheid vir minstens drie werkdade maar minder as een week aanhou.

(iii) Lede is op siektebesoldiging vir hoogstens 12 weke in 'n bepaalde tydperk van 12 maande geregtig, met dien verstande dat hoogstens 8 weke siektebesoldiging in gevalle van ongesteldheid weens swangerskap betaal word. Die bestuurskomitee kan na sy goedvinde besoldiging vir hoogstens drie addisionele weke in 'n bepaalde tydperk magtig.

(iv) Aan alle lede van wie se lone bedrae afgetrek is vir die getal weke wat hieronder genoem word, word siektebesoldiging op die volgende grondslag betaal:—

13 tot 25 weke: R1.50 per week;
26 tot 38 weke: R1.75 per week;
39 tot 51 weke: R1.88 per week;
52 tot 64 weke: R2 per week;
65 tot 77 weke: R2.25 per week;
78 tot 90 weke: R2.37 per week;
91 tot 103 weke: R2.50 per week;
104 tot 116 weke: R2.75 per week;
117 tot 129 weke: R3 per week;
130 tot 142 weke: R3.25 per week; en
143 weke of langer: R3.60 per week.

(11) (a) Lede van wie se lone die addisionele 5 sent per week ingevolge subklousule (2) (c) van hierdie klousule afgetrek is vir 'n tydperk van minstens 26 weke, is geregtig op die volgende addisionele voordele uit die Spesiale Siektebesoldigingsfonds:—

(i) Vir ononderbroke tydperke van afwesigheid van werk weens siekte, 25 sent (vyf-en-twintig sent) vir elke volle dag of R1.40 (een rand veertig sent) vir elke volle week; met dien verstande dat geen bedrag betaal word nie as sodanige afwesigheid nie minstens 3 volle werkdade duur nie en voorts met dien verstande dat die besoldiging wat in hierdie paragraaf bedoel word, beperk moet word tot die tydperke wat in subklousule 10 (e) (iii) van hierdie klousule genoem word.

(ii) R2 (twee rand) per week vir die sestiende en sewentiende volle week afwesigheid weens siekte in 'n bepaalde tydperk van twaalf maande.

(iii) Na goedvinde van die bestuurskomitee, 'n addisionele bedrag van hoogstens R10 (tien rand) in 'n bepaalde tydperk van twaalf maande.

(b) Wanneer siektebesoldiging ingevolge subklousules (10) en (11) (a) van hierdie klousule betaalbaar is aan manlike lede van wie se lone die addisionele bedrag van 15 sent per week ingevolge subklousule (2) (c) van hierdie klousule vir 'n tydperk van minstens 26 weke afgetrek is, is sodanige lede geregtig op addisionele siektebesoldiging, uit die Spesiale Siektebesoldigingsfonds, van R2 (twee rand) vir elke volle week, of 40 sent (veertig sent) per dag vir tydperke van minder as 'n week.

(c) Alle voordele kragtens hierdie subklousule word betaal slegs as daar 'n bedrag van minstens R2,000 (twee duisend rand) in die Spesiale Siektebesoldigingsfonds beskikbaar is.

(12) Members of the Society from whose wages deduction have been made regularly for a period of three years (144 deductions) shall, in addition to the benefits mentioned in sub-clauses (10) and (11) of this clause be entitled to the following:—

(a) Operations and treatment free of charge by specialists appointed by the management committee.

(b) Free hospitalisation for such operations and treatment in nursing homes or hospitals approved by the management committee.

(13) (a) For the purpose of calculating sick pay one complete week shall be mean five consecutive working days.

(b) For the purpose of sub-clauses (10) and (11) of this clause, a period of 12 months shall be reckoned from the first day of illness for which sick pay is payable; further periods of 12 months shall be reckoned from the first day of illness for which sick pay is payable after the expiration of the previous period of 12 months.

(c) No sick pay shall be paid in terms of sub-clause (10) and (11) of this clause for any period for which holiday pay is payable.

(14) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, the fund shall continue to be administered by the management committee until it be either liquidated or transferred by the Council to any other fund or funds whose objects shall be solely to benefit the employees of the Clothing Industry (Transvaal).

(15) In the event of the dissolution of the Council or in the event of it ceasing to function during any period in which this Agreement is binding in terms of section thirty-four (2) of the Act, the management committee shall continue to administer the fund, and the members of the committee existing at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes; provided, however, that any vacancy occurring on the committee may be filled by the Minister from employers or employees in the industry as the case may be, so as to ensure an equality of employer and employee representatives and of alternates in the membership of the Committee. In the event of such committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the fund impracticable or undesirable in the opinion of the Minister, he may appoint a trustee or trustees to carry out the duties of the committee and who shall possess all the powers of the committee for such purpose. Upon the expiration of this Agreement the fund shall be liquidated by the committee or the trustees as the case may be, in the manner set forth in sub-clause (16) of this clause; provided that if upon such expiration the affairs of the Council have already been wound up and its assets distributed, the balance of this fund shall be distributed as provided for in section thirty-four (4) of the Act as if it formed part of the general funds of the Council.

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

(17) All administrative and liquidation charges shall be a charge against the funds of the Society.

(18) (a) No person, who has not previously been employed in the industry, or has not worked in the industry during the 12 months preceding the first day of employment shall be employed by an employer after the date of coming into operation of this Agreement unless a certificate showing that such person has been X-rayed during the preceding 12 months and found to be free from T.B. in a contagious form has been obtained either prior to engagement or within two weeks from the date engagement.

(b) All employers shall at the request of the Secretary allow their employees to take time off during their working hours to be X-rayed (whenever a mass X-ray is undertaken by the Society), and no deduction shall be made from the employees' wages for the time lost.

(c) It shall furthermore be a condition of employment that an employee shall at the written request of the Society be X-rayed within a period of two weeks from the date of such request. Any employee who fails to comply with such request shall not be eligible for employment in the Clothing Industry and no employer shall employ such employee.

(19) The management committee shall have the power to determine the amount of sick pay or other benefits to be granted to members and the conditions attached thereto and to vary such amounts and conditions, provided that sick pay and other benefits shall be not less favourable than those provided for in this clause.

Signed at Johannesburg on behalf of the parties on this 15th day of September, 1964.

M. FESTENSTEIN, Chairman.
M. SHEIN, Vice-Chairman.
J. H. THOMAS, Secretary.

(12) Lede van die Vereniging van wie se lone bedrae gereeld afgetrek is vir 'n tydperk van drie jaar (144 aftrekkings), is benewens die voordele wat in subklousules (10) en (11) van hierdie klousule genoem word, op die volgende geregtig:—

(a) Kostelose operasies en behandeling deur spesialiste wat deur die bestuurskomitee aangestel is.

(b) Vry hospitalisasie vir sodanige operasies en behandeling in verpleeginrigtings of hospitale wat deur die bestuurskomitee goedgekeur is.

(13) (a) Vir die berekening van siektebesoldiging beteken een volle week vyf agtereenvolgende werkdade.

(b) Vir die toepassing van subklousules (10) en (11) van hierdie klousule, moet 'n tydperk van 12 maande bereken word vanaf die eerste dag van die siekte waarvoor siektebesoldiging betaalbaar is; verdere tydperke van 12 maande word bereken vanaf die eerste dag van die siekte waarvoor siektebesoldiging betaalbaar is na afloop van die vorige tydperk van 12 maande.

(c) Geen siektebesoldiging word ingevolge subklousules (10) en (11) van hierdie klousule vir enige tydperk waarvoor vakansiebesoldiging betaalbaar is, betaal nie.

(14) Ingeval hierdie Ooreenkoms weens verloop van tyd verval of om 'n ander rede gestaak word, moet die fonds nog deur die bestuurskomitee geadminestreer word totdat dit of gelikwider of deur die Raad oorgedra word na 'n ander fonds of fondse waarvan die oogmerke uitsluitlik daaruit bestaan om die werknemers van die Klerasiennywerheid (Transvaal) te bevoordeel.

(15) Ingeval van die ontbinding van die Raad of ingeval hy sy werksaamhede staak gedurende enige tydperk waarin hierdie Ooreenkoms ingevolge artikel vier-en-dertig (2) van die Wet bindend is, moet die bestuurskomitee aanhou om die fonds te administreer, en dié lede van die komitee wat bestaan op die datum waarop die Raad ophou om te funksioneer of ontbind word, word vir sodanige doeleindes geag lede daarvan te wees; met dien verstande egter dat enige vakature wat in die komitee ontstaan, deur die Minister uit die geledere van die werkgewers of die werknemers in die nywerheid, na gelang van die geval, gevul kan word ten einde te verseker dat die getal werkgewers en werknemersvertegenwoordigers en hul sekondusse in die ledetel van die komitee ewe groot is. Ingeval sodanige komitee nie daartoe in staat is nie of onwillig is om sy pligte na te kom of ingeval hy voor 'n dooie punt te staan kom wat, na die mening van die Minister, die administrasie van die fonds ondoenlik of onwenslik maak, kan hy 'n trustee of trustees aanstel wat die pligte van die komitee moet uitvoer en wat vir hierdie doel al die bevoegdhede van die komitee besit. By die verstryking van hierdie Ooreenkoms moet die fonds deur die komitee of die trustees, na gelang van die geval, gelikwider word op die wyse voorgeskryf in subklousule (16) van hierdie klousule; met dien verstande dat, as die sake van die Raad by sodanige verstryking reeds gelikwider en sy bates verdeel is, die saldo van hierdie fonds ooreenkomstig die bepaling van artikel vier-en-dertig (4) van die Wet verdeel moet word asof dit deel van die algemene fondse van die Raad uitgemaak het.

(16) By die likwidasie van die fonds ingevolge subklousule (14) van hierdie klousule moet die geld wat nog in die krediet van die fonds staan nadat al die eise teen die fonds, met inbegrip van die administrasie- en likwidasiekoste, betaal is, in die fondse van die Raad gestort word.

(17) Alle administrasie- en likwidasiekoste is 'n las teen die fondse van die Vereniging.

(18) (a) Niemand wat nie voorheen in die Nywerheid werksaam was nie of wat nie gedurende die 12 maande onmiddellik voor die eerste dag diens in die Nywerheid werksaam was nie, mag na die datum van inwerkingtreding van hierdie Ooreenkoms deur 'n werkgewer in diens geneem word nie tensy 'n sertifikaat waarin gemeld word dat sodanige persoon gedurende die vorige 12 maande aan 'n X-straalondersoek onderwerp en vry van tuberkulose in 'n aansteeklike vorm bevind is, of voor of binne twee weke na die datum van indiensneming van hom verkry is.

(b) Alle werkgewers moet, wanneer 'n grootskaalse X-straalondersoek deur die Vereniging onderneem word, hul werknemers op versoek van die Sekretaris toelaat om hulle gedurende hul werkure aan 'n X-straalondersoek te onderwerp, en geen bedrag mag vir tyd wat hierdeur verloor word, van die loon van die werknemers afgetrek word nie.

(c) Dit is voorts 'n diensvoorwaarde dat 'n werknemer hom op die skriftelike versoek van die Vereniging aan 'n X-straalondersoek moet onderwerp binne 'n tydperk van twee weke na die datum van sodanige versoek. 'n Werknemer wat versuim om aan sodanige versoek te voldoen, mag nie vir indiensneming in die Klerasiennywerheid in aanmerking geneem word nie en geen werkgewer mag sodanige werknemer in diens neem nie.

(19) Die bestuurskomitee het die bevoegdheid om die bedrag van die siektebesoldiging en ander voordele wat aan lede toegestaan moet word en die voorwaardes daaraan verbonde, te bepaal en om sodanige bedrae en voorwaardes te verander mits die siektebesoldiging en ander voordele nie minder gunstig is nie as dié waarvoor daar in hierdie klousule voorsiening gemaak word.

Namens die partye op hede die 15de dag van September 1964 in Johannesburg onderteken.

M. FESTENSTEIN, Voorsitter.
M. SHEIN, Ondervoorsitter.
J. H. THOMAS, Sekretaris.

No. R. 563.]

[23 April 1965.

INDUSTRIAL CONCILIATION ACT, 1956.

FURNITURE MANUFACTURING INDUSTRY,
SOUTH WESTERN DISTRICTS.

SICK BENEFIT SOCIETY.

The following correction to Government Notice No. R. 121 appearing in *Government Gazette Extraordinary* No. 1011 (Regulation Gazette No. 444) of the 22nd January, 1964, is published for general information.

In the English Version of the Schedule.

Substitute the figure "57" for the figure "75" where it appears for the second time in column (a) in clause 16 (1).

No. R. 563.]

[23 April 1965.

WET OP NYWERHEIDSVERSOENING, 1956.

MEUBELNYWERHEID, SUIDWESTELIKE DISTRIKTE.

SIEKTEBYSTANDSFONDS.

Onderstaande verbeteringe aan Goewermentskennisgewing No. R. 121 wat in *Buitengewone Staatskoerant* No. 1011 (Regulasiekoerant No. 444) van 22 Januarie 1965, verskyn het, word vir algemene inligting gepubliseer.

In die Engelse teks van die Bylae.

Vervang die syfer „75” waar dit vir die tweede keer in kolom (a) in klousule 16 (1) voorkom, deur die syfer „57”.

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