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GOEWERMENSKENNISGEWINGS

**DEPARTEMENT VAN MANNEKRAG-
BENUTTING**

No. R. 2075

21 September 1979

WET OP NYWERHEIDSVERSOENING, 1956

**SUIKERVERVAARDIGINGS- EN -RAFFINEER-
NYWERHEID, NATAL.—OOREENKOMS**

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Suikervervaardigings- en -raffineer-nywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1981 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) en 2, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1981 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (2) van genoemde Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 5 (7) en 23 (2), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1981 eindig, in die gebiede gespesifiseer in klousule 1 (2) van genoemde Ooreenkoms *mutatis mutandis* bindend is vir alle Swartes in

GOVERNMENT NOTICES

**DEPARTMENT OF MANPOWER
UTILISATION**

No. R. 2075

21 September 1979

INDUSTRIAL CONCILIATION ACT, 1956

**SUGAR MANUFACTURING AND REFINING
INDUSTRY, NATAL.—AGREEMENT**

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Sugar Manufacturing and Refining Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1981, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or 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 clauses 1 (1) and 2, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1981, 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 specified in clause 1 (2) of the said Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the said Agreement and with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1981, the provisions of the said Agreement, excluding those contained in clauses 1 (1), 2, 5 (7) and 23 (2), shall *mutatis mutandis* be binding upon all Blacks

diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 2076

21 September 1979

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941

SUIKERVERVAARDIGINGS- EN -RAFFINEER- NYWERHEID, NATAL

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting—

(a) verklaar hierby, kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Suikervervaardigings- en -raffineernywerheid, gepubliseer by Goewermentskennisgewing R. 2075 van 21 September 1979, oor die algemeen vir werknemers wie se werkure en besoldiging ten opsigte van oortydwerk, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet; en

(b) stel hierby, kragtens artikel 54 (1) van genoemde Wet en met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir sodanige tydperk of tydperke as wat genoemde Ooreenkoms kragtens die Wet op Nywerheidsversoening, 1956, bindend mag wees, alle werkgewers wat onderworpe is aan die bepalings van genoemde Ooreenkoms, vry van die vereistes van artikel 21A van eersgenoemde Wet, ten opsigte van werknemers wat ingevolge genoemde ooreenkoms op siektebystand geregtig is.

S. P. BOTHA, Minister van Mannekragbenutting.

BYLAE

NYWERHEIDSRaad VIR DIE SUIKERVERVAARDIGINGS- EN -RAFFINEERNYWERHEID

OOREENKOMS

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

The Sugar Manufacturing and Refining Employers' Association

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

The Amalgamated Engineering Union;
The Natal Sugar Industry Employees' Union;
The South African Electrical Workers' Association;
The Sugar Industry Employees' Association; en
S.A. Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society;

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Suikervervaardigings- en -raffineernywerheid, Natal.

INHOUDSOPGAWE

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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 Blacks in their employ.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 2076

21 September 1979

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941

SUGAR MANUFACTURING AND REFINING INDUSTRY, NATAL

I, Stephanus Petrus Botha, Minister of Manpower Utilisation—

(a) hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Sugar Manufacturing and Refining Industry, published under Government Notice R. 2075 of 21 September 1979, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act; and

(b) hereby, in terms of section 54 (1) of the said Act and with effect from the first Monday after the date of publication of this notice and for such period or periods as the said Agreement may be binding in terms of the Industrial Conciliation Act, 1956, exempt all employers who are subject to the provisions of the said Agreement from the requirements of section 21A of the first-mentioned Act, in respect of employees who are entitled to sick pay in terms of the said Agreement.

S. P. BOTHA, Minister of Manpower Utilisation.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE SUGAR MANUFACTURING AND REFINING INDUSTRY

AGREEMENT

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

The Sugar Manufacturing and Refining Employers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and

The Amalgamated Engineering Union;
The Natal Sugar Industry Employees' Union;
The South African Electrical Workers' Association;
The Sugar Industry Employees' Association; and
S.A. Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society;

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

being parties to the Industrial Council for the Sugar Manufacturing and Refining Industry, Natal.

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INHOUDSOPGAWE

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1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Suikervervaardigings- en -raffineernywerheid, Natal, nagekom word—

(1) deur alle werkgewers wat lede van die werkgewers-organisatie is en deur alle werknemers wat lede van die vakverenigings is;

(2) in die landdrostdistrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermenskennisgewing 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, Pinetown, Port Shepstone en Umzinto, en in die landdrostdistrik Eshowe soos omskryf, voor die heromskrywing van sy plaaslike grense by Goewermenskennisgewing 1356 van 6 September 1963;

(3) ondanks subklousules (1) en (2), is hierdie Ooreenkoms—

(a) van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Vakleerlinge, 1944, of met 'n kontrak wat daarkragtens aangegaan of voorwaardes wat daarkragtens gestel is nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op dié datum wat kragtens artikel 48 van die Wet deur die Minister van Mannekragbenutting vasgestel word en bly van krag tot 31 Maart 1981 of vir sodanige ander tydperk as wat hy bepaal.

3. WOORDOMSKRYWING

Algemene omskrywings

(1) Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in genoemde Wet; waar daar van 'n Wet melding gemaak word, word ook alle wysigings van sodanige Wet bedoel, en tensy die teenoorgestelde bedoeling blyk, word met woorde wat die manlike geslag aandui, ook vroue bedoel; voorts, tensy onbestaanbaar met die sinsverband, beteken—

“Wet” die Wet op Nywerheidsversoening, 1956;

“vakleerling” 'n werknemer wat diens doen ooreenkomstig 'n skriftelike leerkontrak wat deur die Raad erken word of wat ingevolge die Wet op Vakleerlinge, 1944, geregistreer is;

“roep tyd” enige werkperiode wat van 'n werknemer vereis word buite sy gewone werkure en ten opsigte waarvan hy nie voor die voltooiing van sy gewone werkperiode gewaarsku is om hom op 'n bepaalde tyd vir diens aan te meld nie, en met betrekking tot 'n skofwerker, as van hom vereis word om hom met minder as agt uur kennisgewing vir diens aan te meld;

“los werknemer” 'n werknemer wat hoogstens drie dae in 'n bepaalde week by dieselfde werkgewer in diens is;

“chemiese werk” die verrigting van chemiese manipulasies, die opstel, aanpassing of vasstelling van die formules van stowwe en die analitiese kontrolering van die chemiese verwerking van onverwerkte of halfklaar of klaar produkte;

“Raad” die Nywerheidsraad vir die Suikervervaardigings- en -raffineernywerheid;

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1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Sugar Manufacturing and Refining Industry, Natal—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;

(2) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, Pinetown, Port Shepstone and Umzinto, and in the Magisterial District of Eshowe as defined prior to the redefinition of its local limits under Government Notice 1356 of 6 September 1963.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall—

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contract entered into or condition fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower Utilisation in terms of section 48 of the Act, and shall remain in force until 31 March 1981, or for such other period as may be determined by him.

3. DEFINITIONS

General definitions

(1) Any expressions used in this Agreement which are defined in the Act shall have the same meanings as in that Act; a reference to an Act shall include any amendments of such Act, and unless the contrary intention appears words importing the masculine gender shall include females; further, unless inconsistent with the context—

“Act” means the Industrial Conciliation Act, 1956;

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or registered under the Apprenticeship Act, 1944;

“call-out” means any period of work required of an employee outside his normal hours of work in respect of which he has not received warning before completion of his normal work period requiring him to report for duty at a specified time, and in relation to a shift worker if he is required to report for duty with less than eight hours' notice;

“casual employee” means an employee who is employed by the same employer on not more than three days in any week;

“chemical work” means the performance of chemical manipulations, the devising, adjusting or ascertaining of the formulae of substances and the analytical control of the chemical processing of raw or semi-manufactured or finished products;

“Council” means the Industrial Council for the Sugar Manufacturing and Refining Industry;

"dag" die tydperk van 24 uur vanaf middernag tot middernag: Met dien verstande dat dit in die geval van 'n skofwerker 'n tydperk van 24 uur beteken wat gereken word vanaf die tyd waarop die werknemer begin werk;

"noodwerk" alle werk wat weens 'n storm, oorstrooming, brand, ongeluk, epidemie, gewelddaad, diefstal of onklaarmaking van installasie of masjinerie of ander onvoorsiene noodtoestand, onverwyld verrig moet word;

"bedryfsinrigting" enige perseel waar die Suikervervaardigings- en -raffineerwerk beoefen word;

"skofwerker" 'n werknemer wat skofwerk verrig in 'n bedryfsinrigting waar daar op vyf of ses dae per week twee of drie skofte per dag gewerk word;

"korttyd" 'n tydelike vermindering van die getal gewone werkure vanweë algemene onklaarmaking van die installasie of masjinerie as gevolg van 'n ongeluk, oorstrooming of ander onvoorsiene noodtoestand, vanweë omstandighede buite die werkgewer se beheer, of handelslapse of grondstoftekort;

"Suikervervaardigings- en -raffineerwerk" of "Nywerheid" die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of raffinering van suiker in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer moet word;

"loon" die bedrag geld wat ingevolge klousule 4 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos in klousule 6 voorgeskryf: Met dien verstande dat—

(i) as 'n werkgewer aan 'n werknemer gereeld ten opsigte van sodanige gewone werkure 'n bedrag betaal wat hoër is as dié in klousule 4 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

(ii) die eerste voorbehoudsbepaling nie so uitgelê mag word nie dat dit die besoldiging bedoel of insluit wat 'n werknemer, werksaam op enige grondslag soos in klousule 11 vasgestel, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag gewerk het nie.

(2) By die klassifisering van 'n werknemer vir die toepassing van hierdie Ooreenkoms, word hy geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is.

(3) Werkomskrywing en grade:

"day" means the period of 24 hours from midnight to midnight: Provided that in the case of a shift worker it means a period of 24 hours reckoned from the time an employee commences work;

"emergency work" means any work which, owing to storm, flood, fire, accident, epidemic, act of violence, theft, a breakdown of plant or machinery, or other unforeseen emergency, must be done without delay;

"establishment" means any premises on which the Sugar Manufacturing and Refining Industry is carried on;

"shift worker" means an employee who is engaged on shift work in an establishment in which two or three shifts per day, for five or six days per week, are worked;

"short-time" means a temporary reduction in the number of ordinary hours of work due to a general breakdown of plant or machinery caused by accident, flood or other unforeseen emergency, to circumstances beyond the employer's control or to slackness of trade or shortage of raw material;

"Sugar Manufacturing and Refining Industry" or "Industry" means the Industry in which employers and employees are associated for the manufacture and/or refining of sugar in establishments which are liable to registration under the Factories, Machinery and Building Work Act, 1941;

"wage" means the amount of money payable to an employee in terms of clause 4 (1) in respect of his ordinary hours of work as prescribed in clause 6: Provided that—

(i) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1), it means such higher amount;

(ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 11 receives over and above the amount which he would have received if he had not been employed on such a basis.

(2) In grading an employee for the purposes of this Agreement, he shall be deemed to be in that grade in which he is wholly or mainly employed.

(3) Job definitions and grades:

Werkbenaming	Graad	Omskrywing
Ambagsman.....	C2	'n Werknemer wat 'n leerkontrak ingevolge die Wet op Vakleerlinge, 1944, uitgedien het of wat 'n vaardigheidsertifikaat besit wat kragtens artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, deur die Registrateur van Vakleerlinge aan hom uitgereik is, of 'n sertifikaat deur genoemde Registrateur aan hom uitgereik ingevolge of artikel 2 (7) of 7 (3) van genoemde Wet op Opleiding van Ambagsmanne, 1951, of 'n werknemer wat deur die Raad as ambagsman in die Nywerheid gesertifiseer is omdat hy minstens vyf jaar ononderbroke ambagsmanwerk verrig het en sy kwalifikasies of ondervinding hom na die mening van die Raad op sodanige sertifikaat geregtig maak.
Ambagsman se handlangers.....	A2	'n Werknemer wat opgelei is om 'n ambagsman behulpsaam te wees, en wat toepaslike gereedskap en uitrusting kan uitken.
Assistent-onderhoudswerker.....	B2	'n Werknemer wat— (a) onder toesig van 'n ambagsman enige herhalende deel van die werk in die ambag wat hy beoefen, verrig; (b) onder toesig van 'n ambagsman en na skriftelike kennisgewing aan die Nywerheidsraad leer om onderhoudswerker te word, en wat vir 'n tydperk van hoogstens drie jaar in dié hoedanigheid in diens kan wees. Die omvang van die werk wat deur 'n assistent-onderhoudswerker verrig word, word in subklousule (5) uiteengesit.
Assistent-pankoker.....	B3	'n Werknemer wat onder toesig van 'n pankoker toesig het oor een of meer vakuumpanne en dit bedien.
Assistent-drukmasjienbediener.....	B1	'n Werknemer wat die drukmasjienbediener behulpsaam is en hom kan aflas by druk- of kopieeruitrusting.
Assistent-prosestoeshouers.....	B4	'n Werknemer wat 'n prosestoeshouer behulpsaam is met alle prosesfunksies vanaf verheldering tot versending, uitgesonderd die panyvloer.
Assistent-toetsers.....	B1	'n Werknemer wat onder toesig van 'n toetsers monsters voorberei en roetine-ontleding doen.
Versorger van outomatiese filters.....	B2	'n Werknemer wat 'n reeks outomatiese filters versorg.
Vaswerker van filtreersakke van outomatiese filters.....	A3	'n Werknemer wat nuwe/opgeknapte filtreersakke aan rame van outomatiese filters vaswerk.
Bediener van 'n bagasse-graafmasjien.....	B1	'n Werknemer wat 'n bagasse-graafmasjien bedien.
Bediener van bagasse-aflaai-uitrusting.....	A3	'n Werknemer wat bagasse-aflaai-uitrusting bedien.
Saktoewerker.....	A2	'n Werknemer wat vol suikersakke wat deur 'n outomatiese naaimasjien toegemaak is, toewerk.
Sakmassameter.....	A2	'n Werknemer wat 'n outomatiese masjien bedien wat sakke maak en/of sakke op 'n vooraf gestelde massameter massameet.
Baalpers-/laaimasjienverseëlaar.....	A2	'n Werknemer wat baalperse met selfoopmaaksuikersakke vul, met gebruikmaking van 'n baalmasjien, en wat die vol baalperse verseël.
"Bobcat"-drywer.....	B1	'n Werknemer wat 'n "Bobcat"-voertuig dryf.

Werkbenaming	Graad	Omskrywing
Stoomketelbediener.....	C1	'n Werknemer wat in besit is van 'n Staatstoomketelbedienersertifikaat en wat toesig het oor stoomketels in 'n bedryfsinrigting of 'n afdeling van 'n bedryfsinrigting, e wat verantwoordelik is vir die handhawing van die waterstand en stoomdruk van stoomketels.
Stoomketelvoerpompbediener (graad I)	B1	'n Werknemer wat onder toesig van 'n stoomketelbediener, graad I, verantwoordelik is vir die toevoer van voerwater na die stoomketels, die kontrole van druk, temperatuur en die smering van turbines, die toevoer van verkoelingswater na die laers, en die pomp van water na verwarmers en stoomakkumulators.
Stoomketelvoerpompbediener (graad II)	A3	'n Werknemer wat onder toesig van die stoomketelbediener, graad I, verantwoordelik is vir die toevoer van voerwater na die stoomketels, deur die korrekte tenkstande vanuit 'n pomphuis of alternatiewe watertoewoerbronne te handhaaf.
Stoomketelhuishandlangster.....	A2	'n Werknemer wat brandstofvoerhekke met die hand oop- en toemaak, die voermotor aan- en afskakel, brandstofsmoorkleppe skoonmaak, die steenkooltoevoer kontroleer en wat die as en klinkers onder stoomketels kan verwyder, die watertoewoer handhaaf en help om toevoerwatermonsters te neem.
Stoomketelhuistoeshouer.....	B4	'n Werknemer wat 'n stoomketelbediener behulpsaam is by alle aspekte van stoomopwekking en wat toesig hou oor stoomketelhuisklankers.
Stoomketelversorger (graad I).....	B2	'n Werknemer wat onder toesig van die stoomketelbediener, toesig het oor outomatiese stoomketels, wat die doeltreffendheid van die stoomproduksie handhaaf deur die temperatuur en produksie by 'n kontrolepaneel na te gaan, wat gegewens opteken, die water- en bagasse-toevoer reguleer, die afblaas kontroleer, die toevoer regstel, en die oond gereed maak vir stoking.
Stoomketelversorger (graad II).....	B1	'n Werknemer wat 'n stoomketelversorger, graad I, behulpsaam is met sy pligte of een of meer outomatiese stoomketels bedien, sonder om funksies op te teken.
Ketelsteenskoonmaker.....	A2	'n Werknemer wat pype wat met ketelsteen aangepak is, skoonmaak, met gebruikmaking van 'n kragaangedrewe draaiwerktuig.
Stootskrapeerdrywer.....	B1	'n Werknemer wat 'n ligte stootskrapeer dryf.
Versorger van brixapparaat.....	B1	'n Werknemer wat soetstroom- en waterpompe in 'n panhuis versorg, brixinstrumente monitor en grafieke lees wat die graad van brix weergee.
Grofskilder.....	A2	'n Werknemer wat onafgebakende verfwerk op 'n verskeidenheid oppervlakke verrig en ook die nodige voorbereidingswerk doen.
Bediener van bliknaatvormingsmasjien	A2	'n Werknemer wat 'n strooobliknaatvormingsmasjien bedien.
Rietmesopknapper.....	B3	'n Werknemer wat onder toesig van 'n ambagsman 'n verslyte mes in 'n setmaat vasklamp om die regte snyhoek te verseker; die verslyte punt van die lem afsny; met 'n setmaat 'n nuwe mespunt sny; die harde werkkant met gebruikmaking van 'n patroon vasstel; hardvlakking aanwend; die punt in die setmaat vasklamp en dit met 'n vooraf gestelde reguitvlamsnyer afkant; die lem en die punt in die setmaat vasklamp en dit stuikswaai.
Bediener van 'n rietgryper.....	B1	'n Werknemer wat 'n rietgryper bedien, rietmonsters uithaal, hulle gereed maak en ontleed vir vreemde stof, en wat toesig kan hou oor 'n rietgrypermonsternemer.
Rietgrypermonsternemer.....	A3	'n Werknemer wat 'n bediener van 'n rietgryper help om rietmonsters gereed te maak en te ontleed vir vreemde stof.
Toeshouer oor rietwerf.....	B4	'n Werknemer wat toesig hou oor werknemers op die rietwerf, wat die ontvangs en stapeling van rietbondels kontroleer, wat suikerriet volgens soort en teen die vereiste spoed in die meul voer en wat die S.A.S.-trokvervoer kontroleer.
Eethuisassistent.....	A2	'n Werknemer wat sagte ware in 'n eethuis verkoop, die kontant hanteer en behulpsaam is by voorraadopname.
Toeshouer oor 'n karbonatiseerstasie	B4	'n Werknemer wat beheer het oor 'n aantal werknemers graad B3 en laer gegradeerde werknemers in 'n karbonatiseerhuis, wat voorligting kan gee in verband met die uitrusting en dit kan bedien en wat die betrokke registers kan byhou.
Bediener van 'n "Centrifugal".....	A3	'n Werknemer wat om die beurt hand-, bondel-, aaneenwerkende of outomaties veranderlike "Centrifugals" bedien.
Toeshouer oor 'n verkoolhuis.....	B4	'n Werknemer wat beheer het oor werknemers graad B3 en laer gegradeerde werknemers in 'n verkoolhuis, wat voorligting gee in verband met die uitrusting en dit kan bedien en wat die betrokke registers kan byhou.
Chemikus.....	C3	'n Werknemer wat in beheer is van 'n laboratorium waar chemiese werk verrig word, met inbegrip van manipulerings, die gebruik van formules en analitiese kontroliering.
Chevron-groepsnyer.....	A3	'n Werknemer wat gietysterkepe/-chevrons in 'n vooraf gesnyde bestaande chevronpatroon op 'n meulroller uitkap, met gebruikmaking van 'n druklugbeitelmasjien.
Opvangbakversorger.....	A2	'n Werknemer wat die vloei van sap, vesel of ander produkte deur die meule en opvangbakke nagaan en die vloei daarvan aanhelp deur verstoppings waar nodig uit die weg te ruim.
Hoofversorger van houers (bakke of tenks)	A2	'n Werknemer wat houers met soetstroom, stroom of verbrande bene vul.
Verpakker van houers.....	A2	'n Werknemer wat die bodems van houers uittel met geperforeerde plaat en gefiltreerde doek om te voorkom dat die verkoelde bene in aanraking kom met die stroom.
Versorger van skeidingtenks.....	A3	'n Werknemer wat toesien dat die pH-kontroletoestelle in korreksietenks behoorlik werk, wat 'n aantal skeidingtenks versorg, toetse afneem en die nodige aanpassings maak.
Toeshouer oor skeidingtenkseksie...	B4	'n Werknemer wat toesig hou oor graad B3- en laer gegradeerde bedieners in die skeidingtenkseksie.
Bediener van uitrusting in sapskeidingseksie	B2	'n Werknemer wat die uitrusting in die sapskeidingseksie bedien, met die hulp van die proesestoesighouer waar nodig, bv. by aansakeling.
Versorger van skeidingstoestelle.....	A2	'n Werknemer wat moddersappompe volgens die digtheid van die moddersap aan- en afskakel, die sap se helderheid ondersoek en die toevoer en afvloei reguleer om die maksimum helderheid te verkry.
Skoonmaker.....	A2	'n Werknemer wat uitrusting was en ontsmet, soos meule en houers wat die onverwerkte sap opvang.
Klerk—Roetine.....	A3	'n Werknemer wat eenvoudige take verrig wat volledig omskryf is ten opsigte van doel, metode en werking, bv. eenvoudige optel, aftrek, vermenigvuldiging, deling, persentasies of die oordra of vergelyking van inligting. Daar word nie beslissings vereis wat die werkresultaat wesenlik sal beïnvloed nie, d.w.s. ingewikkelde aanpassings of kontrole betreffende die logiese word nie verlang nie.

Werkbenaming	Graad	Omskrywing
Klerk (graad I).....	B3	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie. Die volle omvang van klerklike prosesse in 'n seksie word uitgevoer en kennis van hoe dié prosesse onderling verband hou, is noodsaaklik vir die suksesvolle voltooiing daarvan.
Klerk (graad II).....	B2	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie. Take behels veelvoudige klerklike prosesse van kort siklusse.
Klerk (graad III).....	B1	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie. Take is beperk tot enkelvoudige klerklike prosesse van kort siklusse, bv. eenvoudige kosteberekenings- en boekhouprosedures.
Klerk—Toesighoudende.....	B4	'n Werknemer wat die werk van klerke graad B3 en laer gegradeerde klerke koördineer.
Klerk—Geskoolde.....	C1	'n Werknemer wat 'n groep roetines of prosesse kies en take verrig wat kennis vereis van goed gevestigde reëls, regulasies en prosedures betreffende groepe ingewikkelde klerklike stelsels (bv. voorrade, finansiële boekhouding en kosteberekening). Di basiese onderliggende teoretiese kennis wat vereis word, word gewoonlik verkry deur minstens drie jaar se námatrifikulasiestudie of 'n langer tydperk praktiese onder-vinding.
Kliniekassistent.....	B3	'n Werknemer wat verbande aansit, basiese medisyne uitreik soos deur 'n medies bevoegde persoon gelas en wat aantekeninge hou van medisyne wat gebruik en van pasiënte wat behandel is.
Kompressorversorger.....	A3	'n Werknemer wat kompressors en vakuumenjins versorg, olie nagaan en aanvul en smeermiddels nagaan.
Bediener van betonmenger.....	A2	'n Werknemer wat 'n betonmenger bedien en toesien dat die bestanddele in vaste verhoudings in mengemmers gelaai word.
Vervoerbandbediener.....	A2	'n Werknemer wat 'n vervoerband of elevator bedien.
Kok (graad I).....	B1	'n Werknemer wat toesig hou oor koks (graad II) en/of kombuiswerkers en/of wat verantwoordelik is vir die bereiding en uitreiking van kos.
Kok (graad II).....	A3	'n Werknemer wat eenvoudige kos in grootmaathoeveelhede uit voorgeskrewe rantsoene kook en dit in voorgeskrewe hoeveelhede uitreik.
Verkoelersversorger.....	A2	'n Werknemer wat toesien dat die suiker wat van die koelkomme afval, bymekaar-gemaak en na die uitskotsmelters teruggevoer word om weer gesmelt te word, wat ook die waaiers na die fluïedbed reguleer en die dempers regstel en reguleer om die suiker af te koel.
Bediener van kruisdraer.....	A3	'n Werknemer wat 'n kruisdraer bedien wat suikerriet teen die vereiste spoed in 'n hoofdraer voer en wat die gryptoue trek om die suikerriet af te laai.
Meultoesighouer.....	B4	'n Werknemer wat die werking van die vergruisinginstallasie kontroleer. Dit behels toesig oor werknemers graad B3 en laer gegradeerde werknemers in 'n vergruising-installasie.
Versorger van kristalliseerhouers.....	A3	'n Werknemer wat die vloei van massecuite ("maskwiet") na die "centrifugals" reguleer en die massecuite verdun.
Cush-cush- of sapveselversorger.....	A2	'n Werknemer wat die sapveselsif versorg, verstoppings uit die weg ruim en toesien dat die sap nie oorloop nie.
Versorger van ontkolingsuitrusting....	B1	'n Werknemer wat drooggoondkole ontkool en wat ontkolingsuitrusting versorg.
Bediener van ontkerninstallasie.....	B1	'n Werknemer wat 'n ontkerninstallasie bedien om die veselbagasse te skei en wat die bagasse-tonnemaat opteken.
Bediener van 'n diffusiemasjien ("diffuser")	B2	'n Werknemer wat die diffusieproses van die paneelbord af bedien en kontroleer en wat toesig kan hou oor werknemers graad A by die diffusiewerksaamheid.
Versorger van 'n diffusiedraaikolktenk	A2	'n Werknemer wat 'n diffusiedraaikolktenk versorg en dit skoonmaak.
Diffusietoetser.....	A3	'n Werknemer wat die pH-, Brix- en temperatuurtoetse vir die diffusiewerksaamheid afneem.
Ry-instrukteur.....	B4	'n Werknemer wat verseker dat voertuigdrywers van die Maatskappy die regte ry-standaarde handhaaf en wat nuwe drywers onderrig.
Konkamassameter.....	A2	'n Werknemer wat verskillende spesialiteitsuikerprodukte voorberei vir versending in konkas deur die konkas vol te maak, te massameet en te merk.
Versorger van suikerdroërs (graad I)...	B1	'n Werknemer wat elevators, vervoerbande en 'n uitskotskroef bedien en sodoende die gerigte vloei van die suiker vir verwerking kontroleer, wat die suikergehalte nagaan, monsters neem, die temperatuur aanteken en aantekeninge maak van elke pan suiker wat gedurende die skof gedroog word.
Versorger van suikerdroërs (graad II)...	A2	'n Werknemer wat een of meer suikerdroërs versorg.
Stortwadrywer.....	A3	'n Werknemer wat 'n stortwa dryf.
Versorger van 'n suikerstofvanger.....	A2	'n Werknemer wat 'n suikerstofvanger versorg.
Werknemerkontroleur.....	B4	'n Werknemer wat nuwe werknemers in posisies plaas, wat die toepaslike registers byhou, met die afdelings oor werknemersake skakel en wat toesig kan hou oor 'n tydkantoor.
Kodeerder.....	B1	'n Werknemer wat rekenaarinvoergegewens kodeer.
Versorger van verdampingstoestelle...	A2	'n Werknemer wat 'n reeks outomaties beheerde verdampingstoestelle versorg, pompe en sapverwarmers aan- en afskakel, regstellings doen en ensiemoplossings berei.
Bediener van verdampingstoestelle (graad I)	B3	'n Werknemer wat 'n verdampingstasie, gewoonlik met meer as agt houe, bedien, bv. 'n dampontwikkelende voorverdampingstoestel, gevolg deur een of meer meer-voudige verdampingstoestelle.
Bediener van 'n verdampingstoestel (graad II)	B1	'n Werknemer wat een verdampingstoestel met meervoudige uitwerking bedien.
Filterversorger.....	A3	'n Werknemer wat verantwoordelik is vir die werking van druk-/vakuumfilters.
Bediener van 'n filterafvalstofinstallasie	A3	'n Werknemer wat spoorwegtrokke of vragmotors met filterafvalstof volmaak deur vervoerbande vir die doel in te stel.
Filterdoekhersteller (graad I).....	B1	'n Werknemer wat Johnson Press-filterdoeke, filtreersakke van outomatiese filters, kooldoeke, Rotex sokke en ander seildoekoortreksels herstel, met gebruikmaking van 'n stopmasjien.
Filterdoekhersteller (graad II).....	A2	'n Werknemer wat filterdoeke herstel.
Vurkhywadrywer (lig).....	B1	'n Werknemer wat 'n vurkhywa met 'n hyskrag van minder as vyf ton dryf.
Vurkhywadrywer (swaar).....	B2	'n Werknemer wat 'n vurkhywa met 'n hyskrag van vyf of meer ton dryf.
Suikersakstapelaar.....	A3	'n Werknemer wat lae gestapelde suikersakke volgens 'n bepaalde stelsel pak, en wat ook as leierwerknemer by die bou van stapels kan optree.

Werkbenaming	Graad	Omskrywing
Drywer van 'n voorlaaier.....	B1	'n Werknemer wat 'n ligte of medium voorlaaier dryf.
Smeeder.....	A3	'n Werknemer wat masjinerie olie en smeer, die werking van masjinerie waarneem en ooglopende foute aanmeld.
Drywer van 'n swaardiens voorlaaier..	B2	'n Werknemer wat 'n swaardiensvoorlaaier dryf.
Drywer van 'n swaardiens-/ekstra-swaardiensvragmotor	B2	'n Werknemer wat 'n voertuig van meer as nege ton B.V.M. dryf.
Swaarwieltrekkerdrywer.....	B2	'n Werknemer wat 'n swaarwieltrekker dryf.
Instrumentkaartwisselaar.....	B2	'n Werknemer wat instrumentkaarte byhou, wissel en liasseer.
Klopboorbediener.....	A2	'n Werknemer wat 'n druklugklopboor bedien en stene, beton en grond opbreek.
Johnson Press-handlanger.....	A2	'n Werknemer wat arbeidserswerk in die Johnson Press-seksie van 'n karbonatiseerstasie met die hand verrig.
Johnson Press-bediener.....	B1	'n Werknemer wat die Johnson Press-seksie van 'n karbonatiseerstasie versorg, die uitrusting bedien, registers byhou en toesig hou oor werknemers graad A in 'n karbonatiseerstasie.
Sapbereier.....	A3	'n Werknemer wat sapbereiding kontroleer deur middel van gereelde toetse en regstellings.
Bediener van sapverhitter.....	A3	'n Werknemer wat die vereiste temperatuur van sappe in sapverhitters in stand hou deur die temperatuurmeters te lees en die stoomtoevoerkleppe reg te stel.
Droogoondversorger.....	A2	'n Werknemer wat droë kole uit die oondvultregters verwyder deur elevators en vervoerbande te bedien.
Droogoondbediener.....	B1	'n Werknemer wat 'n aantal oliigestookte droogoonde teen bepaalde temperature bedien.
Kombuiswerker.....	A2	'n Werknemer wat help met die bereiding van kos en wat die kombuis skoonmaak.
Arbeider.....	A1	'n Werknemer wat enige ongeskoolde hande arbeid verrig.
Laboratoriumassistent.....	B4	'n Werknemer wat, onder toesig van 'n chemikus, in beheer is van laboratoriumwerkers, wat spesiale toetse uitvoer en die resultate van toetse ontleed, opteken en opsom.
Laboratoriumversorger.....	A3	'n Werknemer wat onder toesig van 'n toetser op roetinegrondslag sappe filtreer en/of eenvoudige voorbereidingswerk doen.
Laboratoriummassakontroleur.....	B2	'n Werknemer wat monsters uit die verpakkingsmasjien se massameter neem en toepaslike grafieke en opsommings berei.
Wasseryversorger.....	A3	'n Werknemer wat oorpakke en ander klere wat aan werknemers uitgereik word, was en stryk, met gebruikmaking van elektriese of meganiese wasseryuitrusting.
Leierwerknemer.....	A3	'n Werknemer wat 'n leier- werkende lid is van 'n groep werknemers graad A en wat toesig hou oor aspekte van die werk.
Leierlaboratoriumassistent.....	B1	'n Werknemer wat roetinemonsterbereidingswerk verrig, wat verantwoordelik is vir die skoonhou van uitrusting, wat toesig kan hou oor monsternemers, elke uur aflesings in die fabriek doen en die toetsresultate opplak.
Drywer/chauffeur van 'n ligte/medium motorvoertuig	B1	'n Werknemer wat 'n voertuig van minder as nege ton B.V.M. dryf.
Drywer van ligtwieltrekker.....	B1	'n Werknemer wat 'n ligtwieltrekker dryf.
Kalkoondbediener.....	A3	'n Werknemer wat kalk in die kalkoond voer en dit daaruit neem.
Versorger van kalkinstallasie.....	A3	'n Werknemer wat ongebluste kalk tot die vereiste digtheid met water meng deur kalkvoerskroewe, die kalkblusser, roerders en pompe te bedien, en wat die flodder na 'n opgaartenk pomp en die uitrusting skoonmaak en/of smeer.
Versorger van 'n "liquor gallery".....	B2	'n Werknemer wat die vloei van behandelde stroop en stroop na die koolhuis via kleppe en pompe reguleer.
Lokomotiefdrywer.....	C1	'n Werknemer wat 'n stoom-, elektriese of diesellokomotief dryf en wat in besit is van 'n bevoegdheidsertifikaat van die S.A.S. en H.
Bediener van hoofdraer van suikerriet.	A3	'n Werknemer wat die vervoerband van 'n hoofdraer van suikerriet bedien, wat die riet by hulp- of kruisdraers ontvang en dit teen wisselende snelhede aan meule voer ooreenkomstig die vasgestelde voertempo.
Onderhoudswerker.....	B3	'n Werknemer wat nie 'n ambagsman is nie maar wat minstens drie jaar ondervinding as assistent-onderhoudswerker het en wat onder toesig van 'n ambagsman die minder geskoolde werksaamhede van 'n ambagsman kan verrig. Die omvang van die werk van 'n onderhoudswerker word in subklousule (5) uiteengesit.
Merker/Sjabloneerder.....	A2	'n Werknemer wat merke, name of adresse op suikerpakkies sjabloneer.
Massametermasiener.....	A3	'n Werknemer wat vol suikersakke op 'n monstergrondslag massameet om seker te maak dat hulle binne die vasgelegde toleransies is en afwykings aanmeld.
Bediener van massameetbrug.....	A3	'n Werknemer wat 'n massameetbrug bedien.
Massameterversorger.....	A2	'n Werknemer wat massameters in 'n verpakkingstasie uitmekaarhaal en skoonmaak.
Massameterdiensman.....	B2	'n Werknemer wat massameters in 'n verpakkingstasie skoonmaak, smeer en regstel.
Drywer van 'n meganiese skopgraaf...	B1	'n Werknemer wat 'n meganiese skopgraaf dryf.
Smeltversorger.....	B1	'n Werknemer wat al die uitskotsuiker weer smelt en die toevoer afsonderlik massameet en opteken.
Bode.....	A2	'n Werknemer wat boodskappe aflewer, roetine-liasseerwerk doen, pos sorteer en aflewer en wat verversingsdranke kan bedien en skoonmaakwerk kan verrig.
Meulenjiversorger.....	A3	'n Werknemer wat een of meer stoom- of elektriese turbines versorg wat 'n vergruisings-eenheid aandryf en wat vanaf 'n hoofpaneel beheer word.
Meuljenbediener.....	B1	'n Werknemer wat die spoed van een of meer stoom- of elektriese turbines beheer wat 'n vergruiser aandryf om aan te pas by die wisselende toevoer van riet en om te voorkom dat die vergruisers oorlaai word. Sy take kan insluit die nagaan van laers, temperature, drukmeters en oliestand.
Meulplatformbediener.....	B1	'n Werknemer wat die spoed van meulrollers vanaf die meultreinkontrolekamer reguleer om aan te pas by die wisselende toevoer van riet.
Meulrollerhergroewer.....	B3	'n Werknemer wat onder toesig van 'n ambagsman rollers in 'n draaibank opstel; snygereedskap slyp en in die beitelhouer vassit; die rollers afskil; die rollers afmerk en hergroef en dit volgens merke, patrone of mate draai.
Meulrollerboogseiser.....	A2	'n Werknemer wat rollertande grof maak, met gebruikmaking van 'n boogseismasjien.
Mengelaarversorger.....	A2	'n Werknemer wat 'n ononderbroke toevoer van rusuiker aan 'n mengelaar handhaaf en wat 'n stroopdoseerstelsel met die hand bedien indien die outomatiese stelsel onklaar raak.
Meulwerflokomotiefdrywer.....	B3	'n Werknemer wat 'n stoom-, elektriese of diesellokomotief binne die grense van 'n meulwerf dryf hoofsaaklik om suikerriettrouke te rangeer.

Werkbenaming	Graad	Omskrywing
Mengerversorger.....	B1	'n Werknemer wat massecuite ("maskwiet") van panne na mengers afvoer en die massecuite-toevoer na die vultregters en "centrifugals" handhaaf.
Loopkraandrywer.....	B2	'n Werknemer wat 'n loopkraan dryf.
Versorger van 'n melassetenk.....	A2	'n Werknemer wat die tenkstande in stand hou, met gebruikmaking van pompe.
Bediener van 'n grassnyer.....	A2	'n Werknemer wat 'n kragaangedrewe grassnyer bedien.
Bediener van 'n multidraer.....	B1	'n Werknemer wat die spoed van kruis-, hulp- en hoofdraers van 'n beheertoring af kontroleer om aan te pas by die vereiste riettoevoerspoed.
Olieherwiner.....	B2	'n Werknemer wat toesig hou oor die smeer van enjins en ratte, wat meganiese smeermiddels herstel, herwonne olie volgens soort opvang en suiwer en wat die uitreiking van ligte en gesuiwerde herwonne olie kontroleer.
Oorpakhersteller.....	A3	'n Werknemer wat oorpakke en ander kledingstukke herstel, met gebruikmaking van 'n naaimasjien.
Bediener van 'n bobaankraan (graad I)	B2	'n Werknemer wat 'n driedimensionale bobaankraan bedien en wat volgens fyn toleransies met handseine werk.
Bediener van 'n bobaankraan (graad II)	B1	'n Werknemer wat 'n driedimensionale bobaankraan bedien om bondels riet of ander materiaal op te lig, te laai of neer te sit, met gebruikmaking van stroppe, kettings of grypverskuiers waar net ruwe toleransies vereis word.
Versorger van suikerverpakkingsmasjien	A3	'n Werknemer wat 'n suikerverpakkingsmasjien versorg.
Bediener van snelverpakkingsmasjien	B2	'n Werknemer wat 'n snelverpakkingsmasjien bedien wat suiker in selfoopmaaksakke of ander houers verpak en wat verantwoordelik is vir die korrekte massameting.
Verpakkingsstoesighouer.....	B4	'n Werknemer wat in beheer is van 'n skof in die verpakkingstasie, wat toesien dat die masjiene doeltreffend werk, wat werk uitdeel aan werknemers graad B3 en laer gegradeerde werknemers in 'n verpakkingstasie en wat die betrokke registers byhou.
Palettersteller.....	A2	'n Werknemer wat palette herstel en vervang.
Panversorger.....	A3	'n Werknemer wat pankleppe onder toesig van 'n pankoker in volgorde oop- en toemaak, monsters neem, gis met hoëtoets-molassestroop kan meng en vermeng, die pompe kan aanskakel en kan help om 'n pan gereed te maak.
Pankoker.....	B5	'n Werknemer wat in beheer is van 'n panvloer, wat daarvoor verantwoordelik is om alle bedryfstake uit te voer vir die herwinning van suiker uit stroop en om registers by te hou.
Panwerker.....	A2	'n Werknemer wat ongeskoolde take op 'n panvloer uitvoer.
Panhuistoetsighouer (slegs by 'n raffinadery)	B4	'n Werknemer wat toesig hou oor werknemers graad B3 en laer gegradeerde werknemers en wat die betrokke produksieregisters byhou.
Paneelbediener.....	B1	'n Werknemer wat die bediener van die diffusie-apparaat help om die diffusieproses van die paneelbord af te beheer.
Versorger van 'n papierbaalmasjien...	A2	'n Werknemer wat 'n masjien versorg wat afvalpapier wat weggedoen moet word, baal.
Drywer van 'n loonvragwa/spoorweg-trokverskuiwer	B1	'n Werknemer wat 'n loonvragwa of spoorwegtrokverskuiwer dryf.
Pypbekleër.....	A3	'n Werknemer wat bekleding aan pype en houers aanwend en wat vooraf gevormde plaatmetaal aan die bekleding se buitekant kan aanbring.
Kragstasieversorger.....	B3	'n Werknemer wat in beheer is van skofte, wat turbines en generators versorg en onder toesig van die skoftoesighouer meterlesings opteken.
Drukmasjienbediener.....	B2	'n Werknemer wat druk- en kopieeruitrusting bedien.
Prosesassistent.....	C1	'n Werknemer wat klerklike werk verrig, toesig hou oor die laboratoriumwerksaamhede, met inbegrip van die laboratoriumpersoneel, fabrieksverslae en monsterneming, en wat met ander afdelings skakel.
Produksieversorger.....	B3	'n Werknemer wat kookoplostoestelle, verdampstoestelle, drukkokers, stroopsuikerinstallasies, suikerblaastoestelle en strooptoevoerstelsel bedien om spesialeit-suikerprodukte te produseer.
Pompversorger (graad I).....	A3	'n Werknemer wat 'n reeks pompe versorg of in beheer is van 'n klein pomphuis en wat eenvoudige onderhouds- en smeerwerk verrig.
Pompversorger (graad II).....	A2	'n Werknemer wat pompe versorg, die waterstand dop, kleppe bedien en wat smeer waar nodig.
Pomphuisbediener.....	B2	'n Werknemer wat in beheer is van 'n fabriek se pomphuis.
Gehaltekontroleur.....	B2	'n Werknemer wat toesien dat die uitrusting wat gebruik word by die vervaardiging van droëspesialiteitsprodukte doeltreffend werk, wat die gehaltekontroles nagaan, monsters na die fabriek stuur en toesig hou oor werknemers graad A in die droëspesialiteitsafdeling.
Spoorverkeerkontroleur.....	B1	'n Werknemer wat 'n verkeerbeheertoring bedien en registers byhou van alle spoorverkeer.
Baalmasjienversorger.....	A2	'n Werknemer wat beskadigde baalmasjiene met die hand oopmaak, die inhoud in 'n sortexmasjien voer en/of die pakkies suiker weer in sakkies van verskillende baalmasjiengroottes sit.
Herwinningstoesighouer.....	B4	'n Werknemer wat toesig hou oor die werksaamhede van die herwinningseksie.
Reguleringsversorger.....	A2	'n Werknemer wat die vloei van suiker na die voorverpakkingsmasjien reguleer.
Drywer van 'n padveër.....	B1	'n Werknemer wat 'n padveër dryf.
Rotexkamerbediener.....	B1	'n Werknemer wat die suikertoevoer reguleer na die opgaarbakke wat die kleppak- en ander masjiene voer, wat die stand in die opgaarbakke in stand hou en vervoerbande bedien.
Monsterdraer.....	A1	'n Werknemer wat monsters van produkte op 'n roetine grondslag neem en die monsters aflewer.
Monsternemer.....	A2	'n Werknemer wat monsters uit voorgeskrewe bronne neem en hulle aan die laboratorium besorg.
Monsteroptekenaar.....	A3	'n Werknemer wat monsters meet, met gebruikmaking van die toepaslike instrumente, en wat die lesings vir die toetser opteken.
Sanitasiewerker.....	A2	'n Werknemer wat verstopte rioolpype met stange skoonmaak, slykbakke en emmerlatrines skoonmaak en afval verbrand.
Versadigerversorger (E, "saturator")..	A3	'n Werknemer wat karbonatiseerversadigertens, verdampers en selfverdampingstowwe versorg en monsters neem vir pH- en Brixtoetse.
Bromponiebede.....	B1	'n Werknemer wat briewe en pakkies in 'n stedelike gebied op 'n bromponie of motorfiets aflewer en wat roetine-onderhoudswerk aan die bromponie verrig.
Sifversorger.....	A2	'n Werknemer wat toesien dat die materiaal op die regter manier deur die sif vloei en wat siewe skoonmaak en was.

Werkbenaming	Graad	Omskrywing
Veiligheidswag	B1	'n Werknemer wat veiligheidspatrollie- en verkeerswagdiens verrig, wat oortredings van die Maatskappy se regulasies of van die Staat se wette voorkom en aanmeld, wat aan brandbestryding en bystand by eerstehulp kan deelneem en wat roetineverslae skryf.
Veiligheidstoeshouder	B4	'n Werknemer wat gedurende 'n skof die senior rang beklee op diens in 'n aanklagkantoor en wat 'n volle skof veiligheids wagte beheer.
Senior ambagsmanhandlanger	B1	'n Werknemer wat in 'n bepaalde ambag of deel van 'n ambag opgelei en getoets is om 'n ambagsman behulpsaam te wees en/of om toesig te hou oor 'n klein groepie ambagsmanhandlangers, en wat onder toesig van 'n ambagsman werk en kleiner herstelwerkies en/of halfgeskoolde herhalende onderhoudswerk verrig.
Senior grofskilder	B1	'n Werknemer wat afgebakende skilderwerk op 'n verskeidenheid oppervlakke verrig.
Senior veiligheidswag	B3	'n Werknemer wat as tweede-in-bevel van 'n skof optree of aan die hoof staan van 'n klein afdeling van die veiligheids wagte.
Senior skakelbordoperateur	B2	'n Werknemer wat 'n skakelbord bedien, oproepe ontvang, maak en bespreek deur 'n telefoonsentrale, en wat die gebruik daarvan opteken en telefoonrekenings aanpas.
Versorger van 'n rioleringsinstallasie	A2	'n Werknemer wat die roetinetake by 'n rioleringsinstallasie verrig en wat gereeld toetse uitvoer en die resultate opteken.
Stikkermassameter	A3	'n Werknemer wat spesialiteitsuikersakke volmaak, massameet en toestik.
Rangeerder	A3	'n Werknemer wat 'n lokomotiefdrywer behulpsaam is met koppeling, sinjalering, vragte vasmaak en wisseling van spore.
Bediener van 'n roetaanleg ("vliegass")	A2	'n Werknemer wat roetpompe en trilsiwwe bedien en die waterstand in en -toevoer na stoomketels en die roetkamer handhaaf.
Spesialiteitsmasjiëbediener	B2	'n Werknemer wat verpakkingsmasjië vir spesialiteitsuikersoorte bedien, suiker in sakke, sakkies of ander houers verpak, verpakkingsmateriaal voer en die massameting van individuele sakke en sakkiebaalmasjië nagaan.
Spesialiteitsverpakker	A2	'n Werknemer wat op 'n wisselgrondslag enigeen van die hanteertake verrig vir die volmaak en verpakking van vooraf verpakte spesialiteitsuikersoorte.
Stortmasjiëbediener	A3	'n Werknemer wat 'n stortmasjië bedien om die riet te laat kantel en wat die kantelspoed reguleer volgens die hoeveelheid riet op die stortingstafel.
Sjabloonhouer	A3	'n Werknemer wat sjablone sny van klante se name, bestemmings en adresse volgens spesifikasies van die S.A. Spoorweë en wat lêers bywerk en sjablone uitreik.
Voorraadversorger	A3	'n Werknemer wat 'n voorraaduitreiker help met die uitvoer en roetinevoorraadtake en wat 'n klein seksiemagasin of brandstofplek behartig.
Voorraaduitreiker	B1	'n Werknemer wat goedere uitreik op aanvraag van 'n hoofmagasin, en wat onderdele of goedere deur ander vervang wanneer die aangevraagde goedere nie in voorraad is nie.
Suikervoorraadkontroleur	B1	'n Werknemer wat aantekening hou van suiker wat die fabriek verlaat, die werking van alle masjiërie soos vervoerbandmotore en massameters nagaan en die tonnemaat opsom van suiker wat gedurende 'n skof gelewer is.
Suikervoorraaduitreiker	A3	'n Werknemer wat op aanvraag suiker uit 'n magasin uitreik en verwante roetineklieke werk verrig.
Versorger van 'n suikerstrooier	A2	'n Werknemer wat die opberging en vloei van rusuiker in 'n magasin reguleer en wat 'n suikerstrooier en 'n reeks vervoerbande bedien.
Toesighoudende ambagsman	C3	'n Werknemer wat in bevel is van onderhoudswerkers en/of assistent-onderhoudswerkers in 'n bedryfsinrigting of 'n afdeling daarvan, wat beheer oor sodanige werknemers uitoefen, wat toesien dat hulle hul pligte doeltreffend uitvoer en verantwoordelik is vir hul opleiding ooreenkomstig 'n vasgelegde opleidingsprogram.
Toeshouder (graad I)	B4	'n Werknemer wat in bevel is van 'n groep werknemers graad B3 en laer gegradeerde werknemers en wat hul werk koördineer.
Toeshouder (graad II)	B2	'n Werknemer wat toesig hou oor aspekte van die werk van werknemers graad B1 en laer gegradeerde werknemers in die hoedanigheid van leierhandlanger.
Toeshouder (graad III)	B1	'n Werknemer wat in bevel is van 'n groep werknemers graad A.
Strooppankoker (graad I)	B2	'n Werknemer wat 'n strooppaan bedien vir die produksie van gouestroop en invert-suiker.
Strooppankoker (graad II)	B1	'n Werknemer wat 'n pan bedien wat stroopvloeiistowwe herwin.
Skakelbordoperateur	B1	'n Werknemer wat 'n skakelbord bedien en oproepe deur 'n telefoonsentrale ontvang/bespreek.
Tandempaneelbediener	B2	'n Werknemer wat die spoed van die meul beheer om die maksimum ekstrasië en deurgang van suikerriet te verseker.
Tenkversorger	A2	'n Werknemer wat die vloei van stroop reguleer deur die pompkleppe te bedien en wat panne met stroop voer vir pankoking en wat gedurig die brix in die stroop dophou.
Bokseilhanteerder	A2	'n Werknemer wat bokseile oor gelaaide suikertrokke trek en dit vasmaak volgens spesifikasies van die S.A. Spoorweë.
Toetsers	B4	'n Werknemer wat chemiese toetse en ontledings uitvoer waarin alle monstere deur die verskillende prosesstadiums gedek word en wat toesig hou oor die toetspersoneel.
Kantelaarversorger	A3	'n Werknemer wat suikerriet van koekepanne af in 'n vervoerkuil laat kantel deur die bediening van 'n meganiese kantelmeganisme.
Handlanger van drywer van 'n spoorwegtrokverskuiwer	A2	'n Werknemer wat die drywer van 'n spoorwegtrokverskuiwer help om spoorwegtrokke tussen sypore te rangeer deur sinjale te gee, die kables te versit en vas te maak.
Drywer van 'n ruspergraaf ("Traxcavator")	B1	'n Werknemer wat 'n ruspergraaf (traxcavator) dryf.
Pankontroleur	A2	'n Werknemer wat panne in ontvangs neem en versend.
Kleppakmasjiëbediener	A2	'n Werknemer wat 'n kleppakvulmasjië bedien wat sakkies of sakke met suiker volmaak.
Tafelbediende	A2	'n Werknemer wat in 'n kombuis behulpsaam is en by tafels in 'n eetuis bedien en hulle afdek.
Wag	A2	'n Werknemer wat patrolliediens hoofsaaklik in woongebiede verrig, wat eiendomme bewaak en persone wat klaarblyklik die wet oortree, in hegtenis neem.
Bediener van 'n watersuiweringsinstallasie	A3	'n Werknemer wat 'n installasie bedien wat gefiltreerde water verskaf vir gebruik in die raffineerproses.
Wielversorger	A3	'n Werknemer wat buite- en binnebande verwyder en weer aansit en wiele aan voertuie terugsit.
Wenasbediener	A2	'n Werknemer wat spoorwegtrokke in beweging bring of tot stilstand laat kom deur die bediening van 'n kaapstanderwenas, toue en katrolle.

Job Title	Grade	Definition
Artisan.....	C2	Means an employee who has completed a contract of apprenticeship under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either sections 2 (7) or 7 (3) of the said Training of Artisans Act, 1951, or an employee certified by the Council as an artisan in the Industry because he has been continuously employed on artisan's work for a period of not less than five years and in the opinion of the Council his qualifications or experience entitle him to such certificate.
Artisan's hand.....	A2	Means an employee who has been trained to assist an artisan and can identify relevant tools and equipment.
Assistant maintenance worker.....	B2	Means an employee who— (a) under the supervision of an artisan, performs any repetitive part of the work of the trade in which he is engaged; (b) under the supervision of an artisan and after notification in writing to the Industrial Council is learning to be a maintenance worker and who may be so employed for a period not exceeding three years. The scope of work performed by an assistant maintenance worker is set out in sub-clause (5).
Assistant pan boiler.....	B3	Means an employee who under the supervision of the pan boiler is in charge of and operates one or more vacuum pans.
Assistant printing machine operator..	B1	Means an employee who assists and may relieve the printing machine operator on printing or copying equipment.
Assistant process supervisor.....	B4	Means an employee who assists a process supervisor in all process functions from clarification to despatch, excluding the pan floor.
Assistant tester.....	B1	Means an employee who, under supervision of a tester, carries out sample preparations and routine analyses.
Auto filter attendant.....	B2	Means an employee who operates a series of auto filters.
Auto filter envelope sewer.....	A3	Means an employee who sews new/reconditioned envelopes onto auto filter frames.
Bagasse excavator operator.....	B1	Means an employee who operates a bagasse excavator.
Bagasse off-loading attendant.....	A3	Means an employee who operates bagasse off-loading equipment.
Bag sewer.....	A2	Means an employee who sews full sugar bags closed on an automatic sewing machine.
Bag mass-measurer.....	A2	Means an employee who operates an automatic bagging machine and/or mass-measures bags on a pre-set massmeter.
Baler/Loader sealer.....	A2	Means an employee who fills balers with self-opening sugar bags, using a baling machine and who seals the filled balers.
Bobcat driver.....	B1	Means an employee who drives a Bobcat vehicle.
Boiler attendant.....	C1	Means an employee who possesses a Government Boiler Attendant's Certificate, and who is in charge of boilers in an establishment or a department of an establishment and is responsible for the maintenance of the water level and steam pressure of boilers.
Boiler feed pump attendant (Grade I)	B1	Means an employee who, under the supervision of a boiler operator (Grade I), is responsible for the supply of feed water to the boilers, checking pressures, temperatures and lubrication of turbines, the supply of cooling water to bearings and the pumping of water in heaters and steam accumulators.
Boiler feed pump attendant (Grade II)	A3	Means an employee who, under the supervision of the boiler operator (Grade I), is responsible for the supply of feed water to the boilers by maintaining tank levels from a pump-house or alternate water supplies.
Boilerhouse hand.....	A2	Means an employee who manually opens and closes fuel feed gates, starts and stops feeder motor, clears fuel chokes, controls coal feed and may remove ash and clinkers from boilers, maintains water supply and assists in taking feed-water samples.
Boilerhouse supervisor.....	B4	Means an employee who assists a boiler attendant in all aspects of steam raising and supervises boilerhouse employees.
Boiler operator (Grade I).....	B2	Means an employee who, under the supervision of a boiler attendant, is in charge of automatic boilers, maintains steam output efficiency by making temperature and output checks at a control panel, records data, regulates water and bagasse supply, controls blow-down, adjusts feed and prepares furnace for firing.
Boiler operator (Grade II).....	B1	Means an employee who assists a boiler operator (Grade I) in his duties, or operates one or more automatic boilers without recording functions.
Boiler scale cleaner.....	A2	Means an employee who cleans tubes coated with scale, using a powerdriven rotary tool.
Bulldozer driver.....	B1	Means an employee who drives a light bulldozer.
Brixer attendant.....	B1	Means an employee who attends to jet liquor and water pumps in a pan house, monitoring brixing instruments and reading graphs recording the degree of brix.
Brush hand.....	A2	Means an employee who does undemarcated painting work on a variety of surface doing the necessary preparatory work.
Can seamer.....	A2	Means an employee who operates a syrup can seaming machine.
Cane knife renovator.....	B3	Means an employee who, under the supervision of an artisan, clamps a worn knife in a jig to ensure the correct angle of cut; cuts the worn tip from the shank; cuts, by jig, a new knife tip; establishes the hard facing area by use of a template; applies hardfacing; clamps the tip in the jig and chamfers it with pre-set straight line gas cutter; and clamps the shank and the tip in the jig and butt welds it.
Cane grab operator.....	B1	Means an employee who operates a cane grab, extracts samples of cane, preparing them and analysing them for extraneous matter, and who may supervise a cane grab sampler.
Cane grab sampler.....	A3	Means an employee who assists the cane grab operator in the preparation and analysis of cane samples for extraneous matter.
Cane yard supervisor.....	B4	Means an employee who supervises cane yard employees, controls cane bundle receiving and stacking, feeds cane to mill by type and at required speed and controls S.A.R. truck traffic.
Canteen assistant.....	A2	Means an employee who sells soft goods in a canteen, handles cash and assists in taking stock.
Carb station supervisor.....	B4	Means an employee who controls Grade B3 and lower graded employees in a carbonation house, who instructs on and may operate the equipment and who keeps relevant records.
Centrifugal operator.....	A3	Means an employee who operates in rotation manual, batch, continuous or automatic variant centrifugals.

Job Title	Grade	Definition
Char end supervisor.....	B4	Means an employee who controls Grade B3 and lower graded employees in a char house, who instructs on and may operate the equipment and who keeps relevant records.
Chemist.....	C3	Means an employee who is in charge of a laboratory, performing chemical work, including manipulations, formulae use and analytical control.
Chevron sharpener.....	A3	Means an employee who chips out cast iron notches/chevrons in a pre-cut existing pattern of chevrons on a mill roller, using a pneumatic chiseller.
Chute bin attendant.....	A2	Means an employee who checks juice, fibre or other product flow through mills and chutes, assisting flow by clearing blockages as necessary.
Cistern head attendant.....	A2	Means an employee who fills cisterns with liquor, jet or char.
Cistern packer.....	A2	Means an employee who prepares and packs cistern bases with perforated plates and char cloths to prevent the escape of char into the liquor.
Clarification attendant.....	A3	Means an employee who checks the correct operation of pH controllers in correcting tanks and attends a number of clarifiers, making tests and necessary adjustments.
Clarification supervisor.....	B4	Means an employee who supervises Grade B3 and lower graded operators in the clarification section.
Clarification operator.....	B2	Means an employee who operates equipment in the juice clarification department, with assistance from process supervisor as required, e.g. on start up.
Clarifier attendant.....	A2	Means an employee who starts and stops mud pumps according to the density of mud, examines clarity of juice and adjusts feed and outflow to obtain maximum clarity.
Cleansing hand.....	A2	Means an employee who washes and disinfects equipment, such as mills and raw juice receiving vessels.
Clerk—routine.....	A3	Means an employee who performs simple tasks which are completely defined as to purpose, method and operation, e.g. simple addition, subtraction, multiplication, division, percentages or transfer of information or collation of information. No decisions are required which would materially affect the outcome of the job, i.e. complex reconciliations or checks for logic are not required.
Clerk (Grade I).....	B3	Means an employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be predetermined. The full range of clerical processes in a section are performed and a knowledge of how these processes interrelate is essential to their successful completion.
Clerk (Grade II).....	B2	Means an employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be predetermined. Tasks involve multiple short cycle clerical processes.
Clerk (Grade III).....	B1	Means an employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be predetermined. Tasks are confined to single short cycle clerical processes, e.g. simple costing and bookkeeping procedures.
Clerk supervisory.....	B4	Means an employee who co-ordinates the work of Grade B3 and lower graded clerks.
Clerk skilled.....	C1	Means an employee who chooses sets of routines or processes and performs tasks which require a knowledge of well established rules, regulations and procedures relating to groups of complex clerical systems (e.g. stores, financial accounting and cost accounting). The basic underlying theoretical knowledge required is normally obtained through not less than three years' post matric study or a longer period of practical experience.
Clinic assistant.....	B3	Means an employee who applies dressings and issues basic medicines as instructed by a medically competent person, keeping records of medicines used and patients treated.
Compressor attendant.....	A3	Means an employee who attends to compressors and vacuum engines, checking and replenishing oil and checking lubricators.
Concrete mixer operator.....	A2	Means an employee who operates a concrete mixer ensuring that commodities are loaded into mixer buckets in set proportions.
Conveyor attendant.....	A2	Means an employee who attends to a conveyor or elevator.
Cook (Grade I).....	B1	Means an employee who supervises cooks (Grade II) and/or kitchen helpers and/or is responsible for food preparation and distribution.
Cook (Grade II).....	A3	Means an employee who cooks simple bulk quantities of food from prescribed rations and distributes in prescribed quantities.
Cooler attendant.....	A2	Means an employee who ensures that sugar falling from cooler cups is collected and carried to the reject melters for remelting, who also regulates the fan to fluidise bed and adjust and regulate dampers to cool off the sugar.
Cross carrier operator.....	A3	Means an employee who operates a cross carrier feeding cane into a main carrier at the required speed and who pulls grab ropes to unload cane.
Crushing supervisor.....	B4	Means an employee who controls the operation of the crushing plant. This involves the supervision of Grade B3 and lower graded employees in a crushing plant.
Crystalliser attendant.....	A3	Means an employee who regulates the massecuite flow to centrifugals and dilutes massecuite.
Cush-cush attendant.....	A2	Means an employee who attends to a cushion-cush screen, clears blockages and prevents juice overflow.
Decarbonatiser attendant.....	B1	Means an employee who decarbonatises kilned char and operates decarbonatising equipment.
Depithier operator.....	B1	Means an employee who operates a depithier plant separating fibre bagasse and records bagasse tonnage.
Diffuser operator.....	B2	Means an employee who operates and controls the diffuser process from a panel board, and who may supervise Grade A employees in the diffuser operation.
Diffuser swirl tank attendant.....	A2	Means an employee who attends to and cleans a swirl tank.
Diffuser tester.....	A3	Means an employee who performs pH, Brix and temperature tests in the diffuser operation.
Driving instructor.....	B4	Means an employee who ensures that correct standards of driving are maintained by Company drivers and instructs new drivers.
Drum mass-measurer.....	A2	Means an employee who by filling, mass-measuring and marking, prepares speciality sugar products for despatch in drums.
Dryer attendant (Grade I).....	B1	Means an employee who by operating elevators, conveyor belts and a reject scroll, controls the directional flow of sugar for processing, checks sugar quality, takes samples, notes temperatures and keeps a record of every pan dried during the shift.
Dryer attendant (Grade II).....	A2	Means an employee who attends to one or more sugar dryers.
Dumper driver.....	A3	Means an employee who drives a dumper vehicle.

Job Title	Grade	Definition
Dust extractor attendant.....	A2	Means an employee who attends a sugar dust extractor.
Employee controller.....	B4	Means an employee who places incoming employees, maintains relevant records, liaises with departments on employee matters and who may supervise a time office.
Encoding operator.....	B1	Means an employee who encodes computer input data.
Evaporator attendant.....	A2	Means an employee who attends a series of automatically controlled evaporators, starts and stops pumps and juice heaters, adjusts settings and prepares enzyme solutions.
Evaporator operator (Grade I).....	B3	Means an employee who operates an evaporator station, usually of more than eight vessels, e.g. a vapour generating pre-evaporator, followed by one or more multiple evaporators.
Evaporator operator (Grade II).....	B1	Means an employee who operates a single multiple-effect evaporator.
Filter attendant.....	A3	Means an employee who is responsible for the operation of pressure/vacuum filters.
Filter cake plant attendant.....	A3	Means an employee who fills rail trucks or lorries with filter cake by directing conveyor belts.
Filter cloth danner (Grade I).....	B1	Means an employee who repairs Johnson Press filter cloths, auto filter envelopes, char sheets, Rotex socks and other canvas covers, using a darning machine.
Filter cloth danner (Grade II).....	A2	Means an employee who mends filter cloths.
Fork-lift truck driver (light).....	B1	Means an employee who drives a fork-lift truck of less than five tons lift.
Fork-lift truck driver (heavy).....	B2	Means an employee who drives a fork-lift truck of five or more tons lift.
Foundation stacker.....	A3	Means an employee who forms layers of sugar bag stacks to a specified system and who may act as a leading hand in building stacks.
Front-end loader driver.....	B1	Means an employee who drives a light or medium duty front-end loader.
Greaser.....	A3	Means an employee who oils and greases machinery and who observes the operation of machinery and reports obvious faults.
Heavy duty front-end loader driver...	B2	Means an employee who drives a heavy duty front end loader.
Heavy duty/extra heavy duty lorry driver	B2	Means an employee who drives a vehicle over nine tons G.V.M.
Heavy wheeled tractor driver.....	B2	Means an employee who drives a heavy wheeled tractor.
Instrument chart changer.....	B2	Means an employee who maintains, changes and files charts on instruments.
Jackhammer operator.....	A2	Means an employee who operates a pneumatic jackhammer, breaking brick, concrete and earth.
Johnson Press hand.....	A2	Means an employee who performs manual labouring duties in the Johnson Press section of a carbonation station.
Johnson Press operator.....	B1	Means an employee who attends to the Johnson Press section of a carbonation station, operating the equipment, keeping records and supervising Grade A employees in a carbonation station.
Juice preparer.....	A3	Means an employee who controls juice preparation by making regular tests and adjustments.
Juice heater operator.....	A3	Means an employee who maintains the required temperature of juices in juice heaters by reading temperature gauges and adjusting steam supply valves.
Kiln house attendant.....	A2	Means an employee who removes dry char from kiln hoppers, by operating elevators and conveyors.
Kiln house operator.....	B1	Means an employee who operates a number of oil-fired kilns at specified temperatures.
Kitchen helper.....	A2	Means an employee who assists in the preparation of food and cleans a kitchen.
Labourer.....	A1	Means an employee who performs any unskilled manual work.
Laboratory assistant.....	B4	Means an employee who, under the supervision of a chemist is in charge of laboratory staff who carries out special tests, and analyses, records and summarises results of tests.
Laboratory attendant.....	A3	Means an employee who, under the supervision of a tester, performs routine filtering of juices and/or does simple preparation work.
Laboratory mass controller.....	B2	Means an employee who takes samples from packing machine mass meter and prepares relevant graphs and summaries.
Laundry attendant.....	A3	Means an employee who washes and irons overalls and any other garments issued to employees, using electrical or mechanical laundry equipment.
Leading hand.....	A3	Means an employee who is a leading working member of a group of Grade A employees, supervising aspects of the work.
Leading laboratory attendant.....	B1	Means an employee who carries out routine sample preparation work, is responsible for the cleanliness of equipment, may supervise samplers, takes hourly readings in the factory and posts up test results.
Light/Medium motor vehicle driver/ chauffeur	B1	Means a driver of a vehicle under nine tons G.V.M.
Light wheeled tractor driver.....	B1	Means an employee who drives a light wheeled tractor.
Lime kiln operator.....	A3	Means an employee who operates feeding and off-take of lime from a lime kiln.
Lime plant attendant.....	A3	Means an employee who mixes unslaked lime with water to the required density by operating lime feed screws, lime slaker, stirrers and pumps and who pumps the slurry to a reservoir and cleans and/or greases equipment.
Liquor gallery attendant.....	B2	Means an employee who regulates the flow of fine liquor and jet to the char house via valves and pumps.
Locomotive driver.....	C1	Means an employee who drives a steam, electric or diesel locomotive and who possesses a S.A.R. & H. certificate of competency.
Main carrier operator.....	A3	Means an employee who operates a main carrier cane conveyor receiving cane from auxiliary or cross carriers and feeding to mill crushers at varying speeds to conform to the stipulated rate of feed.
Maintenance worker.....	B3	Means an employee who is not an artisan but who has had not less than three years' experience as an assistant maintenance worker and who may be employed on the less skilled operations of an artisan under the supervision of an artisan. The scope of work performed by a maintenance worker is set out in subclause (5).
Marker/stenciller.....	A2	Means an employee who stencils marks, names or addresses onto sugar packages.
Massmeter checker.....	A3	Means an employee who mass-measures filled bags of sugar on a sample basis to ensure that they are within laid-down tolerances and reports variances.
Mass-measuring bridge operator.....	A3	Means an employee who operates a mass-measuring bridge.
Massmeter attendant.....	A2	Means an employee who dismantles and cleans massmeters, in a packing station.
Massmeter serviceman.....	B2	Means an employee who cleans, lubricates and adjusts massmeters in a packing station.
Mechanical shovel driver.....	B1	Means an employee who drives a mechanical shoveller.

Job Title	Grade	Definition
Melter attendant.....	B1	Means an employee who remelts all reject sugar and mass-measures and records intake separately.
Messenger.....	A2	Means an employee who carries messages, does routine filing, sorts and delivers post and who may serve beverages and do cleaning work.
Mill engine attendant.....	A3	Means an employee who attends one or more steam or electric turbines driving a crushing unit, controlled from a main panel.
Mill engine operator.....	B1	Means an employee who controls the speed of one or more steam or electric turbines driving a crusher to conform to the changing feed of cane to prevent overloading of crushers. Tasks may include checking of bearings, temperatures, pressure gauges and oil levels.
Mill platform operator.....	B1	Means an employee who adjusts the speed of mill rollers from the mill train platform, to conform to the changing feed of cane.
Mill roller regroover.....	B3	Means an employee who, under the supervision of an artisan, sets up roller in lathe; grinds cutting tools and sets in tool post; skims roller; marks off roller and regrooves and turns to marks, templates or measurements.
Mill roller arcer.....	A2	Means an employee who roughens roller teeth, using an arc welder.
Mingler attendant.....	A2	Means an employee who maintains a continuous supply of raw sugar to a mingler and operates a syrup dosing system manually if the automatic system fails.
Mill yard locomotive driver.....	B3	Means an employee who drives a steam, electric or diesel locomotive within the confines of a mill yard for the main purpose of shunting cane trucks.
Mixer attendant.....	B1	Means an employee who discharges massecuite from pans to mixers and maintains massecuite supplies to feed hoppers and centrifugals.
Mobile crane driver.....	B2	Means an employee who drives a mobile crane.
Molasses tank attendant.....	A2	Means an employee who maintains levels of tanks, using pumps.
Mower operator.....	A2	Means an employee who operates a power-driven lawn mower.
Multi-carrier operator.....	B1	Means an employee who controls the speed of cross, auxiliary and main carriers from a control tower to conform to the required rate of cane feed.
Oil reclaiming.....	B2	Means an employee who supervises the lubrication of engines and gearings and who repairs mechanical lubricators, collects and launders reclaimed oils according to type and controls the issue of light and laundered reclaimed oil.
Overall repairer.....	A3	Means an employee who repairs overalls and other garments, using a sewing machine.
Overhead crane operator (Grade I).....	B2	Means an employee who operates a three-dimensional overhead crane and works to fine tolerances on hand signals.
Overhead crane operator (Grade II).....	B1	Means an employee who operates a three-dimensional overhead crane for lifting, loading or placing cane bundles or other material, using slings, chains or grabs where rough tolerances only are required.
Packing machine attendant.....	A3	Means an employee who operates a sugar packing machine.
Packing machine operator.....	B2	Means an employee who operates a highspeed packing machine packing sugar into self opening bags or other containers and who is responsible for correct mass-measurements.
Packing supervisor.....	B4	Means an employee who is in charge of a shift in the packing station ensuring that machines operate efficiently, allocating work to Grade B3 and lower graded employees in a packing station and maintaining relevant records.
Pallet repairer.....	A2	Means an employee who repairs and replaces pallets.
Pan attendant.....	A3	Means an employee who, under the supervision of a pan boiler, opens and shuts pan valves in sequence, takes samples and who may mix and blend yeast with high-test molasses syrup, start pumps and assist in preparing a pan.
Pan boiler.....	B5	Means an employee who is in charge of a pan floor and who is responsible for carrying out all operational tasks for the recovery of sugar from syrups, and for the keeping of records.
Pan hand.....	A2	Means an employee who performs unskilled tasks on a pan floor.
Pan house supervisor (refinery only).....	B4	Means an employee who supervises Grade B3 and lower graded employees in the pan house and who keeps relevant production records.
Panel operator.....	B1	Means an employee who assists the diffuser operator in controlling the diffuser process from the panel board.
Paper baling machine attendant.....	A2	Means an employee who attends to a machine for baling waste paper for disposal.
Payload/traverser driver.....	B1	Means an employee who drives a payload or a traverser.
Pipe lagging.....	A3	Means an employee who applies lagging to pipes and vessels and who may affix preformed sheet metal to the lagging exterior.
Power station attendant.....	B3	Means an employee who is in charge of shifts, who attends to turbines and generators and records meter readings under supervision of the shift supervisor.
Printing machine operator.....	B2	Means an employee who operates printing and copying equipment.
Process assistant.....	C1	Means an employee who does clerical work, supervises laboratory operations, including laboratory staff, factory reports and sampling and who liaises with other departments.
Production attendant.....	B3	Means an employee who operates cooker dissolvers, evaporators, pressure cookers, a liquid sugar installation, sugar blower and liquor supply system to produce speciality sugar products.
Pump attendant (Grade I).....	A3	Means an employee who attends to a series of pumps or is in charge of a small pump house and who does simple maintenance and lubrication.
Pump attendant (Grade II).....	A2	Means an employee who attends to pumps, watches levels and operates valves and who lubricates as required.
Pump house operator.....	B2	Means an employee who is in charge of a factory pump house.
Quality controller.....	B2	Means an employee who ensures that equipment used to manufacture dry speciality products is operating efficiently, carries out quality control checks, sends samples to the laboratory and supervises Grade A employees in the dry speciality department.
Rail traffic controller.....	B1	Means an employee who operates a traffic movement control tower and who keeps records of all rail traffic movement.
Rebagging baler attendant.....	A2	Means an employee who opens damaged balers by hand, feeding the contents into a sortex machine, and/or who rebags sugar packets in various baler sizes.
Recovery supervisor.....	B4	Means an employee who supervises the activities of the recovery section.
Regulator attendant.....	A2	Means an employee who regulates the flow of sugar into the pre-packing machine.
Road sweeper driver.....	B1	Means an employee who drives a road sweeper.
Rotex room operator.....	B1	Means an employee who regulates the supply of sugar to bins feeding a valve pack and other machines; who maintains bin levels and operates conveyors.

Job Title	Grade	Definition
Sample carrier.....	A1	Means an employee who samples single products on a routine basis and delivers samples.
Sampler.....	A2	Means an employee who takes samples from prescribed sources and delivers them to the laboratory.
Sample recorder.....	A3	Means an employee who measures samples, using relevant instruments, and who records readings for the tester.
Sanitation hand.....	A2	Means an employee who de-chokes sewerage pipes by rodding, cleans sludge boxes and bucket latrines, and incinerates offal.
Saturator attendant.....	A3	Means an employee who attends to carbonation saturator tanks, evaporators and flash bodies, taking samples for pH and Brix tests.
Scooter messenger.....	B1	Means an employee who delivers letters and parcels in an urban area on a scooter or motor cycle and who does routine scooter maintenance.
Screen attendant.....	A2	Means an employee who ensures the correct flow of material through a screen and cleans and washes screens.
Security guard.....	B1	Means an employee who performs security patrols and point duties, prevents and reports breaches of Company regulations or State laws, who may participate in fire fighting and first-aid assistance, and who writes routine reports.
Security supervisor.....	B4	Means an employee who during a shift is the senior rank on duty in a charge office and who controls a full shift of security guards.
Senior artisan's hand.....	B1	Means an employee who is trained and tested in a particular trade or part of a trade to assist an artisan and/or be a supervisor of a small group of artisan's hands and who works under the supervision of an artisan, doing minor repair work and/or semi-skilled repetitive maintenance work.
Senior brush hand.....	B1	Means an employee who does demarcated painting work on a variety of surfaces.
Senior security guard.....	B3	Means an employee who acts as the second in command of a shift or takes charge of a small detail of security guards.
Senior switchboard operator.....	B2	Means an employee who operates a switchboard and receives, makes and books calls through a telephone exchange and who records usage and reconciles telephone statements.
Sewerage plant attendant.....	A2	Means an employee who performs routine tasks in a sewerage plant and who carries out regular tests and records results.
Sewer mass-measurer.....	A3	Means an employee who fills, mass-measures and sews speciality sugar bags.
Shunter.....	A3	Means an employee who assists an engine driver by coupling, signalling, tightening loads and switching points.
Smut plant attendant.....	A2	Means an employee who operates smut pumps and vibrating screens and maintains water levels and water supply to boilers and smut chamber.
Speciality machine operator.....	B2	Means an employee who operates packing machines for speciality sugars, packs sugar in bags, sachets or other containers, feeds packing materials and checks mass measurement of individual bags and sachet balers.
Speciality packer.....	A2	Means an employee who performs on an interchangeable basis any of the handling operations for filling and packing prepacked speciality sugars.
Spiller operator.....	A3	Means an employee who operates a spiller to tip cane and regulates the speed of tip according to the amount of cane on the spiller table.
Stencil keeper.....	A3	Means an employee who cuts stencils of customers' names, destinations and addresses according to S.A.R. specifications and who maintains files and issues stencils.
Stores attendant.....	A3	Means an employee who assists a stores issuer in carrying out routine stores tasks, and/or attends to a small substore or fuel point.
Stores issuer.....	B1	Means an employee who issues goods on requisitions from a main store and who substitutes alternative parts or goods where requisition items are not in stock.
Sugar stores controller.....	B1	Means an employee who maintains a record of sugar leaving the factory, checks on operation of all machinery such as conveyor belt motors and massmeters and summarises tonnages of sugar made during a shift.
Sugar stores issuer.....	A3	Means an employee who issues sugar from a store on requisition and does related routine clerical work.
Sugar thrower attendant.....	A2	Means an employee who regulates the storage and flow of raw sugar in a store and who operates a sugar thrower and a series of conveyors.
Supervisory artisan.....	C3	Means an artisan who is in charge of maintenance workers and/or assistant maintenance workers in an establishment or department thereof, who exercises control over such employees, who is responsible for the efficient performance by them of their duties and who is responsible for their training in terms of laid-down training programmes.
Supervisor (Grade I).....	B4	Means an employee who is in charge of and who co-ordinates the work of a group of Grade B3 and lower graded employees.
Supervisor (Grade II).....	B2	Means an employee who supervises aspects of the work of Grade B and lower graded employees in a leading-hand capacity.
Supervisor (Grade III).....	B1	Means an employee who is in charge of a group of Grade A employees.
Syrup pan boiler (Grade I).....	B2	Means an employee who operates a syrup pan for the production of golden syrup and invert sugar.
Syrup pan boiler (Grade II).....	B1	Means an employee who operates a pan recovering syrup liquors.
Switchboard operator.....	B1	Means an employee who operates a switchboard and receives/books calls through a telephone exchange.
Tandem panel operator.....	B2	Means an employee who controls the speed of the mill to ensure maximum extraction and throughput of cane.
Tank attendant.....	A2	Means an employee who controls the flow of syrup by operating pump valves and who feeds pans with syrup for pan boiling and keeps a constant check on the brix of the syrup.
Tarpaulin handler.....	A2	Means an employee who covers and secures tarpaulins on loaded sugar trucks according to S.A.R. specifications.
Tester.....	B4	Means an employee who carries out chemical tests and analyses covering all samples through the various process stages and who supervises testing staff.
Tipper attendant.....	A3	Means an employee who tips cane from trams into a conveyor pit by operating a mechanical tipping mechanism.
Traverser attendant.....	A2	Means an employee who assists a traverser driver moving rail trucks between sidings by signalling, moving cables and making secure.
Traxcavator driver.....	B1	Means an employee who drives a traxcavator.
Trays checker.....	A2	Means an employee who receives and despatches trays.

Job Title	Grade	Definition
Valve pack machine operator.....	A2	Means an employee who operates a valve pack filling machine filling pockets or bags with sugar.
Waiter.....	A2	Means an employee who assists in a kitchen and serves and clears tables in a canteen.
Watchman.....	A2	Means an employee who performs patrol duty mainly in residential areas, guarding property and apprehending any person who is obviously breaking the law.
Water purification plant attendant....	A3	Means an employee who operates a plant supplying filtered water for use in the refining process.
Wheel attendant.....	A3	Means an employee who removes and refits tyres and tubes and replaces wheels on vehicles.
Winch operator.....	A2	Means an employee who moves or stops railway trucks by operating a capstan winch, ropes and pulleys.

(4) Tegniese omskrywings:

Rietkapmesmasjien.—'n Masjien waarin heel stronkriet opgekap word deur 'n draai-as waaraan daar 'n groot aantal swaar messe vasgeheg is.

Aaneenwerkende suikersentrifuge.—'n Suikersentrifuge waarin die mandjie se vorm sodanig is dat afskeiding voortdurend plaasvind. Uit hoofde hiervan is die ontwerp en konstruksie van aaneenwerkende masjien veel eenvoudiger as die van 'n konvensionele of bondeltipe masjien.

Ontkernmasjien.—'n Masjien waarin bagasse in sy twee bestanddele, nl. kern en vesel, verdeel word deur dit te maal en te sif.

Messchaertmesse.—'n Skraper of "kam" wat so ingerig is dat dit die dreineergroewe in die rol van 'n suikermeul skoonmaak.

Drukgeut.—'n Geut waarin bewerkte riet of bagasse geforseer word deur die werking van 'n paar gedrewe rolle wat op hul beurt weer die riet of bagasse onder druk in die voeropening van 'n suikermeul voer.

Doelgemaakte pypdraadsmasjien.—'n Elektries aangedrewe masjien wat spesifiek ontwerp is om 'n draad aan die ent van 'n stuk pyp te sny, met gebruikmaking van vooraf gestelde snymoere, en wat voorsien is van stuipers en ander hulpmiddels om die opstel van die masjien te vergemaklik.

Skraapmasjien.—'n Staalplaat moet toepaslik gevormde tande wat so gerangskik is dat dit die omtrekgroewe van 'n suikermeulroller kan skoonmaak.

Rafelmasjien.—'n Masjien waarin gekapte riet vergruis word deur hamers wat aan 'n draai-as vas is.

Suikersentrifuge.—'n Masjien waarin suikerkristalle geskei word van 'n oplossing deur dit te sif deur middel van die sentrifugale krag wat ontwikkel word deur die snelrotasie van 'n mandjie.

Suikermeul.—'n Masjien waarin bewerkte suikerriet of bagasse voortdurend aan hoëdruk onderwerp word ten einde die sap daaruit te druk. Die masjien bestaan basies uit drie parallelle rollers wat deur middel van tandratwerking teen 'n lae spoed aangedryf word en wat so ingerig is dat die bewerkte riet of bagasse tussen die boonste rol en die voerrol gevoer en tussen die boonste rol en die afvoerrol afgevoer word.

Suikermeulhidroulika.—'n Stelsel wat bestaan uit hidrouliese ramme, akkumulators, pompe en pype eur middel waarvan 'n hirouliese las op die suikerriet of bagasse in 'n suikermeul aangewend word. Die ramme is so ingerig dat hulle op die laerhulsel van een of meer van die rolle in die meul werk. Hidrouliese druk van tot 35 MPa word vir dié doel gebruik.

Koppellasse.—Koppelings van die "mof"-tipe ingerig aan elke ent van die as wat die dryfdraaimoment van die ratkas na die rol of rolle van 'n suikermeul oorbring en wat 'n klein wansporing toelaat tussen die ratkas en die meulrolasse.

Bagasse-stortplaat (roller-geleiplaat).—'n Staal- of gietysterplaat wat voorsien is van toepaslik gevormde tande en wat so ingerig is dat dit die rietmassa van die toevoerrolkink tot by die afvoerrolkink in 'n suikermeul kan voer.

(5) Omskrywing van basiese pligte van assistent-onderhoudswerkers en onderhoudswerkers (aan wie die nodige gereedskap soos vereis uitgereik word):

A. Assistent-onderhoudswerker—paswerk (graad B2)

Basiese pligte—onder toesig van 'n ambagsman

(a) Die verwydering van omhulsels en bekleding, en die uitmekaarhaal van die pakstukke van die volgende uitrusting ten einde dit skoon te maak en na te gaan:

- (i) Eentrap-sentrifugale pompe;
- (ii) positiewe verplaspompe;
- (iii) ratkaste waar die krag oorgebring minder as 100 kW is;
- (iv) riet- en bagasse-geute;
- (v) suikerbakke, siklone, droëtoevoer- en -afvoer-geute;
- (vi) suikervervoertoestele en -elevators;
- (vii) handgat- en slikholtedoppe aan stoomketels.

(4) Technical definitions:

Cane knife chopper.—A machine in which whole stick cane is chopped up by a rotating shaft to which a large number of heavy knives are attached.

Continuous sugar centrifugal.—A sugar centrifugal in which the basket is so shaped that separation takes place continuously. By virtue of this fact, a continuous machine is of far simpler design and construction than a conventional or batch type machine.

Depither.—A machine in which bagasse is separated into its two constituents of pith and fibre through the action of pulverising and screening.

Messchaert knives.—A scraper or "comb" arranged to clean the drainage grooves in the roll of a sugar mill.

Pressure chute.—A chute into which prepared cane or bagasse is forced by the action of a pair of driven rolls, which in turn feeds the cane or bagasse under pressure into the feed opening of a sugar mill.

Purpose-made pipe threading machine.—An electrically driven machine specifically designed to cut a thread on the end of a length of pipe, using pre-set dies, and provided with stops and other aids to facilitate setting up.

Scraper.—Steel plate provided with suitably shaped teeth and arranged in a position to clean the circumferential grooves of a sugar mill roller.

Shredder.—A machine in which chopped cane is pulverised by the action of hammers attached to a rotating shaft.

Sugar centrifugal.—A machine in which sugar crystals are separated from a solution by screening, under the action of centrifugal force developed by high speed rotation of a basket.

Sugar mill.—A machine in which prepared sugar cane or bagasse is continuously subjected to high pressure in order to extract the juice from it. The machine basically consists of three parallel rollers driven at a slow speed through gearing and arranged in such a way that prepared cane or bagasse is fed between the top roll and the feed roll, and discharged between the top roll and the discharge roll.

Sugar mill hydraulics.—A system consisting of hydraulic rams, accumulators, pumps and piping, by means of which an hydraulic load is applied to the sugar cane or bagasse in a sugar mill. The rams are arranged to act on the bearing housing of one or more of the rolls in the mill. Hydraulic pressures up to 35 MPa are employed for this purpose.

Tail-bar couplings.—Couplings of "Muff" type arranged at each end of the shaft which transmits the driving torque from the gear-box to the roll or rolls of a sugar mill, and which allow of a small misalignment between the gear-box and mill roll shafts.

Trash plates.—Steel or cast-iron plate provided with suitably shaped teeth and arranged in a position to turn the cane mass from the feed roll nip to the discharge roll nip in a sugar mill.

(5) Definitions of basic duties of assistant maintenance workers and maintenance workers (to whom necessary tools are issued as required):

A. Assistant Maintenance Worker—Fitting (Grade B2)

Basic duties—under the supervision of an artisan

(a) Removing covers and casings and dismantling gasketed joints for the purpose of cleaning or inspecting the following equipment:

- (i) Single stage centrifugal pumps;
- (ii) positive displacement pumps;
- (iii) gear-boxes where the transmitted power is less than 100 kw;
- (iv) cane and bagasse chutes;
- (v) sugar bins, cyclones, drier feed and discharge chutes;
- (vi) sugar conveyors and elevators;
- (vii) handhole and mud-hole caps on boilers.

(b) Die demontering van hermontering van die volgende uitrusting:

- (i) Rietgrypers;
- (ii) rietvervoerkettings en -latte;
- (iii) rubberseëls, skrapers, gordyne en vervoerbandskoonmakers;
- (iv) bagasse-vervoerkettings en -latte;
- (v) suikerelevators;
- (vi) rietmesse (slegs messe);
- (vii) rafelaar (slegs hamers);
- (viii) ketelroosters;
- (ix) assleepwaens.

(c) Die uitmekaarhaal van kleppe en die herpakking van spildrukstukke waar die werkdruk hoogstens 400 kPa is.

(d) Draadsny van pype met 'n diameter van hoogstens 50 mm, met gebruikmaking van doelgemaakte pypdraadsnymasjiene.

(e) Die gebruik van draagbare boormasjiene met 'n diameter van hoogstens 16 mm.

(f) Die gebruik van 'n hidrouliese pers vir herhalingswerk-saamhede, waar die masjien deur die toesighoudende ambagsman opgestel is.

(g) Boorwerk-saamhede met 'n voetstukgemonteerde of werk-bankgemonteerde boormasjiene met 'n diameter van hoogstens 16 mm in metaal en 20 mm in hout.

(h) herhaalde boorwerk-saamhede met 'n radiaalarmboor, met gebruikmaking van setmate of patrone, waar die werk vooraf deur 'n ambagsman opgestel is.

(i) Die gebruik van pypbuiers met 'n diameter van hoogstens 75 mm.

(j) Die gebruik van stokke en snymoere wat met die hand vasgehou word.

(k) Die gebruik van 'n meganiese saag.

(l) Die demontering of hermontering van—

- (i) rollers, laers, flense;
- (ii) 'n suikermeul se hidrouliese uitrusting;
- (iii) koppellasse;
- (iv) skrapers en bagasse-stortplate (roller-geleiplate);
- (v) drukgeute.

(m) Die nagaan en vasdraai van skraapplate en die vassit van Messchaertmesse.

B. Onderhoudswerker—Paswerk (Graad B3)

Basiese pligte—onder toesig van 'n ambagsman

(a) Die verwydering van omhulsels en bekleding, en die uitmekaarhaal van die pakstukklasse van die volgende uitrusting om dit skoon te maak en na te gaan:

- (i) Meertrap- sentrifugale pompe;
- (ii) suikersentrifuges;
- (iii) ketelvoerders en -spreistukke;
- (iv) stoomturbines onder 200 kW;
- (v) stoomenjins en stoomaangedrewe suierpompe;
- (vi) waaiers;
- (vii) hittewisselaars;
- (viii) filters;
- (ix) stoomketels en drukhouers;
- (x) roetblasers.

(b) Die demontering en hermontering van komponente van die volgende uitrusting, uitgesonderd laers, olieseëls, draai-asseëls, rendementkomponente en labirintdrukstukke:

- (i) Eentrap- sentrifugale pompe;
- (ii) positiewe verplaaspompe;
- (iii) kleppe;
- (iv) ratkaste, waar die krag oorgebring minder as 200 kW is;
- (v) band- en kettingaandrywings;
- (vi) askoppelings;
- (vii) band-, skroef- en leivervoerders en -elevators;
- (viii) suikersentrifuges;
- (ix) ketelvoerders en -spreistukke;
- (x) ont kernmasjiene;
- (xi) vragmotorwenasse en -bolders;
- (xii) kraankatrolwielblokke;
- (xiii) stoomketels en drukhouers;
- (xiv) roetblasers.

(c) Die verwydering en vervanging van laers, olieseëls, draai-asseëls, rendementkomponente en labirintdrukstukke van die volgende uitrusting, uitgesonderd hersporing en herstelling:

- (i) Eentrap- sentrifugale pompe met 'n diameter van minder as 50 mm;
- (ii) asgemonteerde reguit- en wurmgedrewe ratkaste, waar die aandryfmotor kleiner as 10 kW is;
- (iii) band- en kettingvervoerderkomponente;
- (iv) aaneenwerkende suikersentrifuges;

(b) Dismantling and reassembling the following equipment:

- (i) Cane grabs;
- (ii) cane carrier chains and slats;
- (iii) rubber seals, scrapers, curtains and belt cleaners;
- (iv) bagasse carrier chains and slats;
- (v) sugar elevators;
- (vi) cane knives (knives only);
- (vii) shredders (hammers only);
- (viii) boiler grates;
- (ix) ash trailers.

(c) Stripping of valves and repacking of spindle glands where the working pressure does not exceed 400 kPa.

(d) Pipe threading up to 50 mm diameter, using purpose-made pipe-threading machines.

(e) Use of portable drilling machines up to 16 mm diameter.

(f) Use of hydraulic press for repetitive operations where the machine has been set up by the supervisory artisan.

(g) Drilling operations on pedestal or bench mounted drilling machines up to 66 mm in metal and 20 mm in wood.

(h) Repetitive drilling operations on radial arm drill, using jigs or templates, where the work has previously been set up by an artisan.

(i) Use of pipe benders up to 75 mm diameter.

(j) Use hand-held stocks and dies.

(k) Use of mechanical saw.

(l) Dismantling and assembling—

- (i) rollers, bearings, flanges;
- (ii) sugar mill hydraulics;
- (iii) tail-bar couplings;
- (iv) scrapers and trash plates;
- (v) pressure chutes.

(m) Checking and tightening scraper plates and securing Messchaert knives.

B. Maintenance Worker—Fitting (Grade B3)

Basic duties—under the supervision of an artisan

(a) Removing covers and casings and dismantling gasketed joints for the purpose of cleaning or inspecting the following equipment:

- (i) Multi-stage centrifugal pumps;
- (ii) sugar centrifugals;
- (iii) boiler feeders and spreaders;
- (iv) steam turbines below 200 kW;
- (v) steam engines and steam driven reciprocating pumps;
- (vi) fans;
- (vii) heat exchangers;
- (viii) filters;
- (ix) boilers and pressure vessels;
- (x) soot-blowers.

(b) Dismantling and assembling components, excluding bearings, oil seals, rotating shaft seals, efficiency components and labyrinth glands, on the following equipment:

- (i) Single-stage centrifugal pumps;
- (ii) positive displacement pumps;
- (iii) valves;
- (iv) gear-boxes, where the transmitted power is less than 200 kW;
- (v) belt and chain drives;
- (vi) shaft couplings;
- (vii) belt, screw and slate conveyors and elevators;
- (viii) sugar centrifugals;
- (ix) boiler feeders and spreaders;
- (x) depithers;
- (xi) truck winches and bollards;
- (xii) crane sheave blocks;
- (xiii) boilers and pressure vessels;
- (xiv) soot-blowers.

(c) Removing and replacing bearings, oil seals, rotating shaft seals, efficiency components and labyrinth glands, excluding realignment or readjustment on the following equipment:

- (i) Single-stage centrifugal pumps below 50 mm;
- (ii) shaft mounted spur and worm drive gear-boxes, where the driving motor is smaller than 10 kW;
- (iii) belt and chain conveyor components;
- (iv) "continuous" sugar centrifugals;

- (v) waaiers tot hoogstens 50 kW;
- (vi) remmoteerstukke vir suikerriet;
- (vii) 'n suikermeul se hidrouliese uitrusting.

(d) Die verwydering en vervanging van volledige eenhede, uitgesonderd die montering en hersporing van koppelings, band- en kettingaandrywings: Met dien verstande dat waar die totale massa wat opgeheys moet word meer as 500 kg is, die toesig van 'n takelaar nodig is ten opsigte van die volgende:

- (i) Sentrifugale pompe;
- (ii) ratkaste;
- (iii) positiewe verlaaspompe;
- (iv) waaiers;
- (v) hidrouliese uitrusting.

(e) Die vervanging van geslyte of defekte komponente en skuifpenne van kragooringstelsels waar die krag oorgebring minder as 20 kW is.

(f) Die verwydering en vervanging van katrolle, ratkettings en koppelings met spitsluitep hegstukke.

(g) Onderhouds- en herstelwerk aan die hidrouliese pype van die volgende uitrusting:

- (i) Assleepwaens wat toegerus is met hidrouliese stortsilinders;
- (ii) 'n suikermeul se hidrouliese uitrusting.

(h) Die herpakking van drukstukke aan pompe en kleppe, waar die werkdruk hoogstens 1 000 kPa is.

(i) Pypdraadsnywerk, met gebruikmaking van doelgemaakte pypdraadsmasjiene.

(j) Die gebruik van slypmasjiene wat gemonteer is op voetstukke en werkbanke.

(k) Die aanmeld by 'n ambagsman van defekte aan uitrusting in 'n bepaalde seksie ten opsigte van—

- (i) die stewigheid van hegstukke en vasmaakstukke;
- (ii) die slytasie van onderdele wat van buite sigbaar is;
- (iii) oormatige hitte, trilling en geraas van uitrusting;
- (iv) die wanrigting van kragooringstelsels;
- (v) lekke in pypleidings.

C. Assistent-onderhoudswerker—Elektrotegnies (Graad B2) Basiese pligte—onder toesig van 'n ambagsman

(a) Spesifieke werk aan rubber- en PVC-geïsoleerde kables soos volg, waar die werk wat gedoen is weer nagesien kan word:

- (i) Die aanwending van isoleermateriaal in opdrag van die toesighoudende ambagsman;
- (ii) die lê van kables in slote, leypype en op rakke;
- (iii) die gebruik van 'n handkrimp tang om kloue aan kabelsterkte vas te sit.

(b) Die demontering van koutomote wat vooraf ontkoppel is en hoogstens 4 kW groot is, om hulp op te knap en na te sien, maar uitgesonderd die verwydering en vervanging van laers.

(c) Die nagaan, byvul en vervanging, waar nodig, van die volgende:

- (i) Transformatorasemdroogmiddel;
- (ii) osb-olie;
- (iii) aansitbatterysuur;
- (iv) batterysuur.

(d) Die demontering, montering en vervanging, waar nodig, aan elektriese uitrusting met 'n spanning van hoogstens 250 V en wat voorheen ontkoppel is, soos hieronder uiteengesit:

- (i) Propkoppe;
- (ii) ligte en ligtoebehore van 'n huishoudelike aard,
- (iii) straatlampe;
- (iv) sekondêre kables en toebehore van sweismasjiene;
- (v) werklampe.

(e) Die roetineonderhoud van selfstandige lugversorgings-eenhede wat vooraf aan die elektriese toevoer ontkoppel is.

(f) Die herwinning van oortollige kables wat ontkoppel is.

D. Onderhoudswerker—Elektrotegnies (Graad B3)

Basiese pligte—onder toesig van 'n ambagsman

(a) Die afmaak en voorbereiding vir die las (maar nie die las self nie) van rubber- en PVC-kables vir 'n werkspanning van hoogstens 600 V, waar die werk weer nagesien kan word.

(b) Leypype sny, buig en draadsny, met saals vasheg en leipyp toebehore installeer.

(c) Die demontering van koutomote wat vooraf ontkoppel is en hoogstens 32 kW groot is, om hulle op te knap en na te sien, maar uitgesonderd die verwydering en vervanging van laers.

(d) Die demontering, montering en vervanging van komponente aan huishoudelike elektriese uitrusting met 'n spanning van hoogstens 250 V en wat aan die toevoer ontkoppel is.

- (v) fans up to 50 kW;
- (vi) cane brake assemblies;
- (vii) sugar mill hydraulics.

(d) Removing and replacing complete units, excluding fitting and realignment of couplings, belt drives and chain drives: Provided that where the total mass to be lifted exceeds 500 kg the supervision of a rigger is required, in respect of the following:

- (i) Centrifugal pumps;
- (ii) gear-boxes;
- (iii) positive displacement pumps;
- (iv) fans;
- (v) hydraulic equipment.

(e) Replacement of worn or defective components and shear pins on power transmissions where the transmitted power is less than 20 kW.

(f) Removing and replacing pulleys, sprockets and couplings with "taper-lock" type attachments.

(g) Maintenance and repair work on hydraulic piping on the following equipment:

- (i) Ash trailers fitted with hydraulic dumping cylinders;
- (ii) sugar mill hydraulics.

(h) Repacking of glands on pumps and valves, where the working pressure does not exceed 1 000 kPa.

(i) Pipe threading, using purpose-made pipe-threading machines.

(j) Use of pedestal and bench grinders.

(k) Reporting of defects to artisan on equipment in a specified section in respect of—

- (i) security of attachments and fastenings;
- (ii) wear of parts externally visible;
- (iii) excessive heat, vibration and noise of equipment;
- (iv) misalignment of transmissions;
- (v) leaks in pipe-lines.

C. Assistant Maintenance Worker—Electrical (Grade B2)

Basic duties—under the supervision of an artisan

(a) Specific work on rubber and PVC-insulated cables, where it is possible to over-inspect the work done, as follows:

- (i) Applying insulating materials as directed by the supervisory artisan;
- (ii) running cables in trenches, conduit and on racks;
- (iii) use of hand crimping tool for securing lugs on cable tails.

(b) Dismantling squirrel cage motors which have been previously disconnected, up to 4 kW in size, for the purpose of overhaul or inspection, but excluding the removal and replacement of bearings.

(c) Checking, topping up and replacement, where necessary, of the following:

- (i) Transformer breather dessicant;
- (ii) O.C.B. oil;
- (iii) starter electrolyte;
- (iv) battery acid.

(d) Dismantling, assembling and replacement, where necessary, on electrical equipment which operates on a voltage not exceeding 250 V and has been previously disconnected, as specified hereunder:

- (i) Plug tops;
- (ii) lights and light fittings of domestic type;
- (iii) street lamps;
- (iv) welding machine secondary cables and fittings;
- (v) lead lights.

(e) Routine maintenance of self-contained air conditioning units which have been previously disconnected from the electrical supply.

(f) Reclamation of redundant cables which have been disconnected.

D. Maintenance Worker—Electrical (Grade B3)

Basic duties—under the supervision of an artisan

(a) Making off and preparing for jointing, excluding jointing, rubber and PVC cables for a working voltage not exceeding 600 V, where it is possible to overinspect the work.

(b) Cutting, bending and threading of conduit, securing with saddles, and installation of conduit fittings.

(c) Dismantling squirrel cage motors which have been previously disconnected, up to 32 kW in size, for the purpose of overhaul or inspection, but excluding the removal and replacement of bearings.

(d) Dismantling, assembling and replacing components on domestic electrical equipment which operates on a voltage not exceeding 250 V and has been isolated from the supply.

E. Assistent-onderhoudswerker—Sweiswerk (Graad B2)**Basiese pligte—onder toesig van 'n ambagsman**

(a) Die gebruik van boogswaisuitrusting, waar die ambagsman vooraf die sweiselektrode en die sweisstroombroekies het, om die volgende werk te verrig:

(i) Die oppervlakverharding van slyvlakke, waar die grootte deur 'n setmaat bepaal word, waar die oppervlakafwerking nie belangrik is nie en waar oppervlakvoorbereiding en voorafverhitting nie nodig is nie;

(ii) herhalingsweising van bestaande komponente waar groot-toleransie of onbelangrik is of vooraf deur 'n setmaat bepaal is.

(b) Herhalingsny van sagtestaalplate en -seksies met oksiasitileenuitruiting volgens setmate en/of patrone.

(c) Die verwydering van oortollige uitrusting waar oksiasitileensnywerk vereis word.

(d) Die gebruik van draagbare slypmasjiene vir die ruwe afwerking van gesweiste komponente.

F. Onderhoudswerker—Sweiswerk (Graad B3)**Basiese pligte—onder toesig van 'n ambagsman**

(a) Die gebruik van boogswaisuitrusting om die volgende werk te verrig:

(i) Die bestryking van sweismetaal om oppervlakverharding aan te bring;

(ii) die sweis van lasse aan vooraf gemonteerde fabriekasies, uitgesonderd drukhouers of drastrukture, waar die sweiselektrode vooraf deur die ambagsman uitgekies is.

(b) Die gebruik van oksiasitileenuitruiting vir die volgende werk:

(i) Die gewone gebruik van 'n profielfrees en reguitsny-masjiene wat deur die ambagsman opgestel is;

(ii) gewone vryhandsnywerk, ter voorbereiding vir sweiswerk, van staalplate en -seksies wat nie vir drukonderdele of drastrukture bedoel is nie.

4. BESOLDIGING

(1) Behoudens klousule 5 van hierdie Ooreenkoms, mag geen werkgewer vir werk geklassifiseer in die onderskeie grade in klousule 3 (3) gespesifiseer, minder betaal en mag geen werknemer minder aanneem as die lone hieronder vermeld nie:

(a) In alle ander gebiede as die munisipale gebied van Durban, met ingang van:

Graad	Datum van inwerkingtre-ding van hierdie Ooreen-koms			1 April 1980		
	Per uur	Per week	Per maand	Per uur	Per week	Per maand
A1....	c	R	R	c	R	R
A2....	55,5	25,53	110,63	61	28,06	121,59
A3....	63,5	29,21	126,57	70	32,20	139,53
B1....	72,5	33,35	144,51	80	36,80	159,46
B2....	83,5	38,41	166,44	92	42,32	183,38
B3....	95	43,70	189,36	104,5	48,07	208,30
B4....	108,5	49,91	216,27	119	54,74	237,20
B5....	125	57,50	249,16	137,5	63,25	274,08
C1....	155	71,30	308,96	170,5	78,43	339,86
C2....	187,5	86,25	373,75	206,5	94,99	411,62
C3....	204,5	94,07	407,63	225	103,5	448,5
	223	102,58	444,51	245,5	112,93	489,36

(b) In die munisipale gebied van Durban, met ingang van:

Graad	Datum van inwerkingtre-ding van hierdie Ooreen-koms			1 April 1980		
	Per uur	Per week	Per maand	Per uur	Per week	Per maand
A1....	c	R	R	c	R	R
A2....	66	30,36	131,56	73	33,58	145,51
A3....	76	34,96	151,49	84	38,64	167,44
B1....	87	40,02	173,42	96	44,16	191,36
B2....	99	45,54	197,34	109	50,14	217,27
B3....	115	52,90	229,23	126,5	58,19	252,15
B4....	132	60,72	263,12	145	66,70	289,00
B5....	149	68,54	297,00	164	75,44	326,90
C1....	182	83,72	362,78	200	92	398,66
C2....	223	102,58	444,51	245	112,70	488,36
C3....	245	112,70	488,36	270	124,20	538,20
	266	122,36	530,22	293	134,78	584,00

E. Assistent Maintenance Worker—Welding (Grade B2)**Basic duties—under the supervision of an artisan**

(a) Use of arc welding equipment on which the welding electrode and welding current have been pre-selected by the artisan, for carrying out the following:

(i) Hard facing of wearing parts, where the size is determined by a jig, where the surface finish is unimportant, and where surface preparation or pre-heat is not required;

(ii) repetitive welding of existing components, where size tolerance is either unimportant or is predetermined by a jig.

(b) Repetitive cutting of mild steel plate and sections with oxy-acetylene equipment, to jigs and/or templates.

(c) Removal of redundant plant, where oxy-acetylene cutting is required.

(d) Use of portable grinders for rough dressing of welded components.

F. Maintenance Worker—Welding (Grade B3)**Basic duties—under the supervision of an artisan**

(a) Use of arc welding equipment for carrying out the following:

(i) Laying on of weld metal for the purpose of building up or hard facing;

(ii) welding of joints on pre-assembled fabrications, excluding pressure vessels or load-bearing structures, where the welding electrode has been pre-selected by the artisan.

(b) Use of oxy-acetylene equipment for the following work:

(i) General use of profile cutter and straight line cutter which have been set up by the artisan;

(ii) general free hand-cutting, in preparation for welding, of steel plates and sections not intended for pressure parts or load bearing structures.

4. REMUNERATION

(1) Subject to clause 5 of this Agreement, no employer shall pay and no employee shall accept less for work classified in the respective. Grades specified in Clause 3 (3) than the under-mentioned wages:

(a) In all areas, other than the municipal area of Durban, with effect from:

Grade	The date of coming into operation of this Agree-ment			1 April 1980		
	Per hour	Per week	Per month	Per hour	Per week	Per month
A1....	c	R	R	c	R	R
A2....	55,5	25,53	110,63	61	28,06	121,59
A3....	63,5	29,21	126,57	70	32,20	139,53
B1....	72,5	33,35	144,51	80	36,80	159,46
B2....	83,5	38,41	166,44	92	42,32	183,38
B3....	95	43,70	189,36	104,5	48,07	208,30
B4....	108,5	49,91	216,27	119	54,74	237,20
B5....	125	57,50	249,16	137,5	63,25	274,08
C1....	155	71,30	308,96	170,5	78,43	339,86
C2....	187,5	86,25	373,75	206,5	94,99	411,62
C3....	204,5	94,07	407,63	225	103,5	448,5
	223	102,58	444,51	245,5	112,93	489,36

(b) In the municipal area of Durban, with effect from:

Grade	The date of coming into operation of this Agree-ment			1 April 1980		
	Per hour	Per week	Per month	Per hour	Per week	Per month
A1....	c	R	R	c	R	R
A2....	66	30,36	131,56	73	33,58	145,51
A3....	76	34,96	151,49	84	38,64	167,44
B1....	87	40,02	173,42	96	44,16	191,36
B2....	99	45,54	197,34	109	50,14	217,27
B3....	115	52,90	229,23	126,5	58,19	252,15
B4....	132	60,72	263,12	145	66,70	289,00
B5....	149	68,54	297,00	164	75,44	326,90
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C2....	223	102,58	444,51	245	112,70	488,36
C3....	245	112,70	488,36	270	124,20	538,20
	266	122,36	530,22	293	134,78	584,00

Met dien verstande dat 'n werknemer se loon nie verlaag mag word gedurende die seisoen wanneer daar nie gemaak word nie, ondanks die feit dat hy vir ander werk van 'n hoër klas gebruik word.

Alle werknemers in grade C1-C3 wat onderskeidelik op die datum van inwerkingtreding van hierdie Ooreenkoms en op 1 April 1980 minstens vier maande diens in die Nywerheid gehad het en in diens is in werk wat in hierdie Ooreenkoms teen 'n hoër loon ingedeel word as wat in die Ooreenkoms voorgeskryf word, moet op hierdie datums minstens die werklike loon betaal word wat hulle op die dag vóór sodanige datums ontvang het, plus minstens 15c per uur: Met dien verstande dat 'n werkgever sodanige bykomende bedrag van 15c kan verminder met die bedrag van enige vrywillige verhoging wat aan 'n werknemer toegestaan is vóór die onderskeie genoemde datums maar nie vóór onderskeidelik 1 Januarie 1979 en 1 Januarie 1980 nie.

Alle werknemers in grade A1-B5 wat op die datum van inwerkingtreding van hierdie Ooreenkoms minstens vier maande diens in die Nywerheid gehad het en in diens is in werk wat in hierdie Ooreenkoms teen 'n hoër loon ingedeel word as die minimum loon vir hul grade in die Ooreenkoms voorgeskryf, moet met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms minstens die werklike loon betaal word wat hulle op die dag vóór sodanige datum ontvang het, plus minstens vyf persent, maar hulle moet in elk geval nie meer betaal word nie as die voorgeskrewe minimum loon in klousule 4 uiteengesit vir die volgende hoogste graad bo die graad waarin hulle ingedeel is: Met dien verstande dat 'n werkgever sodanige bykomende bedrag van vyf persent kan verminder met die bedrag van enige vrywillige verhoging wat aan 'n werknemer toegestaan is vóór die genoemde datum maar nie vóór 1 Januarie 1979 nie.

Los werknemer.—'n Los werknemer moet vir elke dag of gedeelte van 'n dag diens minstens 'n dag se loon betaal word, bereken, wanneer hy ooreenkomstig klousule 6 (1) (a) werk, teen een vyfde, en, wanneer hy ooreenkomstig klousule 6 (1) (b) werk, teen een kwart, van die weekloon vir 'n werknemer wat dieselfde klas werk verrig as dié wat van 'n los werknemer vereis word, en wie se uurloon vir oortydwerk of ander doeleindes sy dagloon is, gedeel deur die getal gewone daaglikse ure vir 'n los werknemer voorgeskryf in klousule 6 (1) (a) of (b), na gelang van die geval.

(2) **Kontrakgrondslag.**—Vir die toepassing van hierdie klousule is die grondslag vir die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, weekliks, en moet 'n werknemer, behoudens subklousule (4) en klousule 5 (6), ten opsigte van 'n week minstens die volle weekloon vir 'n werknemer van sy klas voorgeskryf, betaal word, ongeag of hy in daardie week die maksimum getal gewone ure soos in klousule 6 (1) voorgeskryf of minder gewerk het.

(3) **Skoftoelae.**—Elke werknemer van wie vereis word om as skofwerker diens te doen, moet 'n toelae van 7½ persent ontvang, bereken teen die loon verskuldig vir alle skofure aldus gewerk: Met dien verstande dat sodanige werkers 'n volle skof moet voltooi alvorens hulle vir sodanige toelae kwalifiseer.

(4) **Differensiële loon.**—'n Werkgever wat van 'n werknemer vereis of hom toelaat om, of benewens sy eie werk of in plaas daarvan, op 'n bepaalde dag werk van 'n ander graad te verrig waarvoor 'n hoër loon as dié van sy eie graad in subklousule (1) voorgeskryf word, moet aan sodanige werknemer ten opsigte van sodanige werk minstens die uurloon betaal vir sodanige hoër graad vir die hele tyd wat hy aldus gewerk het.

(5) **Berekening van lone.**—(a) Die weekloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy uurloon vermenigvuldig met 46.

(b) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur—

(i) vyf, in die geval van 'n werknemer wat vyf dae per week werk;

(ii) ses, in die geval van elke ander werknemer.

(c) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

(6) Niks in hierdie Ooreenkoms mag die uitwerking hê dat dit die netto kontantloon of -salaris of ander voordeel wat op die datum van inwerkingtreding van hierdie Ooreenkoms aan 'n werknemer betaal is, verlaag nie.

(7) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag 'n werkgever niemand anders as 'n ambagsman en 'n vakleerling vir ambagswerk in diens neem nie: Met dien verstande dat hierdie bepaling nie op werknemers in grade C1-C3 van toepassing is gedurende tydperke wanneer daar geen toepassing is gedurende tydperke wanneer daar geen riet gemaak word nie.

(8) **Voorbehoudsbepaling.**—Subklousules (1), (2) (3) en (4) is nie op vakleerlinge van toepassing nie.

Provided that no employee's wages shall be reduced during the non-crushing season, notwithstanding the fact that he is employed on other work of a lower grade.

Every employee in Grades C1-C3 who on the date of coming into operation of this Agreement and on 1 April 1980, respectively, has had not less than four months service in the Industry and is employed on work classified in this Agreement at a wage higher than that prescribed in the Agreement, shall be paid on these dates not less than the actual wage of which he was in receipt on the day preceding such dates, plus not less than 15c per hour: Provided that an employer may reduce such additional amount of 15c by the amount of any voluntary increase granted to an employee prior to the respective dates mentioned but not prior to 1 January 1979 and 1 January 1980, respectively.

Every employee in Grades A1-B5 who, on the date of coming into operation of this Agreement, has had not less than four months service in the Industry and is employed on work classified in this Agreement at a wage higher than the minimum rate prescribed for his grade in the Agreement, shall be paid, with effect from the date of coming into operation of this Agreement, not less than the actual wage of which he was in receipt on the day preceding such date, plus not less than five per cent, but shall not, in any case, be paid more than the prescribed minimum rate detailed in clause 4 for the next highest grade to the grade in which he has been classified: Provided that an employer may reduce such additional amount of five per cent by the amount of any voluntary increase granted to an employee prior to the date mentioned but not prior to 1 January 1979.

Casual employee.—For each day or part of a day of employment a casual employee shall be paid not less than a day's wage calculated, when he is employed under clause 6 (1) (a), at one fifth, and under clause 6 (1) (b), at one quarter of the weekly wage for an employee performing the same class of work as the casual employee is required to perform, and whose hourly rate for overtime or other purpose shall be his daily wage divided by the number of daily ordinary hours prescribed in clause 6 (1) (a) or (b), as the case may be, for a casual employee.

(2) **Basis of contract.**—For the purposes of this clause, the basis of contract of employment of an employee, other than a casual employee, shall be weekly and, save as provided in subclause (4) and in clause 5 (6) an employee shall be paid in respect of a week not less than the full weekly wage for an employee of his class, whether he has in that week worked the maximum number of ordinary hours prescribed in clause 6 (1) or less.

(3) **Shift allowance.**—Every employee required to work as a shift worker shall receive an allowance of 7½ per cent calculated on the wage due for all shift hours so worked: Provided that only the completion of a full shift shall qualify for such allowance.

(4) **Differential wage.**—An employer who requires or permits an employee to perform on any day, either in addition to his own work or in substitution therefor, work of another grade for which a rate higher than his own is prescribed in subclause (1) shall pay such employee in respect of such work not less than the hourly rate for such higher grade for the total time so worked.

(5) **Calculation of wages.**—(a) The weekly wage of an employee, other than a casual employee, shall be his hourly wage multiplied by 46.

(b) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by—

(i) five, in the case of an employee who works a five-day week;

(ii) six, in the case of every other employee.

(c) The monthly wage of an employee shall be four and a third times his weekly wage.

(6) Nothing contained in this Agreement shall have the effect of reducing the net cash wage or salary or other benefit which was being paid to any employee at the date of coming into operation of this Agreement.

(7) Save as specifically elsewhere provided for in this Agreement, no employer shall employ any person, other than an artisan and an apprentice, on artisan's work: Provided that this provision shall not apply to employees in Grades C1-C3 during periods when no cane crushing operations are taking place.

(8) **Savings.**—The provisions of subclauses (1), (2), (3) and (4) shall not apply to apprentices.

5. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousule 7 (3), moet alle bedrae wat aan 'n werknemer verskuldig is, weekliks of, by ooreenkoms, maandeliks, in kontant aan hom betaal gedurende die werkure of binne 15 minute ná uitskeityd op die gewone betaaldag van die bedryfs-inrigting, wat nie later mag wees nie as die sesde dag van die maand of die derde dag van die week wat volg op dié ten opsigte waarvan betaling geskied of, by diensbeëindiging, as dit voor die gewone betaaldag plaasvind en sodanige besoldiging moet ingesluit wees in 'n verseëelde koever of houer waarop, of wat vergesel gaan van 'n staat waarop, die volgende gemeld moet word:

- (a) Die werkgewer se naam;
- (b) die werknemer se naam of sy nommer op die betaalstaat en sy beroep;
- (c) die getal gewone werkure deur die werknemer gewerk;
- (d) die getal oortydure deur die werknemer gewerk;
- (e) die werknemer se loon en sy klassifikasiegraad;
- (f) besonderhede van besoldiging vir Sondagwerk of enige ander besoldiging uit hoofde van die werknemer se diens;
- (g) besonderhede van alle bedrae wat afgetrek is;
- (h) die werklike bedrag wat aan die werknemer betaal word;

en

- (i) die tydperk ten opsigte waarvan betaling geskied;

en sodanige koever of houer waarop hierdie besonderhede aangeteken is, of sodanige staat, word die eiendom van die werknemer.

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

(3) *Premies.*—Geen bedrag mag of regstreek of onregstreeks aan 'n werkgewer betaal of deur hom aangeneem word ten opsigte van die indiensneming of opleiding van 'n werknemer nie: Met dien verstande dat hierdie subklousule nie van toepassing is nie op 'n opleidingskema waartoe die werkgewer wettiglik moet bydra.

(4) *Koop van goedere.*—'n Werkgewer mag nie van sy werknemer vereis dat hy goedere van hom of van 'n winkel of persoon wat hy aanwys, koop nie.

(5) *Inwoning.*—Behoudens die bepalinge van die Swartes (Stadsgebiede) Konsolidasiewet, 1945, en van die Wet op Swart Arbeid, 1964, mag 'n werkgewer nie van sy werknemer vereis dat hy by hom of by 'n ander persoon of op 'n plek wat hy aanwys, moet inwoon nie.

(6) *Boetes en aftrekkings.*—Behoudens die bepalinge van subklousule (7), mag 'n werkgewer sy werknemer geen boetes ople of enige bedrag, uitgesonderd dié hieronder genoem, van sy werknemer se besoldiging aftrek nie:

(a) Met die skriftelike toestemming van sy werknemer, 'n bedrag vir vakansie-, siekte-, versekerings-, voorsorg- of pensioenfondse;

(b) behoudens klousule 10 (1), wanneer 'n werknemer van sy werk afwesig is om 'n ander rede as op las of op versoek van sy werkgewer, of afwesig is weens 'n ongeluk of swak gesondheid, 'n bedrag wat eweredig is aan die tydperk van sodanige afwesigheid;

(c) 'n bedrag wat 'n werkgewer regtens of op bevel van 'n bevoegde hof moet of mag aftrek;

(d) wanneer 'n werknemer instem of ingevolge die Swartes (Stadsgebiede) Konsolidasiewet, 1945, of die Wet op Swart Arbeid, 1964, verplig is om van sy werkgewer kos of rantsoene en/of inwoning aan te neem, hoogstens:

Per maand

R

Kos of rantsoene.....	15,00
Inwoning.....	5,00
Kos of rantsoene en inwoning.....	20,00

Met dien verstande dat as die inwoning wat aan die werknemer verskaf word 'n selfstandige huis is, dan huurgeld waaroor die werkgewer en die werknemer moet ooreenkom. Ingeval die werkgewer en die werknemer nie oor die bedrag van die huur kan ooreenkom nie, moet die saak na die Raad verwys word, wat moet beslis watter bedrag vir huur afgetrek moet word;

(e) wanneer die gewone werkure voorgeskryf in klousule 6 (1), vanweë korttyd verminder word, 'n bedrag bereken teen sy uurloon, ten opsigte van elke uur van sodanige vermindering: Met dien verstande dat geen bedrag afgetrek mag word nie—

(i) in die geval van korttyd as gevolg van 'n tydelike slapte in die Industrie, tensy die werkgewer sy werknemer minstens 24 uur vooraf kennis gegee het van sy voorneme om die gewone werkure aldus te verminder;

5. PAYMENT OF REMUNERATION

(1) *Employees other than casual employees.*—Save as provided in clause 7 (3), any amount due to an employee shall be paid in cash weekly, or by agreement monthly, during the hours of work or within 15 minutes of ceasing work on the usual pay-day of the establishment which shall not be later than the sixth day of the month or the third day of the week following that in respect of which payment is made, or on termination of employment if this takes place before the usual pay-day and shall be contained in a sealed envelope or container on which shall be recorded, or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his occupation;
- (c) the number of ordinary hours worked by the employee;
- (d) the number of overtime hours worked by the employee;
- (e) the employee's wage and his classification grade;
- (f) the details of remuneration for Sunday work or any other remuneration arising out of the employee's employment;
- (g) details of any deductions made;
- (h) the actual amount paid to the employee; and
- (i) the period in respect of which payment is made;

and such envelope or container on which these particulars are recorded, or such statement, shall become the property of the employee.

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

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee: Provided that this subclause shall not apply in respect of a training scheme to which the employer is legally required to contribute.

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

(5) *Lodging.*—Save as provided in the Blacks (Urban Areas) Consolidation Act, 1945, and in the Blacks Labour Act, 1964, an employer shall not require his employee to lodge with him or with any person or at any place nominated by him.

(6) *Fines and deductions.*—Save as provided in subclause (7), an employer shall not levy any fines against his employee nor shall he make any deduction from his employee's remuneration other than the following:

(a) With the written consent of his employee, a deduction for holiday, sick, insurance, provident or pension funds;

(b) save as provided in clause 10 (1), when an employee is absent from work other than on the instructions or at the request of his employer or, is absent owing to accident or ill-health, a deduction proportionate to the period of such absence;

(c) a deduction of any amount which an employer is legally or by any order of any competent court required or permitted to make;

(d) when an employee agrees or is required, in terms of the Blacks (Urban Areas) Consolidation Act, 1945, or the Blacks Labour Act, 1964, to accept from his employer board or rations and/or lodging, a deduction not exceeding the amount specified hereunder:

Per month

R

Board or rations.....	15,00
Lodging.....	5,00
Board or rations and lodging.....	20,00

Provided that if the lodging supplied to the employee is a self-contained house, a rental to be agreed upon between the employer and the employee. In the event of the employer and the employee being unable to agree to the amount of rental, the question shall be referred to the Council who shall determine the amount of rental to be deducted;

(e) whenever the ordinary hours of work prescribed in clause 6 (1) are reduced on account of short-time, a deduction at his hourly rate in respect of each hour of such reduction: Provided that no deduction shall be made—

(i) in the case of short-time arising out of temporary slackness of trade, unless the employer has given his employee not less than 24 hours' notice of his intention so to reduce the ordinary hours of work;

(ii) in die geval van korttyd as gevolg van 'n algemene onklaarraking van installasie of masjinerie weens 'n ongeval of ander onvoorsiene noodtoestand, ten opsigte van die eerste uur wat daar nie gewerk word nie;

(f) aftrekkings vir heffings van die Raad voorgeskryf in klousule 18 van hierdie Ooreenkoms.

(7) Elke werkgever moet op gesag van hierdie Ooreenkoms van die loon van elkeen van sy werknemers wat deur hierdie Ooreenkoms geraak word en wat lid is van enigeen van die vakverenigings wat partye by hierdie Ooreenkoms is, lopende ledegelde en bydraes wat deur sodanige werknemer aan die vakvereniging betaal moet word, aftrek, en die bedrae aldus afgetrek iedere maand, en wel uiterlik op die 10de dag van elke maand, aan die sekretaris van die vakvereniging stuur, saam met 'n lys waarop die fabrieksnummers, die name van die werknemers, en die bedrae wat afgetrek is, voorkom. Aftrekkings wat ingevolge hierdie klousule gedoen word, mag nie gestaak word sonder die skriftelike toestemming van die betrokke vereniging nie.

6. WERKURE, GEWONE EN OORTYDURE, EN BETALING VIR OORTYDWERK

(1) Die gewone werkure van 'n werknemer is hoogstens—

(a) in die geval van 'n bedryfsinrigting wat ses dae per week werk—

(i) 46 uur in 'n week van Maandag tot en met Saterdag;

(ii) agt uur op 'n dag, tensy die ure op een dag hoogstens vyf is, en in so 'n geval moet die ure op elkeen van die ander dae hoogstens agt en 'n half op 'n dag wees; en

(iii) in die geval van 'n los werknemer, agt en 'n half op 'n dag;

(b) in die geval van 'n bedryfsinrigting wat vyf dae per week werk—

(i) 46 uur in 'n week van Maandag tot en met Vrydag;

(ii) nege en 'n kwart op 'n dag; en

(iii) in die geval van 'n los werknemer, nege en 'n kwart op 'n dag.

(2) *Etenspouses.*—'n Werkgever mag nie van 'n werknemer vereis of hom toelaat om langer as vyf uur aaneen sonder 'n pouse van minstens een uur te werk nie en in die pouse mag geen werk verrig word nie, en sodanige pouse word nie geag deel van die gewone of oortydwerkure uit te maak nie: Met dien verstande dat—

(i) as sodanige pouse langer as een uur duur, die tydperk wat dit langer as een en 'n kwart uur duur, geag moet word gewone werkure te wees;

(ii) werktydperke wat deur 'n pouse van minder as een uur onderbreek word, geag moet word aaneenlopend te wees.

(3) *Werkure moet agtereenvolgend wees.*—Behoudens subklousule (2), moet alle werkure agtereenvolgend wees.

(4) *Oortyd.*—Alle tyd wat daar langer gewerk word as die getal ure wat in subklousule (1) ten opsigte van 'n dag, uitgesonderd 'n Sondag, of 'n week, voorgeskryf word, word geag oortyd te wees.

(5) *Beperking van oortyd.*—'n Werkgever mag nie van sy werknemer vereis of hom toelaat om langer as 10 uur in 'n week oortyd te werk nie.

(6) *Vroulike werknemers.*—Ondanks andersluidende bepalinge in hierdie klousule, mag 'n werkgever nie van 'n vroulike werknemer vereis of haar toelaat om soos volg te werk nie:

(i) Tussen 18h00 en 06h00;

(ii) na 13h00 op meer as vyf dae in 'n week;

(iii) oortyd vir meer as twee uur op 'n dag;

(iv) oortyd op meer as drie agtereenvolgende dae;

(v) oortyd op meer as 60 dae in 'n jaar;

(vi) oortyd ná voltooiing van haar gewone werkure vir meer as een uur op 'n dag, tensy hy—

(aa) sodanige werknemer vóór die etenspouse van daardie dag kennis daarvan gegee het; of

(ab) sodanige werknemer van 'n toereikende ete voorsien het voordat sy met die oortydwerk moet begin; of

(ac) sodanige werknemer minstens 25c betyds genoeg betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat sy met die oortydwerk moet begin.

(7) *Betaling vir oortyd.*—(a) 'n Werkgever moet 'n werknemer wat oortyd werk minstens die volgende betaal:

(i) In die geval van 'n los werknemer, een en 'n derde maal sy uurloon;

(ii) in the case of short-time arising out of a general breakdown of plant or machinery due to accident or other unforeseen emergency in respect of the first hour not worked;

(f) deductions for Council levies as prescribed in clause 18 of this Agreement.

(7) Every employer shall by authority of this Agreement deduct from the wages of each of his employees affected by this Agreement who is a member of any of the trade unions which are a party to this Agreement, current subscriptions and contributions payable by such employee to the trade union and shall forward to the Secretary of the union the amounts thus deducted month by month and not later than the 10th day of each month, together with a list showing the factory numbers, names of the employees and the amounts deducted. Deductions made in terms of his clause shall not cease without the written consent of the union concerned.

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

(1) The ordinary hours of work of an employee shall not exceed—

(a) in the case of an establishment in which a six-day week is observed—

(i) 46 hours in any week from Monday to Saturday, inclusive;

(ii) eight hours on any day, unless the hours on one day do not exceed five, in which case the hours on each of the other days shall not exceed eight and a half on any day; and

(iii) in the case of a casual employee, eight and a half on any day;

(b) in the case of an establishment in which a five-day week is observed—

(i) 46 hours in any week from Monday to Friday, inclusive;

(ii) nine and a quarter on any day; and

(iii) in the case of a casual employee, nine and a quarter on any day.

(2) *Meal intervals.*—An employer shall not require or permit an employee to work for more than five hours continuously without an interval of not less than one hour during which no work shall be performed, and such interval shall not be deemed to be part of the ordinary hours of work or overtime: Provided that—

(i) if such interval be for longer than one hour any period in excess of an hour and a quarter shall be deemed to be ordinary hours of work;

(ii) periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(3) *Hours of work to be consecutive.*—Save as provided in subclause (2), all hours of work shall be consecutive.

(4) *Overtime.*—All time worked in excess of the number of hours prescribed in respect of a day or a week in subclause (1), other than on a Sunday, shall be deemed to be overtime.

(5) *Limitation of overtime.*—An employer shall not require or permit his employee to work overtime for more than 10 hours in any week.

(6) *Female employees.*—Notwithstanding anything to the contrary contained in this clause, an employer shall not require or permit a female employee to work—

(i) between 18h00 and 06h00;

(ii) after 13h00 on more than five days in any week;

(iii) overtime for more than two hours of any day;

(iv) overtime on more than three consecutive days;

(v) overtime on more than 60 days in any year;

(vi) overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—

(aa) given notice thereof to such employee before the meal interval of that day; or

(ab) provided such employee with an adequate meal before she has to commence overtime; or

(ac) paid such employee not less than 25c in sufficient time to enable her to obtain and partake of a meal before the overtime is due to commence.

(7) *Payment for overtime.*—(a) An employer shall pay an employee who works overtime at a rate of not less than—

(i) in the case of a casual employee, one and one third times his hourly rate;

(ii) in die geval van enige ander werknemer, vir elke tydperk van aaneenlopende oortyd—

(aa) vir die eerste ses uur, een en 'n half maal sy uurloon; en

(ab) daarna dubbel sy uurloon:

Met dien verstande dat 'n werknemer wat nie skofwerk verrig nie, en van wie vereis word of wat toegelaat word om oortyd te werk tussen middernag en die gewone aanvangstyd van sy volgende skof, dubbel sy uurloon vir die totale tydperk wat hy aldus gewerk het, betaal moet word.

(b) Waar 'n werknemer in 'n bepaalde week gedurende enige van of al die gewone werkure soos in subklousule (1) voorgeskryf van sy werk afwesig is, moet sodanige gewone ure wat nie gewerk is nie ondanks hierdie subklousule afgetrek word van die ure wat hy oortyd gewerk het, en vir die ure aldus afgetrek, moet betaal word teen die werknemer se gewone tarief: Met dien verstande dat—

(i) indien die gewone werkure wat die werknemer in 'n bepaalde week afwesig is meer is as die getal ure wat hy oortyd gewerk het, vir al sodanige oortydure betaal moet word teen die werknemer se gewone tarief; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgever of weens medies gesertifiseerde siekte of om enige ander redelike oorsaak, hierdie subklousule nie van toepassing is nie, en vir oortyd wat in so 'n geval gewerk word, moet betaal word teen die oortydloon wat van toepassing is op die oortydure wat gewerk is:

(c) 'n Werknemer wat veronreg voel deur die toepassing op hom van hierdie subklousule kan by die Raad appelleer teen 'n beslissing wat op hom toegepas is.

(8) *Roep tyd*.—'n Werkgever moet 'n werknemer wat geroep word om oortyd te werk—

(a) op 'n weekdag, vir die eerste sodanige roep tyd 'n minimum van vier uur se oortydbesoldiging betaal en vir die tweede en elke daaropvolgende roep tyd minstens een uur se oortydbesoldiging vir elke sodanige roep tyd of vir die hele tyd wat hy gewerk het, en wel vir die langste tydperk;

(b) op 'n Sondag, ooreenkomstig klousule 9 (3) vir die eerste roep tyd betaal en, benewens die besoldiging alreeds opgeleë vir die eerste roep tyd, 'n minimum van een uur teen dubbel sy uurloon vir die tweede en elke daaropvolgende roep tyd: Met dien verstande dat as die totale duur van alle roep tye op 'n Sondag meer as vier uur beloop, die besoldiging minstens dié moet wees wat in klousule 9 (3) (b) voorgeskryf word.

(9) *Gereedheidstoelae*.—'n Werkgever kan van sy werknemer vereis om hom gereed te hou en te eniger tyd gedurende die tydperk van gereedheid, gereedelik beskikbaar te wees wanneer hy geroep word. Sodanige werknemer moet, benewens sy gewone besoldiging en benewens enige terugroepingstoelae in subklousule (7) voorgeskryf, 'n toelae betaal word van minstens een dag se loon vir elke week waarin van hom vereis word dat hy hom gereed hou.

(10) *Voorbehoudsbepaling*.—(a) Hierdie klousule is nie van toepassing op 'n werknemer wat veiligheidspligte verrig nie.

(b) Subklousule (3) is nie van toepassing op 'n werknemer wat vervoerwerk verrig nie; en

(c) Subklousules (2) en (5) is nie van toepassing op manlike werknemers wat noodwerk verrig nie.

7. JAARLIKSE VERLOF

(1) 'n Werkgever moet aan elkeen van sy werknemers, uitgesonderd 'n los werknemer, ten opsigte van elke voltooië jaar diens by hom, afwesigheidsverlof soos volg toestaan:

(a) Elke werknemer in grade A1—B5, minstens drie agtereenvolgende weke;

(b) elke werknemer in grade C1—C3, minstens drie agtereenvolgende weke, wat vier naweke moet insluit en 'n ononderbroke tydperk moet wees, plus bykomende verlof van een week in die geval van werknemers wat alreeds vyf jaar lank ononderbroke by dieselfde werkgever in diens is; en ten opsigte van elke week van sodanige verlof moet die werkgever aan sodanige werknemer sodanige bedrag betaal as wat minstens gelyk is aan die weekloon wat hy ontvang het onmiddellik voordat sodanige verlof 'n aanvang geneem het.

(2) Die verlof waarop 'n werknemer kragtens subklousule (1) geregtig is, moet toegestaan word op 'n tyd wat deur die werkgever vasgestel moet word: Met dien verstande dat—

(i) as sodanige verlof nie eerder toegestaan is nie, dit binne twee maande ná voltooiing van die jaar diens waarop dit betrekking het, toegestaan moet word;

(ii) in the case of any other employee, for each period of continuous overtime—

(aa) for the first six hours, one and a half times his hourly wage; and

(ab) thereafter, double his hourly wage.

Provided that any employee not on shift work who is required or permitted to work overtime between midnight and the usual starting time of his next shift shall be paid at double his hourly wage for the total period so worked.

(b) Notwithstanding the provisions of this subclause, where in any one week an employee absents himself from work during any or all of the ordinary hours of work as prescribed in subclause (1), such ordinary hours not worked shall be deducted from the hours of overtime worked by the employee and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

(i) if the ordinary hours of work during which the employee is absent in any one week are in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary rate; and

(ii) where an employee is absent from work with the permission of his employer or on account of medically certificated sickness, or for any other reasonable cause, the provisions of this subclause shall not apply and any overtime rates applicable to the overtime hours worked.

(c) Any employee who is aggrieved by the application to him of any of the provisions of this subclause may appeal to the Council against any decision applied to him.

(8) *Call-out*.—An employer shall pay to an employee who has been called out to work overtime—

(a) on a weekday, for the first such call-out, a minimum of four hours at overtime rates and for the second and each subsequent call-out, not less than one hour at overtime rates for each such call out or for the total time worked, whichever shall be the greater period;

(b) on a Sunday, in accordance with clause 9 (3) for the first call-out, and for the second and each subsequent call-out, in addition to the payment already accrued for the first call-out, a minimum of one hour at double his hourly rate: Provided that if the total duration of all call-outs on a Sunday is in excess of four hours, payment shall not be less than that prescribed in clause 9 (3) (b).

(9) *Stand-by allowance*.—An employee may be required by his employer to stand-by, to be readily available on call at any time during the period of such stand-by. Such an employee shall, in addition to his ordinary remuneration, be paid, in addition to any call-out allowance prescribed in subclause (7), an allowance of not less than one day's wage for every week in which he is required to stand-by.

(10) *Savings*.—(a) The provisions of this clause shall not apply to any employee engaged on security duties.

(b) The provisions of subclause (3) shall not apply to an employee engaged in transport.

(c) The provisions of subclauses (2) and (5) shall not apply to male employees engaged on emergency work.

7. ANNUAL LEAVE

(1) An employer shall grant to each of his employees, other than a casual employee, leave of absence in respect of each completed year of employment with him as follows:

(a) Every employee in Grades A1—B5, not less than three consecutive weeks' leave of absence;

(b) Every employee in Grades C1—C3, not less than three weeks' leave of absence which shall include four weekends and be for an unbroken period, plus an additional one week's leave to an employee who has served continuously for five years with the same employer; and in respect of each week thereof the employer shall pay to such employee an amount of not less than the weekly wage which he was receiving immediately before the commencement of such leave

(2) The leave to which an employee is entitled in terms of subclause (1) shall be granted at a time to be fixed by the employer: Provided that—

(i) if such leave has not been granted earlier, it shall be granted within two months of the completion of the year of employment to which it relates;

(ii) die tydperke van sodanige verlof nie mag saamval nie met enige tydperk waarin 'n werknemer sy diensopseggingstermyn uitdien of (uitgesonderd op skriftelike versoek van die werknemer) met enige tydperk waarin hy verpligte militêre diens ingevolge die Verdedigingswet, 1957, ondergaan, of met enige tydperk van siekteverlof kragtens klousule 10 toegestaan;

(iii) as Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag of Gesinsdag binne sodanige tydperk van verlof val, 'n ander dag ter vervanging van elke sodanige dag as 'n verdere tydperk van verlof met volle besoldiging bygevoeg moet word;

(iv) 'n werkgewer alle dae geleentheidsverlof met volle besoldiging wat op die werknemer se versoek toegestaan is gedurende die diensjaar waarop die jaarlikse verloftyd betrekking het, van die jaarlikse verloftydperk kan aftrek.

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

(4) 'n Werknemer wie se dienskontrak in die eerste of enige daaropvolgende jaar diens by dieselfde werkgewer eindig voordat die verlof in subklousule (1) bedoel, opgeloopt het, moet by sodanige beëindiging ten opsigte van elke voltoutende maand van sodanige tydperk van minder as een jaar die volgende betaal word:

(a) As hy op drie weke verlof per jaar geregtig is, minstens een vierde van die weekloon;

(b) as hy op vier weke verlof per jaar geregtig is, minstens een derde van die weekloon;

wat hy onmiddellik voor die datum van sodanige beëindiging ontvang het.

(5) 'n Werknemer wat kragtens subklousule (1) op verlof geregtig geword het en wie se dienskontrak eindig voordat die verlof toegestaan is, moet by sodanige beëindiging, ten opsigte van die verlof die bedrag in subklousule (1) gemeld, betaal word.

(6) Vir die toepassing van hierdie klousule word die uitdrukking "diens" geag alle dienstyd of dienstye in te sluit waarin die werknemer—

(a) ingevolge subklousule (1) of klousule 9 (1) met verlof afwesig is;

(b) ingevolge klousule 10 met siekteverlof afwesig is;

(c) op las of op versoek van sy werkgewer afwesig is;

(d) militêre diens ingevolge die Verdedigingswet, 1957, ondergaan;

wat altesaam hoogstens 10 weke in 'n bepaalde jaar bedra ten opsigte van subparagrafe (a) en (b), plus tot vier maande van enige tydperk van militêre diens wat in daardie jaar ondergaan is, en dit word geag te begin—

(i) in die geval van 'n werknemer wat, voordat hierdie Ooreenkoms van krag geword het, ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, op verlof geregtig geword het, vanaf die datum waarop sodanige werknemer kragtens daardie Wet op verlof geregtig geword het;

(ii) in die geval van 'n werknemer wat in diens was voor die datum van inwerkingtreding van hierdie Ooreenkoms en op wie die Wet op Fabriek, Masjinerie en Bouwerk, 1941, van toepassing was, maar wat nog nie daarkragtens op verlof geregtig geword het nie, vanaf die datum waarop sodanige diens begin het;

(iii) in die geval van enige ander werknemer, vanaf die datum waarop sodanige werknemer by sy werkgewer in diens getree het, of vanaf die datum waarop hierdie Ooreenkoms van krag word, naamlik die jongste datum.

8. VAKANSIEBONUS

(1) Aan elke werknemer in grade C1–C3 moet, wanneer sy vakansieverlofbesoldiging ingevolge klousule 7 aan hom betaal word, terselfdertyd 'n bonus betaal word, bereken teen 10 persent van sy totale basiese loonverdiens vir die tydperk vanaf die datum waarop hy laas met verlof gegaan het, of die datum van sy indiensneming, naamlik die jongste datum, tot die datum waarop hy sy jaarlikse verlof neem of die datum van diensbeëindiging, na gelang van die geval: Met dien verstande dat sodanige werknemer kan versoek dat dié bonus in Desember aan hom betaal word, en in dié geval moet dit bereken word vanaf die datum waarop hy laas so 'n bonus ontvang het, of die datum van sy indiensneming, of vanaf 1 Januarie van die vorige jaar, naamlik die jongste datum, tot 31 Desember of die datum van diensbeëindiging, na gelang van die geval.

(2) Aan elke werknemer in grade A1–B5 moet jaarliks in Desember 'n bonus betaal word, bereken teen 5 persent van die totale basiese loon wat hy gedurende die kalenderjaar

(ii) the periods of such leave shall not be concurrent with any period during which an employee is under notice of termination of employment nor (except at the written request of the employee) with any period during which he is undergoing compulsory military service under the Defence Act, 1957, nor with any period of sick leave granted in terms of clause 10;

(iii) if New Year's Day, Good Friday, Easter Monday, Ascension Day, Republic Day, Day of the Covenant, Christmas Day or Boxing Day falls within the period of such leave another day shall in substitution for each such day be added as a further period of leave on full pay;

(iv) an employer may set off against the period of annual leave any days of occasional leave with full pay granted to his employee at the employee's request during the year of employment to which the period of annual leave relates.

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

(4) An employee whose contract of employment terminates in the first or any successive year of employment with the same employer before the period of leave referred to in subclause (1) has accrued shall upon such termination be paid in respect of each completed month of such period of less than one year—

(a) if entitled to three weeks' leave per year, not less than one fourth of the weekly wage;

(b) if entitled to four weeks' leave per year, not less than one third of the weekly wage;

which he was receiving immediately before the date of such termination.

(5) An employee who has become entitled to a period of leave in terms of subclause (1) and whose contract of employment terminates before such leave has been granted shall upon such termination be paid in respect of such leave the amount referred to in subclause (1).

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

(a) on leave in terms of subclause (1) or clause 9 (1);

(b) on sick leave in terms of clause 10;

(c) on the instructions or at the request of his employer;

(d) undergoing military service in pursuance of the Defence Act, 1957;

amounting in the aggregate to not more than 10 weeks in any year, in respect of subparagraphs (a) and (b), plus up to four months of any period of military service undergone in that year, and shall be deemed to commence—

(i) in the case of an employee who had before the coming into force of this Agreement, become entitled to leave in terms of the Factories, Machinery and Building Work Act, 1941, from the date on which such employee became entitled to such leave under that Act;

(ii) in the case of an employee who was in employment before the date of commencement of this Agreement and to whom the Factories, Machinery and Building Work Act, 1941, applied, but who had not become entitled to leave in terms thereof, from the date on which such employment commenced;

(iii) in the case of any other employee, from the date such employee entered his employer's service, or from the date of coming into force of this Agreement, whichever is the later.

8. HOLIDAY BONUS

(1) Every employee in Grades C1–C3 when paid holiday leave pay in terms of clause 7, shall at the same time be paid a bonus calculated at the rate of 10 per cent of his total basic wage earned for the period from the date on which he last proceeded on leave, or his date of engagement, whichever shall be the later date, to the date on which he takes his annual leave or the date of termination of service, as the case may be: Provided that any such employee may request that such bonus be paid to him during December, in which case it shall be calculated from the date on which he last received such bonus, his date of engagement or from the previous 1 January, whichever shall be the later date, until 31 December or the date of termination of service, as the case may be.

(2) Every employee in Grades A1–B5 shall be paid a bonus in December each year calculated at the rate of 5 per cent of his total basic wage earned for the calendar year from

verdien het vanaf 1 Januarie van die vorige jaar of die datum van sy indiënsneming, naamlik die jongste datum, tot 31 Desember of die datum van sy diensbeëindiging, na gelang van die geval: Met dien verstande dat sodanige bonus tot 7½ persent verhoog moet word en oploopbaar moet wees vanaf 1 Januarie 1980 of die datum van sy indiënsneming, naamlik die jongste datum, en voor of op 31 Desember 1980 of op die datum van sy diensbeëindiging, na gelang van die geval betaalbaar moet wees.

9. OPENBARE VAKANSIEDAE EN SONDAE

(1) *Openbare vakansiedae*.—Benewens die verlof in klousule 7 voorgeskryf, moet 'n werkgewer aan sy werknemer verlof met volle besoldiging toestaan op Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Gelofte-dag, Kersdag en Gesinsdag: Met dien verstande dat 'n werkgewer van sy werknemer kan vereis dat hy op enige sodanige dag of dae werk.

(2) *Besoldiging van werk op openbare vakansiedae*.—Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op enige van die openbare vakansiedae werk wat in subklousule (1) voorgeskryf word, moet aan hom, benewens die loon waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie, dubbel sy uurloon betaal word vir die totale tydperk aldus gewerk.

Onlangs hierdie subklousule, moet 'n werknemer wat van sy werk afwesig is op 'n gewone werkdag onmiddellik vóór en/of onmiddellik ná een van die openbare vakansiedae in subklousule (1) voorgeskryf, nie vir so 'n openbare vakansiedag besoldig word nie, tensy hy afwesig is weens siekte wat medies gesertifiseer word of om 'n ander redelike oorsaak.

'n Werknemer wat meen dat hy veronreg is deur die toepassing op hom van hierdie subklousule kan by die Raad appél aanteken teen 'n beslissing wat op hom toegepas is.

(3) *Besoldiging vir werk op Sondae*.—Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkkure agtereenvolgend wees en moet sy werkgewer aan hom of—

(a) as hy aldus hoogstens vier uur werk, minstens die loon betaal wat betaalbaar is ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk; of

(b) as hy langer as vier uur werk, besoldiging betaal teen minstens dubbel sy gewone loon ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging van minstens dubbel die loon betaalbaar ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk, naamlik die grootste bedrag; of

(c) behoudens subklousule (4), besoldig teen minstens een en 'n derde maal sy uurloon vir die totale tydperk deur hom op sodanige Sondag gewerk, en hom binne sewe dae na sodanige Sondag een dag verlof toestaan en aan hom ten opsigte daarvan minstens sy uurloon betaal vir die gewone ure wat gewoonlik deur hom op daardie dag gewerk word.

(4) Wanneer 'n werknemer meer as sy gewone skofure op 'n Sondag werk, moet hy besoldig word teen dubbel die gewone loon vir die getal ure wat hy meer op sodanige Sondag werk, en as sodanige werk in die Maandagoggend in voortduur, moet hy vir oortyd betaal word teen dubbel sy uurloon tot voltooiing van sodanige werk of die begin van sy volgende gewone skof, naamlik dié wat eerste plaasvind.

(5) Wanneer 'n skofwerker 'n skof werk wat gedeeltelik op 'n openbare vakansiedag val wat in subklousule (1) genoem word en gedeeltelik op enige ander dag, moet die hele skof geag word gewerk te gewees het op die dag waarop die korste gedeelte van sodanige skof val.

(6) Wanneer 'n los werknemer op 'n Sondag werk of op enige van die openbare vakansiedae in subklousule (1) bedoel, moet sy werkgewer aan hom minstens dubbel sy dagloon betaal wat in klousule 4 (1) voorgeskryf word, of dubbel sy uurloon vir die totale tyd op sodanige dag gewerk, naamlik die grootste bedrag.

(7) Wanneer enige van die openbare vakansiedae in subklousule (1) voorgeskryf op 'n Saterdag val, is 'n werknemer wat vyf dae per week werk nie geregtig op enige addisionele besoldiging ten opsigte daarvan nie, en as hy toegelaat word of daar van hom vereis word om op sodanige Saterdag te werk, moet sy werkgewer hom besoldig teen twee maal sy uurloon vir die totale tydperk aldus gewerk.

10. SIEKTEVERLOF

(1) 'n Werkgewer moet aan sy werknemer, uitgesonderd 'n los werknemer, wat ná drie maande diens by hom van die werk afwesig is weens ongeskiktheid, minstens 10 werkdade in

the previous 1 January or his date of engagement, whichever shall be the later date, to 31 December or the date of termination of service as the case may be: Provided that such bonus shall be increased to 7½ per cent accruable from 1 January 1980 or the date of engagement, whichever shall be the later date, and payable not later than 31 December 1980 or the date of termination of service, as the case may be.

9. PUBLIC HOLIDAYS AND SUNDAYS

(1) *Public holidays*.—An employer shall, in addition to the leave prescribed in clause 7, grant to his employee leave on full pay on New Year's Day, Good Friday, Easter Monday, Ascension Day, Republic Day, Day of the Covenant, Christmas Day and Boxing Day: Provided that an employer may require his employee to work on any such day or days.

(2) *Payment for work on public holidays*.—Whenever an employee, other than a casual employee, works on any of the public holidays prescribed in subclause (1), he shall, in addition to the wage to which he would have been entitled had he not so worked, be paid double his hourly wage for the total period so worked.

Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any of the public holidays prescribed in subclause (1), shall not be paid for such public holiday unless such absence is on account of medically certificated sickness or for any other reasonable cause.

Any employee who is aggrieved by the application to him of any of the provisions of this subclause may appeal to the Council against any decision applied to him.

(3) *Payment for work on Sundays*.—Whenever an employee, other than a casual employee, works on a Sunday his hours of work shall be consecutive and his employer shall either—

(a) pay to him if he so works for a period not exceeding four hours, not less than the wage payable in respect of the period ordinarily worked by him on a week-day; or

(b) pay to him, if he works for a period exceeding four hours, wages at a rate not less than double his ordinary rate of wages in respect of the total period worked on such Sunday, or wages which are not less than double the wages payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or

(c) subject to subclause (4), pay him at a rate not less than one and one-third times his hourly wage for the total period worked by him on such Sunday, and grant him within seven days of such Sunday one day's leave and pay him in respect thereof not less than his hourly wage for the ordinary hours normally worked by him on that day.

(4) Whenever an employee works more than his ordinary shift hours on a Sunday, he shall be paid at the rate of double the ordinary rate of pay for such excess hours worked on such Sunday, and if such work continues into Monday morning he shall be paid overtime at double his hourly rate until completion of such work or the commencement of his next normal shift, whichever first occurs.

(5) Whenever a shift worker works a shift which falls partly on any public holiday mentioned in subclause (1) and partly on any other day the whole shift shall be deemed to have been worked on the day on which the lesser part of such shift falls.

(6) Whenever a casual employee works on a Sunday, or any of the public holidays referred to in subclause (1), his employer shall pay to him not less than double his daily wage prescribed in clause 4 (1) or double his hourly rate for the total period worked on such day, whichever is the greater.

(7) Whenever any of the public holidays prescribed in subclause (1) falls on a Saturday a five-day week employee shall not be entitled to any additional pay in respect thereof, and if permitted or required to work on such Saturday, his employer shall pay him at double his hourly wage for the total period so worked.

10. SICK LEAVE

(1) An employer shall grant to his employee, other than a casual employee, who after three months' employment with him is absent from work through incapacity, not less than 10

die geval van 'n werknemer wat vyf dae per week werk, en 12 werkdade in die geval van 'n werknemer wat ses dae per week werk, siekteverlof toestaan ten opsigte van die eerste jaar diens, en daarna—

(a) in die geval van 'n werknemer wat vyf dae per week werk, een werkdag siekteverlof vir elke voltooide vyf weke diens; en

(b) in die geval van 'n werknemer wat ses dae per week werk, een werkdag siekteverlof vir elke voltooide maand diens;

en sodanige werknemer ten opsigte van elke werkdag van sodanige siekteverlof minstens 75 persent betaal van sy dagloon op die tyd wanneer sodanige siekteverlof geneem word. Met dien verstande dat—

(i) die maksimum waarop 'n werknemer ingevolge hierdie subklousule geregtig is, 30 werkdade siekteverlof moet wees vir 'n werknemer wat vyf dae per week werk, en 36 werkdade siekteverlof vir 'n werknemer wat ses dae per week werk: Voorts met dien verstande dat die werkgewer na goeddunke meer verlof kan toestaan as die maksimum waarop die werknemer geregtig is;

(ii) op die datum waarop hierdie Ooreenkoms bindend verklaar word, 'n werkgewer ten opsigte van elkeen van die werknemers in sy diens op daardie datum, elke werknemer moet krediteer met die besondere siekteverlof wat hom toekom ooreenkomstig sodanige werknemer se diens by daardie werkgewer op daardie datum: Met dien verstande dat by die bepaling van sodanige reg op opgelope verlof, rekening gehou moet word met enige siekteverlof wat sodanige werknemer gedurende die onmiddellik voorgaande 36 maande gehad het;

(iii) in die geval van 'n werknemer vir wie die maksimum siekteverlof waarop hy geregtig is, opgeloop het maar wat hy nie geneem het nie, verdere tydperke diens by die toepassing van hierdie klousule geag moet word nie diens te wees nie;

(iv) waar 'n werknemer afwesig is weens ongeskiktheid vir 'n tydperk wat langer is as enige siekteverlof wat opgeloop het ten tyde van sodanige ongeskiktheid, hy op besoldding geregtig moet wees slegs ten opsigte van verlof wat aldus opgeloop het, maar sy werkgewer moet, as hy dit nie vroeër gedoen het nie, wanneer enige verdere reg van die werknemer kragtens hierdie klousule gelyk is aan sodanige langer tydperk van afwesigheid of by beëindiging van diens voor sodanige verdere reg, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid besoldig in die mate waarop hy nie vir siekteverlof, opgeloop teen sodanige verdere reg of beëindiging, besoldig is nie;

(v) 'n werkgewer, as 'n opskortende voorwaarde vir die betaling deur hom van enige bedrag geëis ingevolge hierdie klousule deur 'n werknemer ten opsigte van enige afwesigheid van werk vir 'n tydperk wat meer as twee agtereenvolgende dae dek, van die werknemer kan vereis om 'n bevredigende mediese verklaring van die aard en duur van die werknemer se ongeskiktheid voor te lê;

(vi) as van 'n werkgewer by enige ander wet vereis word om 'n werknemer ten opsigte van enige tydperk van ongeskiktheid deur hierdie klousule gedek sy volle besoldiging te betaal, hierdie klousule nie ten opsigte van sodanige tydperk van toepassing is nie.

(2) By die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as in klousule 7 (6), en beteken "ongeskiktheid" onvermoë om te werk weens enige siekte of besering, uitgesonderd siekte of besering wat deur die werknemer se eie wangedrag veroorsaak is: Met dien verstande dat enige sodanige onvermoë om te werk wat veroorsaak word deur 'n ongeluk of 'n ingelyste siekte waarvoor vergoeding kragtens die Ongevallewet, 1941 (Wet 30 van 1941), betaalbaar is, geag moet word ongeskiktheid te wees slegs gedurende enige tydperk ten opsigte waarvan geen ongeskiktheidsvergoeding ingevolge daardie Wet betaalbaar is nie.

11. AANSPORINGSKEMA

(1) Behoudens die voorwaarde dat geen werknemer minder betaal mag word as die bedrag waarop hy kragtens klousule 4 geregtig sou wees nie, kan 'n werkgewer 'n werknemer se loon baseer op die hoeveelheid werk wat hy doen of produseer: Met dien verstande dat geen sodanige loonstelsel toegelaat word nie behalwe in die vorm van 'n aansporingskema ten opsigte waarvan daar oor die voorwaardes ooreengekom is soos in subklousules (2) en (3) uiteengesit.

(2) 'n Werkgewer wat 'n aansporingskema wil invoer, moet 'n gesamentlike komitee benoem wat die bestuur en die werknemers verteenwoordig en wat ná beraadslaging met enigeen

work-days, in the case of an employee who works a five-day week, and 12 work-days, in the case of an employee who works a six-day week, sick leave in respect of the first year of employment, and thereafter—

(a) in the case of an employee who works a five-day week, one work-day's sick leave for each completed five weeks of employment; and

(b) in the case of an employee who works a six-day week, one work-day's sick leave for each completed month of employment;

and pay such employee in respect of each work-day of such sick leave not less than 75 per cent of his daily wage at the time such sick leave is taken: Provided that—

(i) the maximum entitlement that shall accrue to an employee in terms of this subclause shall be 30 work-days' sick leave for an employee who works a five-day week, and 36 work-days' sick leave for an employee who works a six-day week: Provided further that the maximum entitlement may be exceeded at the discretion of the employer;

(ii) on the date this Agreement is declared binding an employer shall, in respect of each of his employees in his employment on that date, credit each employee with his respective entitlement of accrued sick leave in accordance with such employee's service with that employer on that date: Provided that in assessing such accrued entitlement account shall be taken of any sick leave enjoyed by such employee during the immediately preceding 36 months;

(iii) in the case of an employee to whom the maximum entitlement of sick leave has accrued, but has not been taken, further periods of employment shall be deemed not to be employment for purposes of this clause;

(iv) where an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity he shall be entitled to be paid only in respect of such leave as has so accrued, but his employer shall, if he has not previously done so, when any further entitlement of the employee in terms of this clause equals such excess period of absence or on termination of employment before such further entitlement, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such further entitlement or termination has not been paid for;

(v) an employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work for a period covering more than two consecutive days, require the employee to produce satisfactory medical evidence stating the nature and duration of the employee's incapacity;

(vi) if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full remuneration the provisions of this clause shall not apply in respect of such period.

(2) For the purposes of this clause the expression "employment" shall have the same meaning as in clause 7 (6) and "incapacity" means inability to work owing to any sickness or injury, other than sickness or injury caused by an employee's own misconduct: Provided that any such inability to work caused by an accident or a scheduled disease for which compensation is payable under the Workmen's Compensation Act, 1941 (Act 30 of 1941), shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that Act.

11. INCENTIVE SCHEME

(1) Subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of clause 4, an employer may base an employee's remuneration on the quantity or output of work done: Provided that no such system of remuneration shall be permissible except in the form of an incentive scheme the terms of which have been agreed upon as set out in subclauses (2) and (3).

(2) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees which, after consultation

van die vakverenigings wat partye by hierdie Ooreenkoms is en wie se lede by die saak betrokke is, oor die voorwaardes van enige sodanige skema kan ooreenkom.

(3) Die voorwaardes van enige sodanige aansporingskema en alle latere wysigings daarvan waarvoor die komitee kon ooreengekom het, moet op skrif gestel en deur die komiteelede onderteken word en mag nie deur die komitee gewysig of deur een van die partye beëindig word nie, tensy die party wat die ooreenkoms wil wysig of beëindig, die ander party skriftelik in kennis gestel het, soos deur die partye ooreengekom mag word by die sluiting van so 'n ooreenkoms.

(4) Vakleerlinge mag nie toegelaat word om deel te hê aan enige sodanige aansporingskema nie.

12. BESKERMENDE KLERE EN TOESTELLE

(1) 'n Werkgewer moet aan sy werknemers die volgende kosteloos verskaf en in goeie toestand hou:

(a) Aan elke werknemer by eerste indiensneming, twee oorpakke wat hy daarna moet vervang wanneer dit deur billike slytasie nodig word;

(b) aan elke werknemer, oliepakke en/of rubberstewels as die toestand waaronder hy moet werk die gebruik daarvan noodsaak;

(c) aan elke werknemer van wie die werkgewer vereis om sulke klere te dra of te gebruik, 'n uniform en enige soort beskermende klere of toestel; en

(d) waar dit regtens vereis word, sodanige uniform, beskermende klere of toestel as wat hy aldus moet verskaf.

(2) Alle oorpakke, uniforms, beskermende klere, toestelle of ander artikels wat ingevolge subklousule (1) deur 'n werkgewer verskaf word, bly die werkgewer se eiendom.

(3) Waar veiligheidstewels, veiligheidstoestelle of beskermende klere uitgereik word, is dit 'n vereiste dat hulle gedra of gebruik moet word in enige gebied wat deur die werkgewer vir hul gebruik afgebaken word of ooreenkomstig enige wettige vereiste.

13. LOGBOEK

(1) Elke werkgewer moet vir die gebruik van elke motorvoertuigdrywer of deelytse motorvoertuigdrywer wat by hom werk 'n logboek met duplikaatblaai, so na as doenlik in onderstaande vorm, verskaf:

Daglikse Log

Naam van werkgewer.....
Naam van drywer.....
Aanvangstyd van werk.....
Uitskeityd van werk.....
Getal gewone ure gewerk.....
Getal oortydure gewerk.....
Etenspouses van.....tot.....
Onklaarrakings, ongelukke en/of ander oponthoude.....

Handtekening van drywer

(2) Elke drywer wat voorsien word van die logboek in subklousule (1) genoem, moet, tensy hy weens siekte of ander onvermydelike oorsaak verhinder word, die log in duplo invul ten opsigte van elke dag se werk en moet binne 24 uur na voltooiing van die dag se werk waarop dit betrekking het, 'n afskrif daarvan aan sy werkgewer oorhandig.

(3) Elke werkgewer moet die ingevulde afskrif van die daaglikse log drie jaar lank bewaar ná die datum waarop dit ingevul is.

14. VERBOD OP INDIENSNEMING VAN ENIGIEMAND ONDER DIE LEEFTYD VAN 15 JAAR

'n Werkgewer mag niemand onder die leeftyd van 15 jaar in diens neem nie.

15. BEËINDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) in die geval van werknemers in grade C1–C3 wat in die munisipale gebied van Durban werk, een volle skof kennis gee; en

(b) in die geval van alle ander werknemers, een week kennis gee,

van sy voorneme om die dienskontrak te beëindig, en moet in plaas daarvan die volgende betaal of verbeur:

(i) In die geval van 'n werknemer in paragraaf (a) hierbo bedoel, minstens sy loon vir een skof, en

with any of the trade unions being parties to this Agreement and whose members are involved, may agree upon the terms of any such scheme.

(3) The terms of any such incentive scheme and any subsequent alteration thereto which may have been agreed upon by the Committee shall be reduced to writing and be signed by the members of the Committee and shall not be varied by the Committee or terminated by either party unless the party wishing to vary or terminate the agreement has, in writing, given the other party notice as may be agreed upon by the parties when entering such an agreement.

(4) No apprentice shall be allowed to participate in any such incentive scheme.

12. PROTECTIVE CLOTHING AND APPLIANCES

(1) An employer shall supply and maintain in good condition, free of charge—

(a) to each employee on initial engagement, two sets of overalls and thereafter shall replace such overalls as and when it becomes necessary through fair wear and tear;

(b) to each employee, oilskins and/or gumboots whenever the conditions under which he is required to work necessitate their use;

(c) to each employee required by the employer to wear or use such items, a uniform, any form of protective clothing or appliance; and

(d) where required by law, such uniform, protective clothing or appliance as he may be so required to supply.

(2) All overalls, uniforms, protective clothing, appliances or other articles supplied by an employer in terms of subclause (1) shall remain the property of the employer.

(3) Where safety boots, safety appliances or protective clothing are issued it shall be a requirement that they be worn or used in any area demarcated for their use by the employer or in compliance with any legal requirement.

13. LOG BOOK

(1) Every employer shall provide a log book with duplicate folios for the use of each motor vehicle driver, or part-time motor vehicle driver, in his employ as nearly as practicable in the following form:

Daily Log

Name of employer.....
Name of driver.....
Time of starting work.....
Time of finishing work.....
Number of ordinary hours worked.....
Number of hours of overtime worked.....
Meal intervals from.....to.....
Breakdowns, accidents, and/or other delays.....

Signature of driver

(2) Every driver upon being provided with the log book referred to in subclause (1), unless precluded from doing so by sickness or other unavoidable cause, shall complete the log in duplicate in respect of each day's work and shall within 24 hours of the completion of the day's work to which it relates deliver a copy thereof to his employer.

(3) Every employer shall retain the completed copy of the daily log for three years after the date of its completion.

14. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF 15 YEARS

An employer shall not employ any person under the age of 15 years.

15. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment shall give—

(a) in the case of Grades C1–C3 employees employed in the municipal area of Durban, one clear shift's notice; and

(b) in the case of all other employees, one week's notice; of his intention to terminate the contract of employment and shall pay or forfeit in lieu thereof not less than—

(i) in the case of an employee referred to in paragraph

(a) above, his pay for one shift; and

(ii) in alle ander gevalle, minstens sy weekloon:

Met dien verstande dat die volgende nie daardeur geraak word nie:

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

(ii) enige skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin 'n tydperk van kennisgewing vasgestel word wat vir beide partye ewe lank en langer as een skof of week is, na gelang van die geval: Met dien verstande dat die betaling of verbeuring in plaas van sodanige kennisgewing in verhouding moet wees tot die kennisgewingstermyn waaroor ooreengekom is.

(2) Die kennisgewing tree in werking—

(a) in die geval van 'n werknemer in subklousule (1) (a) bedoel, vanaf die begin van die skof, indien kennis gegee is voordat of binne een uur nadat sodanige skof begin het, en anders vanaf die begin van sodanige werknemer se volgende skof; en

(b) in alle ander gevalle, vanaf die dag waarop dit geskied.

16. DIENSSERTIFIKAAT

'n Werkgewer moet by beëindiging van die dienskontrak van enigeen van sy werknemers, uitgesonderd 'n los werknemer, op sy versoek aan dié werknemer 'n dienssertifikaat uitreik waarin die volle naam van die werkgewer en die werknemer, die aard van die diens, die aanvangs- en beëindigingsdatum van die kontrak en die besoldiging op die datum van sodanige beëindiging vermeld word.

17. VRYSTELLINGS

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad vrystelling van enigeen van die bepalings van hierdie Ooreenkoms aan of ten opsigte van enige persoon verleen.

(2) Die Raad moet die voorwaardes waarop vrystelling verleen word en die termyn waarvoor dit van krag sal wees, vasstel: Met dien verstande dat die Raad, na sewe dae kennisgewing aan die betrokke persoon, enige vrystelling kan intrek, ongeag of die termyn waarvoor vrystelling verleen is, verstryk het of nie.

18. UITGAWES VAN DIE RAAD

Ter bestryding van die Raad se uitgawes moet elke werkgewer die volgende bedrae aftrek van die verdienste van elkeen van sy werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word:

Elke werknemer in grade A1–A3: 2c per week;

elke werknemer in grade B1–B5: 3c per week;

elke werknemer in grade C1–C3: 4c per week;

en by die bedrae aldus van elke werknemer afgetrek, moet hy 'n gelyke bedrag voeg en die totale bedrag wat hy afgetrek het en die totale bedrag wat hy bygevoeg het voor of op die sesde dag van elke maand aan die Sekretaris van die Raad stuur.

19. ULTRA VIRES

Indien enigeen van die bepalings van hierdie Ooreenkoms deur 'n bevoegde gereghof *ultra vires* verklaar word, word die oorblywende bepalings van die Ooreenkoms geag die Ooreenkoms te wees en bly dit van krag vir die onverstreke gedeelte van die geldigheidsduur van die Ooreenkoms.

20. TYD- EN LOONREGISTER

(1) Elke werkgewer moet ten opsigte van en by elke plek waar hy besigheid dryf, te alle tye en in die vorm voorgeskryf by die regulasies kragtens die Wet 'n bygehoue register vir inspeksie beskikbaar hou van die verdienste wat aan elk van sy werknemers betaal is asook van die tyd deur elkeen gewerk. Alle inskrywings moet met ink gedoen word.

(2) Elke werkgewer moet die ingevulde register in subklousule (1) vermeld, bewaar vir 'n tydperk van drie jaar ná die datum van enige inskrywing daarin.

(3) By die aanvang van diens van elke werknemer moet elke werkgewer die volgende inligting inskryf in die register in subklousule (1) gemeld:

(a) Die naam van die werknemer;

(b) sy klas diens; en

(c) die datum waarop hy begin werk het.

(4) (a) Elke werkgewer moet vir ondertekening deur sy werknemer 'n bywoningsregister aanhou in die vorm van Aanhangsel F (6) van die Regulasies kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941.

(ii) in all other cases, his weekly wage:

Provided that this shall not affect—

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

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides of longer than one shift or one week, as the case may be: Provided that the payment or forfeiture in lieu of such notice shall be proportionate to the period of notice agreed upon.

(2) Notice shall take effect—

(a) in the case of an employee referred to in subclause (1) (a), from the commencement of the shift, if given before or within one hour of the commencement of such shift, and otherwise from the commencement of that employee's next shift; and

(b) in all other cases, from the day it is given.

16. CERTIFICATE OF SERVICE

An employer, upon termination of the contract of employment of any of his employees, other than a casual employee, shall, on request, furnish such employee with a certificate of service, showing the full names of the employer and the employee, the nature of employment, the dates of commencement and termination of the contract, and the rate of remuneration at the date of such termination.

17. EXEMPTIONS

(1) Subject to the proviso to section 51 (3) of the Act, the Council may grant exemption from any of the provisions of this Agreement to or in respect of any person.

(2) The Council shall fix the conditions subject to which exemption is granted and the period during which such exemption shall operate: Provided that the Council may, after seven days' notice has been given to the person concerned, withdraw any exemption whether or not the period for which exemption has been granted has expired.

18. EXPENSES OF THE COUNCIL

For the purposes of meeting the expenses of the Council, every employer shall deduct from the earnings of each of his employees for whom wages are prescribed in this Agreement, the following amounts:

Each employee in Grades A1–A3: 2c per week;

each employee in Grades B1–B5: 3c per week;

each employee in Grades C1–C3: 4c per week;

and to the amounts so deducted from each employee, the employer shall add a like amount and forward the total amount deducted and the total amount contributed by the employer to the Secretary of the Council not later than the sixth day of each month.

19. ULTRA VIRES

Should any of the provisions of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of the Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired portion of the period of operation of the Agreement.

20. TIME AND WAGES REGISTER

(1) Every employer shall in respect of and at each place where he conducts business, keep available for inspection at all times and in the form prescribed by the regulations under the Act, an up-to-date record of the earnings paid to and the time worked by each of his employees. All entries shall be in ink.

(2) Every employer shall retain the completed record referred to in subclause (1) for a period of three years subsequent to the date of any entry in it.

(3) Every employer shall upon the commencement of employment of every employee, enter into the record referred to in subclause (1)—

(a) the name of the employee;

(b) the class of his employment; and

(c) the date of commencement of his employment.

(4) (a) Every employer shall have available for signature by his employee an attendance register in the form of Annexure F (6) to the Regulations under the Factories, Machinery and Building Work Act, 1941.

(b) Op elke werkdag en ooreenkomstig die vereistes van sy werkgewer moet elke werknemer die tyd van sy aankoms by en van sy vertrek vanaf die werkplek korrek inskryf.

21. EKSEMPLAAR VAN OOREENKOMS MOET VERTOON WORD

Elke werkgewer moet te alle tye 'n eksemplaar van hierdie Ooreenkoms in albei die amptelike tale vertoon op 'n plek wat maklik vir alle werknemers toeganklik is.

22. KLASSIFIKASIEKOMITEE

(1) Hierby word 'n Klassifikasiekomitee van die Raad ingestel, wat bestaan uit 'n gelyke getal werkgewer- en werknemerverteenwoordigers.

(2) Die funksies van die Komitee is om, wanneer hy deur die Raad of enige party daarby daarom versoek word of, in die geval van 'n geskil binne die Nywerheid, nuwe poste vir opname in elkeen van die grade in die Woordomskriving hiervan gespesifiseer en poste wat nie geklassifiseer is nie, te klassifiseer en alle ander klassifikasies van poste te doen wat deur die Raad aan hom gedelegeer word.

(3) Ingeval die Komitee nie oor 'n saak kan ooreenkom nie, moet dit onverwyld vir beslissing na die Raad verwys word en, indien nodig kan die hoofwoordvoerder van elke kant sy standpunt aan die Raad stel.

(4) Enige party by hierdie Ooreenkoms wat hom veronreg voel as gevolg van 'n beslissing van die Komitee kan, binne sewe dae na die datum van sodanige beslissing, by die Raad appelleer, waarna die saak onverwyld in herooringing geneem moet word, maar by gebrek aan enige sodanige appèl is die beslissing van die Komitee egter finaal en is dit bindend vir alle persone wat aan die jurisdiksie van die Raad onderworpe is.

23. ADMINISTRASIE VAN OOREENKOMS

(1) Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is en hy kan vir die leiding van die werkgewers en die werknemers menings uitspreek wat nie met die bepalinge van die Ooreenkoms onbestaanbaar is nie.

(2) Werkgewers moet aan enigeen van hul werknemers wat verteenwoordigers in die Raad is, alle redelike fasiliteite verskaf om hul werk in verband met die Raad te verrig.

Nademaal die werkgewers en die vakverenigings tot die Ooreenkoms geraak het wat hierin uitgesit word, verklaar ondergetekende gemagtigde beamptes van die Raad dat bostaande die Ooreenkoms waartoe daar geraak is en heg hulle op hede die tweede dag van Maart 1979 hul handtekeninge hierby aan.

W. R. M. KULLIN, Voorsitter.

A. BRITZ, Lid van die Raad.

R. R. PILLAY, Lid van die Raad.

W. F. HUMPHRIS, Sekretaris van die Raad.

(b) Every employee shall on each working day and in accordance with the requirements of his employer record his correct times of arrival at and departure from work.

21. COPY OF AGREEMENT TO BE EXHIBITED

Every employer shall at all times keep a copy of this Agreement in both official languages exhibited at a place easily accessible to all employees.

22. CLASSIFICATION COMMITTEE

(1) A Classification Committee of the Council is hereby established which shall consist of an equal number of employer and employee representatives.

(2) The duties of the Committee shall be, whenever so requested by the Council or any party thereto or in the event of any dispute within the Industry, to classify new jobs to be included in each of the Grades specified in the Definitions hereto, jobs which have not been classified and all other classifications of jobs delegated to it by the Council.

(3) In the event of the Committee being unable to reach agreement on any matter it shall forthwith be referred to the Council for decision when, if necessary, the principal spokesman for each side may report its view to the Council.

(4) Any party to this Agreement aggrieved by a decision of the Committee may, within seven days of the date of such decision, appeal to the Council when the matter shall forthwith be reconsidered, but in default of any such appeal the decision of the Committee shall be final and binding on all persons subject to the jurisdiction of the Council.

23. ADMINISTRATION OF AGREEMENT

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

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

The employers and the trade unions having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council do hereby declare that the foregoing is the Agreement arrived at, and affix their signatures hereto this second day of March 1979.

W. R. M. KULLIN, Chairman.

A. BRITZ, Member of the Council.

R. R. PILLAY, Member of the Council.

W. F. HUMPHRIS, Secretary of the Council.

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