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DESEMBER

[No. 6784

GOVERNMENT NOTICES

**DEPARTMENT OF MANPOWER
UTILISATION**

No. R. 2782 14 December 1979
INDUSTRIAL CONCILIATION ACT, 1956
AUTOMOBILE MANUFACTURING INDUSTRY,
EASTERN PROVINCE

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 Automobile Manufacturing Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1980, 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), 2 and 20, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1980, 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 second Monday after the date of publication of this notice and for the period ending 31 July 1980, the provisions of the said Agreement, excluding those contained in clauses 1 (1), 2 and 20, shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA, Minister of Manpower Utilisation.

18529—A

GOEWERMENTSKENNISGEWINGS

**DEPARTEMENT VAN MANNEKRAG-
BENUTTING**

No. R. 2782 14 Desember 1979
WET OP NYWERHEIDSVERSOENING, 1956
OUTOMOBIELNYWERHEID, OOSTELIKE
PROVINSIE

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 Outomobielynwerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1980 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), 2 en 20, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1980 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 en 20, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1980 eindig, in die gebiede gespesifiseer in klousule 1 (2) van genoemde Ooreenkoms *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is 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 sodanige persone in hul diens.

S. P. BOTHA, Minister van Mannekragbenutting.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE AUTOMOBILE
MANUFACTURING INDUSTRY, EASTERN PROVINCE
AGREEMENT

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

The Eastern Province Automobile Manufacturers' Association

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

S.A. Yster-, Staal- en Verwante Nywerhede-Unie
and

The National Union of Motor Assembly and Rubber Workers of South Africa

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

being parties to the Industrial Council for the Automobile Manufacturing Industry, Eastern Province.

1. AREA AND SCOPE OF APPLICATION OF
AGREEMENT

The terms of this Agreement shall be observed in the Automobile Manufacturing Industry—

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

(2) in the Magisterial Districts of Port Elizabeth and Uitenhage.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be determined by the Minister of Manpower Utilisation in terms of section 48 of the Act, and shall remain in force for the period ending 31 July 1980, or for such period or periods as may be determined by him.

3. DEFINITIONS

(1) Unless the context otherwise indicates, any expression used in this Agreement and which is defined in the Industrial Conciliation Act, 1956, has the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

"abrasive buff mender" means an employee who restores used buffing wheels by dressing off old grain, applying new grain and removing out-of-balance material with dressing stone;

"acceptance inspector" means an employee who inspects units and/or materials in accordance with laid down inspection instructions to ensure that units and/or materials are to specification;

"Act" means the Industrial Conciliation Act, 1956 (Act 28 of 1956);

"adhesive attendant" means an employee who off-loads containers of adhesive compound and fills adhesive reservoirs in production areas;

"advertising assistant" means an employee who controls the administration of a customer contact programme and salesmen competitions;

"ambulance driver" means an employee who drives an ambulance and assists with general clerical and first-aid duties;

"amendment operator" means an employee who ensures, on instructions, that certain deviations to the items fitted to vehicles are changed in accordance with dealer's requirements;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to have been registered under the Apprenticeship Act (Act 37 of 1944), and includes a minor employed on probation in terms of that Act;

"artisan" means an employee who is engaged on work normally performed by a skilled artisan and for the purposes of this definition "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of section 2 (7) or 7 (3) of the said Act;

"assembler A" means an employee who performs assembly operations which may include fitting and/or adjusting;

BYLAWE

NYWERHEIDSRAAD VIR DIE OUTOMOBIELNYWER-
HEID, OOSTELIKE PROVINSIE
OOREENKOMS

ingevoelge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen

The Eastern Province Automobile Manufacturers' Association

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

S.A. Yster-, Staal- en Verwante Nywerhede-Unie
en

The National Union of Motor Assembly and Rubber Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Outomobielnywerheid, Oostelike Provinsie.

1. GEBIED EN TOEPASSINGSBESTEK VAN
OOREENKOMS

Hierdie Ooreenkoms moet in die Outomobielnywerheid nagekom word—

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

(2) in die landdrostrikte Port Elizabeth en Uitenhage.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekragbenutting kragtens artikel 48 van die Wet bepaal en bly van krag vir die tydperk eindigende 31 Julie 1980, of vir sodanige tydperk of tydperke as wat hy mag vasstel.

3. WOORDOMSKRYWING

(1) Tensy hulle met die sinsverband strydig is, het alle uitdrukkings wat in hierdie Ooreenkoms gebruik en in die Wet op Nywerheidsversoening, 1956, omskryf word, dieselfde betekenis as in daardie Wet, en waar daar na 'n wet verwys word, omvat dit alle wysigings van sodanige wet; voorts, tensy dit onbestaanbaar is met die sinsverband, beteken—

"fynskuurderhersteller" 'n werknemer wat gebruikte fynskuurwiele herstel deur ou korrels af te werk, nuwe korrels aan te bring en uitbalansmateriaal met 'n afwerksteen te verwyder;

"ontvangsinspekteur" 'n werknemer wat eenhede en/of materiaal ooreenkomstig voorgeskrewe inspeksie-opdragte inspekteur om te verseker dat eenhede en/of materiaal volgens spesifikasie is;

"Wet" die Wet op Nywerheidsversoening, 1956 (Wet 28 van 1956);

"kleefstofwerker" 'n werknemer wat houters vol kleefstofmengsels aflaai en kleefstofopgaarbakke in produksieterreine vul;

"advertensie-assistent" 'n werknemer wat die administrasie van 'n klantkontakprogram en kompetisies vir verkoopmanne beheer;

"ambulansdrywer" 'n werknemer wat 'n ambulans dryf en met algemene klerklike en eerste hulppligte help;

"wysigingsoperateur" 'n werknemer wat volgens opdrag seker maak dat sekere wysigings aangebring word aan items wat in ooreenstemming met handelaars se vereistes in voertuie aangebring word;

"vakleerling" 'n werknemer wat 'n skriftelike leerkontrak uitdien wat ingevolge die Wet op Vakleerlinge (Wet 37 van 1944) geregistreer is of geag word geregistreer te wees, en omvat dit 'n minderjarige wat kragtens daardie Wet op proef aangestel is;

"ambagsman" 'n werknemer wat werk verrig wat gewoonlik deur 'n geskoolde ambagsman verrig word, en vir die toepassing van hierdie woordskrywing beteken "geskoolde ambagsman" 'n persoon wat sy leertyd uitgedien het in 'n ambag wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees of wat 'n vaardigheidsertifikaat besit wat die Registrateur van Vakleerlinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik het, of 'n sertifikaat wat genoemde Registrateur kragtens artikel 2 (7) of 7 (3) van genoemde Wet aan hom uitgereik het;

"monteur A" 'n werknemer wat monteerwerkzaamhede verrig wat paswerk en/of verstelwerk kan insluit;

"assembler B" means an employee who assembles or affixes components to vehicles but does not adjusting;

"assistant artisan foreman" means an employee who co-ordinates the activities of a group of artisans;

"assistant foreman" means an employee who assists employees in supervisory positions in co-ordinating the functions of employees in a section of an establishment;

"Automobile Manufacturing Industry" or "Industry" means the Industry in which employers and employees are associated for the assembly of motor vehicles from new components on an assembly line and includes the manufacture or fabrication or assembly of any motor vehicle parts or components or combinations thereof when carried on by such employers, whether performed on an assembly line or elsewhere and of operations incidental thereto or consequent thereon, irrespective of the premises where the work is performed;

"basic pay" or "basic wage" means the ordinary rate of pay (exclusive of overtime and allowances for shift work) actually received by an employee;

"binding assistant" means an employee who assist with the binding of printed matter;

"black dip operator" means an employee who places components into black enamel dip tanks and removes them after submersion;

"body dropper" means an employee who operates a hoist to transfer a vehicle body to the assembly line and lowers it onto the chassis or understructure of the vehicle;

"body moulder" means an employee who secures the body to the chassis by placing bolts into located holes and tightening them by either hand or power tools;

"boiler attendant" means an employee who maintains the water levels and steam pressure in a boiler and who may make, maintain or draw the fire in such boiler and who may distribute steam to the requirements of the establishment;

"bonderite attendant" means an employee who maintains the strength of bonderite mixtures using standard tables according to the line speed to ensure correct bonderite application;

"boxmaker" means an employee who assembles boxes or crates required for the packing of material;

"brush toucher-up" means an employee who applies paint by means of a brush to cover slight imperfections of the paint surfaces of vehicles or components;

"buffer and polisher" means an employee who operates a buffing machine;

"checker" means an employee who checks incoming material against appropriate documentation for correctness of part detail and quantity;

"checker/packer" means an employee who checks components in terms of order requirements and packs items into containers prior to despatch;

"chemical attendant" means an employee who, under supervision, assists chemical process attendants;

"chemical dip operator" means an employee who dips metal components in a specific sequence into chemical solution tanks;

"chemical process attendant" means an employee who checks chemical processes to ensure that they comply with the specification requirements;

"clerk A" means an employee who performs duties which require co-ordination of data, interpretation of instructions and who has some choice between lines of action, which may vary but which are clearly defined;

"clerk B" means an employee who, under direct supervision, performs highly routine tasks according to hard and fast rules and regulations;

"clerk, general" means an employee who performs diversified clerical work which may require the completion of returns and/or the use of different methods or routines requiring limited initiative;

"clicker" means an employee who cuts upholstery material with a knife from a predetermined pattern;

"compressor attendant" means an employee who does regular meter readings on compressor functioning as well as visual checks to ensure the efficient running of compressors;

"convoy driver/vehicle loader" means an employee who loads and off loads vehicles from railway trucks or other vehicle transporters, and who may drive vehicles between factory and storage areas;

"convoy leader" means an employee who directs the activities of vehicle drivers in the transfer of vehicles between factory and storage areas and/or the loading of vehicles onto railway trucks or other vehicle transporters;

"convoy master" means an employee who selects vehicles for despatch to destinations and is in charge of the loading, lashing, covering and despatch of vehicles;

"coolant handler" means an employee who is required to maintain the coolant liquid levels in coolant tanks of production machines;

"monteur B" 'n werknemer wat komponente monteer of in voertuie aanbring maar nie verstelwerk verrig nie;

"assistent-ambagsmanvoorman" 'n werknemer wat die werksaamhede van 'n groep ambagsmanne koördineer;

"assistent-voorman" 'n werknemer wat werknemers wat toesighoudende betrekings beklee, help om die funksies van werknemers in 'n seksie van 'n bedryfsinrigting te koördineer;

"Outomobielywerheid" of "Nywerheid" die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die montering van motorvoertuie uit nuwe komponente op 'n monterbaan en omvat dit die vervaardiging of fabrisering of montering van enige motorvoertuigonderdele of komponente of kombinasies daarvan wanneer dit deur sodanige werkgewers uitgevoer word, afgesien daarvan of dit op 'n monterbaan of elders gedoen word, en werksaamhede wat daarmee gepaard gaan of daaruit voortvloei, afgesien van die terrein waar die werk verrig word;

"basiese besoldiging" of "basiese loon" die gewone besoldiging (uitgesonderd oortyd en toelaes vir skofwerk) wat 'n werknemer werklik ontvang;

"binder" 'n werknemer wat help om drukwerk te bind;

"indoper in blouhoutekstrak" 'n werknemer wat komponente in indooptenks vol blouhoutekstrak plaas en dit ná onder dompeling verwyder;

"bakneerlater" 'n werknemer wat 'n voertuigbak met 'n hyser na die monterbaan oorplaas en dit op die onderstel of onderstruktuur van die voertuig laat sak;

"bakmonteur" 'n werknemer wat die bak aan die onderstel vasmaak deur boute in vasgestelde gate te plaas en dit met hand- of kraggereedskap vas te draai;

"ketelbediener" 'n werknemer wat die waterpeil en stoomdruk in 'n ketel in stand hou en wat die vuur in so 'n ketel kan maak, stook of uithaal en wat stoom volgens die vereistes van die bedryfsinrigting kan versprei;

"bonderite-werker" 'n werknemer wat die sterkte van bonderitemengsels dieselfde hou deur standaardtabelle volgens die aanspoed te gebruik ten einde die korrekte aanwending van bonderite te verseker;

"kismaker" 'n werknemer wat kiste of kratte aanmeekaarsit wat vir die verpakking van materiaal nodig is;

"kwasopknapper" 'n werknemer wat verf deur middel van 'n kwas aanwend om geringe gebreke van die verfoppervlakke van voertuie of komponente te bedek;

"fynskuurder en poleerder" 'n werknemer wat 'n fynskuurmasjiën bedien;

"kontroleur" 'n werknemer wat inkomende materiaal met toepaslike dokumentasie vergelyk om vas te stel of die besonderhede en hoeveelhede van onderdele korrek is;

"kontroleur/verpakker" 'n werknemer wat komponente volgens bestellingvereistes nagaan en items vóór versending in houters verpak;

"chemiese kontroleur" 'n werknemer wat, onder toesig, chemiese proseskontroleurs bystaan;

"indoper in chemiese oplossing" 'n werknemer wat metaalkomponente in 'n spesifieke volgorde in tenks met 'n chemiese oplossing indompel;

"chemiese proseskontroleur" 'n werknemer wat chemiese proseskontroleer om te verseker dat hulle aan die spesifikasievereistes voldoen;

"klerk A" 'n werknemer wat pligte uitvoer waarvoor die koördinerende van gegewens en die vertolking van opdragte nodig is, en wat 'n mate van keuse tussen gedraglyne het wat kan verskil maar wat duidelik omskryf is;

"klerk B" 'n werknemer wat hoogs geroetineerde take onder regstreekse toesig uitvoer volgens vaste reëls en regulasies;

"klerk, algemeen" 'n werknemer wat afwisselende klerklike werk verrig wat die invul van opgawes en/of die gebruik van verskillende metodes of roetines kan vereis waarvoor beperkte inisiatief nodig is;

"uitsnyer" 'n werknemer wat stoffeermateriaal met 'n mes volgens 'n vooraf vasgestelde patroon sny;

"kompressorbediener" 'n werknemer wat gereeld meteraflesings op werkende kompressors doen, asook visueel nagaan of die kompressors doeltreffend werk;

"konvooidrywer/voertuiglaaier" 'n werknemer wat voertuie op spoorwegtrokke of ander voertuigvervoerders laai of daarvan aflaai en wat voertuie tussen die fabriek en bewaartereine kan dryf;

"konvooleier" 'n werknemer wat die werksaamhede reël van voertuigdrywers wat voertuie tussen die fabriek en bewaartereine vervoer en/of voertuie op spoorwegtrokke of ander voertuigvervoerders laai;

"konvoobaas" 'n werknemer wat voertuie vir versending na bestemmings uitsoek en beheer uitoefen oor die laai, vasbind, bedekking en versending van voertuie;

"koelmiddelhandteerder" 'n werknemer wat die koelvloeistofpeile in koeltenks van produksiemasjiene in stand moet hou;

"Council" means the Industrial Council for the Automobile Manufacturing Industry, Eastern Province;

"courtesy driver" means an employee who drives motor vehicles as instructed in the transportation of V.I.P. personnel, and for the purposes of this definition "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"crip attendant" means an employee who loads materials into bins and/or baskets and who transfers such materials to assembly areas;

"cushion cover assembler" means an employee who attaches cushion covers and other upholstery material to seat springs;

"cycle checker" means an employee who determines current inventory balances by physically counting local purchase production material at established frequencies and maintains various records allied to this operation;

"data control operator" means an employee who reviews input, checks transmitted forms to ensure correct compilation, checks completeness of data input and output and condition of schedules;

"de-rust tank operator" means an employee who places metal components into de-rusting solution tank, and after submersion, removes parts and places them on racks;

"deruster" means an employee who removes rust from components either manually or by application of chemicals or by power operated mechanical devices;

"detailer" means an employee who prepares drawings from sample components and/or drawings from outside suppliers, prepares drawings of layouts, mechanical and trim items, has a knowledge of engineering parts lists and is responsible for the updating of minor installation drawings;

"die-casting operator (battery)" means an employee who pours molten lead from ladle into moulds and, after lead has set, operates ejection lever to release moulded lead components;

"dielectric machine operator" means an employee who places upholstery material onto frames, feeds frames into automatic dielectric machine, and removes material after machine cycle has been completed;

"dielectric press loader" means an employee who operates a dielectric machine and who is required to set the heat and pressure controls according to predetermined specifications and who is required to perform other related duties which include loading or unloading the machine;

"die handler" means an employee who is responsible for the selection and movement of dies to and from the press-bed, assists in the placing of the die on the press-bed but who does no setting;

"die setter" means an employee who sets up dies in presses, runs of first piece parts and checks these parts for accuracy against drawings or checking fixtures and who is also responsible for setting up safety equipment on presses;

"die setter A" means an employee who has had less than 12 months' experience as a die setter;

"die setter B" means an employee who has had not less than 12 months' experience but less than 36 months' experience as a die setter;

"die setter C" means an employee who has had not less than 36 months' experience as a die setter;

"disc cutter" means an employee who restores used sanding discs by means of trimming off frayed edges;

"door, decklid and bonnet adjuster" means an employee who adjusts doors, decklids and bonnets to ensure a proper fit using special hand tools;

"door, decklid and bonnet clincher" means an employee who places doors, decklids and bonnets in a jig and clinches flanges with power-operated clincher;

"door, decklid, bonnet and fender hanger" means an employee who hangs doors, secures decklids, bonnets and fenders to body using power tools;

"door, decklid and bonnet positioner" means an employee who fits and positions doors, decklids and bonnets to body shells;

"drawing office tracer" means an employee who reproduces drawings by means of tracing them from the original;

"drip rail roller" means an employee who, by using a hammer and mechanical roller, corrects any imperfection in the shape of the drip rail;

"employee" means an hourly rated employee for whom wages are prescribed in terms of clause 4 of this Agreement;

"employment assistant" means an employee who prepares documentation related to the employment procedure of new personnel and who may act as interpreter;

"engine assembler" means an employee who affixes specific components to engines on the engine assembly line;

"Raad" die Nywerheidsraad vir die Outomobielenywerheid, Oostelike Provinsie;

"welwillendheidsdrywer" 'n werknemer wat motorvoertuie volgens opdrag dryf by die vervoer van belangrike personeel, en vir doeleindes van hierdie omskrywing sluit die uitdrukking "dryf" in alle tydperke waartydens daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke waartydens hy verplig is om op sy pos te bly, gereed om te dryf;

"bakbediener" 'n werknemer wat materiaal in bakke en/of mandjies laai en sodanige materiaal na monteertreine neem;

"kussingoor-trekselmonteur" 'n werknemer wat kussingoor-treksels en ander stoffeermateriaal aan sitplekvere vasmaak;

"sikluskontroleur" 'n werknemer wat lopende voorraad-balanse bepaal deur plaaslike-aankoop-produksiemateriaal met vasgestelde tussenposes fisies te tel en wat verskeie registers in verband met hierdie werksaamheid byhou;

"databeheerder" 'n werknemer wat die invoer hersien, die oorgesende vorms kontroleer om korrekte kompilering te verseker en die volledigheid van data-invoer en -uitvoer en die toestand van lyste kontroleer;

"ontroestekbediener" 'n werknemer wat metaalkomponente in 'n tenk met 'n ontroesoplossing plaas en na onderdemping die onderdele verwyder en dit op rakke plaas;

"ontroester" 'n werknemer wat roes of met die hand of deur die toediening van chemikalieë of deur kragangedrewe meganiese apparaat van komponente verwyder;

"detailtekenaar" 'n werknemer wat tekenings volgens monsterekomponente en/of tekenings van buiteleweransiers maak, tekenings van ontwerpplanne, meganiese en binnetoebehoortem maak, kennis dra van lyste van ingenieurskomponente en wat vir die bywerking van minder belangrike installasietekeninge verantwoordelik is;

"vormgieter (battery)" 'n werknemer wat gesmelte lood van die gietlepel in vorms gooi en die uitgooi-efboom hanteer om die gevormde loodkomponente uit te laat nadat die lood gestol het;

"bediener van diëlektriese masjien" 'n werknemer wat stof-feermateriaal op rame plaas, die rame in outomatiese diëlektriese masjiene voer en die materiaal verwyder nadat die masjiensiklus voltooi is;

"diëlektriese perslaaier" 'n werknemer wat 'n diëlektriese masjien bedien en van wie vereis word om die hitte- en drukkontroles volgens vooraf bepaalde spesifikasies te stel en van wie vereis word om ander verwante pligte uit te voer, met inbegrip van die laai of ontlai van die masjien;

"stempelhanteerder" 'n werknemer wat verantwoordelik is vir die uitkies van stempels en die neem daarvan na en van die persbed, wat help om die stempel op die persbed in posisie te plaas, maar wat nie stelwerk verrig nie;

"stempelopsteller" 'n werknemer wat stempels in perse opstel, die proefdele laat afloop en hierdie onderdele met tekenings vergelyk of d.m.v. vaste kontroles nagaan om te sien of dit akkuraat is en wat ook daarvoor verantwoordelik is om veiligheidsuitrusting op perse op te stel;

"stempelopsteller A" 'n werknemer met minder as 12 maande ondervinding as stempelopsteller;

"stempelopsteller B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as stempelopsteller;

"stempelopsteller C" 'n werknemer met minstens 36 maande ondervinding as stempelopsteller;

"skyfsnyer" 'n werknemer wat gebruikte skuurskywe restoureer deur gerafelde kante te verwyder;

"deur-, dak- en enjinkapversteller" 'n werknemer wat deure, dakke en enjinkappe met spesiale handgereedskap verstel om te verseker dat dit behoorlik pas;

"deur-, dak- en enjinkapomklinker" 'n werknemer wat deure, dakke en enjinkappe in 'n setmaat plaas en flense met 'n kragomklinkmasjien omklink;

"deur-, dak-, enjinkap- en modderskermhanger" 'n werknemer wat met kraggereedskap deure hang en dakke, enjinkappe en modderskerms aan die bak vasmaak;

"deur-, dak- en enjinkappasser" 'n werknemer wat deure, dakke en enjinkappe op bakrompe in posisie plaas en pas;

"natrektekenaar" 'n werknemer wat tekenings reproduseer deur dit volgens die oorspronklike na te trek;

"druprelingroller" 'n werknemer wat foute in die vorm van die drupreling met 'n hamer en meganiese roller regmaak;

"werknemer" 'n uurliks besoldigde werknemer vir wie lone in klousule 4 van hierdie Ooreenkoms voorgeskryf word;

"indiensnemingsassistent" 'n werknemer wat dokumentasie in verband met die indiennemingsprosedure vir nuwe personeel opstel en wat as tolk kan optree;

"enjinmonteur" 'n werknemer wat bepaalde komponente aan enjins op die enjinmonteerbaan monteër;

"engine assembly inspector" means an employee who checks and inspects engine units being assembled by means of visual checks and the use of pre-set gauges and/or instruments;

"engine repairman" means an employee who carries out repairs to engines fitted to vehicles in process and/or engines rejected subsequent to hot test;

"engine/gear-box sprayer" means an employee who sprays protective coatings onto engines or gear-boxes;

"engine tester" means an employee who runs newly assembled engines and makes minor adjustments, where necessary, to predetermined specifications;

"evaluation technician" means an employee who dismantles engines after test runs, examines component parts visually or with the use of instruments, and reports his findings thereon;

"factory guide" means an employee who conducts visitors on scheduled tours through a factory;

"final inspector" means an employee who is responsible for the quality acceptance of products during or after the assembly or manufacturing process;

"fireman's assistant" means an employee who assists shift firemen with fire fighting, fire prevention duties and the maintenance of fire fighting equipment;

"firemaster" means an employee who controls shift firemen and who may perform any or all of their duties;

"first-aid assistant" means an employee who assists first-aid personnel in the treatment of ill or injured employees;

"foreman" means an employee in charge of employees in a factory, who exercises control over such employees and who is responsible for the efficient performance by them of their assigned duties;

"garage technician" means an employee who diagnoses faults by means of electronic testing equipment and who may execute repairs on motor vehicles;

"glazer" means an employee who fills in and smooths slight imperfections on a body shell with compound;

"grid caster" means an employee who operates an automatic gridcasting machine;

"gross vehicle mass" means the maximum permissible mass of such vehicle including its load as specified by the manufacturer;

"group leader" means an employee who directs the activities of employees working in his zone and who, in addition, performs the work of such employees;

"guillotine and band saw operator" means an employee who operates a pre-set guillotine and/or cuts pre-marked material by means of a band saw;

"headliner" means an employee who affixes pre-shaped self adhesive headlining to inside top of body shell and places supporting stays in pre-set positions and who may adjust to fit by steaming and/or hand stretching;

"heavy vehicle driver" means an employee who is engaged in driving a motor vehicle with a gross vehicle mass exceeding 3 500 kg, but does not include a tractor driver, and for the purposes of this definition "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"hoist operator" means an employee who lifts, lowers or transfers material by means of either a power or mechanical hoist;

"hole driller" means an employee who operates a power drill to drill holes to predetermined positions or by means of a jig;

"hooker/stacker" means an employee who attaches slings or hooks to cases of material for lifting by crane and directs their correct positioning for stacking;

"hot test operator" means an employee who performs simple and repetitive routine hook-up operations to engines on hot test stands;

"hourly rated employee" means an employee employed in one or more occupations or capacities listed in the definition "Grade 1 employee" to "Grade 12 employee";

"instrument and electronics technician" means an employee who is responsible for the maintenance and repair of electrical and electronic instruments and equipment and who may design and modify existing instruments and equipment;

"Kardex clerk" means an employee who records the movement of float stock, miscellaneous production and order information, inventory figures, prices and other information;

"laboratory assistant" means an employee who cleans and sterilizes laboratory apparatus, draws samples, assists with tests and takes simple measurements;

"laboratory attendant" means an employee who is responsible for the general cleanliness of the laboratory and equipment;

"enjinmonteerinspekteur" 'n werknemer wat enjineenhede wat gemonteer word, visueel en met gebruik van vooraf gestelde meters en/of instrumente nasien en inspekteer;

"enjinhersteller" 'n werknemer wat herstelwerk verrig aan enjins wat aan voertuie in die proses van vervaardiging gemonteer is en/of enjins wat na die hittetoets afgekeur is;

"enjin-/ratkasbespuiter" 'n werknemer wat beskermende lae op enjins of ratkasse spuit;

"enjintoetser" 'n werknemer wat pas gemonteerde enjins laat loop en geringe verstellings volgens vooraf vasgestelde spesifikasies doen, indien nodig;

"evaluasietegnikus" 'n werknemer wat enjins na toetslope uitmekaar haal, die onderdele visueel of met behulp van instrumente nasien en oor sy bevindings verslag doen;

"fabrieksgids" 'n werknemer wat besoekers volgens 'n beplande program deur 'n fabriek begelei;

"finale inspekteur" 'n werknemer wat vir die gehalte-aanvaarding van produkte tydens of na die monter- of vervaardigingsproses verantwoordelik is;

"brandweerman se assistent" 'n werknemer wat skofbrandweermanne help om brande te bestry, brandvoorkomingspligte te verrig en brandweerruitrusting te onderhou;

"hoofbrandweerman" 'n werknemer wat aan die hoof staan van brandweermanne op 'n skof en wat enigeen van of al hul pligte kan verrig;

"eerstehulpassistent" 'n werknemer wat eerstehulppersoneel help met die behandeling van siek of beseerde werknemers;

"voorman" 'n werknemer aan die hoof van werknemers in 'n fabriek, wat beheer oor sodanige werknemers uitoefen en daarvoor verantwoordelik is dat hulle hul aangewese pligte doeltreffend uitvoer;

"garagetegnikus" 'n werknemer wat foute deur middel van elektroniese toetsuitrusting diagnoseer en wat herstelwerk aan motorvoertuie kan verrig;

"verglaser" 'n werknemer wat geringe foutjies aan 'n bakromp met 'n mengsel opvul en gelyk maak;

"roostergieter" 'n werknemer wat 'n outomatiese roostergietmasjien bedien;

"bruto voertuigmassa" die maksimum toelaatbare massa van sodanige voertuig, met inbegrip van sy vrag soos deur die vervaardiger gespesifiseer;

"groepleier" 'n werknemer wat die werksaamhede reël van werknemers wat in sy sone werk en daarbenewens die werk van sodanige werknemers verrig;

"guillotine- en bandsaagbediener" 'n werknemer wat 'n vooraf opgestelde guillotine bedien en/of vooraf gemerkte materiaal met 'n bandsaag saag;

"dakvoeringwerker" 'n werknemer wat vooraf gevormde selfkleefdakvoering aan die binneste bokant van die bakromp plak en stutte in vooraf bepaalde posisies plaas en wat dit kan verstel om dit te laat pas deur dit te stoom en/of met die hand te rek;

"drywer van swaar voertuig" 'n werknemer wat 'n motorvoertuig met 'n bruto voertuigmassa van meer as 3 500 kg dryf, maar omvat dit nie 'n trekkerdrywer nie, en vir die toepassing van hierdie omskrywing omvat "dryf" alle tydperke waarin daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tye wat hy op sy pos moet bly, gereed om te dryf;

"hyserbediener" 'n werknemer wat materiaal met 'n krag- of meganiese hyser ophys, laat sak of verplaas;

"gateboorder" 'n werknemer wat 'n kragboor bedien om gate op vooraf bepaalde plekke of met behulp van 'n setmaat te boor;

"aanhaker/opstapelaar" 'n werknemer wat stroppe of hake aan kiste materiaal vasmaak sodat 'n kraan dit kan opslig, en toesien dat dit vir opstapeling in 'n korrekte posisie geplaas word;

"hittetoetsbediener" 'n werknemer wat eenvoudige en herhalende aanhaakwerksaamhede van roetine-aard aan enjins op hittetoetsstanders verrig;

"uurliks besoldigde werknemer" 'n werknemer wat werksaam is in een of meer van die beroepe of hoedanighede wat in die omskrywings "werknemer graad 1" tot "werknemer graad 12" verskyn;

"instrumente- en elektronika-tegnikus" 'n werknemer wat verantwoordelik is vir die onderhoud en herstel van elektriese en elektroniese instrumente en uitrusting en wat bestaande instrumente en uitrusting kan ontwerp en wysig;

"Kardex-klerk" 'n werknemer wat die beweging van vlootende voorrade, allerlei produksie- en bestellingsinligting, inventarissysfers, pryse en ander inligting aanteken;

"laboratoriumassistent" 'n werknemer wat laboratoriumapparaat skoonmaak en steriliseer, monsters opstel, met toetse help en eenvoudige meetwerk doen;

"laboratoriumbediener" 'n werknemer wat vir die algemene sindeklheid van die laboratorium en uitrusting verantwoordelik is;

"labourer" means an employee who does work of an unskilled nature not elsewhere specifically provided for;

"lasher" means an employee who secures vehicles to railway trucks or other vehicle transporters;

"layout and gauge technician" means an employee who carries out dimensional layout checks of components to blue print specifications and analyses production problems;

"lead wiper" means an employee who repairs imperfections in metal by applying molten solder to the area and smooths it off with a float;

"light vehicle driver" means an employee who is engaged in driving a passenger vehicle or a commercial vehicle with a gross vehicle mass which does not exceed 3 500 kg, and for the purposes of this definition "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"line inspector" means an employee who carries out visual and functional examinations of vehicles in process to specified standards;

"locker room attendant" means an employee who carries out security duties within the locker rooms and ablution areas, and who is responsible for the cleanliness thereof;

"machine operator I" means an employee who loads, unloads and operates production machines and equipment and who may carry out minor tool adjustments when required;

"machine operator (manufacturing)" means an employee who loads semi and/or automatic pre-set machines, operates such machines by means of button control, unloads components after completion of machine cycle and who may be required to use pre-set gauges;

"machine setter/job setter" means an employee who strips down, builds up and re-sets machine jigs and fixtures to meet scheduled production changes;

"machine setter/job setter A" means an employee who has had less than 12 months' experience as a machine setter/job setter;

"machine setter/job setter B" means an employee who has had not less than 12 months' experience but less than 36 months' experience as a machine setter/job setter;

"machine setter/job setter C" means an employee who has had not less than 36 months' experience as a machine setter/job setter;

"machining inspector" means an employee who examines, physically and visually, machined components using a variety of hand and fixture gauges and gives close attention to machining finish for indication of tooling conditions;

"maintenance painter (uncertificated)" means an employee who prepares surfaces of machines and buildings by cleaning, scraping and priming these surfaces and applies to them ready-mixed paints and who may also replace broken window panes;

"masker" means an employee who masks areas to protect them from off-spray during spraying operations;

"material handler (general)" means an employee who sorts, counts, issues and distributes materials;

"material handler, unboxing," means an employee who opens cases, removes the contents and distributes them to storage and/or usage points;

"material handling technician" means an employee who compiles reports on material flow, stock shortage facilities, equipment utilisation and dunnage requirements;

"material, spoilage technician" means an employee who examines damaged components to determine whether they can be repaired or should be rejected;

"mechanical repairman" means an employee engaged in mechanical repair work in the Automobile Manufacturing Industry and who carries out various mechanical repairs to vehicles in process;

"mechanical repairman A" means an employee who has had not less than 18 months' experience as a mechanical repairman;

"mechanical repairman B" means an employee who has had less than 18 months' experience as a mechanical repairman;

"mechanical sweeper operator" means an employee who operates a mechanical sweeper for the purpose of either sweeping and/or washing floors;

"messenger" means an employee who acts as an in-company messenger and is responsible for the delivery of in-company mail;

"metal finisher" means an employee who repairs or removes imperfections from sheet metal components by using appropriate hand tools;

"metal finisher (all-round)" means an employee who is engaged in various metal finishing operations, including minor repair work;

"arbeider" 'n werknemer wat ongeskoolde werk verrig wat nie elders spesifiek genoem word nie;

"vasmaker" 'n werknemer wat voertuie aan spoorwegtrokke of ander voertuigvervoerders vasmaak;

"ontwerp- en metertegnikus" 'n werknemer wat dimensionale ontwerp-toetse van komponente volgens bloudrukspesifikasies doen en produksieprobleme ontleed;

"loodaanwender" 'n werknemer wat foute in metaal herstel deur gesmelte soldeersel op die plek aan te bring en dit met 'n stryplank gelyk maak;

"drywer van ligte voertuig" 'n werknemer wat 'n passasiers- of handelsvoertuig met 'n bruto voertuigmassa van hoogstens 3 500 kg dryf, en vir die toepassing van hierdie omskrywing omvat "dryf" alle tydperke waarin daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vraag en alle tye wat hy op sy pos moet bly, gereed om te dryf;

"baaninspekteur" 'n werknemer wat voertuie in die proses van vervaardiging volgens vasgestelde standaarde visueel en funksioneel ondersoek;

"sluitkaskamerbediener" 'n werknemer wat veiligheidspligte in die sluitkaskamers en waskamers verrig en vir die sindelikheid daarvan verantwoordelik is;

"masjiëbediener I" 'n werknemer wat produksiemasjiëne en -uitrusting laai, ontlai en bedien en wat geringe gereedskapsverstellings kan doen indien nodig;

"masjiëbediener (vervaardiging)" 'n werknemer wat half-automatiese en/of outomatiese vooraf opgestelde masjiëne laai, sodanige masjiëne deur middel van 'n knoppie bedien, komponente uithaal ná voltooiing van die masjiënsiklus en van wie vereis kan word om vooraf gestelde meters te gebruik;

"masjiëopsteller/werkopsteller" 'n werknemer wat masjië-setmate en -setklemme uitmekaar haal, monteër en heropstel om aan beplande produksieveranderinge te voldoen;

"masjiëopsteller/werkopsteller A" 'n werknemer met minder as 12 maande ondervinding as masjiëopsteller/werkopsteller;

"masjiëopsteller/werkopsteller B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as masjiëopsteller/werkopsteller;

"masjiëopsteller/werkopsteller C" 'n werknemer met minstens 36 maande ondervinding as masjiëopsteller/werkopsteller;

"masjiëwerkinspekteur" 'n werknemer wat gemasjiëerde komponente fisies en visueel ondersoek met behulp van 'n verskeidenheid hand- en vaste meters en noukeurig aandag gee aan die masjiëerafwerking vir 'n aanduiding van die afwerkingstoestand;

"onderhoudsverwer (ongediplomeerd)" 'n werknemer wat oppervlakke van masjiëne en geboue voorberei deur dit skoon te maak, te skraap en 'n grondlaag aan te bring, en wat aangemaakte verwe daarop aanbring en ook gebreekte vensterruite kan vervang;

"toeplakker" 'n werknemer wat plekke toelak op dit gedurende spuitverfwerkzaamhede teen spatsels te beskerm;

"materiaalhanteerder (algemeen)" 'n werknemer wat materiaal sorteër, tel, uitreik en versprei;

"materiaalhanteerder (uitpak)" 'n werknemer wat kiste oopmaak, die inhoud daarvan verwyder en dit na berg- en/of gebruikplekke versprei;

"materiaalhanteertegnikus" 'n werknemer wat verslae oor die vloei van materiaal, voorraadtekortfasiliteite, gebruik van uitrusting en pakgoedbenodigdhede opstel;

"materiaalafvaltegnikus" 'n werknemer wat beskadigde komponente ondersoek om vas te stel of dit herstel kan word of afgekeur moet word;

"meganiese hersteller" 'n werknemer wat meganiese herstelwerk in die Outomobiëlnywerheid verrig en wat allerlei meganiese herstelwerk aan voertuie in die proses van vervaardiging uitvoer;

"meganiese hersteller A" 'n werknemer met minstens 18 maande ondervinding as meganiese hersteller;

"meganiese hersteller B" 'n werknemer met minder as 18 maande ondervinding as meganiese hersteller;

"bediener van meganiese veër" 'n werknemer wat 'n meganiese veër bedien ten einde vloere te vee en/of te was;

"bode" 'n werknemer wat binne die maatskappy as bode optree en vir die aflewering van pos binne die maatskappy verantwoordelik is;

"metaalafwerker" 'n werknemer wat foute in plaatmetaal, komponente herstel of verwyder deur geskikte handgereedskap te gebruik;

"metaalafwerker (alsydig)" 'n werknemer wat allerlei metaalafwerkwerkzaamhede met inbegrip van geringe herstelwerk, verrig;

"mobile crane driver" means an employee who operates a power-driven mobile crane used for loading, unloading, moving and stacking cases or materials;

"mop and spot polisher" means an employee who, by means of a power-operated mop or by rubbing by hand, removes blemishes from paint work of vehicles or components;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over, or aircraft;

"M.P.O. clerk" means an employee who analyses float store records and forecasts float store requirements and advises source companies of urgent stock requirements;

"nibbling machine operator" means an employee who uses a power tool to trim off excess metal to predetermined markings of apertures of body shells and/or cuts sheet metal to predetermined patterns;

"oiler" means an employee who attends to the lubrication of machinery and equipment in terms of predetermined preventive maintenance schedules;

"overhead crane driver" means an employee engaged in operating a power-driven overhead crane propelled on rails used for loading, unloading, moving and stacking cases or materials;

"packer" means an employee who packs pre-selected articles into suitable containers;

"packer/crater" means an employee who packs and crates preselected articles;

"painter (qualified)" means an employee who supervises painting operations, allocates work, ensures that it is done to specification and who may, in addition, prepare surfaces, paint them, replace broken window panes and order and mix paints;

"painter (unskilled)" means an employee who performs minor rough painting duties under supervision;

"paint mixer" means an employee who ensures that a constant supply of paint is supplied to spray booths and that the viscosity of the paint conforms to predetermined specifications;

"paint mixing attendant" means an employee who loads, operates and unloads a paint mixing agitator;

"paste machine operator" means an employee who feeds battery grids into automatic milling cutter for subsequent automatic processing by paste machine;

"paster" means an employee who applies adhesive compounds by brush to trim components for fixing to units in process;

"paster and adhesive sprayer" means an employee who either applies by brush or sprays adhesive compound onto trim material and places material onto the surface to which it is to be affixed;

"paste mixing operator" means an employee who, according to predetermined standards, mixing oxide and acid by means of a mechanical mixer into paste for battery manufacture;

"petrol pump attendant" means an employee who fills vehicle tanks with fuel, records fuel usage and completes distance in kilometres and fuel usage returns;

"photographic printer" means an employee who makes enlargements or reductions to specification from monochrome or colour positives or negatives to produce prints or transparencies;

"photographic process attendant" means an employee who ensures that photographic chemical processes are kept within predetermined specifications;

"picker" means an employee who manually picks components and accessories from bins as required by selection documents;

"picker/packer" means an employee who manually picks components and accessories from bins as required by selection documents and packs material into containers for despatch;

"polisher" means an employee who polishes out minor paint defects requiring re-painting;

"precision plater" means an employee who carries out electroplating, chemical and heat treatment processes;

"press operator" means an employee who loads sheet metal into a press, activates the press, removes and stacks pressed parts, and removes off-cuts;

"prime sprayer" means an employee who, by means of a spray gun, sprays primer onto metal components;

"printing assistant" means an employee who operates general printing, duplicating and copying equipment under supervision;

"print room operator" means an employee who operates a specific precision printing machine;

"print room operator (all-round)" means an employee who operates a variety of precision printing machines;

"loopkraandrywer" 'n werknemer wat 'n kragloopkraan bedien wat vir die laai, aflaai, verskuif en opstapel van kiste of materiaal gebruik word;

"poetsbesem- en kolpoleerder" 'n werknemer wat deur middel van 'n kragpoetsbesem of deur met die hand te vryf, vlekke op verfwerk van voertuie of komponente verwyder;

"motorvoertuig" 'n vervoermiddel met wiele wat deur elektriese of meganiese krag (uitgesonderd stoom) aangedryf word en ontwerp is vir die sleep en/of vervoer van persone en/of goedere en/of vrugte, maar omvat dit nie uitrusting wat ontwerp is om op vaste spore te loop, sleepwaens ontwerp om vrugte van 20 ton of meer te vervoer of vliegtuie nie;

"vlottendevoorraadkier" 'n werknemer wat vlottendevoorraadregisters ontleed in vlottendevoorraad vooraf bereken en leweransiemaatskappye van dringende voorraadbehoefes in kennis stel;

"knibbelmasjienbediener" 'n werknemer wat 'n kragwerktuig gebruik om oortollige metaal af te sny volgens voorafbepaalde merke van openinge in bakrompe en/of plaatmetaal volgens voorafbepaalde patrone sny;

"olieman" 'n werknemer wat masjinerie en uitrusting smeer ooreenkomstig voorafbepaalde voorkomende onderhoudsprogramme;

"bobaankraandrywer" 'n werknemer wat 'n kragbobaankraan bedien wat op spore loop en vir die laai, aflaai, verskuif en opstapel van kiste of materiaal gebruik word;

"verpakker" 'n werknemer wat vooraf gekeurde artikels in geskikte houers verpak;

"verpakker/kratverpakker" 'n werknemer wat vooraf uitgesoekte artikels verpak en in kratte verpak;

"verwer (gekwalifiseer)" 'n werknemer wat oor verfwerk-saamhede toetsig hou, werk uitdeel, verseker dat dit volgens spesifikasie gedoen word en daarbenewens oppervlakke kan voorberei, dit kan verf, gebreke vensterruite kan vervang en verf kan bestel en meng;

"verwer (ongeskool)" 'n werknemer wat minder belangrike ruwe verfligte onder toetsig verrig;

"verfmenger" 'n werknemer wat verseker dat die toevoer van verf na spuitbokke bestendig is en dat die viskositeit van die verf aan voorafbepaalde spesifikasies voldoen;

"verfmengbediener" 'n werknemer wat 'n verfmengroerder laai, bedien en ontlai;

"pastamasjienbediener" 'n werknemer wat batteryroosters in 'n outomatiese frees voer ter voorbereiding vir outomatiese verwerking deur 'n pastamasjien daarna;

"lymaanwender" 'n werknemer wat kleefstof met 'n kwas aan binnetoebehore-komponente aanbring vir vasplak aan eenhede in die proses van vervaardiging;

"lymaanwender en kleefstofspreiter" 'n werknemer wat kleefstowwe met 'n kwas op bekleeëlmateriaal aanbring of dit daarop spuit en die materiaal op die oppervlak plaas waarop dit vasgesit moet word;

"pastamengbediener" 'n werknemer wat oksied en suur volgens voorafbepaalde standaarde met 'n meganiese menger tot 'n pasta meng vir die vervaardiging van batterye;

"petrolpompbediener" 'n werknemer wat voertuigtenks met brandstof vul, brandstofverbruik aanteken en opgawes van kilometerafstand en brandstofverbruik invul;

"fotodrukker" 'n werknemer wat vergrotings of verkleinings volgens spesifikasie van eenkleurige of kleurpositiese of -negatiewe maak om af te drukke of transparante te lewer;

"fotografiese prosesbediener" 'n werknemer wat sorg dra dat fotografiese chemiese prosesse binne voorafbepaalde spesifikasies gehou word;

"uithaler" 'n werknemer wat komponente en bybehore met die hand uit bakke haal soos deur keuringdokumente vereis;

"uithaler/verpakker" 'n werknemer wat komponente en bybehore met die hand uit bakke haal soos deur keuringdokumente vereis en materiaal in houers vir versending pak;

"poleerder" 'n werknemer wat geringe verfgebreke wat oorverf vereis, wegpoleer;

"presisieplateerder" 'n werknemer wat elektroplateer-, chemiese en hittebehandelingsprosesse uitvoer;

"persbediener" 'n werknemer wat plaatmetaal in 'n pers laai, die pers aanskakel, geperste dele verwyder en opstapel en afsnystukke verwyder;

"grondlaagspreiter" 'n werknemer wat deur middel van 'n sproeispruit die grondlaag om metaalkomponente spuit;

"afdrukassistent" 'n werknemer wat algemene afdruk-, afrol- en kopieeruitrusting onder toetsig bedien;

"afdrukkamerbediener" 'n werknemer wat 'n spesifieke presiesiedrukmassjien bedien;

"afdrukkamerbediener (alsydig)" 'n werknemer wat 'n verskeidenheid presiesiedrukmassjiene bedien;

"process technician" means an employee who determines the cause of defects in production items and recommends corrective action;

"production gas and/or arc welder" means an employee who performs various production gas and/or arc welding operations;

"production sprayer (enamel or duco)" means an employee who selects the paint hose carrying the scheduled colour, connects hose to spray gun, and sprays enamel or duco onto the body shell or other components;

"protective equipment repairman" means an employee who maintains, repairs and issues safety equipment to employees as required;

"punch operator" means an employee who punches data cards where a minor deviation is involved requiring the re-punching of existing data cards;

"radiator shop operator" means an employee who carries out assembly operations in the radiator shop;

"repairman (production) A" means an employee with at least 18 months' experience in repair work in the Automobile Manufacturing Industry and who carries out various repairs to incomplete and/or complete vehicles or products in process;

"repairman (production) B" means an employee with less than 18 months' experience in repair work in the Automobile Manufacturing Industry and who carries out various repairs to incomplete and/or complete vehicles or products in process;

"repair shop assistant" means an employee who under the direction and supervision of an artisan removes and or replaces vehicle parts or units and who may fit, adjust and check vehicle components;

"riveter" means an employee who operates a power-operated riveting machine;

"roof vinyl assembler" means an employee who applies adhesive compound onto the roof of the body shell, who affixes pre-cut vinyl material onto the roof and trims off excess material;

"salvage repairman" means an employee who examines, repairs and re-works damaged or defective assembled parts, fits new parts to assemblies and checks for efficient working;

"sander/flatter" means an employee who removes roughness from prime paint surfaces by hand or machine;

"sand/shot blaster" means an employee who removes rust and dirt from metal components by using a shot blasting or sand blasting gun;

"saw operator" means an employee who operates a power-driven saw and cuts wood to predetermined dimensions;

"sealer/dipper" means an employee who places weather and dust-proofing in position, applies sealing compounds to body seams and/or dips components into sealer tanks and removes components after immersion;

"section leader" means an employee who, under supervision, co-ordinates the functions of employees in a section of an establishment;

"senior chemical process attendant" means an employee who ensures that chemical process attendants carry out their duties efficiently and also checks and tests various chemical processes and reports on any deviations from standards;

"senior clerk" means an employee who performs tasks which, to a certain extent, are varied and lack repetitive character, but who requires some initiative and works on his own;

"senior storeman" means an employee who, under supervision, co-ordinates the functions of other storemen in the section and who may perform the duties of a storeman;

"senior vehicle driver" means a heavy vehicle driver, who in addition is responsible for delivering or collecting components from outside suppliers either locally or from other centres;

"service garage controller" means an employee who allocates work to mechanics, follows up on work being performed, routes vehicles to various areas and operates a control board;

"sewing machinist (production)" means an employee who operates a flat-bed sewing machine to sew a variety of materials for the production lines;

"shift fireman" means an employee who is responsible for fire fighting operations and maintaining and checking of fire extinguishers and carrying out any other fire prevention duties;

"short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials, absenteeism, shortage of labour, a breakdown of plant or machinery, or a breakdown or a threatened breakdown of buildings;

"signwriter" means an employee who carries out in-plant signwriting functions;

"prosestegnikus" 'n werknemer wat die oorsaak van defekte in produksie-items vasstel en aanbeveel hoe dit verbeter kan word;

"produksiegas- en/of -boogswaier" 'n werknemer wat verskeie produksiegas- en/of -boogswaierwerk verrig;

"produksiespuitverwer (emalje of duco)" 'n werknemer wat die verfslang met die beplande kleur kies, die slang aan die sproeisuit konnekteer en emalje of duco op die bakromp of ander komponente spuit;

"hersteller van beskermende uitrusting" 'n werknemer wat veiligheidsuitrusting onderhou, herstel en aan werknemers uitreik soos vereis;

"ponsbediener" 'n werknemer wat datakaarte pons waar 'n geringe afwyking betrokke is wat die herpons van bestaande datakaarte vereis;

"verkoelerwerkwinkelbediener" 'n werknemer wat monteerwerkzaamhede in die verkoelerwerkwinkel uitvoer;

"hersteller (produksie) A" 'n werknemer met minstens 18 maande ondervinding van herstelwerk in die Outomobielywerheid en wat verskillende soorte herstelwerk aan onvoltooide en/of voltooide voertuie of produkte in die vervaardigingsproses uitvoer;

"hersteller (produksie) B" 'n werknemer met minder as 18 maande ondervinding van herstelwerk in die Outomobielywerheid en wat verskillende soorte herstelwerk aan onvoltooide en/of voltooide voertuie of produkte in die vervaardigingsproses uitvoer;

"herstelwerkwinkelassistent" 'n werknemer wat voertuigonderdele of -eenhede onder aanwysing en toesig van 'n ambagsman verwyder en/of vervang, en wat voertuigkomponente kan monteer, verstel en nagaan;

"klinkwerker" 'n werknemer wat 'n kragklinkmasjien bedien;

"dakvinielmonteur" 'n werknemer wat 'n kleefstof aan die dak van die bakromp aanbring, vooraf gesnyde vinielmateriaal op die dak vassit en oorskietmateriaal afsny;

"herwiner" 'n werknemer wat beskadigde of defekte gemonteerde onderdele ondersoek, herstel en oordoen, nuwe onderdele of monterings aanbring en nagaan of dit doeltreffend werk;

"skuurder/pletter" 'n werknemer wat die rofheid van die oppervlakte van grondlae verf met die hand of 'n masjien verwyder;

"sand-/haelstraler" 'n werknemer wat roes en vullis van metaalkomponente verwyder deur 'n sand- of haelstraalspuit te gebruik;

"saagbediener" 'n werknemer wat 'n kragsaag bedien en hout volgens vooraf bepaalde afmetings sny;

"verseëlaar/indompelaar" 'n werknemer wat weerbestande en stofdigte materiaal in posisie plaas, seëlmengsel op baknate aanbring en/of komponente in seëltanks dompel en komponente ná onderdompeling verwyder;

"seksieleier" 'n werknemer wat onder toesig die funksies van werknemers in 'n seksie van die bedryfsinrigting koördineer;

"senior chemiese proseskontroleur" 'n werknemer wat verskeie chemiese proseskontroleurs hul pligte doeltreffend uitvoer en ook die verskillende chemiese prosesse nagaan en toets en oor enige afwykings van standarde verslag doen;

"senior klerk" 'n werknemer wat pligte uitvoer wat in sekere mate wissel en nie van herhalende aard is nie maar 'n mate van inisiatief vereis, en wat selfstandig werk;

"senior masjienman" 'n werknemer wat onder toesig die funksies van ander masjienmanne in die seksie koördineer en wat die pligte van 'n masjienman kan verrig;

"senior voertuigdrywer" 'n werknemer wat 'n swaar voertuig dryf en daarbenewens verantwoordelik is vir die aflewering of afhaal van komponente by buiteleweransiers, hetsy plaaslik of in ander sentrums;

"versiengaragekontroleur" 'n werknemer wat werk aan werktuigkundiges uitdeel, werk kontroleer wat uitgevoer is, roetes bepaal vir voertuie na verskillende gebiede en 'n kontrolebord bedien;

"naaimasjienwerker (produksie)" 'n werknemer wat 'n platbednaaimasjien bedien om 'n verskeidenheid materiale vir die produksiebane vas te naai;

"skofbrandweerman" 'n werknemer wat verantwoordelik is vir brandweerwerk en die onderhoud en nagaan van brandblussers en die uitvoer van enige ander brandvoorkomingspligte;

"korttyd" 'n tydelike vermindering van die getal gewone werkeure weens 'n handelslapse, tekort aan grondstowwe, absenteïsme, tekort aan arbeid, onklaarraking van uitrusting of masjinerie of weens die feit dat die geboue onbruikbaar word of dreig om dit te word;

"letterskilder" 'n werknemer wat letterskilderfunksies in die fabriek uitvoer;

"soft trim assembler" means an employee who attaches upholstery material to trim components by means of adhesives, rivets and/or staples, etc., and who may perform any other duties incidental thereto;

"solder finisher" means an employee who grinds and buffs lead-wipes on metal components;

"spark plug assembler" means an employee who loads spark plug base components onto a conveyor assembly line and places sub-assemblies into the base of the plugs;

"specialist clerk" means an employee who performs duties requiring specific administrative and clerical skills, including the interpretation of principles systematically derived;

"spot and seam welder" means an employee who operates a spot and/or seam welding machine;

"spray booth attendant" means an employee who, under supervision, manipulates valves to control spray booth temperature, humidity, air balance and water flow;

"spring shop operator" means an employee who performs one or more manufacturing or assembly operations in the spring shop;

"stock chaser" means an employee who, when informed of component shortages by line foremen, ascertains quantity of material required for completion of scheduled units in process, and reports requirements to supply office;

"stockman" means an employee who robs case stock in order to supply urgently needed parts to the production line;

"storeman" means an employee who keeps stock records and maintains an adequate stock supply to meet schedules and/or other stock requirements;

"striper" means an employee who paints and/or affixes stripes and/or styling paper to units in process;

"stud welder" means an employee who by means of an electrical device and fixtures, fuses studs to predetermined locations to a body shell or sub-assembly;

"surveillance inspector" means an employee who checks the torque of bolts and inspects other equipment on units as laid down by quality control;

"tank solderer" means an employee who cleans petrol tank openings, fits tank to jig, positions and solders filler neck and drainage plug to the tank;

"telephonist" means an employee who operates an automatic telephone switchboard;

"test driver" means an employee who drives test vehicles over prescribed routes and records irregularities in the vehicle's performance;

"timekeeper" means an employee who distributes, collects and extends time cards;

"tool and cutter grinder" means an employee who operates precision machines to re-sharpen and generally re-work cutting tools and who checks accuracy of work by means of measuring devices;

"tool and cutter grinder A" means an employee who has had less than 12 months' experience as a tool and cutter grinder;

"tool and cutter grinder B" means an employee who has had not less than 12 months' experience but less than 36 months' experience as a tool and cutter grinder;

"tool and cutter grinder C" means an employee who has had not less than 36 months' experience as a tool and cutter grinder;

"tool changer" means an employee who changes, as directed, easily removable, dull, damaged or broken tools as used on manufacturing equipment in a section of an establishment;

"tool crib assistant" means an employee who issues hand tools against requisitions, maintains tool stocks, issues and records locality of power tools and ensures tools are sent to appropriate sections for preventive maintenance, and who may issue protective clothing and equipment;

"tool fitter" means an employee engaged in adjusting, repairing and/or the rebuilding of machines and tools;

"tool fitter A" means an employee who has had less than 12 months' experience as a tool fitter;

"tool fitter B" means an employee who has had not less than 12 months' experience but less than 36 months' experience as a tool fitter;

"tool fitter C" means an employee who has had not less than 36 months' experience as a tool fitter;

"tool hardener" means an employee who tempers metal by heating and quenching the metal in special solutions pertaining to the type of hardening required;

"tool hardener A" means an employee who has had less than 12 months' experience as a tool hardener;

"tool hardener B" means an employee who as had not less than 12 months' experience but less than 36 months' experience as a tool hardener;

"tool hardener C" means an employee who has had not less than 36 months' experience as a tool hardener;

"bekleedselmonteur" 'n werknemer wat bekleedselmateriaal deur middel van kleefstowwe, klinknaels en/of krammetjies, ens., aan binnetoebehorekomponente vasheg en wat enige ander pligte wat daarmee gepaard gaan, kan uitvoer;

"soldeerselafwerker" 'n werknemer wat loodveë op metaal-komponente slyp en fynskuur;

"vonkpropmonteur" 'n werknemer wat vonkpropvoetkomponente op 'n vervoermonteerbaan laai en submonterings in die voet van die vonkproppe plaas;

"spesialisklerk" 'n werknemer wat pligte uitvoer waarvoor spesifieke administratiewe en klerklike vaardighede nodig is, met inbegrip van die vertolking van beginsels wat stelselmatig afgelei word;

"punt- en naatsweiser" 'n werknemer wat 'n punt- en/of naatsweismasjien bedien;

"spuithokbediener" 'n werknemer wat onder toesig kleppe beheer om die temperatuur, voggehalte, lugbalans en water-vloei van spuithokke te beheer;

"veerwinkelbediener" 'n werknemer wat een of meer tipes vervaardigings- of monteerwerk in die veerwinkel verrig;

"voorraadkontroleur" 'n werknemer wat, wanneer die baanvoormanne hom van komponenttekorte in kennis stel, bepaal hoeveel materiaal vir die voltooiing van die beplande eenhede in die proses van vervaardiging nodig is en die benodigdhede aan die voorraadkantoor rapporteer;

"noodvoorraadman" 'n werknemer wat die hoofvoorraad plunder ten einde onderdele wat dringend nodig is, aan die produksiebaan te verskaf;

"magasynman" 'n werknemer wat voorraadregisters hou en genoeg voorraad vir programme en/of ander voorraadbehoefte aanhou;

"streepverwer" 'n werknemer wat strepe en/of stileerpapier op eenhede in die vervaardigingsproses verf en/of aanbring;

"tapboutsewer" 'n werknemer wat deur middel van 'n elektriese apparaat en setklemme tapboute op vooraf bepaalde plekke aan 'n bakromp of subsamestel vassmelt;

"toesighoudende inspekteur" 'n werknemer wat die wring-krag van boute kontroleer en ander uitrusting op eenhede inspekteer soos deur gehaltebeheer voorgeskryf;

"tenksoldeerder" 'n werknemer wat petrooltankopenings skoonmaak, tenks in setmate pas, en die vulnek en dreineer-prop op die tenk in posisie plaas en soldeer;

"telefonis" 'n werknemer wat 'n outomatiese telefoonskakel-bord bedien;

"toetsdrywer" 'n werknemer wat toetsvoertuie oor voorgeskrewe roetes dryf en onreëlmatighede in die voertuig se werkverrigting aanteken;

"tydopnemer" 'n werknemer wat tydkaarte uitdeel, versamel en verleng;

"gereedskap- en snyerslyper" 'n werknemer wat presisiemasjiene bedien om snygereedskap opnuut skerp te maak en oor die algemeen opnuut te bewerk en wat akkuraatheid van werk d.m.v. meetinstrumente kontroleer;

"gereedskap- en snyerslyper A" 'n werknemer met minder as 12 maande ondervinding as gereedskap- en snyerslyper;

"gereedskap- en snyerslyper B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as gereedskap- en snyerslyper;

"gereedskap- en snyerslyper C" 'n werknemer met minstens 36 maande ondervinding as gereedskap- en snyerslyper;

"gereedskapverwisselaar" 'n werknemer wat maklik verwyderbare, stomp, beskadigde of stukkende gereedskap, soos die wat by vervaardigingsuitrusting in 'n seksie van 'n bedryfs-uitrusting gebruik word, volgens opdragte verwissel;

"gereedskapfokassistent" 'n werknemer wat handgereedskap volgens rekvisisie uitreik, gereedskapvoorrade in stand hou, kraggereedskap uitreik en aanteken waar dit is en verseker dat gereedskap na die regte seksie gestuur word vir voorkomende onderhoud, en wat beskermende klere en uitrusting kan uitreik;

"gereedskapmonteur" 'n werknemer wat masjiene en gereedskap verstel, herstel en/of herbou;

"gereedskapmonteur A" 'n werknemer met minder as 12 maande ondervinding as gereedskapmonteur;

"gereedskapmonteur B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as gereedskapmonteur;

"gereedskapmonteur C" 'n werknemer met minstens 36 maande ondervinding as gereedskapmonteur;

"gereedskapverharder" 'n werknemer wat metaal temper deur dit te verhit en in spesiale oplossings te blus, na gelang van die soort verharding was vereis word;

"gereedskapverharder A" 'n werknemer met minder as 12 maande ondervinding as gereedskapverharder;

"gereedskapverharder B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as gereedskapverharder;

"gereedskapverharder C" 'n werknemer met minstens 36 maande ondervinding as gereedskapverharder;

"tool inspector" means an employee who carries out dimensional checks on dies and fixtures against specifications and who may check components during tool, die or fixture try-outs;

"tool repairman" means an employee who repairs used tools to conform to standards;

"tool resharpening" means an employee who restores cutting edges to high usage production tools that lend themselves to resharpening on production type pre-set sharpening machines;

"tool setter" means an employee who sets up and/or replaces tools on automatic or semi-automatic machines in accordance with production requirements and who is responsible for setting up safety equipment on machines;

"tool setter A" means an employee who has had less than 12 months' experience as a tool setter;

"tool setter B" means an employee who has had not less than 12 months' experience but less than 36 months' experience as a tool setter;

"tool setter C" means an employee who has had not less than 36 months' experience as a tool setter;

"tractor driver" means an employee who is engaged in driving a tractor for towing a trailer conveying goods from one point to another within the confines of the establishment;

"trainee inspector" means an employee who has had less than 12 months' experience with the same employer on the inspection of units in accordance with laid down specifications;

"trim cutter" means an employee who uses an electrically powered cutter to cut trim material to predetermined patterns;

"trim press operator" means an employee who places die boards in the frame of the press, and who operates the press to produce patterns to predetermined quantities;

"trolley handler" means an employee who pushes trolleys to convey units in process to different points in the assembly area;

"tube mill machine operator/setter" means an employee who sets and operates an automatic tube mill machine to produce radiator tubes and who may re-work defective radiators;

"unboxing checker" means an employee who checks items received or to be despatched against documents and records shortages and surpluses;

"uncertificated artisan" means an employee, other than an artisan who, under supervision, is employed on one or more aspects of work normally performed by an artisan;

"utility operator" means an employee who, in a production area, performs a variety of operations applicable to the section in which he is employed;

"vehicle appraiser" means an employee who appraises the quality level of current fleet vehicles to identify problems of material quality and assembly operations;

"vehicle assembly recorder (paint)" means an employee who records details of production units leaving the paint area and ascertains whether colour matches order requirements;

"vehicle expeditor" means an employee who expedites units which have fallen behind schedule, records and reports reasons for delays, liaises with production to ensure the rapid assembly of urgent units and the movement of vehicles behind schedule;

"vending machine attendant" means an employee who loads and cleans vending machines and removes coins;

"vending machine repairman" means an employee who carries out repairs and maintenance of a nature not normally performed by an artisan on vending machines;

"weld gun repairman" means an employee who repairs, modifies and installs electrical resistance spot and seam welding equipment, including compressed air and cooling water ancillaries;

"welfare liaison officer" means an employee who performs clerical duties related to the employment of labour, inducts new employees and attends to the welfare functions pertaining to employees;

"work study technician" means an employee who assists the industrial engineer with the balance-out of all labour in the issue of production labour reports, undertakes time and method studies and preliminary application thereof;

"yard forklift truck driver" means an employee who operates a mobile heavy-duty fork truck in the case storage area;

"zone" means an area in an establishment which is organised to carry out specific work functions related to factory processes;

"gereedskapinspekteur" 'n werknemer wat stempels en setklemme dimensionaal ondersoek volgens spesifikasies en wat komponente gedurende gereedskap-, stempel- of setklemtoetse kan nagaan;

"gereedskaphersteller" 'n werknemer wat gebruikte gereedskap herstel sodat dit volgens standaard is;

"gereedskapherstelyper" 'n werknemer wat die snykante herstel van produksiegereedskap wat dikwels gebruik word en wat geskik is om op produksietipe vooraf gestelde slypmasjiene geslyp te word;

"gereedskapopsteller" 'n werknemer wat gereedskap op outomatiese of halfoutomatiese masjiene opstel en/of vervang in ooreenstemming met produksievereistes, en wat vir die opstelling van veiligheidsuitrusting op masjiene verantwoordelik is;

"gereedskapopsteller A" 'n werknemer met minder as 12 maande ondervinding as gereedskapopsteller;

"gereedskapopsteller B" 'n werknemer met minstens 12 maande maar minder as 36 maande ondervinding as gereedskapopsteller;

"gereedskapopsteller C" 'n werknemer met minstens 36 maande ondervinding as gereedskapopsteller;

"trekkerdrywer" 'n werknemer wat 'n trekker dryf om 'n sleepwa te sleep vir die vervoer van goedere van een punt na 'n ander punt binne die grense van die bedryfsinrigting;

"kwekelingsinspekteur" 'n werknemer wat minder as 12 maande ondervinding van die inspeksie van eenhede volgens voorgeskrewe spesifikasies by dieselfde werkgewer opgedoen het;

"binnetoebehoesnyer" 'n werknemer wat 'n elektriese snyer gebruik om bekleedsele materiaal volgens vooraf bepaalde patrone te sny;

"binnetoebehoerepersbediener" 'n werknemer wat stempelborde in die raam van die pers plaas en die pers bedien om patrone volgens vooraf bepaalde hoeveelhede te produseer;

"trolliestoter" 'n werknemer wat trollies stoot om eenhede in die proses van vervaardiging na verskillende punte in die monteergebied te vervoer;

"silindermeulmasjiensbediener/-opsteller" 'n werknemer wat 'n outomatiese silindermeulmasjiene opstel en bedien om verkoelerpype te produseer een wat defekte verkoelers kan herprosesseer;

"uitpakkontroleur" 'n werknemer wat items wat ontvang word of versend gaan word, met dokumente vergelyk en tekorte en oorskotte aanteken;

"ongediplomeerde ambagsman" 'n werknemer, uitgesonderd 'n ambagsman, wat onder toesig een of meer aspekte van die werk verrig wat gewoonlik deur 'n ambagsman verrig word;

"utiliteitswerker" 'n werknemer wat in die produksiegebied 'n verskeidenheid werksaamhede verrig wat van toepassing is op die seksie waarin hy in diens is;

"voertuigtakseerder" 'n werknemer wat die gehaltepeil van huidige vlootvoertuie bepaal om probleme van materiaalgehalte en monterwerk te identifiseer;

"voertuigmonteeraantekenaar (verf)" 'n werknemer wat besonderhede aanteken van produksie-eenhede wat die verf-afdeling verlaat en nagaan of kleure aan bestellingsvereistes voldoen;

"voertuigbespoediger" 'n werknemer wat eenhede waarvan die produksie vertraag is, bespoedig, redes vir vertraging aanteken en aanmeld, met produksie skakel om die snelle montering van dringende eenhede en die beweging van voertuie waarvan die produksie vertraag is, te verseker;

"muntoutomaatbediener" 'n werknemer wat muntoutomate laai en skoonmaak en muntstukke verwyder;

"muntoutomaathersteller" 'n werknemer wat herstelwerk en onderhoud aan muntoutomate uitvoer wat normaalweg nie deur 'n ambagsman gedoen word nie;

"sweismasjienshersteller" 'n werknemer wat punt- en naatsweisuistruktuur (elektriese weerstand) herstel, wysig en installeer, met inbegrip van lugdruk- en koelwaterbybehore;

"welsynskakelbeampte" 'n werknemer wat klerklike pligte verrig in verband met die indiensneming van arbeid, nuwe werknemers tuismaak en welsynsfunksies in verband met werknemers behartig;

"werkstudietegnikus" 'n werknemer wat die bedryfsingenieur help met die balanseer van alle arbeid by die uitreiking van produksiearbeidverslae, tyd- en metodestudies en die voorlopige toepassing daarvan onderneem;

"werfvrkhuyswadywer" 'n werknemer wat 'n mobiele swaardiensvrkhuyswa in die voorraadwerf bedien;

"sone" 'n deel van 'n bedryfsinrigting wat georganiseer is om spesifieke werkfunksies in verband met fabrieksprosesse uit te voer;

"Grade 1 employee" means an employee engaged in one or more of the following occupations:

Boxmaker; cleaner (body, glass and tyres); conveyor loader; coolant handler; crib attendant; de-rust tank operator; disc cutter; door, decklid, bonnet and fender hanger; engine/gearbox sprayer; gardener; hole driller; kennel attendant; labourer; lasher; masker; material handler, unboxing; mechanical sweeper operator; messenger; packer; painter (unskilled); paster; polisher; scaler/dipper; trolley handler;

"Grade 2 employee" means an employee engaged in one or more of the following occupations:

Adhesive attendant; assembler B; battery charger; black dip operator; de-ruster; die-casting operator (battery); drip rail roller; glazer; hoist operator; hooker/stacker; laboratory attendant; mop and spot polisher; oiler; packer and crater; paster and adhesive sprayer; picker; press operator; sand/shot blaster; saw operator; spark plug assembler; spot and seam welder; stud welder;

"Grade 3 employee" means an employee engaged in one or more of the following occupations:

Abrasive buff mender; ambulance driver; amendment operator; binding assistant; body moulder; brush touch-up; buffer and polisher; chemical attendant; chemical dip operator; convoy driver/vehicle loader; cushion cover assembler; dielectric press loader; die handler; door, decklid and bonnet clincher; door, decklid and bonnet positioner; engine assembler; fireman's assistant; grid caster, guillotine and band saw operator; hot test operator; light vehicle driver; machine operator (manufacturing); nibbling machine operator; paint mixing attendant; paste machine operator; petrol pump attendant; prime sprayer; printing assistant; radiator shop operator; roof vinyl assembler; riveter; sander/flatter; spray booth attendant; striper; tank solderer; tractor driver; vending machine attendant;

"Grade 4 employee" means an employee engaged in one or more of the following occupations:

Assembler A; body dropper; clerk B; data control operator; driver/messenger; forklift truck driver other than a yard forklift truck driver; headliner; locker room attendant; maintenance painter (uncertificated); material handler (general); picker/packer; print room operator; punch operator; soft trim assembler; spring shop operator; tool crib assistant; trim press operator; unboxing checker; vehicle assembly recorder (paint);

"Grade 5 employee" means an employee engaged in one or more of the following occupations:

Bonderite attendant; checker/packer; courtesy driver; door, decklid and bonnet adjuster; heavy vehicle driver; Kardex clerk; production gas and/or arc welder; sewing machinist (production); stock chaser; tool resharpening;

"Grade 6 employee" means an employee engaged in one or more of the following occupations:

Advertising assistant; clerk A; compressor attendant; convoy leader; dielectric machine operator; factory guide; first-aid assistant; laboratory assistant; lead wiper; mechanical repairman B; metal finisher; paste mixing operator; photographic process attendant; print room operator (all-round); production sprayer (enamel or duco); repairman (production) B; repair shop assistant; solder finisher; telephonist; trainee inspector; yard forklift truck driver;

"Grade 7 employee" means an employee engaged in one or more of the following occupations:

Clerk, general; employment assistant; engine tester; protective equipment repairman; stockman; test driver; time-keeper; tool changer;

"Grade 8 employee" means an employee engaged in one or more of the following occupations:

Checker; chemical process attendant; clicker; convoy master; engine assembly inspector; line inspector; machine operator I; metal finisher (all-round); mobile crane driver; overhead crane driver; paint mixer; photographic printer; repairman (production) A; salvage repairman; service garage controller; shift fireman; trim cutter; tube mill machine operator/setter; vehicle expeditor; vending machine repairman; welfare liaison officer;

"Grade 9 employee" means an employee engaged in one or more of the following occupations:

Acceptance inspector; boiler attendant; cycle checker; drawing office tracer; engine repairman; group leader; machining inspector; material spoilage technician; mechanical repairman

"werknemer graad 1" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Kismaker; skoonmaker (bak, glas en buitebande); vervoerbandlaaier; koelmiddelhanteerder; bakbediener; ontroestekbediener; skyfsnyer; deur-, dak-, enjinkap- en modderskermhanger; enjin-/ratkasbespuiter; tuinier; gateboorder; hondehokwerker; arbeider; vasmaker; toeplakker; materiaalhanteerder (uitpak); bediener van meganiese veër; bode; verpakker; verwer (ongeskool); lymaanwender; poleerder; verseëler/indompelaar; trolliestoter;

"werknemer graad 2" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Kleefstofwerker; monteur B; batterylaaier; indoper in blouhoutekstrak; ontroester; vormgieter (battery); druprelingroller; verglaser; hyserbediener; aanhaker/opstapelaar; laboratoriumbediener; poetsbesem- en kolpoleerder; olieman; verpakker en kratverpakker; lymaanwender en kleefstofspuiter; uithaler; persbediener; sand-/haelstraler; saagbediener; vonkpropmonteur; punt- en naatsweiser; tapboutsweiser;

"werknemer graad 3" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Fynskuurderhersteller; ambulansdrywer; wysigingsoperateur; binder; bakmonteur; kwasopknapper; fynskuurder en poleerder; chemiese kontroleur; indoper in chemiese oplossing; konvooidrywer/voertuiglaaier; kussingooortrekselmonteur; dielektriese perslaaier; stempelhanteerder; deur-, dak- en enjinkapomklinker deur-, dak- en enjinkapasser; enjinmonteur; brandweerman se assistent; roostergieter; guillotine- en bandsaagbediener; hittetoetsbediener; drywer van ligte voertuig; masjienbediener (vervaardiging); knibbelmasjienbediener; verfmengbediener; pastamasjienbediener; petrolepompbediener; grondlaagspuiter; afdrukassistent; verkoelerwerkwinkelbediener; dakvinielmonteur; klinkwerker; skuurder/pletter; spuit-hokbediener; streepverwer; tenksoldeerder; trekkerdrywer; muntoutomaatbediener;

"werknemer graad 4" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Monteur A; bakneerlater; klerk B; databeheerder; drywer/bode; verkhuyswadywer, uitgesonderd 'n werfverkhuyswadywer; dakvoeringwerker; sluitkaskamerbediener; onderhoudswerwer (ongediplomeerd); materiaalhanteerder (algemeen); uithaler/verpakker; afdukkamerbediener; ponsbediener; bekleedselmonteur; veerwinkelbediener; gereedskaphokassistent; binnetoebehorepersbediener; uitpakkontroleur; voertuigmonteeraantekenaar (verf);

"werknemer graad 5" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Bonderite-werker; kontroleur/verpakker; welwillendheidsdrywer; deur-, dak- en enjinkapversteller; drywer van swaar voertuig; Kardex-klerek; produksiegas- en/of -boogswaier; naaimasjienwerker (produksie); voorraadkontroleur; gereedskapherslyper;

"werknemer graad 6" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Advertensie-assistent; klerk A; kompressorbediener; konvooleier; bediener van dielektriese masjien; fabrieksgids; eerste hulpassistent; laboratoriumassistent; loodaanwender; meganiese hersteller B; metaalafwerker; pastamengbediener; fotografiese prosesbediener; afdukkamerbediener (alsydig); produksiespuitverwer (emalje of duco); hersteller (produksie) B; herstelwerkwinkelassistent; soldeerselafwerker; telefonis; kwekelingsinspekteur; werfverkhuyswadywer;

"werknemer graad 7" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Klerk, algemeen; indiensnemingsassistent; enjintoets; hersteller van beskermende uitrusting; noodvoorraadman; toetsdrywer; tydopnemer; gereedskapverwisselaar;

"werknemer graad 8" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Kontroleur; chemiese proseskontroleur; uitsnyer; konvoibaas; enjinmonteerinspekteur; baaninspekteur; masjienbediener I; metaalafwerker (alsydig); loopkraandrywer; bobaankraandrywer; verfmenger; fotodrukker; hersteller (produksie) A; herwiner; versienegaragekontroleur; skofbrandweerman; binnetoebehoresnyer; silindermeulmasjienbediener/-opsteller; voertuigbespoediger; muntoutomaathersteller; welsynskakelbeampte;

"werknemer graad 9" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Ontvanginspekteur; ketelbediener; sikluskontroleur; natrektekenaar; enjinhersteller; groepleier; masjienwerkinspekteur; materiaalafvaltegnikus; meganiese hersteller A; vlottendevoor-

A; M.P.O. clerk; senior chemical process attendant; senior clerk; senior vehicle driver; storeman; surveillance inspector; uncertificated artisan; weld gun repairman;

"Grade 10 employee" means an employee engaged in one or more of the following occupations:

Assistant foreman; die setter A; final inspector; firemaster; machine setter/job setter A; section leader; senior storeman; specialist clerk; tool and cutter grinder A; tool fitter A; tool hardener A; tool setter A.

"Grade 11 (a) employee" means an employee engaged in one or more of the following occupations:

Die setter B; machine setter/job setter B; tool and cutter grinder B; tool fitter B; tool hardener B; tool setter B.

"Grade 11 (b) employee" means an employee engaged—

(a) as an artisan;

(b) in one or more of the following occupations:

Die setter C; machine setter/job setter C; tool and cutter grinder C; tool fitter C; tool hardener C; tool setter C.

"Grade 12 employee" means an employee engaged in one or more of the following occupations:

Assistant artisan foreman; detailer; evaluation technician; garage technician; instrument and electronics technician; layout and gauge technician; material handling technician; process technician; tool inspector; vehicle appraiser; work study technician.

(2) For the purposes of this Agreement an employee shall be deemed to be employed in the class in which he is wholly or mainly engaged.

4. MINIMUM RATES OF PAY

(1) Except as otherwise provided in the Agreement, an employee shall be paid according to the number of hours actually worked by him, at not less than the following minimum rates of pay:

	Cents per hour
Grade 1 employee.....	100
Grade 2 employee.....	101
Grade 3 employee.....	103
Grade 4 employee.....	105
Grade 5 employee.....	108
Grade 6 employee.....	111
Grade 7 employee.....	116
Grade 8 employee.....	123
Grade 9 employee.....	135
Grade 10 employee.....	160
Grade 11 (a) employee.....	235
Grade 11 (b) employee.....	275
Grade 12 employee.....	300

(2) A utility operator in any grade shall be paid not less than the minimum rate prescribed for that grade plus 5c per hour.

(3) An employee who is absent from work as a result of an injury on duty shall be paid 75 per cent of his normal basic wage for each day of absence: Provided that the employer's liability shall be limited to payment in respect of not more than two days.

(4) Nothing in this Agreement shall operate to reduce the wage which was being paid to an employee immediately prior to or at the date of coming into operation of this Agreement while such employee remains in the employ of the same employer. For the purposes of this subclause the expression "this Agreement" includes any amendments thereto.

5. PAYMENT OF EARNINGS

(1) (a) Any amount due to an employee in terms of this Agreement shall be paid weekly, fortnightly or monthly in cash and shall—

(i) in the case of weekly and fortnightly paid employees, be paid during the ordinary hours of work of such employees on the last work-day of the week or fortnight, as the case may be, and shall include all amounts due to the employees up to and including the last work-day of the previous week;

(ii) in the case of monthly paid employees, be paid during the ordinary hours of work of such employees on the last work-day of the month to which payment relates:

raadkier; senior chemiese prosesbediener; senior klerk; senior voertuigdrywer; magasynman; toesighoudende inspekteur; ongediplomeerde ambagsman; sweismasjienhersteller;

"werknemer graad 10" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Assistent-voorman; stempelopsteller A; finale inspekteur; hoofbrandweerman; masjienopsteller/werkopsteller A; seksieleier; senior magasynman; spesialisklerk; gereedskap- en snyerslyper A; gereedskapmonteur A; gereedskapverharder A; gereedskapopsteller A.

"Werknemer graad 11 (a)" 'n werknemer wat werksaam is in een of meer van die volgende beroepe:

Stempelopsteller B; masjienopsteller/werkopsteller B; gereedskap- en snyerslyper B; gereedskapmonteur B; gereedskapverharder B; gereedskapopsteller B;

"Werknemer graad 11 (b)" 'n werknemer wat werksaam is—

(a) as ambagsman;

(b) in een of meer van die volgende beroepe:

Stempelopsteller C; masjienopsteller/werkopsteller C; gereedskap- en snyerslyper C; gereedskapmonteur C; gereedskapverharder C; gereedskapopsteller C;

"werknemer graad 12" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Assistent-ambagsmanvoorman; detailtekenaar; evaluasie-technikus; garageteknikus; instrumente- en elektronika-technikus; ontwerp- en meterteknikus; materiaalhandteerteknikus; proses-technikus; gereedskapinspekteur; voertuigtakseerder; werkstudie-technikus.

(2) Vir die toepassing van hierdie Ooreenkoms moet 'n werknemer geag word in diens te wees in die klas waarin hy uitsluitlik of hoofsaaklik werk.

4. MINIMUM BESOLDIGING

(1) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, moet 'n werknemer betaal word volgens die getal ure wat hy werklik werk, en wel teen minstens die volgende minimum lone:

	Sent per uur
Werknemer, graad 1.....	100
Werknemer, graad 2.....	101
Werknemer, graad 3.....	103
Werknemer, graad 4.....	105
Werknemer, graad 5.....	108
Werknemer, graad 6.....	111
Werknemer, graad 7.....	116
Werknemer, graad 8.....	123
Werknemer, graad 9.....	135
Werknemer, graad 10.....	160
Werknemer, graad 11 (a).....	235
Werknemer, graad 11 (b).....	275
Werknemer, graad 12.....	300

(2) 'n Utiliteitswerker in enige klas moet minstens die minimum voorgeskrewe besoldiging vir daardie klas plus 5c per uur betaal word.

(3) 'n Werknemer wat van sy werk afwesig is as gevolg van 'n besering wat hy op diens opgedoen het, moet 75 persent van sy gewone basiese loon betaal word vir elke dag wat hy afwesig is: Met dien verstande dat 'n werkgever se aanspreeklikheid beperk is tot die betaling van hoogstens twee dae se besoldiging.

(4) Niks in hierdie Ooreenkoms mag die uitwerking hê dat dit die loon verminder wat aan 'n werknemer betaal is onmiddellik voor of op die datum van inwerkingtreding van hierdie Ooreenkoms terwyl sodanige werknemer by dieselfde werkgever in diens bly nie. Vir die toepassing van hierdie subklousule omvat die uitdrukking "hierdie Ooreenkoms" alle wysigings daarvan.

5. BETALING VAN VERDIENSTE

(1) (a) Alle bedra wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, moet weekliks, tweeweekliks of maandeliks in kontant betaal word en moet—

(i) in die geval van 'n werknemer wat weekliks of tweeweekliks betaal word, gedurende die gewone werkdag van sodanige werknemer op die laaste werkdag van die week of die twee weke, na gelang van die geval, betaal word, en moet alle bedrae insluit wat aan die werknemer verskuldig is tot en met die laaste dag wat in die vorige week gewerk is;

(ii) in die geval van 'n werknemer wat maandeliks betaal word, gedurende die gewone werkdag van sodanige werknemer op die laaste werkdag van die maand waarop die betaling betrekking het, betaal word:

Provided that, where an employee's service terminates, any amount due to him shall be paid not later than the work-day following that on which his employment so terminates.

(2) Each employee shall be given a statement on payment, showing his total earnings, ordinary time and overtime payments, allowances and deductions.

(3) No deductions of any description other than the following shall be made from the amount due to an employee:

(a) At the written request or with the written consent of the employee, a deduction for sick benefit, medical aid, provident or pension funds, insurance, or to a welfare or other charitable organisation or cause or to a savings account in the name of the employee;

(b) at the written request of the employee a deduction in respect of subscriptions to the trade unions;

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

(d) where the employee so agrees, a deduction for tea or meals provided by the employer;

(e) a deduction for any purchases from the employer, for cash advanced to him, or to adjust any inadvertent overpayment;

(f) a weekly deduction for loss of equipment except where such loss is not due to any fault on the part of the employee: Provided that each such deduction shall not exceed 15 per cent of the employee's wage except in the event of termination of service, in which case any outstanding balance shall immediately become due and deductible;

(g) contributions to the Council in terms of clause 18, and contributions to any fund which may be established in terms of a published agreement of the Council.

(h) with the written consent of an employee, a deduction of any amount which an employer has paid to any municipal council or other local authority in respect of the rent of any house by such employee.

6. ORDINARY HOURS OF WORK, MEAL INTERVALS AND REST INTERVALS

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

(a) 45 hours in any week;

(b) nine hours on each of five days per week.

(2) All working hours in any day shall, except for meal intervals and rest intervals, as provided for in this clause, be consecutive.

(3) The employer shall not require or permit an employee to work continuously for more than five hours without a meal interval of not less than half an hour, during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided that when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may be reduced to 15 minutes.

(4) An employer shall grant to each of his employees, other than an employee on shift work, a rest interval of not less than 10 minutes as nearly as practicable in the middle of each morning and afternoon period, during which interval such employees shall not be required or permitted to perform any work and such intervals shall be deemed to be part of the ordinary hours of work.

(5) The following provisions shall apply to shift work:

(a) No normal shift shall exceed nine hours;

(b) not less than eight hours shall elapse between successive shifts of any employee;

(c) an employee on shift work shall be paid not less than—

(i) in the case of a shift which commences before and ends after midnight or commences after midnight but not later than 06h00, his basic wage plus 10 per cent;

(ii) in the case of a shift which ends between the hours of 20h30 and midnight, his basic wage plus 5 per cent.

(6) The restrictions imposed by subclauses (3) and (4) of this clause and of clause 7 (2) (a) shall not apply to any male employee while employed on work necessitated by a breakdown of plant or machinery or other unforeseen emergency or in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours.

Met dien verstande dat waar 'n werknemer se diens beëindig word, alle bedrae wat aan hom verskuldig is, betaal moet word voor of op die werkdag wat volg op dié waarop sy diens aldus beëindig word.

(2) Elke werknemer moet, by betaling, 'n staat ontvang wat sy totale verdienste, betaling vir gewone en oortydure, toelae en aftrekkings toon.

(3) Geen bedrag van enige aard, uitgesonderd die volgende, mag afgetrek word van die bedrae wat aan 'n werknemer verskuldig is nie:

(a) Op skriftelike versoek of met skriftelike toestemming van die werknemer, 'n bedrag vir siektebystands- mediese bystand-, voorsorg- of pensioenfondse, versekering, welsyns of ander liefdadigheidsorganisasie of -saak of spaarrekenings op naam van die werknemer;

(b) op skriftelike versoek van die werknemer, 'n bedrag vir bydraes tot die vakverenigings;

(c) 'n bedrag wat 'n werkgewer regtens of ingevolge 'n bevel van 'n hof met regsbevoegdheid moet of mag aftrek;

(d) waar die werknemer daartoe instem, 'n bedrag vir tee of maaltye wat deur die werkgewer verskaf word;

(e) 'n bedrag vir alle goedere wat van die werkgewer gekoop word, vir kontant wat aan hom voorgeskiet is of vir die aanpassing van onopsetlike oorbetalings;

(f) 'n weeklikse bedrag vir verlies van uitrusting, behalwe waar sodanige verlies nie aan 'n fout van die werknemer te wyte is nie: Met dien verstande dat sodanige aftrekking hoogstens 15 persent van die werknemer se loon mag beloop, behalwe in die geval van diensbeëindiging, wanneer 'n verskuldigde bedrag onmiddellik verskuldig en aftrekbaar is;

(g) bydraes aan die Raad ingevolge klousule 18 en bydraes tot enige fonds wat ingevolge 'n gepubliseerde ooreenkoms van die Raad gestig is;

(h) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgewer aan enige munisipale raad of ander plaaslike owerheid betaal het ten opsigte van die huur van 'n huis deur sodanige werknemer.

6. GEWONE WERKURE, ETENSPOUSES EN RUSPOUSES

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

(a) 45 uur per week;

(b) nege uur op elk van vyf dae per week.

(2) Alle werkure op enige dag moet agtereenvolgend wees, uitgesonderd etenspouses en ruspouses soos in hierdie klousule bepaal.

(3) Die werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer as vyf uur aaneen sonder 'n etenspouse van minstens 'n halfuur te werk nie, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse word nie geag deel van die gewone werkure of oortydure uit te maak nie: Met dien verstande dat waar 'n werkgewer op enige dag 'n werknemer 'n tweede etenspouse weens oortydwerk moet toestaan, sodanige pouse tot 15 minute verkort kan word.

(4) 'n Werkgewer moet, so na as moontlik aan die middel van elke oggend- en namiddagwerktydperk, aan elk van sy werknemers, uitgesonderd 'n skofwerker, 'n ruspouse van minstens 10 minute toestaan, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse word geag deel van die gewone werkure uit te maak.

(5) Die volgende bepalings is op skofwerk van toepassing:

(a) Geen gewone skof mag langer as nege uur duur nie;

(b) minstens agt uur moet tussen agtereenvolgende skofte van 'n werknemer verloop;

(c) 'n skofwerker moet minstens sy basiese loon betaal word—

(i) plus 10 persent in die geval van 'n skof wat voor middernag begin en na middernag eindig of na middernag maar nie later nie as 06h00 begin;

(ii) plus 5 persent in die geval van 'n skof wat tussen 20h30 en middernag eindig.

(6) Beperkings wat deur subklousules (3) en (4) van hierdie klousule en klousule 7 (2) (a) opgelê word, is nie van toepassing op 'n manlike werknemer terwyl hy werk verrig wat deur die onklaarraking van uitrusting of masjinerie of 'n ander onvoorsiene noodtoestand noodsaaklik gemaak is of terwyl hy werk verrig in verband met die opknapping of herstel van uitrusting of masjinerie wat nie gedurende gewone werkure verrig kan word nie.

7. OVERTIME

(1) All time worked in excess of 45 hours per week, or nine hours per day, shall be deemed to be overtime.

(2) (a) *Male employees*.—An employer shall not require or permit a male employee to work more than 10 hours overtime in any week;

(b) *Female employees*.—An employer shall not require or permit a female employee to work—

- (i) overtime for more than 10 hours per week;
- (ii) between 18h00 and 06h00;
- (iii) after 13h00 on more than five days per week.

(3) Notwithstanding the provisions of subclause (2), an employer may require or permit an employee to work overtime for such period in excess of 10 hours per week as may be fixed in an exemption granted by the Council in terms of clause 17 of this Agreement.

8. PAYMENT FOR OVERTIME AND WORK ON SUNDAYS AND PUBLIC HOLIDAYS

(1) Any overtime worked shall be paid for as follows:

(a) On a normal working day, one and a half times an employee's basic wage for the first six hours; thereafter, subject to clause 7 (3), at twice his basic wage;

(b) on the sixth day, one and a half times an employee's basic wage for the first nine hours; thereafter, subject to clause 7 (3), at twice his basic wage:

Provided that where an employee absents himself from work during his ordinary working hours, the employer shall not be required to pay such employee overtime until after the completion of the number of hours of work ordinarily performed by the employee on that day.

(2) Whenever an employee works on a Sunday, the employer shall either—

(a) pay the employee—

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

(ii) if he so works for a period exceeding four hours, not less than double his basic wage in respect of the total number of hours worked by him on such Sunday, or not less than double his basic wage in respect of the period ordinarily worked by him on a week day, whichever is the greater; or

(b) pay him at a rate of not less than one and a third times his basic wage in respect of the total number of hours worked by him on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof not less than his basic wage which he would have earned in respect of the period ordinarily worked by him on that day.

(3) (a) If an employee does not work on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant or Christmas Day, and if such day does not fall on a Sunday, the employer shall pay him, in respect of such day, an amount not less than the basic wage he would have earned if he had on such day worked his average ordinary working hours for that day of the week.

(b) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant or Christmas Day, the employer shall pay him an amount not less than his basic wage in respect of the first nine hours worked by him on such day, in addition to the amount to which he would have been entitled in terms of paragraph (a) of this subclause had he not so worked. Time worked in excess of nine hours shall be regarded as overtime.

(4) Notwithstanding the provisions of subclause (1), an employee who has left the establishment after having completed his normal shift, and who is then recalled, shall be paid one and a half times the hourly rate for the total number of hours worked until the commencement of his next normal shift: Provided that where any such period worked is less than four hours, he shall be deemed to have worked for at least four hours.

9. SHORT-TIME

An employer shall, prior to the day on and from which he intends to work short-time, notify the employees concerned by posting up a notice or notices to this effect in a prominent place or places easily accessible to them: Provided that this clause shall not apply where no work is available to an employee on account of a breakdown of machinery

7. OORTYD

(1) Alle tyd wat bo en behalwe 45 uur per week of nege uur per dag gewerk word, word geag oortyd te wees.

(2) (a) *Manlike werknemers*.—'n Werkgewer mag nie van 'n manlike werknemer vereis of hom toelaat om meer as 10 uur oortyd per week te werk nie.

(b) *Vroulike werknemers*.—'n Werkgewer mag nie van 'n vroulike werknemer vereis of haar toelaat om oortyd soos volg te werk nie:

- (i) Meer as 10 uur per week;
- (ii) tussen 18h00 en 06h00;
- (iii) na 13h00 op meer as vyf dae per week.

(3) Ondanks subklousule (2) kan 'n werkgewer van 'n werknemer vereis of hom toelaat om oortyd te werk vir 'n tydperk van langer as 10 uur per week wat vasgestel is in 'n vrystellingsertifikaat wat kragtens klousule 17 van hierdie Ooreenkoms deur die Raad uitgereik is.

8. BETALING VAN OORTYD EN WERK OP SONDAE EN OPENBARE VAKANSIEDAE

(1) Daar moet vir alle oortyd soos volg betaal word:

(a) Op 'n gewone werkdag: Een en 'n half maal 'n werknemer se basiese loon vir die eerste ses uur, en daarna dubbel sy basiese loon, behoudens klousule 7 (3);

(b) op die sesde dag: Een en 'n half maal 'n werknemer se basiese loon vir die eerste nege uur, en daarna dubbel sy basiese loon, behoudens klousule 7 (3):

Met dien verstande dat waar 'n werknemer gedurende sy gewone werkure van sy werk afwesig is, die werkgewer nie oortydbesoldiging aan sodanige werknemer hoef te betaal nie tot na voltooiing van die getal werkure wat die werknemer gewoonlik op daardie dag werk.

(2) Waar 'n werknemer op 'n Sondag werk, moet die werkgewer—

(a) aan die werknemer—

(i) as hy aldus vir 'n tydperk van hoogstens vier uur werk, minstens sy basiese loon betaal vir die tydperk wat hy gewoonlik op 'n weekdag werk; of

(ii) as hy aldus vir 'n tydperk van meer as vier uur werk, minstens dubbel sy basiese loon betaal vir die totale getal ure wat hy op sodanige Sondag werk, of minstens dubbel sy basiese loon vir die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of

(b) minstens een en 'n derde maal sy basiese loon betaal vir die totale getal ure wat hy op sodanige Sondag werk en hom binne sewe dae na sodanige Sondag een dag vakansie toestaan en hom daarvoor minstens sy basiese loon betaal wat hy sou verdien het vir die tydperk wat hy gewoonlik op daardie dag werk.

(3) (a) As 'n werknemer nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Gelofte dag of Kersdag werk nie, en sodanige dag nie op 'n Sondag val nie, moet die werkgewer hom vir sodanige dag minstens die basiese loon betaal wat hy sou verdien het as hy op sodanige dag sy gemiddelde getal gewone werkure vir daardie dag van die week gewerk het.

(b) Waar 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Gelofte dag of Kersdag werk, moet die werkgewer hom minstens sy basiese loon betaal vir die eerste nege uur wat hy op sodanige dag werk, benewens die bedrag waarop hy ooreenkomstig paragraaf (a) van hierdie subklousule geregtig sou gewees het as hy nie aldus gewerk het nie. Die tyd wat hy langer as nege uur werk, word geag oortyd te wees.

(4) Ondanks subklousule (1), moet 'n werknemer wat die bedryfsinrigting verlaat het nadat hy sy gewone skof voltooi het en dan teruggeroep word, een en 'n half maal die uurloon betaal word vir die totale aantal ure gewerk tot die aanvang van sy volgende gewone skof: Met dien verstande dat, indien enige sodanige tydperk gewerk korter as vier uur is, daar geag word dat hy minstens vier uur gewerk het.

9. KORTTYD

'n Werkgewer moet, voor die dag waarop en met ingang waarvan hy korttyd wil laat werk, die betrokke werknemers daarvan in kennis stel deur 'n kennisgewing of kennisgewings met dié strekking op te plak op 'n opvallende plek of plekke wat maklik vir hulle bekombaar is: Met dien verstande dat hierdie klousule nie van toepassing is waar geen werk weens 'n onklaarraking van masjinerie of 'n ander rede buite die

or other cause beyond the control of the employer, in which event the employees concerned shall be given not less than one hour's pay from the time of the breakdown or other such cause.

10. PROHIBITION OF EMPLOYMENT

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

11. ANNUAL LEAVE

(1) An employer shall grant to an employee paid leave of not less than three weeks, of which not less than two weeks shall be granted in December, unless the shut-down was observed earlier, in which event not less than one week shall be granted during December. Each such employee shall be given not later than the last working day before the commencement of such leave, leave pay amounting to one-twelfth of his basic pay for three weeks for each completed month of employment with the same employer: Provided that—

(a) the period of such leave shall not be concurrent with any period during which the employee is undergoing military service in pursuance of the Defence Act, 1957, nor with any period of sick leave granted in terms of clause 15 of this Agreement;

(b) if any public holiday referred to in clause 8 (3) falls within the period of such holiday, such public holiday shall be added to the said period as a further period of holiday and the employee shall, at the same time, be paid in respect of such public holiday an amount equal to the basic wage he would have earned had he on such public holiday worked his daily average ordinary hours of work.

(2) Should the contract of employment of an employee be terminated before the commencement of annual leave, the employer shall pay to such employee, in respect of leave pay due to him as at the date of such termination, an amount calculated at the rate of one-twelfth of two weeks' basic pay for each completed month of employment: Provided that an employer shall not be obliged to pay leave pay to an employee who leaves his employment without having given, and worked during the period of, the appropriate notice of termination of employment, unless in failing to give such notice or to work during such period he was acting within his legal rights.

(3) The amount of the leave pay payable in terms of sub-clauses (1) and (2) shall be calculated at the rate of basic pay which the employee was receiving immediately prior to the date from which his leave commences or on which his employment terminates, as the case may be.

(4) Any period during which an employee—

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

(b) undergoes military service in pursuance of the Defence Act, 1957, up to a maximum of four months; or

(c) is absent from work on the instructions or at the request of his employer; or

(d) is absent from work owing to illness or confinement amounting in the aggregate in any one year to not more than 26 weeks;

shall be deemed to be employment for the purposes of sub-clauses (1) and (2).

(5) For the purposes of this clause employment shall be deemed to commence from—

(a) the date on which the employee entered the employer's service; or

(b) the date on which the employee last became entitled to annual leave of absence;

whichever was the later.

(6) Every employer shall, in addition to the leave referred to in subclause (1), grant to an employee who is a member of the Council's Supplemental Unemployment Benefit Fund and has been in the service of that employer for—

(a) two but less than five years;

(b) five but less than 10 years;

(c) 10 years or more;

paid service leave of not less than—

(i) one day in the case of an employee referred to in paragraph (a);

(ii) two days in the case of an employee referred to in paragraph (b);

(iii) three days in the case of an employee referred to in paragraph (c).

werkgewer se beheer aan die werknemers beskikbaar is nie, en in daardie geval moet die betrokke werknemers minstens een uur se besoldiging betaal word vanaf die tyd van die onklaarraking of ander sodanige rede.

10. VERBOD OP INDIENSNEMING

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

11. JAARLIKSE VERLOF

(1) 'n Werkgewer moet aan 'n werknemer verlof met besoldiging van minstens drie weke toestaan, waarvan minstens twee weke in Desember toegestaan moet word, tensy die fabriek vroeër sluit, in welke geval minstens een week gedurende Desember toegestaan moet word. Elke sodanige werknemer moet voor of op die laaste werkdag voor die begin van sodanige verlof verloffbesoldiging wat een twaalfde van sy basiese besoldiging vir drie weke beloop, betaal word vir elke voltooide maand diens by dieselfde werkgewer: Met dien verstande dat—

(a) die tydperk van sodanige verlof nie mag saamval met 'n tydperk waarin 'n werknemer militêre diens ingevolge die Verdedigingswet, 1957, ondergaan of met 'n tydperk van siekteverlof ooreenkomstig klousule 15 van hierdie Ooreenkoms nie;

(b) as 'n openbare vakansiedag in klousule 8 (3) vermeld, binne die tydperk van sodanige vakansie val, sodanige vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk en die werknemer moet terselfdertyd vir sodanige openbare vakansiedag 'n bedrag betaal word wat gelyk is aan die basiese loon wat hy sou verdien het indien hy op sodanige openbare vakansiedag sy daaglikse gemiddelde getal gewone werkure gewerk het.

(2) As die dienskontrak van 'n werknemer voor die begin van die jaarlikse verlof beëindig word, moet die werkgewer aan sodanige werknemer 'n bedrag, bereken teen een twaalfde van twee weke se basiese besoldiging vir elke voltooide maand diens, betaal as verloffbesoldiging wat aan hom verskuldig is op die datum van sodanige beëindiging: Met dien verstande dat 'n werkgewer nie verplig is om verloffbesoldiging te betaal aan 'n werknemer wat sy diens verlaat sonder om die toepaslike kennis van diensopsegging te gee en daartydens te werk nie, tensy die werknemer volgens sy wetlike regte gehandel het toe hy versuim het om sodanige kennis te gee of daartydens te werk.

(3) Die verloffbesoldiging wat ingevolge subklousules (1) en (2) betaalbaar is, moet bereken word volgens die basiese loon wat die werknemer ontvang het onmiddellik voor die datum waarop sy verlof begin of waarop sy diens eindig, na gelang van die geval.

(4) 'n Tydperk waarin 'n werknemer—

(a) ooreenkomstig subklousule (1) met verlof is; of

(b) ingevolge die Verdedigingswet, 1957, militêre diens tot 'n maksimum van vier maande ondergaan; of

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

(d) weens siekte of 'n bevalling vir altesaam hoogstens 26 weke per jaar van die werk afwesig is;

word vir die toepassing van subklousules (1) en (2) geag diens te wees.

(5) Vir die toepassing van hierdie klousule word diens geag te begin met ingang van—

(a) die datum waarop die werknemer by die werkgewer in diens tree; of

(b) die datum waarop die werknemer laas op jaarlikse verlof geregtig geword het;

naamlik die jongste datum.

(6) Elke werkgewer moet, benewens die verlof in subklousule (1) bedoel, aan 'n werknemer wat lid is van die Raad se Aanvullende Werkloosheidsbystandsfonds en in die diens van dié werkgewer was vir—

(a) twee maar minder as vyf jaar;

(b) vyf maar minder as 10 jaar;

(c) 10 jaar of langer;

diensverlof met besoldiging toestaan van minstens—

(i) een dag in die geval van 'n werknemer in paragraaf (a) bedoel;

(ii) twee dae in die geval van 'n werknemer in paragraaf (b) bedoel;

(iii) drie dae in die geval van 'n werknemer in paragraaf (c) bedoel.

12. ADDITIONAL LEAVE

(1) In addition to the leave referred to in clause 11 (1), an employer shall grant to an employee who is not a member of the Council's Supplemental Unemployment Benefit Fund and who has—

- (a) less than five years' service;
- (b) five years' service but less than 10 years' service;
- (c) 10 years' service or more;

paid service leave of not less than—

- (i) three days in the case of an employee referred to in paragraph (a);
- (ii) four days in the case of an employee referred to in paragraph (b);
- (iii) six days in the case of an employee referred to in paragraph (c).

(2) The leave referred to in subclause (1) may be granted at such time as the employer may determine: Provided that if it is not granted by 31 December of each year, the employee shall be paid in lieu thereof.

13. YEAR-END GRATUITY

(1) In order to recognise continuity of employment, an employer shall, subject to the provisions of subclause (2), and in December of each year, pay to each employee a year-end gratuity calculated as follows:

<i>Years of continuous service with same employer</i>	<i>Year-end gratuity</i>
(a) Up to one year's service.....	4% of basic pay.
(b) More than one year's service, but less than five years' service.....	6% of basic pay.
(c) Five years' service and over, but less than 10 years' service.....	7% of basic pay.
(d) Ten years' service and over.....	8½% of basic pay:

Provided that the gratuity paid in December 1975 to the employees referred to in paragraphs (b), (c) and (d) shall be not less than 6 per cent, 7 per cent and 8½ per cent, respectively, as the case may be, of the basic pay of such employees during the 12 months commencing 1 July 1974.

(2) The payment of such gratuity shall be subject to the following conditions:

(a) The employee shall be in the employ of his employer at the date of payment of such gratuity;

(b) the gratuity shall accrue weekly at the rate then applicable in accordance with the table contained in subclause (1);

(c) where an employee is absent from work without leave, no gratuity shall accrue him for a period of—

- (i) one week in respect of the first day of absence;
- (ii) two weeks in respect of the second day of absence;
- (iii) four weeks in respect of the third day of absence;
- (iv) eight weeks in respect of the fourth day of absence;
- (v) 16 weeks in respect of the fifth day of absence;
- (vi) 32 weeks in respect of the sixth day of absence;
- (vii) 52 weeks in respect of the seventh day of absence:

Provided that any period during which an employee is on annual leave, undergoing military service in terms of the Defence Act, 1957, absent from work on the instructions or at the request of his employer, or due to illness in respect of which sick pay is payable in terms of clause 15 shall not be deemed to be absence from work without leave.

(d) For the purposes of subclause (1), the term "basic pay" means the total amount in basic wages earned by the employee during the 12 months' period commencing 1 July of each year.

(3) The amount of gratuity accrued by an employee shall also be paid—

(a) to an employee who has retired in accordance with the provisions of a retirement plan operated by the employer; and

(b) to the estate of an employee who has died since the payment of the previous gratuity.

(4) For the purposes of this clause the term "service" shall have the same meaning assigned to the term "employment" in clause 11 (4).

12. ADDISIONELE VERLOF

12. (1) Benewens die verlof in klousule 11 (1) bedoel, moet 'n werkgewer aan 'n werknemer wat nie lid is van die Raad se Aanvullende Werkloosheidsbystandfonds nie en wat—

- (a) minder as vyf jaar diens het;
- (b) vyf jaar diens maar minder as 10 jaar diens het;
- (c) 10 jaar of langer diens het;

diensverlof met besoldiging toestaan van minstens—

- (i) drie dae in die geval van 'n werknemer in paragraaf (a) bedoel;
- (ii) vier dae in die geval van 'n werknemer in paragraaf (b) bedoel;
- (iii) ses dae in die geval van 'n werknemer in paragraaf (c) bedoel.

(2) Die verlof in subklousule (1) bedoel, kan toegestaan word op 'n tyd wat die werknemer bepaal: Met dien verstande dat as dit nie teen 31 Desember elke jaar toegestaan word nie die werknemer in plaas daarvan besoldig moet word.

13. JAAREINDGRATIFIKASIE

(1) Ter erkenning van aaneenlopende diens moet 'n werkgewer, behoudens subklousule (2), in Desember van elke jaar aan elke werknemer 'n jaareindgratifikasie betaal wat soos volg bereken moet word:

<i>Jare aaneenlopende diens by dieselfde werkgewer</i>	<i>Jaareindgratifikasie</i>
(a) Tot een jaar diens.....	4% van basiese loon.
(b) Meer as een maar minder as vyf jaar diens.....	6% van basiese loon.
(c) Vyf jaar diens en langer, maar minder as 10 jaar diens.....	7% van basiese loon.
(d) Tien jaar diens en langer.....	8½% van basiese loon:

Met dien verstande dat die gratifikasie wat in Desember 1975 betaal word aan werknemers in paragrawe (b), (c) en (d) bedoel, minstens onderskeidelik 6 persent, 7 persent en 8½ persent, na gelang van die geval, moet wees van sodanige werknemers se basiese loon gedurende die 12 maande wat op 1 Julie 1974 begin.

(2) Die betaling van sodanige gratifikasie is aan die volgende voorwaardes onderworpe:

(a) Die werknemer moet op die datum wanneer sodanige gratifikasie betaal word by sy werkgewer in diens wees;

(b) die gratifikasie loop weekliks op teen die skaal wat dan van toepassing is ooreenkomstig die tabel in subklousule (1);

(c) indien 'n werknemer sonder verlof van die werk afwesig is, loop geen gratifikasie op nie vir 'n tydperk van—

- (i) een week ten opsigte van die eerste dag van afwesigheid;
- (ii) twee weke ten opsigte van die tweede dag van afwesigheid;
- (iii) vier weke ten opsigte van die derde dag van afwesigheid;
- (iv) agt weke ten opsigte van die vierde dag van afwesigheid;
- (v) 16 weke ten opsigte van die vyfde dag van afwesigheid;
- (vi) 32 weke ten opsigte van die sesde dag van afwesigheid;
- (vii) 52 weke ten opsigte van die sewende dag van afwesigheid:

Met dien verstande dat enige tydperk waarin 'n werknemer met jaarlikse verlof is of militêre diens ondergaan ingevolge die Verdedigingswet, 1957, of van sy werk afwesig is op las of op versoek van sy werkgewer of weens siekte ten opsigte waarvan siektebesoldiging ingevolge klousule 15 betaalbaar is, nie geag word afwesigheid van werk sonder verlof te wees nie.

(d) Vir die toepassing van subklousule (1) beteken die uitdrukking "basiese loon" die totale bedrag aan basiese loon wat die werknemer verdien het gedurende die tydperk van 12 maande wat op 1 Julie van elke jaar begin.

(3) Gratifikasie wat 'n werknemer toeval, moet ook betaal word aan—

(a) 'n werknemer wat afgetree het in ooreenstemming met die bepalinge van 'n aftreeplan van die werkgewer; en

(b) die boedel van 'n werknemer wat gesterf het sedert die betaling van die vorige gratifikasie.

(4) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as "diens" in klousule 11 (4).

14. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employee or an employer shall give not less than one clear working day's notice of his intention to terminate the contract of employment or the employee or the employer shall be entitled to terminate the contract of service without notice by forfeiting or paying, as the case may be, one day's basic pay in lieu of such notice: Provided that this clause shall not affect the right of the employee or the employer to terminate the contract of employment without notice for any cause recognised by law as sufficient.

(2) Whenever an employee fails to give the notice or work such notice period, the employer may deduct pay for the hours of an ordinary shift in the establishment concerned.

(3) The notice prescribed in subclause (1) shall not—

(a) run concurrently with, nor shall notice be given during an employee's absence on leave granted in terms of clause 11 or any period of military service which an employee is undergoing in pursuance of the Defence Act, 1957;

(b) be given during an employee's absence on paid sick leave granted in terms of clause 15.

15. SICK LEAVE

(1) Subject to the provisions of subclause (2) of this clause, an employer shall grant to an employee who is absent from work through incapacity, sick leave on full pay amounting to 10 working days in the aggregate during any one year of employment: Provided that the employer may require the employee to provide him with a certificate signed by a registered medical practitioner showing the nature and duration of each period of absence covering more than two consecutive days for which payment is claimed.

(2) The provisions of subclause (1) shall not apply where the employer operates a sick or other fund which entitles the employees to receive sick pay amounting in the aggregate to not less than that provided in subclause (1).

(3) For the purposes of this clause the term "employment" shall have the same meaning as in clause 11 (4).

(4) "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 for which compensation is payable under the Workmen's Compensation Act, 1941, shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that Act.

16. CERTIFICATE OF SERVICE

When requested by the employee, the employer shall, upon termination of the contract of employment, other than through desertion, furnish the 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, exemption from any of the provisions of this Agreement may be granted by the Council, subject to such conditions as it may impose.

(2) Application for exemption shall be made to the Secretary of the Council.

18. CONTRIBUTIONS

(1) For the purpose of meeting the expenses of the Council, every employer shall on each pay-day deduct from the earnings of each of his employees, other than apprentices, contributions as specified in subclause (2) of this clause. To the contributions so deducted, the employer shall add a like contribution and shall forward month by month, but not later than the 10th day of the month following the month to which the contributions relate, the total amount of such contributions to the Secretary of the Council (P.O. Box 2221, Port Elizabeth, 6065).

(2) The contributions in terms of subclause (1) shall be 1c per week.

14. BEËINDIGING VAN DIENSKONTRAK

(1) 'n Werknemer of werkgever moet minstens een volle werkdag kennis gee van sy voorneme om die dienskontrak te beëindig, of die werknemer of die werkgever is geregtig om die dienskontrak sonder kennisgewing te beëindig deur een dag se basiese loon in plaas van sodanige kennisgewing te verbeur of te betaal, na gelang van die geval: Met dien verstande dat hierdie klousule nie die reg van die werknemer of die werkgever om die dienskontrak sonder kennisgewing om 'n regsgeldige rede te beëindig, raak nie.

(2) Wanneer 'n werknemer versuim om kennis te gee of om gedurende sodanige kennisgewingstermyn te werk, kan die werkgever besoldiging vir die ure van 'n gewone skof in die betrokke bedryfsinrigting aftrek.

(3) Die kennisgewing in subklousule (1) voorgeskryf, mag nie—

(a) saamval met, en kennis mag nie gegee word nie gedurende 'n werknemer se afwesigheid met verlof toegestaan kragtens klousule 11 of enige tydperk van militêre diens wat 'n werknemer ingevolge die Verdedigingswet, 1957, moet ondergaan nie;

(b) gegee word gedurende 'n werknemer se afwesigheid met siekteverlof met besoldiging kragtens klousule 15 toegestaan nie.

15. SIEKTEVERLOF

(1) Behoudens subklousule (2) van hierdie klousule, moet 'n werkgever aan 'n werknemer wat weens ongeskiktheid van die werk afwesig is, siekteverlof met volle besoldiging toestaan wat altesaam 10 werkdag gedurende 'n enkele jaar diens beloop: Met dien verstande dat die werkgever van die werknemer kan vereis om 'n sertifikaat aan hom voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van elke tydperk van afwesigheid van langer as twee agtereenvolgende dae toon waarvoor betaling geëis word.

(2) Subklousule (1) is nie van toepassing nie waar die werkgever 'n siekte- of ander fonds in werking het waarvolgens die werknemers geregtig is op siekteverlofbesoldiging van altesaam minstens dié in subklousule (1) voorgeskryf.

(3) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as in klousule 11 (4).

(4) "Ongeskiktheid" beteken onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeluk waarvoor skadeloosstelling ingevolge die Ongevalwet, 1941, betaalbaar is, beskou moet word as ongeskiktheid slegs gedurende 'n tydperk waarvoor geen skadeloosstelling kragtens daardie Wet betaalbaar is nie.

16. DIENSSERTIFIKAAT

Wanneer die werknemer hom daarom versoek, moet die werkgever by beëindiging van die dienskontrak, uitgesonderd beëindiging deur drostery, 'n dienssertifikaat aan die werknemer gee wat die volgende toon:

Die name van die werkgever en die werknemer voluit, die aard van die diens, die datums waarop die kontrak begin het en beëindig is en die skaal van besoldiging op die datum van sodanige beëindiging.

17. VRYSTELLINGS

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad vrystelling van enigen van die bepalings van hierdie Ooreenkoms verleen op voorwaardes wat hy mag stel.

(2) Daar moet by die Sekretaris van die Raad aansoek om vrystelling gedoen word.

18. BYDRAES

(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgever op elke betaaldag bydraes soos in subklousule (2) van hierdie klousule gespesifiseer, van die verdienste van elk van sy werknemers, uitgesonderd vakleerlinge, aftrek. Die werkgever moet 'n gelyke bedrag voeg by die bydraes wat aldus afgetrek is en die totale bedrag maand vir maand maar voor of op die 10de dag van die maand wat volg op die maand waarop die bydraes betrekking het, aan die Sekretaris van die Raad (Posbus 2221, Port Elizabeth, 6065), stuur.

(2) Die bydraes ingevolge subklousule (1) is 1c per week.

19. ADMINISTRATION OF AGREEMENT

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

20. AGENTS

The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement and it shall be the duty of every employer and every employee to permit such persons to enter such establishment, institute and complete such enquiries and to examine such documents, books, wage sheets, time sheets and pay statements, interrogate such individuals and to do all such acts as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

21. EXHIBITION OF AGREEMENT

Every employer shall affix and keep affixed in or at a place easily accessible to his employees, a legible copy of this Agreement in both official languages.

22. REGISTRATION OF EMPLOYERS

Every employer who has not already done so in pursuance of any previous agreement, shall within one month from the date on which this Agreement comes into operation, forward to the Secretary of the Council (P.O. Box 2221, Port Elizabeth, 6065), the following particulars:

- (a) The full name of the company;
- (b) the address of the company;
- (c) the name of the managing director.

23. TECHNOLOGICAL CHANGES

If during the currency of the Agreement representations are at any time made to the Council that any job description in respect of the performance of any work is unsuitable as the result of technological changes introduced subsequent to the date of coming into force of this Agreement, such representations shall be considered at the first ensuing meeting of the Council who shall decide whether the conditions shall be amended or whether circumstances warrant an exemption being granted so as to authorise the application of more appropriate conditions or whether the conditions applicable under the Agreement shall apply to such work without modification.

This agreement signed on behalf of the parties this 10th day of September 1979.

ALAN DE KOCK, Chairman.

W. BORNMAN, Vice-Chairman.

R. T. RAAFF, Secretary.

No. R. 2783

14 December 1979

Factories, Machinery and Building Work Act, 1941

Automobile Manufacturing Industry, Eastern Province

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, 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 Automobile Manufacturing Industry published under Government Notice R. 2782 of 14 December 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.

S. P. BOTHA, Minister of Manpower Utilisation.

19. ADMINISTRASIE VAN OOREENKOMS

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

20. AGENTE

Die Raad kan een of meer aangewese persone as agente aanstel om te help met die uitvoering van hierdie Ooreenkoms en dit is die plig van elke werkgever en elke werknemer om sodanige persone toe te laat om dié bedryfsinrigting binne te gaan, dié navrae te doen en te voltooi en dié dokumente, boeke, loonstate, tydstate en betaalstate te ondersoek, dié individue te ondervra en alles te doen wat nodig is om te bepaal of hierdie Ooreenkoms nagekom word.

21. VERTONING VAN OOREENKOMS

Elke werkgever moet 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale in of op 'n plek wat maklik vir sy werknemers toeganklik is, opplak en opgeplak hou.

22. REGISTRASIE VAN WERKGEWERS

Elke werkgever wat dit nog nie ingevolge enige vorige ooreenkoms gedoen het nie, moet die volgende besonderhede binne een maand na die datum waarop hierdie Ooreenkoms in werking tree, aan die Sekretaris van die Raad (Posbus 2221, Port Elizabeth, 6065), stuur:

- (a) Die volle naam van die maatskappy;
- (b) die adres van die maatskappy;
- (c) die naam van die besturende direkteur.

23. TEGNOLOGIESE VERANDERING

As daar gedurende die geldigheidstermyn van die Ooreenkoms te eniger tyd verhoë tot die Raad gerig word dat die omskrywing van 'n werkverrigting ongeskik is as gevolg van tegnologiese veranderinge wat ná die datum van inwerkingtreding van hierdie Ooreenkoms ingevoer is, moet sodanige verhoë by die eerste daaropvolgende vergadering van die Raad oorweeg word en die Raad moet dan besluit of die voorwaardes gewysig moet word en of omstandighede 'n vrystelling regverdig wat magtiging verleen vir die toepassing van geskikter voorwaardes en of die voorwaardes wat ingevolge hierdie Ooreenkoms van toepassing is, sonder wysiging op sodanige werk van toepassing is.

Hierdie ooreenkoms is namens die partye op hede die 10de dag van September 1979 onderteken.

ALAN DE KOCK, Voorsitter.

W. BORNMAN, Ondervoorsitter;

R. T. RAAFF, Sekretaris.

No. R. 2783

14 Desember 1979

Wet op Fabriek, Masjinerie en Bouwerk, 1941

Outomobielywerheid, Oostelike Provinsie

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, 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 Outomobielywerheid gepubliseer by Goewermentskennisgewing R. 2782 van 14 Desember 1979, oor die algemeen vir werknemers wie se werkeure 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.

S. P. BOTHA, Minister van Mannekragbenutting.

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