



GOVERNMENT GAZETTE
OF THE
REPUBLIC OF NAMIBIA

R0,30

WINDHOEK — 13 May 1991

No. 199

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Government Notice

MINISTRY OF LABOUR AND MANPOWER DEVELOPMENT

No. 56

1991

**WAGE AND INDUSTRIAL CONCILIATION ORDINANCE,
1952, CONSTRUCTION INDUSTRY —
CONCILIATION BOARD AGREEMENT**

Under the powers vested in me by -

(a) section 46(2)(a) of the Wage and Industrial Conciliation Ordinance, 1952, I hereby declare that the provisions of the Agreement which

appears in the Schedule hereto and which relates to the Construction Industry, shall, with effect from the date of publication of this notice and for the period ending 30 April 1992, be binding 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) section 46(2)(b) of the said Ordinance, I hereby further declare that the provisions of the Agreement mentioned in paragraph (a), but excluding clause 1 thereof, shall, with effect from the date of publication of this notice and for the period ending 30 April 1992, be binding upon all other employers and employees engaged in the Construction Industry in Namibia.

Given under my Hand and Seal of the Republic of Namibia, at Windhoek this 29th day of April, One thousand Nine hundred and Ninety-one.

Sam Nujoma

President

BY ORDER OF THE PRESIDENT-IN-CABINET

SCHEDULE

AGREEMENT

in accordance with the provisions of the Wage and Industrial Conciliation Ordinance No. 35 of 1952 made and entered into between

Master Builders and Allied Trades Association of Namibia

and

Namibia Building Workers Union

and

Metal and Allied Namibian Workers Union

being parties to the Conciliation Board, the establishment of which was approved by the President on 29 January 1991.

1. PERIOD OF OPERATION AND SCOPE OF APPLICATION OF AGREEMENT

- (1) This Agreement shall come into operation on a date to be fixed by the President and shall remain in force until 30 April 1992, or for such period as may be specified by him.
- (2) This Agreement shall be observed in the Construction Industry in Namibia by all employers who are members of the Master Builders and Allied Trades Association of Namibia and by all employees who

are members of the Namibia Building Workers Union and of the Metal and Allied Namibian Workers Union.

2. DEFINITIONS

Unless the context indicates otherwise, any expression used in this Agreement which is defined in the Wage and Industrial Conciliation Ordinance, 1952, shall have the same meaning as in the Ordinance and unless inconsistent with the context —

“Artisan” shall mean an employee employed in any trade in the Building Industry designated in terms of the Apprenticeship Ordinance No. 12 of 1938, as amended, who performs any work specified in the practical training schedule prescribed under that Ordinance in respect of that designated trade and who has gained at least five years’ practical experience in that particular trade;

“Coded welder” shall mean any “coded” welder having the requisite qualifications and “coded” experience to weld all metals, including stainless steel and aluminium, and to use all currently recognised welding techniques as contained in the training schedule of the designated trade “Welder” in terms of the Apprenticeship Ordinance No. 12 of 1938, as amended, and having completed an apprenticeship or having passed a trade test in that particular trade in terms of the Ordinance or in terms of the Manpower Training Act No. 56 of 1981;

“Construction driver (dumper)” shall mean an employee who is engaged in driving a mechanical dumper and who is not required by law to be in possession of a driver’s licence in order to perform such work;

“Construction driver (light vehicle)” shall mean an employee who is engaged in driving a motor vehicle and who is required by law to be in possession of a Code 08 driver’s licence to drive such vehicle;

“Construction driver (medium vehicle)” shall mean an employee who is engaged in driving a motor vehicle and who is required by law to be in possession of a Code 09 driver’s licence to drive such vehicle;

“Construction driver (heavy vehicle)” shall mean an employee who is engaged in driving a motor vehicle and who is required by law to be in possession of a Code 10 or Code 11 driver’s licence, as the case may be, to drive such vehicle;

“Construction Industry” shall, without in any way limiting the generally accepted meaning of the expression, mean the Industry in which employers and employees are associated for the purpose of constructing, altering, renovating, repairing or demolishing any building, bridge, road, irrigation work or similar work in the course of construction, alteration, renovation, repair or demolition and shall include all work incidental thereto or consequent thereon;

“Construction mechanic Grade 2” shall mean a skilled employee engaged in the erection of construction plant and the carrying out of minor maintenance work on mechanical equipment and machines such as cranes, jib-hoists, earthmoving equipment, motor vehicles, mechanical dumpers, tractors, concrete mixers or similar equipment and machines;

“Construction plant operator” shall mean an employee who is engaged in the operation of cranes, jib-hoists, earthmoving equipment or similar equipment;

“Labourer” shall mean an employee engaged in any work of an unskilled nature not apportioned to any other categories of employees specified herein but assisting such other categories of employees wherever necessary, although not performing the work of such other categories of employees;

“Leading hand” shall mean an employee primarily engaged in any work of a skilled nature usually performed by an artisan or a master craftsman but who may also be employed in a supervisory capacity, giving out work to other employees under his control and supervision and maintaining discipline;

“Master craftsman” shall mean an employee employed in any trade in the Construction Industry designated in terms of the Apprenticeship Ordinance No. 12 of 1938, as amended, who had passed a trade test in that particular trade in terms of the said Apprenticeship Ordinance or the Manpower Training Act No. 56 of 1981;

“Storekeeper Grade 1” shall mean an employee who is in possession of a Matric certificate and who is in charge of stocks or stores, and who is responsible for receiving, storing, packing or unpacking of goods in a store, and for dispatching goods to consuming divisions of an establishment;

“Storekeeper Grade 2” shall mean an employee who is not in possession of a Matric certificate and who assists in receiving, storing, packing or unpacking of goods in a store, and in dispatching goods to consuming divisions of an establishment;

“Timekeeper Grade 1” shall mean an employee who is in possession of a Matric certificate and who is responsible for the record-keeping of the working hours of employees, and who is engaged in clerical work in connection with the payment of remuneration of employees; and

“Timekeeper Grade 2” shall mean an employee who is not in possession of a Matric certificate and who assists with the record-keeping of the working hours of employees and clerical work in connection with the payment of remuneration of employees.

3. REMUNERATION

- (1) The minimum hourly wages which shall be paid by an employer to and which shall be accepted by each member of the following classes of his employees shall be as set out below:

Labourer	2,20
Artisan Painter	4,68
V.A. tile/carpet layer	5,35
Artisan Plumber	6,04
Artisan Bricklayer/Plasterer	6,04
Artisan Electrician	6,35
Artisan Carpenter	6,65
Artisan Joiner	7,10
Master craftsman (including coded welder)	7,90
Leading hand (including Leading hand Plumber, Leading hand Steelfixer and Leading hand Welder)	9,10
Construction driver (dumper)	2,85
Construction driver (light vehicle)	4,35
Construction driver (medium vehicle)	5,15
Construction driver (heavy vehicle)	5,70
Construction plant operator	5,70
Construction mechanic (Gr 2) (including Welder, mild steel)	5,70
Storekeeper Gr 1	4,00
Storekeeper Gr 2	2,85
Timekeeper Gr 1	4,00
Timekeeper Gr 2	3,43

- (2) Wage Determination:

- (a) The weekly wage of an employee shall be his hourly wage multiplied by 46, or by such other number as may be prescribed by the Labour Code.
- (b) The monthly wage of an employee shall be four and one-third times his weekly wage.

Made and entered into at Windhoek on this the 28th day of March 1991 and signed for on behalf of the parties.

J.W.F. VAN ROOYEN
Chairman of the Board

A.J. KOTZE
Vice-chairman of the Board

H.C. BRUWER
Secretary of the Board
