## Mine Labour Organisations (Wenela) Limited

List of Gold Mining Companies, Memb	pers of Mine Labour Organisations (Wenela) Ltd.	TROPICAL DECEMBER
Blyvooruitzicht G.M. Co., Ltd.  Bracken Mines, Ltd.  Buffelsfontein G.M. Co., Ltd.  City Deep, Ltd.  Consolidated Main Reef Mines and Estate,	Code No.  New Kleinfontein Co., Ltd. Rresident Brand G.M. Co., Ltd. President Steyn G.M. Co., Ltd. Randfontein Estates G.M. Co. Witwaters- rand, Ltd.	Employer (Mine)  Date of Continencement of Contract
Crown Mines, Ltd.  Daggafontein Mines, Ltd.  Doornfontein G.M. Co., Ltd.  Durban Roodepoort Deep, Ltd.  East Daggafontein Mines, Ltd.  East Driefontein Gold Mining Co., Ltd.  East Geduld Mines, Ltd.  East Rand Proprietary Mines, Ltd.  Elsburg G.M. Co., Ltd.  O3  03  04  05  05  06  07	Rand Leases (Vogelstruisfontein) G.M. Co.,  Ltd.  St. Helena Gold Mines, Ltd.  South African Land and Exploration Co.,  Ltd.  Spaarwater G.M. Co., Ltd.  Spaarwater G.M. Co., Ltd.  Stilfontein G.M. Co., Ltd.  Sub Nigel, Ltd., The  Vaal Reefs Exploration and Mining Co., Ltd.  Virginia Cir.S. U.Nr. Co., Ltd.	Contract Period
Free State Geduld Mines, Ltd. Free State Geduld Mines, Ltd. Free State Saaiplaas G.M. Co., Ltd. Government Gold Mining Areas (Modderfontein) Cons., Ltd. Grootvlei Proprietary Mines, Ltd. Harmony Gold Mining Co., Ltd. Hartebeestfontein G.M. Co., Ltd. Kinross Mines, Ltd. Kloof G.M. Co., Ltd.	Vlakfontein G.M. Co., Ltd. Vogelstruisbult G.M. Areas, Ltd. Welkom G.M. Co., Ltd. West Driefontein G.M. Co., Ltd. Western Areas G.M. Co., Ltd. Western Deep Levels, Ltd. Western Holdings, Ltd. Western Reefs Exploration and Development	Wristlet Category  N. S. A. B
Leslie Gold Mines, Ltd.  Libanon G.M. Co., Ltd.  Loraine Gold Mines, Ltd.  Luipaardsvlei Est. and G.M. Co., Ltd.  Marievale Consolidated Mines, Ltd.  Merriespruit (O.F.S.) G.M. Co., Ltd.  29	West Rand Consolidated Mines Ltd. Winkelhaak Mines, Ltd. Zandpan G.M. Co., Ltd. Zandpan G.M. Co., Ltd. Zandpan G.M. Co., Ltd. Zandpan G.M. Co., Ltd.	Wristlet Number + > < > >
MEDICAL DETAILS Examination—Johannesburg	Name ALABI  Father's Name MITTING	NOVICE 1 OTHER 2 SPECIAL 3
	Father's Name  Tribe  Village Headman	Identification Certificate No.  Prefix
X-ray—Johannesburg	Native Authority Many SA	
	Name of Person nominated to receive Remittance in terms of Clause 8 hereof:	Cash
(Sections 13 (4) (d) and 44 of the Employment Ordinanc 1964.)  I hereby certify that I have examined the above-named employee at he is physically fit to proceed to Johannesburg and there to perform the work contemplad under this Contract.  I also certify that he has been vaccinated against Smallnov.		
I also certify that he has been vaccinate	6.7	DISPOSAL CODE  DISCHARGED O NON-DUSTY 6  DESERTED 1 SURF, ONLY 7  CODE
In Witness of the Contract Conditions contain on the reverse hereof, the authorised Agent the Company and its Members has hereund set his hand and the employee has affixed I thumb impression in the space provided for it	of I hereby certify that I we complied with section 13 of the Empyment Ordinance his 1964, and have explaint to the employ at concerned in this contracthe provisions section 61 and am satisfy that the aformentioned employee has pluntarily assented thereto in a full understading of the mean	with tice, yee of of ted Wrighlet Prefix Code  Wrighlet Prefix Code
Representative of the Company.  In the presence of	ing of the ottract.  Attests Officer.  Distraction.	Weight 122 lbs.  Left Thumb Print
Witness.  Ramane  Mitness.	Place 13 NOV 1949 Date	

SI. HELENA N.S.A. -Mine Labour Organisations (Wenela) Limited AGREEMENT 18 Months Contract moneys, other than deterred pay, required to be paid in the shall be paid in the paid in the paid in the currency of that territory at the rolling rate of exchange. (2) Deferred pay due to the employee in terms of Clause (11) hereunder shall be paid to him in Malawi in the currency of that territory at the rate or rates of exchange in force at the time the poney was earned. (3) All amounts shown in brackets on this Agreement are for comparison purposes only and represent the equivalents, at the present rate of exchange, of the corresponding amounts in South African currency or Sterling as the case may be. These will be subject to amendment in the case of any variation in the rate of exchange. (i) The Entrenct Minimum Rate of Pay AGREEMENT made in accordance with MALAWI (7) The Company agrees to provide, at its expense, to which he i entitled. ORDINANCE No. 14 of 1964, THE EMPLOYMENT free food and transport to the place of employment ORDINANCE, 1964, between MINE LABOUR ORand (inasmuch as in fixing the rates of wages, proper (ii) The basic rat of pay he was earning at GANISATIONS (WENELA) LIMITED, of Johannesallowance has been made for the payment of rethe terminatio of this contract, provided burg, Transvaal (hereinafter called the Company) and patriation expenses by the employee) to provide, at he has compted 270 shifts of conits members (a list of whom appears on the reverse his expense, food and transport back to the place of tinuous under-ound employment during hereof) and the African employee (hereinafter called engagement at the termination of the contract, or at this contract, 1d. the employee) particulars of whom are shown on the the end of any re-engagement period or periods, as reverse hereof. (iii) The amount of any service increment the case may be. The sum recorded on the reverse carned by himprior to the 1st December, hereof as the repatriation fee shall be deducted by 1962, to whiche is still entitled. (1) The employee shall be employed on mining work the Member from the employee's earnings towards the in the Witwatersrand or Orange Free State Districts cost of such food and transport on the return journey. (e) If the employee turns to mining employof the Republic of South Africa. He undertakes and ment with a Mercr of the Company, who ngrees:-(8) Upon the completion of six months' mining work, is willing to acct his services, within a the Company shall remit to the employee's nominee (a) That he is not a deserter from the Malawi period of eight m the from the date of his in Malawi the sum of R8.00 (92/6d.) and for this Rifles: discharge, his conencing basic rate of pay purpose the Member shall advance at that time the shall be that refed to in Clause (d) (ii) sum of R8.00 (92/6d.) and shall hand such sum to the (b) To proceed immediately on attestation under above, plus the rvice increment, if any, the aegis and protection of the Company at Company for payment to the nominee of the emreferred to in Che (d) (iii) above, as reployee as recorded on the reverse hereof. The its cost and by such facilities and means of corded in his certate. Member shall be entitled to recover the said advance transport as are provided by it to the Depot from the employee's earnings due in respect of the of the Company at Johannesburg, in the (i) If the employee found medically unfit for pay period in which the advance is made, or the Transvaal, and there to be placed by the underground worke shall, if considered fit Company in mining employment with a next succeeding pay period if necessary. by the Medical Cer of the Company, be Member: employed on surf: work and paid a mini-(9) The Company agrees to equip the employee with mum wage of 27 ts (3/1d.) per shift. (c) When called upon to do so by the Company, one blanker, one singlet and one pair of trousers and it seemed as medically fit for mining immediately to enter upon such mining employment (underground or on the surface) before leaving Malawi, and with his sonannesburg, (g) Subject to the raise hay mentioned above. and a protective cost of which a deduction of nomine rates of por a full days work of more than R3.50 (40/00.) stratt or with a Member as may be required of him. an able-bodied fult according to the employee's earnings by the Member. accepted standard the Member employing (2) If the employee is rejected as unfit to commence his services. (10) If required by the employee before leaving or to remain in mining work he shall be returned by Malawi, the Company may advance an amount not (h) For the purposest this Agreement underthe Company to the depot of engagement in Malawi exceeding 42/0d. (R3.63), which shall include the ground work sh mean work performed at the cost of the Company. cost of a Malawi passport as recorded on the reverse below the collar any shaft. hereof, which amount shall be recoverable from his (3) The period of employment shall be eighteen carnings. calendar months counting from the date of commence-(5) The employee is rered to work on every ment of contract on his mine. Upon completion of working day on day or no shift, on piece-work or (11) On the expiration of six calendar months from the aforesaid eighteen calendar months, the employee day's pay, at the option om time to time of the the date of commencement of contract, 60% (sixty may re-engage himself for mining work with a Member by whom he is ployed, and when called per cent.) of the basic earnings of the employee shall Member for such period or periods as shall not exceed upon, to work on the Diof the Covenant, Christbe retained from the employee's pay and shall be in all a further six calendar months. mas Day, Good Friday d on Sundays on work paid to him by the Company in Malawi in the preauthorised by the Goverent of the Republic of sense of a representative of the Malawi Government, (4) The wages payable to the employee shall be as South Africa. In additi he is required to do where practicable, on his return thereto on the follows:overtime work as and wh required. completion of the aforesaid period or periods of service. (a) The minimum basic wage for underground During any period which the Member shall work shall be 34 cents (3/11d.) per shift. be prevented from furnish work for him owing to (12) The amount of tax that may become due and act of God, vis major, flding, fire, strike of work-(b) If he is in possession of a valid certificate, payable by the employee annually to the Malawi men, accidents to mine to plant, or other cause as set out in Clause (e) hereunder, he shall Government during the period of his mining employbeyond the control of theirmber, the employee shall be placed immediately on underground work ment, as advised to the Company by the Malawi receive half pay calculateon the average pay earned and paid the rate of pay provided for in Government under arrangement shall be deducted by by him during the precess three months or during terms of Clause (d) (ii), as set out on his the Member from the employee's earnings. The such shorter period as he ay have worked prior to certificate, plus any service increment to amount of tax so deducted shall be handed by the the cessation of work. which he may be entitled as referred to Member to the Company for transmission to the in Clause (d) (iii), and provided further Malawi Government. During the period in nich the Member is prevented from furnishing we for him for any of the that if he has previously been employed on underground mining work and does not return causes contemplated in thereceding paragraph here-(13) The amounts to be recovered from the emwithin the period stipulated in his certificate ployee's earnings under Clauses (6), (7), (9) and (10) of, the employee may bout to any class of work he may be required to undertake surface underground or surface fi which he is medically fit, hereof shall be recovered by deduction from the irrespective of the class twork he was engaged for work for a period of seven days as the moneys in excess of one-half of the total moneys period of acclimatisation and whilst thus or was performing at a commencement of such earned by him for each completed ticket of 30 (thirty) employed shall be paid at mine surface rates shifts until the whole of such amounts have been period or during the tin thereof, and he shall be of pay with a minimum of 27 cents (3/1d.) paid the mine rates of was in respect of the work recovered. In the event that the full amounts reference per shift; should he not be in possession of to which he is so put, wided such pay shall not to in Clauses (6), (7), (9) and (10) above have not be less than the half payer he suan be par ding option of cancellation of contract. It cancellation of deferred pay and the advance the deduction his certificate he shall satisfy the Member or Upon the completion of the aforesaid accliis at the instance of the inber the Company shall matisation period of surface work, if applic-Clause (8). Thereafter, subject to the conditions of at its own expense be regisible for the repatriation able, the employee shall, if medically fit, Clause (11), his earnings shall be paid to him in full. be transferred to underground work and of the employee. be paid a minimum basic wage of 34 cents (14) The employee shall be provided with food as (3/11d.) per shift. prescribed by Government Regulation, medical attend-(6) On attestation, if it employee's liability for ance and quarters, free of cost to himself and shall (c) Upon the completion of 180 shifts of undertax due to the Governme or rates, dues or other reside in the quarters provided for him. ground employment, the employee shall be levies due to any local overnment Authority in credited with one day's paid leave in respect Malawi, has not been disuged, the Company shall (15) The conditions under which this Contract is of each completed period of 30 shifts worked pay the amounts due to be appropriate authority determinable shall be subject to the law of the Reunderground thereafter until the completion (subject to a limit of 2 ... (R1.73) in respect of public of South Africa. of this contract. Such leave may, with the local Government rates, Q, which amounts shall consent of the Member, be taken as and be recoverable from the thoyee's earnings save that (16) The employee binds himself to allow the Comwhen it falls due or, alternatively, payment a sum not exceeding 30/ (R2.60) shall be paid by pany to repatriate him on the termination of his in lieu of all such leave credited shall be the Company at its exper in respect of tax liability agreement to the place in Malawi where he was made on the termination of this contract. for the current year. If employee has discharged attested, and the Company binds itself so to repatriate his tax liabilities in ft prior to attestation the (d) Upon the completion of this contract, the him on the termination of service. amount of his tax liabil for the current year to employee shall be handed a certificate which shall be refunded to (17) The employee hereby agrees to serve according the extent of 30/0d. (I will recordhim by the Company. to the terms and conditions of this Contract. ERR - 34 CENTS TO READ 40 CENTS PER SHIFT UNDERGRO 27 CENTS TO READ 32 CENTS PER SHIFT SURFACE