<u>(CAP. 28.01)</u>

COLLECTIVE BARGAINING AGREEMENT AGRICULTURAL INDUSTRY

IT is hereby notified that the *Collective Bargaining Agreement* set out in the Schedule, which further amends the agreement published in Statutory Instrument 323 of 1993, has been registered in terms of section 79 of the Labour Relations Act (Chapter 28:01)

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE AGRICULTURAL INDUSTRY OF ZIMBABWE

COLLECTIVE BARGAINING AGREEMENT AGRICULTURAL INDUSTRY

(CLASSIFICATION OF OCCUPATIONS AND WAGES)

Made and entered into in accordance with the provisions of the Labour Bureau Act (Chapter 28:01), between the Agricultural Bureau (hereinafter referred to as 'the employers), of the one part, and the General Agriculture and Plantation Workers Union of Zimbabwe (hereinafter referred to as "the employees" or "the trade union"), of the other part, being parties to the National Employment Council for the Agricultural Industry to amend the principal agreement, Statutory Instrument 323 of 1993.

WHEREAS the trade union and employers have reached agreement regarding classification of occupations in grades including the corresponding minimum monthly wages for the period 1st September, 1999 to 31st August 2000.

NOW, THEREFORE, it is recorded that with effect from 1st September, 1999: -

- 1. This Statutory Instrument repeals the First Schedule of the principal agreement and Statutory Instrument 37 of 1999:
- 2. Both parties have made an agreement regarding classification of occupations in grades with effect from 1st September, 1999: -
- 3. Every employer shall with effect from 1st September, 1999, increase the wages of each of his employees upon whom the principal agreement is binding by 31% of his/her actual basic wage/salary:
- 4. An employee, who, as at 1st September 1999, is in receipt of a higher wage for his particular occupation than the rate prescribed in this Statutory Instrument, shall not, by reason of this agreement, suffer any reduction in his wage.
- 5. Section 5 of the principal regulation is amended by the repeal of subsection (4) and the substitution of: -4 subject to the provisions of subsection (5), an employee who is required to perform work in a higher grade than that in which he is normally employed, for a continuous period of not less than 26 working days, shall be paid a wage adjustment from the date he would have started working in a higher grade such that his daily wage is not less than the wage applicable to such a grade:"
- 6. Section 7 subsection (1) of the principal agreement is amended by the addition of " irrigation hand " and "milker)

CLASSIFICATION OF OCCUPATIONS IN GRADES AND WAGES

The new classification of occupations in grades including the corresponding minimum monthly wage for the period 1st September, 1999 to 31st August 2000 are as follows:-

GRADE A1	
JOB TITLE	
Ablution /Sanitation Worker	Mortal Collector
Baler	Net Repairer
Box Maker/Folder	Nursery Hand
Building Maintenance Hand (Timber)	Nursery Hand (Timber)
Canteens /Beer Halls Hand	Offal Cleaner
Carcass Washer	Ostrich Feed Attendant
Cleaner	Packer (Without Grading)
Coal Lasher	Plantation Hand
Cold Room Attendant	Ration Order Assembler
Cold Room Cleaner	Resin Hand
Compound Village Worker	Saw Milling Hand
Crop Attendant	Scraper
Crop Guard /Watchman	Silk Cocoons Reeler
Debarking Hand	Silk Worm Rearer
Drum Cleaner	Slime Dam Cleaner
Drying Rack Attendant	Strapper
Egg Collector	Suckering Hand
Extraction Hand	Silk cocoons reeler
Farm Tidy Hand	Teaman
Fencing Attendant	Thinning Hand
Gardener	Timber Building Hand
General Hand – Chainhand	Timber Handling Hand
General Worker-Cane Cutter	Timber Loading Hand
Herdsman	Timber Sorting Hand
Hidesman	Vineyard Attendant
Hoist Operator	Waste Peel Attendant
Injector	Watchman
Laundry Hand/Scullery Hand	Wattle Extraction Hand (Timber)
Livestock Receiver /Collector	Winery Attendant
Log Deck Hand	Workshops Hand (Timber)
Manure Bagger	Meat Handler

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GRADE A2	
JOB TITLE	
Artisan Assistant	Grader
Assistant To Bee-Keeper	Grader /Picker
Augerman – Delivery Hand	Groom 1
Bag Sealer	Guard
Basket Carrier	Hatchery Worker
Birds Washer	Heat Sealer
Bleeder	Hogger Minder (Timber)
Boiler House Worker	Housekeeper
Brisket Cutter	Iceman
Budder	Irrigation Hand (Sprinklers)
Calf Attendant	Kiln Assistant
Carcass Cutter /Offal Drawer	Laboratory Assistant (Timber)
Chainsaw Mechanic Assistant	Leg and Wig Folder
Charcoal Attendant	Loader /Header /Feeds /Worker /Bag Carrier
Check Recorder	Lorry /Van Assistant
Chicken Cutter	Maintenance Hand
Chicken Handler	Meat Cutter
Chicken Hanger	Messenger
Chicken Trimmer	Milker
Chicken /Chick Grader	Mushroom Cutter
Child Minder Or Disabled/Aged Minder (With Or Without	Mushroom Picker
Domestic Duties)	
Coffee Grader	Offal Collector
Commis /Learner Cook	Office Orderly
Commis /Leaner Waiter	Petfood Handler
Compost Worker	Plucker
Conveyer Attendant	Plumber Assistant
Cooker Operator Assistant	Portion Dresser
Counter	Premixer's Assistant
Crocodile Meat Packer /Handler	Premixer's Attendant
Crop Remover	Pump Attendant
Cutter	Ranger
Defoliation Hand	Receiver
Disinfector	Sausage Maker
Dispatch Assistant	Sawshop Assistant
Dispatcher – Egg Handler	Scale Assistant
Domestic Cook	Skinner Flayer
Dough Maker	Spinchiller Attendant
Dubber	Scale Assistant
Egg Picker /Collector	Skinner /Flayer
Egg Receiver	Spinchiller Attendant
Eviscrerator	Sprayer
Factory Worker	Squeezing Hand
Feathermeal Bagger	Staff Cook
Feather Pinner	Stock Attendant
Feather Meal Cooker /Loader	Stunner
Fish Receiver	Table Handler
Food Handler	Toe Cutter
Gate Attendant	Trailer /Tailend Assistant
Giblets Stuffer	Vaccinator / Debeaker
	Water Pockets Checker
	There is obvious checker

GRADE A3	
JOB TITLE	
Assistant Saw- Machine Operator (Timber):-	Pelleting /Press Operator
-Board Edger	Pinboner /Deboner
-Chipper Canter	Plantation Marker
-Framesaw	Profile Operator
Bedroom Hand	Pulp Wash Attendant /Switchboard Operator
Bicycle Repairer	Puplman /Egg Pulper
Boiler Assistant /Attendant (Timber)	Quality Checker /Leaf Checker /Green Leaf Checker
Brush Cutter Operator	Scale /Weigher Operator
Canning Plant Attendant	School Janitor
Canteen Attendant	Scrapping Machine Operator
Chainsaw Operator Crosscutting	Security Guard (Timber)
Check Grader /Quality Checker	Seed Cleaner
Chemical Mixer	Silk Spinner
Chipper Panel Operator	Slicer
Clerk 1 `0	Stockfeed Mixer
Compound Police	Storeman Assistant
Concrete Mix Operator	Stores Issue Clerk (Timber)
Cook	Tally Checker
Crocodile Hides Scraper	Tally Clerk (Timber)
Crocodile Pen Attendant	Trimming Table Operator
Crocodile Breeder Attendant	Tyre Fitter
De-Stacker Operator	Village Health Worker (Timber)
Dispatch Assistant (Timber)	Waiter /Cook
Drier Attendant /Stoker	Water Quality Checker Assistant
Filleting Machine Operator	Weighbridge Clerk
Fingerjoint Press Operator	Wetmill Tally Clerk (Timber)
Finisher Operator	Workshop Assistant and Fuel Issue Clerk (Timber)
Fish Handler/Sexer	
Fish Reaper /Harvester	
Forest Guard	
Fryman /Trout Attendant	
Game Scout	
Glue Applicator	
Glue Room Attendant	
Groom 2	
Hammermill Operator /Soya Cooker Attendant	
Hot Box Attendant	
Houseman	
Irrigation Hand (Centre Pivot And Drip Irrigation)	
Labeller	
Log Market /Timber Measurer	
Log Infeed Controller	
Machine Minder (Pony Sizer)	
Machine Minder	
Mincer Operator	
Mixing Tank Attendant	
Mushroom Quality Checker	
Net Maker	
Office Orderly Photocopying And Duplicating (Timber)	
Order Assembler	
Ostrich Breeder Attendant	
Pasturiser Attendant	

JOB TITLE Pastering Badest Operator Plumbing /Drainlaying Bedasw Operator Plumbing /Drainlaying Beck Keeper Scale Futing Bolter Mater Stop Fluing Bolter Attendant Spray Painting /Panel Beating Butter Maker Stone Masony Carles Clerk (Timber) Timsmith /Sheet Metal Work Chainsaw Serviceman/Assistant Chainsaw Mechanic Welding /Plating Check Meigher Woodmaching Chees Maker Maintenance Clerk Timber Clerk 7 2pis (Timber) Planning Assistant Coffee Scout Plantation Chargehand (Timber): - Coffee Scout Plantation Chargehand (Timber): - Conter Hand Pole Grader Crane /Gantry Operator Receptionist / Telephonist Crave Attendant Sawmill Machine Operator-Relayed Charlow, Board Edger, Circular Saw, Craverse Machine, Timming Table, Warehonse Crore Sawmill Machine Operator Stores Clerk Cardes:/Orderly (Timber) Drystore Clerk Timber) Skylin, Highlead Operator/Chokeman Drystore Clerk Table/Seanstress Crore Stores Clerk Cardes/Orderly (Timber) </th <th colspan="2">GRADE B1</th>	GRADE B1	
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Crèche Attendant Sawmill Charge hands:-Depot, Dispatch, Loading, Log Deck Handling, Stackyard, Trimming Table, Warehouse Crop Scout Sawmill Machine Operator: -Bandsaw, Board Edger, Circular Saw, Curer Senior Chokeman Curioshop Attendant Sign Writer Dispatch Clerk (Timber) Skyline /Highlead Operator/Chokeman Drilling Machine Operator Stores Clerk Cardex/Orderly (Timber) Drystore Clerk Tailor /Seamstress Extract Multi Operator Tele Sales Person Farm Health Worker Telelogger Operator First Aid /Nurse Aid (Timber) Timber Grader First Aid /Nurse Aid (Timber) Timber Grader Fish Processor /Smoker Timber Quality Checker Fisherman Time Keeper Fork-Lift/Slide Loader Driver Towed Grader Operator (Timber) Groom 3/Work Rider Trator Driver (Timber) Guest House Cook TRU Grader Operator (Timber) Handyman Tyre Serviceman (Timber) Ling Verator Water Quality Checker Hatching Machine Operator Water Quality Checker Hishorman Tyre Serviceman (Timber) Handyman Tyre Serviceman (Timber)	Crane /Gantry Operator	Receptionist /Telephonist
Handling, Stackyard, Trimming Table, WarehouseCrop ScoutSawmill Machine Operator: Bandsaw, Board Edger, Circular Saw, Crosscut Saw, Debarker, Finger Jointer, Hogger, Re-Saw, Ripsaw, Traverse Machine, Trimming MachineCurerSenior ChokemanCurioshop AttendantSign WriterDispatch Clerk (Timber)Skyline /Highlead Operator/ChokemanDrilling Machine OperatorStores Clerk Cardex/Orderly (Timber)Drystore ClerkTailor /SeamstressExtract Multi OperatorTele Sales PersonFarm Health WorkerTelelogger OperatorFire Tower AttendantTelephone OperatorFirst Aid /Nurse Aid (Timber)Timber GraderFish Processor/SmokerTowed Grader OperatorFront –End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookRU Grader Operator (Timber)Handing Machine OperatorTractor Driver (Timber)HandymanTyre Serviceman (Timber)HandymanLight Vehicle Driver (Timber)Maintenanee OperatorWater Quality CheckerKiln OperatorWater Quality CheckerKiln OperatorLight Vehicle Driver (Timber)Maintenanee OperatorUserviceman (Timber)HandymanLight Vehicle Driver (Timber)Maintenanee OperatorLight Vehicle Driver (Timber)Maintenanee OperatorWetmill Clerk (Timber)Maintenanee OperatorLight Vehicle Driver (Timber)Maintenanee Operative 1: Untested Or Unclassified Building /Bricklaying, Carpentry /Joinery, Electrical, Building /Br	Crèche Attendant	
Crop ScoutSawmill Machine Operator: -Bandsaw, Board Edger, Circular Saw, Crosscut Saw, Debarker, Finger Jointer, Hogger, Re-Saw, Ripsaw, Traverse Machine, Trimming MachineCurerSenior ChokemanCuroshop AttendantSign WriterDispatch Clerk (Timber)Skyline /Highlead Operator/ChokemanDrystore ClerkTailor /SeamstressExtract Multi OperatorTele Sales PersonFarm Health WorkerTelelogger OperatorFire Tower AttendantTelephone OperatorFirst Aid /Nurse Aid (Timber)Timber GraderFirst Aid /Nurse Aid (Timber)Timber GraderFirst Aid /Nurse Aid (Timber)Timber Quality CheckerFish Processor /SmokerTimber Quality CheckerFish Processor /SmokerTrading StorekeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFront -End Loader /Dragline OperatorTractor Driver (Timber)HandymanTyre Serviceman (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWetmill Clerk (Timber)Lance CorporalWetmill Clerk (Timber)Maintenance Operative 1: Untested Or Unclassified Building /Bricklaying, Carpentry /Joinery, Electrical, Balcksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Building /Bricklaying, Carpentry /Joinery, Electrical, 		
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Traverse Machine, Trimming MachineCurerSenior ChokemanCurioshop AttendantSign WriterDispatch Clerk (Timber)Skyline /Highlead Operator/ChokemanDrilling Machine OperatorStores Clerk Cardex/Orderly (Timber)Drystore ClerkTailor /SeamstressExtract Multi OperatorTele Sales PersonFarm Health WorkerTelelogger OperatorFire Tower AttendantTelephone OperatorFirst Aid /Nurse Aid (Timber)Timber GraderFishermanTime KeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFront -End Loader /Dragline OperatorTractor Driver (Timber)Goom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)Hatching Machine OperatorWater Quality CheckerKiho OperatorWater Quality CheckerKiho OperatorWater Quality CheckerMantenance OperatorWater Quality CheckerKiho OperatorWater Quality CheckerKuith House Skills: - Auto Electrical, Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanical (Instrumentation)Tructor driver (trailer work)	1 A A A A A A A A A A A A A A A A A A A	
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Fire Tower AttendantTelephone OperatorFirst Aid /Nurse Aid (Timber)Timber GraderFish Processor /SmokerTimber Quality CheckerFish Processor /SmokerTimber Quality CheckerFishermanTime KeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFront -End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)Bucksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)		Tele Sales Person
Fire Tower AttendantTelephone OperatorFirst Aid /Nurse Aid (Timber)Timber GraderFish Processor /SmokerTimber Quality CheckerFishermanTime KeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFort-Lift/Slide Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWeter Quality CheckerKuln OperatorUternill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)Backsmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)		Telelogger Operator
First Aid /Nurse Aid (Timber)Timber GraderFish Processor /SmokerTimber Quality CheckerFish Processor /SmokerTime KeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFort -End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Fire Tower Attendant	
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FishermanTime KeeperFork-Lift/Slide Loader DriverTowed Grader OperatorFront -End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Fish Processor /Smoker	Timber Quality Checker
Fork-Lift/Slide Loader DriverTowed Grader OperatorFront –End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Fisherman	
Front -End Loader /Dragline OperatorTractor Driver (Timber)Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanical (Instrumentation)Tructor driver (trailer work)	Fork-Lift/Slide Loader Driver	
Groom 3/Work RiderTrading StorekeeperGuest House CookTRU Grader Operator (Timber)HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalLight Vehicle Driver (Timber)Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Front –End Loader /Dragline Operator	
HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalImage: Corporal (Timber)Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		Trading Storekeeper
HandymanTyre Serviceman (Timber)Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalImage: Corporal (Timber)Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLight Vehicle Driver (Timber)Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Guest House Cook	TRU Grader Operator (Timber)
Hatching Machine OperatorWater Quality CheckerKiln OperatorWetmill Clerk (Timber)Lance CorporalItight Vehicle Driver (Timber)Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler Maker Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	Handyman	
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Lance CorporalMaintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler Maker Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLight Vehicle Driver (Timber)Mastic AsphaltingLog Carriage Operator Senior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		
Maintenance Operative 1: Untested Or Unclassified But With House Skills: - Auto Electrical, Blacksmithing, Boiler Maker Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLight Vehicle Driver (Timber)Mastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	*	
But With House Skills: - Auto Electrical, Blacksmithing, Boiler MakerLectrical, Factor, Fitting And Turning, Floolaying, Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanical (Instrumentation)Tructor driver (trailer work)		Light Vehicle Driver (Timber)
Blacksmithing, Boiler MakerBuilding /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying, Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		
Building /Bricklaying, Carpentry /Joinery, Electrical, Factor, Fitting And Turning, Floolaying, Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)	· · · · · · · · · · · · · · · · · · ·	
Factor, Fitting And Turning, Floolaying , Glazing, Lift Mechanical, MachineLog Carriage OperatorMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		
Lift Mechanical, MachineMastic AsphaltingLog Carriage OperatorMechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		
MechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		
MechanicalSenior Laboratory assistant (?timber)Mechanical (Instrumentation)Tructor driver (trailer work)		Log Carriage Operator
Mechanical (Instrumentation) Tructor driver (trailer work)		
	Mechanical (Instrumentation)	
Painting / Decorating	Painting /Decorating	

GRADE B2	
JOB TITLE	
Boat Driver /Transporter	
Cane Supervisor 2	
Chargehand /Junior Foreman /Leading Hand	
Chief Skinner	
Chipper Canter Operator	
Clerk 3	
Corporal	
Corporal (Scouting And Tracking)	
Crocodile Incubator Attendant	
Debarking Chargehand	
Driver (Light Vehicle)	
Drying Rack Head /Factory Chargehand	
Framesaw Operator	
Gang /Team Leader	
Head Fisherman	
Head Groom	
Head Guard /Corporal	
Heavy Vehicle /Heavy Duty Truck Driver	
(Timber)	
Kiosk Attendant /Retail	
Laboratory Assistant	
Leading Hand /Change Hand /Junior Foreman	
Maintenance Operative 2 Or All Trades Tested	
(Class 4)	
Master Blender	
Moulder Operator	
Ostrich Incubator Attendant	
Production Clerk (Timber)	
Production Clerk- Harvesting And Veneer	
(Timber)	
Rendering Cooker Operator	
Section Leader	
Servceman	
Shop Attendant	
Taxidermy Skinner/Trophy Handler	
Tractor Driver (Pulls Farm Implements)	
Transport Clerk (Timber)	
Typist /Receptionist	
Welfare Attendant	
Junior foreman	

	GRADE B3
JOB TITLE	
Assistant Laboratory Technician	
Builder /Bricklayer	
Bulldozer Operator (Timber)	
Cane Supervisor 3	
Class 4 Semi-Skilled Worker /Handyman (
Timber):-	
Auto Electrician	
Boiler	
Electrician	
Fitter	
Mechanic	
Painter	
Plumber /Saw Doctor	
Welder	
Clerk 4	
Computer Data Capture (Timber)	
Dairy Supervisor	
Front End Loader Operator (Timber)	
Fuel Attendant	
Green Chain Change hand	
Handyman Communication	
Hygiene Controller	
Maintenance Operative 3 Or All Trades Tested (
Class 3)	
Mechanical stress grading machine operator	
Motorized grader operator	
Motorized grader operator	
Nurse aid	
Production chargehand	
Security corporal /change hand (timber)	
Senior clerk (timber)	
Senior laboratory assistant	
Skidder operator	
Store man	
Welfare assistant	
Women advisor	

GRADE B4	
JOB TITLE	
Boarding Master	
Boarding Matron	
Bulldozer Driver /Operator	
Butchery Foreman	
Cane Supervisor 5	
Cashier (Timber)	
Chainsaw Mechanic	
Chief Clerk (Timber)	
Class 3 Semi Skilled Worker /Handman (Timber):-	
Auto Electrician, Boiler Fitter, Electrician, Fitter,	
Mechanic, Plumber, Saw Doctor, Turner, Welder	
Clerk 5	
Combine Harvester Driver	
Confidential Secretary	
Driver (Heavy Duty)	
Factory Foreman	
Foreman	
Guide (Unlicenced)	
Maintenance Foreman	
Maintenance Operative 4 Or All Trades Tested	
(Class 2)	
Meat Grader	
Plant Operator	
Plantation Supervisor (Timber):-	
Boiler Supervisor, Cilvilculture Supervisor,	
Drymill, Drystore Supervisor, Kiln Supervisor,	
Harvesting, Extraction Supervisor, Resin	
Supervisor, Sawmill Supervisor (Timber), Skyline	
Extraction, Wetmill Supervisor	
Sawmill Training Instructor	
Secretary	
Security Sergeant /Supervisor (Timber)	
Sergeant	
Seargeant (Scouting and Tracking)	
Stores Supervisor	
Timber Grading Supervisor (Timber)	
Trading Store (Timber)	
Workshop Clerk Stores Supervisor (Timber)	

GRADE B5	
JOB TITLE	
Cane Supervisor 5	
Cashier	
Class 2 Semi Skilled Worker /Handyman	
(Timber);-	
Auto Electrician	
Boiler Fitter	
Electrician	
Fitter	
Mechanic	
Plumber	
Saw Doctor	
Turner	
Welder	
Coffee Pulper Supervisor	
Estate Secretary (Timber)	
Factory Supervisor	
Field Supervisor	
Lake Supervisor	
Meat Inspector	
Quality Controller	
Section Head	
Senior Sergeant	
Silk Weaver	
Supervisor /Senior Foreman	

GRADE C1	
JOB TITLE	
Building Supervisor	
Laboratory Supervisor	
Security Supervisor	
Sergeant Supervisor	
Transport Supervisor	
Estate Head Clerk	
Maintenance Operative 5 Or All Trades Tested	
(Class1)	
Senior Maintenance Operative	

	GRADE C2
JOB TITLE	
Estate Head Clerk	
Maintenance Operative 5 Or All Trades Tested	
Senior Maintenance Operative	