

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2009 TO 31 AUGUST 2010**17:48

**4. WAGES - Group A** (ie those employers contributing to the Productivity Incentive Scheme)

Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:

		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
<b>Pattern Maker</b>				
(a)	Qualified	1 154.50	80.82	1 235.50
(b)	Learner			
	First year			
	First six months of experience	646.50	45.26	692.00
	Second six months of experience	714.00	49.98	764.00
	Second year			
	First six months of experience	781.50	54.71	836.00
	Second six months of experience	853.50	59.75	913.00
	Third year			
	First six months of experience	930.00	65.10	995.00
	Next four months of experience	1 004.50	70.32	1 075.00
	Thereafter, the wage specified in (a), i.e.	1 154.50	80.82	1 235.50
<b>Pattern Grader</b>				
(a)	Qualified	931.50	65.21	996.50
(b)	Learner			
	First year			
	First six months of experience	609.00	42.63	651.50
	Second six months of experience	646.50	45.26	692.00
	Second year			
	First six months of experience	685.00	47.95	733.00
	Second six months of experience	733.50	51.35	785.00
	Third year			
	First six months of experience	781.50	54.71	836.00
	Next four months of experience	832.00	58.24	890.00
	Thereafter, the wage specified in (a), i.e.	931.50	65.21	996.50
<b>Football Jersey Cutter</b>				
(a)	Qualified	647.50	45.33	693.00
(b)	Learner			
	First year			
	First six months of experience	486.00	34.02	520.00
	Second six months of experience	515.00	36.05	551.00
	Second year			
	First six months of experience	542.50	37.98	580.50
	Second six months of experience	571.50	40.01	611.50
	Third year			
	First four months of experience	599.00	41.93	641.00
	Thereafter, the wage specified in (a), i.e.	647.50	45.33	693.00
<b>Layer-up</b>				
(a)	Qualified	558.00	39.06	597.00
(b)	Learner			
	First year			
	First six months of experience	470.00	32.90	503.00
	Second six months of experience	486.00	34.02	520.00

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		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
	Second year			
	First six months of experience	508.00	35.56	543.50
	Thereafter, the wage specified in (a), i.e.	558.00	39.06	597.00
<b>Part B - Factory Operatives</b>				
<b>Grade A employee</b>				
(a)	Qualified	714.00	49.98	764.00
(b)	Learner			
	First year			
	First six months of experience	502.50	35.18	537.50
	Second six months of experience	541.50	37.91	579.50
	Second year			
	First six months of experience	578.50	40.50	619.00
	Second six months of experience	608.50	42.60	651.00
	Third year			
	First four months of experience	647.50	45.33	693.00
	Thereafter, the wage specified in (a), i.e.	714.00	49.98	764.00
<b>Grade B employee</b>				
(a)	Qualified	610.00	42.70	652.50
(b)	Learner			
	First year			
	First six months of experience	495.00	34.65	529.50
	Second six months of experience	520.50	36.44	557.00
	Second year			
	First six months of experience	547.00	38.29	585.50
	Thereafter, the wage specified in (a), i.e.	610.00	42.70	652.50
(c)	If advanced to Grade A employee:			
	First six months from date of advancement	610.00	42.70	652.50
	Second six months from date of advancement	628.00	43.96	672.00
	Third six months from date of advancement	647.50	45.33	693.00
	Thereafter, the wage specified for a qualified Grade A	714.00	49.98	764.00
<b>Grade C employee</b>				
(a)	Qualified	541.50	37.91	579.50
(b)	Learner			
	First year			
	First six months of experience	485.00	33.95	519.00
	Second six months of experience	499.50	34.97	534.50
	Thereafter, the wage specified in (a), i.e.	541.50	37.91	579.50
(c)	If advanced to Grade B employee:			
	First six months from date of advancement	541.50	37.91	579.50
	Second six months from date of advancement	547.00	38.29	585.50
	Thereafter, the wage specified for a qualified Grade B	610.00	42.70	652.50
<b>Part C - Clerical Employees</b>				
<b>Clerk</b>				
(a)	Qualified	786.00	55.02	841.00
(b)	Learner			
	First year	580.00	40.60	620.50

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		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
	Second year	<b>630.50</b>	44.14	<b>674.50</b>
	Third year			
	First four months of experience	<b>689.00</b>	48.23	<b>737.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>786.00</b>	55.02	<b>841.00</b>
<b>Factory Clerk</b>				
(a)	Qualified	<b>591.00</b>	41.37	<b>632.50</b>
(b)	Learner			
	First year	<b>470.00</b>	32.90	<b>503.00</b>
	Second year	<b>501.00</b>	35.07	<b>536.00</b>
	Third year			
	First four months of experience	<b>541.50</b>	37.91	<b>579.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>591.00</b>	41.37	<b>632.50</b>
<b>Part D - General</b>				
	<b>Boiler attendant</b>	<b>560.50</b>	39.24	<b>599.50</b>
	<b>Despatch packer</b>	<b>578.50</b>	40.50	<b>619.00</b>
	<b>General Worker</b>	<b>541.50</b>	37.91	<b>579.50</b>
	<b>Labourer</b>	<b>547.00</b>	38.29	<b>585.50</b>
	<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -</b>			
(a)	does not exceed 1 360 kg	<b>578.50</b>	40.50	<b>619.00</b>
(b)	exceeds 1 360 but not 2 720 kg	<b>600.50</b>	42.04	<b>642.50</b>
(c)	exceeds 2 720 kg	<b>685.00</b>	47.95	<b>733.00</b>
	<b>Supervisor, quality controller and instructor</b>	<b>733.50</b>	51.35	<b>785.00</b>
	<b>Traveller's driver</b>	<b>600.50</b>	42.04	<b>642.50</b>
	<b>Watchman or caretaker, whose ordinary hours of work are -</b>			
(a)	less than 60 hours per week	<b>624.50</b>	43.72	<b>668.00</b>
(b)	60 hours per week	<b>655.00</b>	45.85	<b>701.00</b>