

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY**  
**MAIN COLLECTIVE AGREEMENT FOR THE FREE STATE AND NORTHERN CAPE**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 JULY 2004 - 30 JUNE 2005**

**WAGES**

Subject to subclause (2), (3) and (4) of clause 4(1) of the above collective agreement, the minimum weekly wage to be paid by an employer to each employee of the undermentioned classes shall be as set out hereunder: Provided that if an employee performs work in more than one category, he shall be classified in the grade for which the highest wage is prescribed:

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 30.06.04	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE PER WEEK FROM 01.07.04
		R	R (Rounded to nearest 50 cents)	R
<b>A. ALL AREAS</b>				
(i)	<b>(a) Foreman:</b>	1 360.00	68.00	1 428.00
	<b>(b) Supervisor/Quality Controller:</b>			
	(i) Qualified:	556.00	28.00	584.00
	(ii) Learners:			
	first six months of experience	382.00	19.00	401.00
	second six months of experience	456.00	23.00	479.00
	Thereafter, the wage specified in (b)(i) i.e.	556.00	28.00	584.00
	<b>(c) Cloakroom Supervisor/Watchman:</b>	387.00	19.50	406.50
	<b>(d) Mechanic:</b>	1 276.50	64.00	1 340.50
	<b>(e) Unqualified Mechanic:</b>	475.50	24.00	499.50
	<b>(f) Watchman:</b>	387.00	19.50	406.50
	<b>(g) Labourer:</b>	303.50	15.00	318.50
	<b>(h) Boiler attendant:</b>	333.50	16.50	350.00
(ii)	<b>Pattern Grader:</b>			
	(i) Qualified:	720.50	36.00	756.50
	(ii) Learners:			
	first six months of experience	279.00	14.00	293.00
	second six months of experience	334.00	16.50	350.50
	third six months of experience	388.50	19.50	408.00
	fourth six months of experience	445.00	22.50	467.50
	fifth six months of experience	499.00	25.00	524.00
	sixth six months of experience	554.00	27.50	581.50
	seventh six months of experience	609.50	30.50	640.00
	eighth six months of experience	664.00	33.00	697.00

		Thereafter, the wage specified in (ii)(f) i.e.	720.50	36.00	756.50
(iii)	<b>Marker-In:</b>				
		(i) Qualified:	556.00	28.00	584.00
		(ii) Learners:			
		first six months of experience	279.00	14.00	293.00
		second six months of experience	313.00	15.50	328.50
		third six months of experience	349.00	17.50	366.50
		fourth six months of experience	383.00	19.00	402.00
		fifth six months of experience	417.50	21.00	438.50
		sixth six months of experience	452.00	22.50	474.50
		seventh six months of experience	487.00	24.50	511.50
		eighth six months of experience	520.50	26.00	546.50
		Thereafter, the wage specified in (iii)(f) i.e.	556.00	28.00	584.00
(iv)	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>				
		(i) Qualified:	446.00	22.50	468.50
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	295.00	15.00	310.00
		third six months of experience	325.50	16.50	342.00
		fourth six months of experience	355.00	18.00	373.00
		fifth six months of experience	385.50	19.50	405.00
		sixth six months of experience	416.00	21.00	437.00
		Thereafter, the wage specified in (iv)(f) i.e.	446.00	22.50	468.50

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 30.06.04	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE PER WEEK FROM 01.07.04	
		R	R	R	
(v)	<b>Checker, Examiner and/or Passer:</b>				
		(i) Qualified:	387.00	19.50	406.50
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	295.00	15.00	310.00
		third six months of experience	326.00	16.50	342.50
		fourth six months of experience	355.50	18.00	373.50
		Thereafter, the wage specified in (v)(f) i.e.	387.00	19.50	406.50
(vi)	<b>(a) Invoice Clerk:</b>				

		(i) Qualified:	556.00	28.00	584.00
		(ii) Learners:			
		first six months of experience	401.00	20.00	421.00
		Thereafter, the wage specified in (vi)(a)(i) i.e.	556.00	28.00	584.00
		<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:</b>			
		(i) Qualified:	407.50	20.50	428.00
		(ii) Learners:			
		first six months of experience	292.50	14.50	307.00
		second six months of experience	350.00	17.50	367.50
		Thereafter, the wage specified in (vi)(b)(i) i.e.	407.50	20.50	428.00
(vii)		<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>			
		(i) Qualified:	439.00	22.00	461.00
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	294.00	14.50	308.50
		third six months of experience	322.00	16.00	338.00
		fourth six months of experience	351.50	17.50	369.00
		fifth six months of experience	380.00	19.00	399.00
		sixth six months of experience	410.00	20.50	430.50
		Thereafter, the wage specified in (vii)(i) i.e.	439.00	22.00	461.00
(viii)		<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>			
		<b>(a) Does not exceed 2 722 kg</b>	480.50	24.00	504.50
		<b>(b) Exceeds 2 722 kg</b>	557.50	28.00	585.50
(ix)		<b>Part-time Driver of a Motor Vehicle:</b>	436.50	22.00	458.50
(x)		<b>Knitting Machine Operator:</b>			

		(i) Qualified:	572.00	28.50	600.50
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	316.00	16.00	332.00
		third six months of experience	367.00	18.50	385.50
		fourth six months of experience	418.00	21.00	439.00
		fifth six months of experience	469.50	23.50	493.00
		sixth six months of experience	521.00	26.00	547.00
		Thereafter, the wage specified in (x)(i) i.e.	572.00	28.50	600.50
(xi)	Maintenance Hand:				
		(i) Qualified:	327.50	16.50	344.00
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	277.50	14.00	291.50
		third six months of experience	289.00	14.50	303.50
		fourth six months of experience	302.00	15.00	317.00
		fifth six months of experience	315.50	16.00	331.50
		Thereafter, the wage specified in (xi)(i) i.e.	327.50	16.50	344.00
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				

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		<i>R</i>	<i>R</i>	<i>R</i>
(i)	Qualified:	387.00	19.50	406.50
(ii)	Learners:			
	first six months of experience	265.00	13.50	278.50
	second six months of experience	285.00	14.50	299.50
	third six months of experience	305.50	15.50	321.00
	fourth six months of experience	326.00	16.50	342.50
	fifth six months of experience	346.00	17.50	363.50
	sixth six months of experience	366.50	18.50	385.00

		Thereafter, the wage specified in (i)(i) i.e.	387.00	19.50	406.50
	<b>Set Leader and/or Team Leader:</b>		412.00	20.50	432.50
(ii)	<b>General Worker/Pleater:</b>				
		(i) Qualified:	292.50	14.50	307.00
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	278.50	14.00	292.50
		Thereafter, the wage specified in (ii)(i) i.e.	292.50	14.50	307.00
(iii)	<b>Despatch Packer and Layer-up:</b>				
		(i) Qualified:	303.00	15.00	318.00
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		second six months of experience	283.50	14.00	297.50
		Thereafter, the wage specified in (iii)(i) i.e.	303.00	15.00	318.00
(iv)	<b>Plain Sewer:</b>				
		(i) Qualified:	316.00	16.00	332.00
		(ii) Learners:			
		first six months of experience	265.00	13.50	278.50
		Thereafter, the wage specified in (iv)(i) i.e.	316.00	16.00	332.00
(v)	<b>Sample Machinist :</b>		440.50	22.00	462.50
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT</b>					
(i)	<b>Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>				
		(i) Qualified:	349.00	17.50	366.50
		(ii) Learners:			
		first six months of experience	241.50	12.00	253.50
		second six months of experience	259.00	13.00	272.00
		third six months of experience	277.50	14.00	291.50

		fourth six months of experience	295.00	15.00	310.00
		fifth six months of experience	313.00	15.50	328.50
		sixth six months of experience	330.50	16.50	347.00
		Thereafter, the wage specified in (i)(i) i.e.	349.00	17.50	366.50
	<b>Set Leader and/or Team Leader:</b>		371.50	18.50	390.00
(ii)	<b>General Worker/Pleater:</b>				
		(i) Qualified:	271.00	13.50	284.50
		(ii) Learners:			
		first six months of experience	241.50	12.00	253.50
		second six months of experience	256.50	13.00	269.50
		Thereafter, the wage specified in (ii)(i) i.e.	271.00	13.50	284.50
(iii)	<b>Despatch Packer:</b>				
		(i) Qualified:	285.00	14.50	299.50
		(ii) Learners:			
		first six months of experience	241.50	12.00	253.50
		second six months of experience	263.00	13.00	276.00
		Thereafter, the wage specified in (iii)(i) i.e.	285.00	14.50	299.50
(iv)	<b>Layer-Up:</b>				
		(i) Qualified:	279.50	14.00	293.50
		(ii) Learners:			
		first six months of experience	241.50	12.00	253.50
		second six months of experience	260.50	13.00	273.50
		Thereafter, the wage specified in (iv)(i) i.e.	279.50	14.00	293.50
(v)	<b>Plain Sewer:</b>				
		(i) Qualified:	288.00	14.50	302.50
		(ii) Learners:			
		first six months of experience	241.50	12.00	253.50
		Thereafter, the wage specified in (v)(i) i.e.	288.00	14.50	302.50

(vi)	Sample Machinist :		396.50	20.00	416.50