

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY**

6.75%

**MAIN COLLECTIVE AGREEMENT FOR THE NORTHERN REGION (CLOTHING)  
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD  
1 SEPTEMBER 2009 - 31 AUGUST 2010**

<b>WAGES</b>				
Subject to the provisions of subclauses (2) (a), 2 (b), (3), (5) and (6) of clause 4(1) of the above collective agreement, not less than the following minimum wages shall be paid to the undermentioned categories of employees: Provided that trainees whose increased experience as at 30 June 2008 entitles them to a higher wage in terms of the table below shall be paid the increased wage:				
<b>C A T</b>	<b>DESCRIPTION OF OCCUPATION</b>	<b>CURRENT WAGE AS AT 31.08.09</b>	<b>ACROSS- THE- BOARD INCREASE RATE</b>	<b>NEW WAGE RATE WITH EFFECT FROM 01.09.09</b>
		<i>R</i>	<i>R</i>	<i>R</i>
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>			
	(i) Qualified:	1 175.50	79.30	1 254.80
	(ii) Learners:			
	first six months of experience	423.30	28.60	451.90
	second six months of experience	548.00	37.00	585.00
	third six months of experience	674.30	45.50	719.80
	fourth six months of experience	789.30	53.30	842.60
	fifth six months of experience	926.30	62.50	988.80
	next four months of experience	1052.10	71.00	1 123.10
	Thereafter, the wage specified in (A)(i) i.e.	1175.50	79.30	1 254.80
<b>(B)</b>	<b>Marker-In:</b>			
	(i) Qualified:	976.00	65.90	1 041.90
	(ii) Learners:			
	first six months of experience	423.30	28.60	451.90
	second six months of experience	514.80	34.70	549.50
	third six months of experience	607.10	41.00	648.10
	fourth six months of experience	699.40	47.20	746.60
	fifth six months of experience	791.70	53.40	845.10
	next four months of experience	884.10	59.70	943.80
	Thereafter, the wage specified in (B)(i) i.e.	976.00	65.90	1 041.90
<b>(C)</b>	<b>Mechanic:</b>			
	(i) Qualified:	951.90	64.30	1 016.20
	(ii) Learners:			
	first six months of experience	423.30	28.60	451.90
	second six months of experience	481.10	32.50	513.60
	third six months of experience	540.10	36.50	576.60
	fourth six months of experience	599.00	40.40	639.40
	fifth six months of experience	658.20	44.40	702.60
	sixth six months of experience	716.50	48.40	764.90
	seventh six months of experience	775.70	52.40	828.10
	eighth six months of experience	834.50	56.30	890.80
	next four months of experience	893.50	60.30	953.80
	Thereafter, the wage specified in (C)(i) i.e.	951.90	64.30	1 016.20
<b>(D)</b>	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>			
	(i) Qualified:	707.00	47.70	754.70
	(ii) Learners:			
	first six months of experience	423.30	28.60	451.90
	second six months of experience	493.70	33.30	527.00
	third six months of experience	565.10	38.10	603.20
	next four months of experience	636.90	43.00	679.90
	Thereafter, the wage specified in (D)(i) i.e.	707.00	47.70	754.70
<b>*(E1)</b>	<b>Sample Machinist:</b>	703.00	47.50	750.50
<b>(E)</b>	<b>Sewing Machinist, Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:</b>			

	(i) Qualified:		611.10	41.20	652.30
	(ii) Learners:				
		first six months of experience	423.30	28.60	451.90
		second six months of experience	469.70	31.70	501.40
		third six months of experience	516.10	34.80	550.90
		Thereafter, the wage specified in (E)(i) i.e.	611.10	41.20	652.30
<b>C</b>					
<b>A</b>	<b>DESCRIPTION OF OCCUPATION</b>		<b>CURRENT WAGE RATE AS AT 31.08.09</b>	<b>ACROSS-THE-BOARD INCREASE RATE</b>	<b>NEW WAGE RATE WITH EFFECT FROM 01.09.09</b>
<b>T</b>			<b>R</b>	<b>R</b>	<b>R</b>
<b>(F1)</b>	<b>Machinist promoted to Assistant Supervisor:</b>				
		(i) Qualified:	726.30	49.00	775.30
		(ii) Learners:			
		first six months of experience	611.10	41.20	652.30
		second six months of experience	650.80	43.90	694.70
		third six months of experience	689.20	46.50	735.70
		Thereafter, the wage specified in (F1)(i) i.e.	726.30	49.00	775.30
<b>(F)</b>	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>				
		(i) Qualified:	726.30	49.00	775.30
		(ii) Learners:			
		first six months of experience	423.30	28.60	451.90
		second six months of experience	498.80	33.70	532.50
		third six months of experience	574.70	38.80	613.50
		next four months of experience	651.40	44.00	695.40
		Thereafter, the wage specified in (F)(i) i.e.	726.30	49.00	775.30
<b>(G)</b>	<b>Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:</b>				
		(i) Qualified:	507.00	34.20	541.20
		(ii) Learners:			
		first six months of experience	423.30	28.60	451.90
		second six months of experience	443.80	30.00	473.80
		third six months of experience	464.70	31.40	496.10
		next four months of experience	485.50	32.80	518.30
		Thereafter, the wage specified in (G)(i) i.e.	507.00	34.20	541.20
<b>(H1)</b>	<b>Foreman:</b>		1603.70	108.20	1 711.90
<b>(H2)</b>	<b>Supervisor, Assistant Foreman, Head Cutter:</b>		874.70	59.00	933.70
<b>(H3)</b>	<b>Artisan:</b>		1830.80	123.60	1 954.40
<b>(H4)</b>	<b>Labourer, Scooter Driver and/or Boiler Attendant:</b>		563.40	38.00	601.40
<b>(H5)</b>	<b>Watchman:</b>		651.00	43.90	694.90
<b>(H6)</b>	<b>Driver (Light Motor Vehicle):</b>		641.80	43.30	685.10
<b>(H7)</b>	<b>Driver (Medium Motor Vehicle):</b>		686.10	46.30	732.40
			44 017.00	2971.15	46 988.14
			44017.00	2 970.90	46 987.90

\*Sample machinist.Any employee when called upon to perform the duties of a sample machinist,shall,while so employed be paid the wage of a sample machinist:Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement.