

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

**MAIN COLLECTIVE AGREEMENT FOR THE EASTERN CAPE REGION**

**NEW WAGE RATES FOR THE CLOTHING SECTOR FOR THE PERIOD 1 JULY 2005 - 31 AUGUST 2006**

**WAGES**

1) The minimum wage which an employer shall pay to each member of the under mentioned classes of his employees shall be as set out hereunder:-

		<b>Wage per</b>	<b>Across the</b>	<b>Wage per</b>
		<b>week as at</b>	<b>Board</b>	<b>week from</b>
		<b>30-Jun-05</b>	<b>Increase 4%</b>	<b>01-Jul-05</b>
(a)	<b>Foreman</b>	859.89	34.40	894.29
(b)	<b>Designer:</b>			
	(i) Qualified:	1095.64	43.83	1139.47
	(ii) Learners:			
	first six months of experience	374.29	14.97	389.26
	second six months of experience	435.13	17.41	452.54
	third six months of experience	521.42	20.86	542.28
	fourth six months of experience	580.93	23.24	604.17
	fifth six months of experience	645.84	25.83	671.67
	sixth six months of experience	700.27	28.01	728.28
	seventh six months of experience	762.13	30.49	792.62
	eighth six months of experience	823.36	32.93	856.29
	ninth six months of experience	873.06	34.92	907.98
	Thereafter, the wage specified in (b)(i) i.e.	1095.64	43.83	1139.47
(c)	<b>Grader:</b>			
	(i) Qualified:	786.91	31.48	818.39
	(ii) Learners:			
	first six months of experience	370.87	14.83	385.70
	second six months of experience	403.15	16.13	419.28
	third six months of experience	438.45	17.54	455.99
	fourth six months of experience	459.42	18.38	477.80
	fifth six months of experience	531.44	21.26	552.70
	sixth six months of experience	568.94	22.76	591.70
	seventh six months of experience	600.33	24.01	624.34
	eighth six months of experience	630.82	25.23	656.05
	ninth six months of experience	671.09	26.84	697.93
	Thereafter, the wage specified in (c)(i) i.e.	786.91	31.48	818.39
(d)	<b>Marker-in:</b>			
	(i) Qualified:	600.33	24.01	624.34
	(ii) Learners:	370.87	14.83	385.70
	first six months of experience	397.10	15.88	412.98
	second six months of experience	423.53	16.94	440.47
	third six months of experience	451.76	18.07	469.83
	fourth six months of experience	504.82	20.19	525.01
	fifth six months of experience	600.33	24.01	624.34
	Thereafter, the wage specified in (d)(i) i.e.			
(e)	<b>Band-knife cutter:</b>			
	Qualified	600.33	24.01	624.34
<b>Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee</b>				
(f)	<b>Cutter-out:</b>			
	(i) Qualified:	530.43	21.22	551.65
	(ii) Learners:			
	first six months of experience	370.87	14.83	385.70
	second six months of experience	388.28	15.53	403.81
	third six months of experience	400.95	16.04	416.99
	fourth six months of experience	415.32	16.61	431.93
	fifth six months of experience	433.05	17.32	450.37
	Thereafter, the wage specified in (f)(i) i.e.	530.43	21.22	551.65
(g)	<b>Layer-up:</b>			
	(i) Qualified:	415.92	16.64	432.56
	(ii) Learners:			
	first six months of experience	370.87	14.83	385.70
	second six months of experience	378.91	15.16	394.07
	third six months of experience	385.37	15.41	400.78

		fourth six months of experience	391.66	15.67	407.33
		Thereafter, the wage specified in (g)(i) i.e.	415.92	16.64	432.56
<b>( h )</b>	<b>Specialised presser:</b>				
	(i)	Qualified:	578.73	23.15	601.88
	(ii)	Learners:			
		first six months of experience	370.87	14.83	385.70
		second six months of experience	386.15	15.45	401.60
		third six months of experience	399.77	15.99	415.76
		fourth six months of experience	415.32	16.61	431.93
		fifth six months of experience	432.08	17.28	449.36
		sixth six months of experience	446.62	17.86	464.48
		seventh six months of experience	488.70	19.55	508.25
		eighth six months of experience	506.02	20.24	526.26
		ninth six months of experience	517.49	20.70	538.19
		Thereafter, the wage specified in (h)(i) i.e.	578.73	23.15	601.88
<b>( i )</b>	<b>Examiner:</b>				
	(i)	Qualified:	495.03	19.80	514.83
	(ii)	Learners:			
		first six months of experience	415.32	16.61	431.93
		Thereafter, the wage specified in (i)(i) i.e.	495.03	19.80	514.83
<b>( j )</b>	<b>Machinist, presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>				
	(i)	Qualified:	485.85	19.43	505.28
	(ii)	Learners:			
		first six months of experience	370.87	14.83	385.70
		second six months of experience	379.39	15.18	394.57
		third six months of experience	390.51	15.62	406.13
		fourth six months of experience	403.85	16.15	420.00
		fifth six months of experience	414.12	16.56	430.68
		Thereafter, the wage specified in (j)(i) i.e.	485.85	19.43	505.28
<b>( k )</b>	<b>Progress examiner:</b>				
	(i)	Qualified:	490.92	19.64	510.56
	(ii)	Learners:	389.50	15.58	405.08
			490.92	19.64	510.56
<b>( l )</b>	<b>Despatcher:</b>				
	(i)	Qualified:	464.73	18.59	483.32
	(ii)	Learners:			
		first six months of experience	392.20	15.69	407.89
		Thereafter, the wage specified in (l)(i) i.e.	464.73	18.59	483.32
<b>( m )</b>	<b>Checker in the Knitting section:</b>				
	(i)	Qualified:	413.24	16.53	429.77
	(ii)	Learners:			
		first six months of experience	370.87	14.83	385.70
		second six months of experience	378.91	15.16	394.07
		third six months of experience	388.27	15.53	403.80
		Thereafter, the wage specified in (m)(i) i.e.	413.24	16.53	429.77
<b>( n )</b>	<b>General Worker:</b>				
	(i)	Qualified:	400.58	16.02	416.60
	(ii)	Learners:			
		first six months of experience	370.87	14.83	385.70
		second six months of experience	378.91	15.16	394.07
		Thereafter, the wage specified in (n)(i) i.e.	400.58	16.02	416.60
<b>( o )</b>	<b>Steambox pleater:</b>				
	(i)	Qualified:	372.62	14.90	387.52
	(ii)	Learners:			
		first six months of experience	370.87	14.83	385.70
		second six months of experience	387.59	15.50	403.09
		third six months of experience	399.77	15.99	415.76
		fourth six months of experience	414.79	16.59	431.38
		Thereafter, the wage specified in (o)(i) i.e.	372.62	14.90	387.52
<b>( p )</b>	<b>Plain sewer:</b>				
	(i)	Qualified:	414.79	16.59	431.38
	(ii)	Learners:			

		first six months of experience	370.87	14.83	385.70
		second six months of experience	375.05	15.00	390.05
		third six months of experience	379.39	15.18	394.57
		fourth six months of experience	385.37	15.41	400.78
		fifth six months of experience	392.20	15.69	407.89
		Thereafter, the wage specified in (p)(i) i.e.	414.79	16.59	431.38
( q )		<b>General assistant</b>	453.47	18.14	471.61
( r )		<b>Cleaner</b>	403.85	16.15	420.00
( s )		<b>Tea maker</b>	403.85	16.15	420.00
( t )		<b>Watchman</b>	490.93	19.64	510.57
( u )		<b>Motor vehicle driver:</b>			
	(i)	(aa) does not exceed 453 kg	489.24	19.57	508.81
		(ab) exceeds 453 kg but does not exceed 2 722 kg	526.31	21.05	547.36
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	581.46	23.26	604.72
		(ad) exceeds 4 536 kg	680.74	27.23	707.97
	(ii)	Part-time driver of a motor vehicle	454.19	18.17	472.36
( v )		<b>Clicker:</b>			
	(i)	Qualified:	794.08	31.76	825.84
	(ii)	Learners:			
		first six months of experience	370.84	14.83	385.67
		second six months of experience	400.95	16.04	416.99
		third six months of experience	433.81	17.35	451.16
		fourth six months of experience	489.89	19.60	509.49
		fifth six months of experience	526.96	21.08	548.04
		sixth six months of experience	555.58	22.22	577.80
		seventh six months of experience	589.48	23.58	613.06
		eighth six months of experience	620.54	24.82	645.36
		ninth six months of experience	653.92	26.16	680.08
		Thereafter, the wage specified in (v)(i) i.e.	794.08	31.76	825.84
( w )		<b>Beader</b>	495.03	19.80	514.83
( x )		<b>Chlorinator</b>	445.73	17.83	463.56
( y )		<b>Componder</b>	526.98	21.08	548.06
( z )		<b>Dipper</b>			
	(i)	Qualified:			
		Category A	526.98	21.08	548.06
		Category B	539.04	21.56	560.60
		Category C	556.20	22.25	578.45
	(ii)	Learners:			
		first six months of experience to Category A	401.43	16.06	417.49
		first six months of experience to Category B	526.98	21.08	548.06
		first six months of experience to Category C	539.04	21.56	560.60
( aa )		<b>Glove turner</b>	639.18	25.57	664.75
( ab )		<b>Mouldmaker</b>	506.52	20.26	526.78
( ac )		<b>Packer</b>	425.94	17.04	442.98
( ad )		<b>Quality product co-ordinator</b>	668.38	26.74	695.12
( ae )		<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1</sup>/<sub>3</sub> per cent:</b>			

**Provided that-**

- (i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;
- (ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.