

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 2005 – 31 AUGUST 2006**

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 30.06.05	ACROSS-THE-BOARD INCREASE RATE (Rounded to nearest 50 cents)	NEW WAGE RATE WITH EFFECT FROM 01.07.05
			R	R	R
A. ALL AREAS					
(i)	(a) Foreman:		1 428.00	57.00	1 485.00
	(b) Supervisor/Quality Controller:				
	(i)	Qualified:	584.00	23.50	607.50
	(ii)	Learners:			
		first six months of experience	401.00	16.00	417.00
		second six months of experience	479.00	19.00	498.00
		Thereafter, the wage specified in (b)(i) i.e.	584.00	23.50	607.50
	(c) Cloakroom Supervisor/Watchman:		406.50	16.50	423.00
	(d) Mechanic:		1 340.50	53.50	1 394.00
	(e) Unqualified Mechanic:		499.50	20.00	519.50
	(f) Watchman:		406.50	16.50	423.00
	(g) Labourer:		318.50	12.50	331.00
	(h) Boiler attendant:		350.00	14.00	364.00
(ii)	Pattern Grader:				
	(i)	Qualified:	756.50	30.50	787.00
	(ii)	Learners:			
		first six months of experience	293.00	11.50	304.50
		second six months of experience	350.50	14.00	364.50
		third six months of experience	408.00	16.50	424.50
		fourth six months of experience	467.50	18.50	486.00
		fifth six months of experience	524.00	21.00	545.00
		sixth six months of experience	581.50	23.50	605.00
		seventh six months of experience	640.00	25.50	665.50
		eighth six months of experience	697.00	28.00	725.00
		Thereafter, the wage specified in (ii)(i) i.e.	756.50	30.50	787.00
(iii)	Marker-In:				
	(i)	Qualified:	584.00	23.50	607.50
	(ii)	Learners:			
		first six months of experience	293.00	11.50	304.50
		second six months of experience	328.50	13.00	341.50
		third six months of experience	366.50	14.50	381.00
		fourth six months of experience	402.00	16.00	418.00
		fifth six months of experience	438.50	17.50	456.00
		sixth six months of experience	474.50	19.00	493.50
		seventh six months of experience	511.50	20.50	532.00
		eighth six months of experience	546.50	22.00	568.50
		Thereafter, the wage specified in (iii)(i) i.e.	584.00	23.50	607.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i)	Qualified:	468.50	18.50	487.00
	(ii)	Learners:			
		first six months of experience	278.50	11.00	289.50
		second six months of experience	310.00	12.50	322.50
		third six months of experience	342.50	13.50	355.50
		fourth six months of experience	373.00	15.00	388.00
		fifth six months of experience	405.00	16.00	421.00
		sixth six months of experience	437.00	17.50	454.50
		Thereafter, the wage specified in (iv)(i) i.e.	468.50	18.50	487.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 30.06.05	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.07.05
		R	R	R
(v)	Checker, Examiner and/or Passer:			
	(i) Qualified:	406.50	16.50	423.00
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	310.00	12.50	322.50
	third six months of experience	342.50	13.50	356.00
	fourth six months of experience	373.50	15.00	388.50
	Thereafter, the wage specified in (v)(i) i.e.	406.50	16.50	423.00
(vi)	(a) Invoice Clerk:			
	(i) Qualified:	584.00	23.50	607.50
	(ii) Learners:			
	first six months of experience	421.00	16.50	437.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	584.00	23.50	607.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:			
	(i) Qualified:	428.00	17.00	445.00
	(ii) Learners:			
	first six months of experience	307.00	12.50	319.50
	second six months of experience	367.50	14.50	382.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	428.00	17.00	445.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:			
	(i) Qualified:	461.00	18.50	479.50
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	308.50	12.50	321.00
	third six months of experience	338.00	13.50	351.50
	fourth six months of experience	369.00	15.00	384.00
	fifth six months of experience	399.00	16.00	415.00
	sixth six months of experience	430.50	17.00	447.50
	Thereafter, the wage specified in (vii)(i) i.e.	461.00	18.50	479.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:			
	(a) Does not exceed 2 722 kg	504.50	20.00	524.50
	(b) Exceeds 2 722 kg	585.50	23.50	609.00
(ix)	Part-time Driver of a Motor Vehicle:	458.50	18.50	477.00
(x)	Knitting Machine Operator:			
	(i) Qualified:	600.50	24.00	624.50
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	332.00	13.50	345.50
	third six months of experience	385.50	15.50	401.00
	fourth six months of experience	439.00	17.50	456.50
	fifth six months of experience	493.00	19.50	512.50
	sixth six months of experience	547.00	22.00	569.00
	Thereafter, the wage specified in (x)(i) i.e.	600.50	24.00	624.50
(xi)	Maintenance Hand:			
	(i) Qualified:	344.00	14.00	358.00
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	291.50	11.50	303.00
	third six months of experience	303.50	12.00	315.50
	fourth six months of experience	317.00	12.50	329.50
	fifth six months of experience	331.50	13.50	345.00
	Thereafter, the wage specified in (xi)(i) i.e.	344.00	13.50	357.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:			
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	299.50	12.00	311.50

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 30.06.05	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.07.05
		R	R	R
	third six months of experience	321.00	12.50	333.50
	fourth six months of experience	342.50	13.50	356.00
	fifth six months of experience	363.50	14.50	378.00
	sixth six months of experience	385.00	15.50	400.50
	Thereafter, the wage specified in (i)(i) i.e.	406.50	16.50	423.00
	Set Leader and/or Team Leader:	432.00	17.50	450.00
(ii)	General Worker/Pleater:			
	(i) Qualified:	307.00	12.50	319.50
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	292.50	11.50	304.00
	Thereafter, the wage specified in (ii)(i) i.e.	307.00	12.50	319.50
(iii)	Despatch Packer and Layer-up:			
	(i) Qualified:	318.00	12.50	330.50
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	second six months of experience	297.50	12.00	309.50
	Thereafter, the wage specified in (iii)(i) i.e.	318.00	12.50	330.50
(iv)	Plain Sewer:			
	(i) Qualified:	332.00	13.50	345.50
	(ii) Learners:			
	first six months of experience	278.50	11.00	289.50
	Thereafter, the wage specified in (iv)(i) i.e.	332.00	13.50	345.50
(v)	Sample Machinist :	462.50	18.50	481.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:	366.50	14.50	381.00
	(ii) Learners:			
	first six months of experience	253.50	10.00	263.50
	second six months of experience	272.00	11.00	283.00
	third six months of experience	291.50	11.50	303.00
	fourth six months of experience	310.00	12.50	322.50
	fifth six months of experience	328.50	13.00	341.50
	sixth six months of experience	347.00	14.00	361.00
	Thereafter, the wage specified in (i)(i) i.e.	366.50	14.50	381.00
	Set Leader and/or Team Leader:	390.00	15.50	405.50
(ii)	General Worker/Pleater:			
	(i) Qualified:	284.50	11.50	296.00
	(ii) Learners:			
	first six months of experience	253.50	10.00	263.50
	second six months of experience	269.50	11.00	280.50
	Thereafter, the wage specified in (ii)(i) i.e.	284.50	11.50	296.00
(iii)	Despatch Packer:			
	(i) Qualified:	299.50	12.00	311.50
	(ii) Learners:			
	first six months of experience	253.50	10.00	263.50
	second six months of experience	276.00	11.00	287.00
	Thereafter, the wage specified in (iii)(i) i.e.	299.50	12.00	311.50
(iv)	Layer-Up:			
	(i) Qualified:	293.50	11.50	305.00
	(ii) Learners:			
	first six months of experience	253.50	10.00	263.50
	second six months of experience	273.50	11.00	284.50
	Thereafter, the wage specified in (iv)(i) i.e.	293.50	11.50	305.00
(v)	Plain Sewer:			
	(i) Qualified:	302.50	12.00	314.50
	(ii) Learners:			
	first six months of experience	253.50	10.00	263.50
	Thereafter, the wage specified in (v)(i) i.e.	302.50	12.00	314.50
(vi)	Sample Machinist :	416.50	16.50	433.50