

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008**

**4. WAGES**

(1) 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:

**Note:** Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause Clause 4(12) of the Knitting Division Agreement)

		Wage per week at 31-Aug-07 (excl allow)	Across the Board Increase 5.37% (rounded)	Wage per week from 01-Sep-07 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-07 (incl allow)
		R	R	R	R	R
<b>Part A - Cutting Department</b>						
<b>Pattern Maker:</b>						
(a)	Qualified	<b>1 066.50</b>	57.50	<b>1 124.00</b>	10.30	<b>1 134.30</b>
(b)	Learner					
	First year					
	First six months of experience	<b>597.50</b>	32.00	<b>629.50</b>	5.86	<b>635.36</b>
	Second six months of experience	<b>659.50</b>	35.50	<b>695.00</b>	6.45	<b>701.45</b>
	Second year					
	First six months of experience	<b>722.00</b>	39.00	<b>761.00</b>	7.04	<b>768.04</b>
	Second six months of experience	<b>788.50</b>	42.50	<b>831.00</b>	7.67	<b>838.67</b>
	Third year					
	First six months of experience	<b>859.50</b>	46.00	<b>905.50</b>	8.34	<b>913.84</b>
	Second six months of experience	<b>928.00</b>	50.00	<b>978.00</b>	8.99	<b>986.99</b>
	Thereafter, the wage specified in (a), i.e.	<b>1 066.50</b>	57.50	<b>1 124.00</b>	10.30	<b>1 134.30</b>
<b>Pattern Grader</b>						
(a)	Qualified	<b>861.00</b>	46.00	<b>907.00</b>	8.35	<b>915.35</b>
(b)	Learner					
	First year					
	First six months of experience	<b>562.50</b>	30.00	<b>592.50</b>	5.52	<b>598.02</b>
	Second six months of experience	<b>597.50</b>	32.00	<b>629.50</b>	5.86	<b>635.36</b>
	Second year					
	First six months of experience	<b>633.00</b>	34.00	<b>667.00</b>	6.20	<b>673.20</b>
	Second six months of experience	<b>678.00</b>	36.50	<b>714.50</b>	6.62	<b>721.12</b>
	Third year					
	First six months of experience	<b>722.00</b>	39.00	<b>761.00</b>	7.04	<b>768.04</b>
	Second six months of experience	<b>768.50</b>	41.50	<b>810.00</b>	7.48	<b>817.48</b>
	Thereafter, the wage specified in (a), i.e.	<b>861.00</b>	46.00	<b>907.00</b>	8.35	<b>915.35</b>
<b>Football Jersey Cutter</b>						
(a)	Qualified	<b>598.50</b>	32.00	<b>630.50</b>	5.87	<b>636.37</b>
(b)	Learner					
	First year					
	First six months of experience	<b>449.50</b>	24.00	<b>473.50</b>	4.46	<b>477.96</b>
	Second six months of experience	<b>476.00</b>	25.50	<b>501.50</b>	4.71	<b>506.21</b>
	Second year					
	First six months of experience	<b>501.00</b>	27.00	<b>528.00</b>	4.95	<b>532.95</b>
	Second six months of experience	<b>527.50</b>	28.50	<b>556.00</b>	5.20	<b>561.20</b>
	Third year					
	First six months of experience	<b>553.50</b>	29.50	<b>583.00</b>	5.44	<b>588.44</b>
	Thereafter, the wage specified in (a), i.e.	<b>598.50</b>	32.00	<b>630.50</b>	5.87	<b>636.37</b>
<b>Layer-up</b>						
(a)	Qualified	<b>516.00</b>	27.50	<b>543.50</b>	5.09	<b>548.59</b>
(b)	Learner					

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		R	R	R	R	R
	First year					
	First six months of experience	434.00	23.50	457.50	4.32	461.82
	Second six months of experience	449.50	24.00	473.50	4.46	477.96
	Second year					
	First six months of experience	469.50	25.00	494.50	4.65	499.15
	Thereafter, the wage specified in (a), i.e.	516.00	27.50	543.50	5.09	548.59
<b>Part B - Factory Operatives</b>						
Grade A employee:						
(a)	Qualified	659.50	35.50	695.00	6.45	701.45
(b)	Learner					
	First year					
	First six months of experience	464.00	25.00	489.00	4.60	493.60
	Second six months of experience	500.00	27.00	527.00	4.94	531.94
	Second year					
	First six months of experience	534.50	28.50	563.00	5.26	568.26
	Second six months of experience	562.50	30.00	592.50	5.52	598.02
	Third year					
	First six months of experience	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified in (a), i.e.	659.50	35.50	695.00	6.45	701.45
Grade B employee:						
(a)	Qualified	563.50	30.50	594.00	5.54	599.54
(b)	Learner					
	First year					
	First six months of experience	457.50	24.50	482.00	4.53	486.53
	Second six months of experience	481.00	26.00	507.00	4.76	511.76
	Second year					
	First six months of experience	505.50	27.00	532.50	4.99	537.49
	Thereafter, the wage specified in (a), i.e.	563.50	30.50	594.00	5.54	599.54
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	563.50	30.50	594.00	5.54	599.54
	Second six months from date of advancement	580.50	31.00	611.50	5.70	617.20
	Third six months from date of advancement	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified for a qualified Grade A	659.50	35.50	695.00	6.45	701.45
Grade C employee:						
(a)	Qualified	500.00	27.00	527.00	4.94	531.94
(b)	Learner					
	First year					
	First six months of experience	448.50	24.00	472.50	4.45	476.95
	Second six months of experience	461.00	25.00	486.00	4.57	490.57
	Thereafter, the wage specified in (a), i.e.	500.00	27.00	527.00	4.94	531.94
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	500.00	27.00	527.00	4.94	531.94
	Second six months from date of advancement	505.50	27.00	532.50	4.99	537.49
	Thereafter, the wage specified for a qualified Grade B	563.50	30.50	594.00	5.54	599.54
<b>Part C - Clerical employees</b>						
Clerk						
(a)	Qualified	726.50	39.00	765.50	7.09	772.59
(b)	Learner					
	First year	535.50	29.00	564.50	5.28	569.78

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		R	R	R	R	R
	Second year	<b>582.50</b>	31.50	<b>614.00</b>	5.72	<b>619.72</b>
	Third year					
	First six months of experience	<b>637.00</b>	34.00	<b>671.00</b>	6.23	<b>677.23</b>
	Thereafter, the wage specified in (a), i.e.	<b>726.50</b>	39.00	<b>765.50</b>	7.09	<b>772.59</b>
<b>Factory Clerk</b>						
(a)	Qualified	<b>545.50</b>	29.50	<b>575.00</b>	5.37	<b>580.37</b>
(b)	Learner					
	First year	<b>434.00</b>	23.50	<b>457.50</b>	4.32	<b>461.82</b>
	Second year	<b>462.50</b>	25.00	<b>487.50</b>	4.59	<b>492.09</b>
	Third year					
	First six months of experience	<b>500.00</b>	27.00	<b>527.00</b>	4.94	<b>531.94</b>
	Thereafter, the wage specified in (a), i.e.	<b>545.50</b>	29.50	<b>575.00</b>	5.37	<b>580.37</b>
<b>Part D - General</b>						
	Boiler attendant	<b>517.50</b>	28.00	<b>545.50</b>	5.11	<b>550.61</b>
	Despatch packer	<b>534.50</b>	28.50	<b>563.00</b>	5.26	<b>568.26</b>
	General Worker	<b>500.00</b>	27.00	<b>527.00</b>	4.94	<b>531.94</b>
	Labourer	<b>505.50</b>	27.00	<b>532.50</b>	4.99	<b>537.49</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 -						
(a)	does not exceed 1 360 kg	<b>534.50</b>	28.50	<b>563.00</b>	5.26	<b>568.26</b>
(b)	exceeds 1 360 but not 2 720 kg	<b>555.00</b>	30.00	<b>585.00</b>	5.46	<b>590.46</b>
(c)	exceeds 2 720 kg	<b>633.00</b>	34.00	<b>667.00</b>	6.20	<b>673.20</b>
	Supervisor, quality controller and instructor	<b>678.00</b>	36.50	<b>714.50</b>	6.62	<b>721.12</b>
	Traveller's driver	<b>555.00</b>	30.00	<b>585.00</b>	5.46	<b>590.46</b>
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	<b>577.00</b>	31.00	<b>608.00</b>	5.67	<b>613.67</b>
(b)	60 hours per week	<b>605.50</b>	32.50	<b>638.00</b>	5.94	<b>643.94</b>