

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
MAIN COLLECTIVE AGREEMENT FOR THE EASTERN CAPE REGION
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2006
TO 31 AUGUST 2007

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 below:-

		Wage per week as at 31-Aug-06	Increase	Wage per week from 01-Sep-06
		R	R	R
(a)	Foreman	894.29	44.21	938.50
(b)	Designer:			
	(i) Qualified:	1139.47	56.47	1195.94
	(ii) Learners:			
	first six months of experience	389.26	18.96	408.22
	second six months of experience	452.54	22.13	474.67
	third six months of experience	542.28	26.61	568.89
	fourth six months of experience	604.17	29.71	633.88
	fifth six months of experience	671.67	33.08	704.75
	sixth six months of experience	728.28	35.91	764.19
	seventh six months of experience	792.62	39.13	831.75
	eighth six months of experience	856.29	42.31	898.60
	ninth six months of experience	907.98	44.90	952.88
	Thereafter, the wage specified in (b)(i) i.e.	1139.47	56.47	1195.94
(c)	Grader:			
	(i) Qualified:	818.39	40.42	858.81
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	419.28	20.46	439.74
	third six months of experience	455.99	22.30	478.29
	fourth six months of experience	477.80	23.39	501.19
	fifth six months of experience	552.70	27.14	579.84
	sixth six months of experience	591.70	29.09	620.79
	seventh six months of experience	624.34	30.72	655.06
	eighth six months of experience	656.05	32.30	688.35
	ninth six months of experience	697.93	34.40	732.33
	Thereafter, the wage specified in (c)(i) i.e.	821.81	40.59	862.40
(d)	Marker-in:			
	(i) Qualified:	624.34	30.72	655.06
	(ii) Learners:	385.70	18.79	404.49
	first six months of experience	412.98	20.15	433.13
	second six months of experience	440.47	21.52	461.99
	third six months of experience	469.83	22.99	492.82
	fourth six months of experience	525.01	25.75	550.76
	fifth six months of experience	624.34	30.72	655.06
	Thereafter, the wage specified in (d)(i) i.e.			
(e)	Band-knife cutter:			
	Qualified	624.34	30.72	655.06
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				

		Wage per week as at 31-Aug-06	Increase	Wage per week from 01-Sep-06
		R	R	R
(f)	Cutter-out:			
	(i) Qualified:	551.65	27.08	578.73
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	403.81	19.69	423.50
	third six months of experience	416.99	20.35	437.34
	fourth six months of experience	431.93	21.10	453.03
	fifth six months of experience	450.37	22.02	472.39
	Thereafter, the wage specified in (f)(i) i.e.	551.65	27.08	578.73
(g)	Layer-up:			
	(i) Qualified:	432.56	21.13	453.69
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	394.07	19.20	413.27
	third six months of experience	400.78	19.54	420.32
	fourth six months of experience	407.33	19.87	427.20
	Thereafter, the wage specified in (g)(i) i.e.	432.56	21.13	453.69
(h)	Specialised presser:			
	(i) Qualified:	601.88	29.59	631.47
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	401.60	19.58	421.18
	third six months of experience	415.76	20.29	436.05
	fourth six months of experience	431.93	21.10	453.03
	fifth six months of experience	449.36	21.97	471.33
	sixth six months of experience	464.48	22.72	487.20
	seventh six months of experience	508.25	24.91	533.16
	eighth six months of experience	526.26	25.81	552.07
	ninth six months of experience	538.19	26.41	564.60
	Thereafter, the wage specified in (h)(i) i.e.	601.88	29.59	631.47
(i)	Examiner:			
	(i) Qualified:	514.83	25.24	540.07
	(ii) Learners:			
	first six months of experience	431.93	21.10	453.03
	Thereafter, the wage specified in (i)(i) i.e.	514.83	25.24	540.07
(j)	Machinist, presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:			
	(i) Qualified:	505.28	24.76	530.04
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	394.57	19.23	413.80
	third six months of experience	406.13	19.81	425.94
	fourth six months of experience	420.00	20.50	440.50
	fifth six months of experience	430.68	21.03	451.71
	Thereafter, the wage specified in (j)(i) i.e.	505.28	24.76	530.04
(k)	Progress examiner:			
	(i) Qualified:	510.56	25.03	535.59
	(ii) Learners:	405.08	19.75	424.83

			Wage per week as at 31-Aug-06	Increase	Wage per week from 01-Sep-06
			R	R	R
			510.56	25.03	535.59

		Wage per week as at 31-Aug-06	Increase	Wage per week from 01-Sep-06
		R	R	R
(l)	Despatcher:			
	(i) Qualified:	483.32	23.67	506.99
	(ii) Learners:			
	first six months of experience	407.89	19.89	427.78
	Thereafter, the wage specified in (l)(i) i.e.	483.32	23.67	506.99
(m)	Checker in the Knitting section:			
	(i) Qualified:	429.77	20.99	450.76
	(ii) Leainers:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	394.07	19.20	413.27
	third six months of experience	403.80	19.69	423.49
	Thereafter, the wage specified in (m)(i) i.e.	429.77	20.99	450.76
(n)	General Worker:			
	(i) Qualified:	416.60	20.33	436.93
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	394.07	19.20	413.27
	Thereafter, the wage specified in (n)(i) i.e.	416.60	20.33	436.93
(o)	Steambox pleater:			
	(i) Qualified:	387.52	18.88	406.40
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	403.09	19.65	422.74
	third six months of experience	415.76	20.29	436.05
	fourth six months of experience	431.38	21.07	452.45
	Thereafter, the wage specified in (o)(i) i.e.	387.52	18.88	406.40
(p)	Plain sewer:			
	(i) Qualified:	431.38	21.07	452.45
	(ii) Learners:			
	first six months of experience	385.70	18.79	404.49
	second six months of experience	390.05	19.00	409.05
	third six months of experience	394.57	19.23	413.80
	fourth six months of experience	400.78	19.54	420.32
	fifth six months of experience	407.89	19.89	427.78
	Thereafter, the wage specified in (p)(i) i.e.	431.38	21.07	452.45
(q)	General assistant	471.61	23.08	494.69
(r)	Cleaner	420.00	20.50	440.50
(s)	Tea maker	420.00	20.50	440.50
(t)	Watchman	510.57	25.03	535.60
(u)	Motor vehicle driver:			
	(i) (aa) does not exceed 453 kg	508.81	24.94	533.75
	(ab) exceeds 453 kg but does not exceed	547.36	26.87	574.23
	(ac) exceeds 2 722 kg but does not exceed	604.72	29.74	634.46
	(ad) exceeds 4 536 kg	707.97	34.90	742.87
	(ii) Part-time driver of a motor vehicle	472.36	23.12	495.48

			Wage per week as at 31-Aug-06	Increase	Wage per week from 01-Sep-06
			R	R	R
(v)	Clicker:				
	(i)	Qualified:	825.84	40.79	866.63
	(ii)	Learners:			
		first six months of experience	385.67	18.78	404.45
		second six months of experience	416.99	20.35	437.34
		third six months of experience	451.16	22.06	473.22
		fourth six months of experience	509.49	24.97	534.46
		fifth six months of experience	548.04	26.90	574.94
		sixth six months of experience	577.80	28.39	606.19
		seventh six months of experience	613.06	30.15	643.21
		eighth six months of experience	645.36	31.77	677.13
		ninth six months of experience	680.08	33.50	713.58
		Thereafter, the wage specified in (v)(i) i.e.	825.84	40.79	866.63
(w)	Beader		514.83	25.24	540.07
(x)	Chlorinator		463.56	22.68	486.24
(y)	Componder		548.06	26.90	574.96
(z)	Dipper				
	(i)	Qualified:			
		Category A	548.06	26.90	574.96
		Category B	560.60	27.53	588.13
		Category C	578.45	28.42	606.87
	(ii)	Learners:			
		first six months of experience to Category	417.49	20.37	437.86
		first six months of experience to Category	548.06	26.90	574.96
		first six months of experience to Category	560.60	27.53	588.13
(aa)	Glove turner		664.75	32.74	697.49
(ab)	Mouldmaker		526.78	25.84	552.62
(ac)	Packer		442.98	21.65	464.63
(ad)	Quality product co-ordinator		695.12	34.26	729.38
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:				
	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.				