

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

MAIN COLLECTIVE AGREEMENT FOR THE KWAZULU-NATAL REGION  
 WAGE RATES FOR THE **GARMENT KNITTING SECTOR** FOR THE PERIOD  
 1 September 2008- 31 August 2009

Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the under-mentioned classes of employees employed at Garment Knitting establishments, shall be as follows:

DESCRIPTION OF OCCUPATION		WAGE RATE EFFECTIVE FROM 01.09.2008
		8.5% *
<b>(i)</b>	<b>Foreman:</b>	<b>1213.20</b>
<b>(ii)</b>	<b>Dyer: (See (iv) below)</b>	
<b>(iii)</b>	<b>Storeman:</b>	
	(i) Qualified:	<b>1167.80</b>
	(ii) Learners:	
	first six months of experience	<b>421.90</b>
	second six months of experience	<b>608.35</b>
	third six months of experience	<b>794.90</b>
	After a further four months of experience	<b>981.35</b>
	Thereafter, the wage specified in (iii)(i) i.e.	<b>1167.80</b>
<b>(iv)</b>	<b>Mechanic/Dyer:</b>	
	(i) Qualified:	<b>1213.20</b>
	(ii) Learners:	
	first six months of experience	<b>421.90</b>
	second six months of experience	<b>500.90</b>
	third six months of experience	<b>580.10</b>
	fourth six months of experience	<b>659.30</b>
	fifth six months of experience	<b>738.50</b>
	sixth six months of experience	<b>817.35</b>
	seventh six months of experience	<b>896.75</b>
	eighth six months of experience	<b>975.80</b>
	ninth six months of experience	<b>1054.85</b>
	After a further four months of experience	<b>1134.20</b>
	Thereafter, the wage specified in (iv)(i) i.e.	<b>1213.20</b>
<b>(v)</b>	<b>Mechanic's Assistant:</b>	
	(i) Qualified:	<b>794.70</b>
	(ii) Learners:	
	first six months of experience	<b>421.90</b>
	second six months of experience	<b>458.80</b>
	third six months of experience	<b>496.60</b>
	fourth six months of experience	<b>533.45</b>
	fifth six months of experience	<b>571.00</b>
	sixth six months of experience	<b>608.45</b>
	seventh six months of experience	<b>645.50</b>
	eighth six months of experience	<b>682.95</b>
	ninth six months of experience	<b>720.05</b>

		After a further four months of experience	757.45
		Thereafter, the wage specified in (v)(i) i.e.	794.70
<b>(vi)</b>	<b>Supervisor:</b>		<b>840.10</b>
<b>(vii)</b>	<b>Final Examiner of fully-fashioned garments:</b>		<b>780.20</b>
<b>(viii)</b>	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>		
		(i) Qualified:	769.35
		(ii) Learners:	
		first six months of experience	421.90
		second six months of experience	507.30
		third six months of experience	592.85
		After a further four months of experience	678.50
		Thereafter, the wage specified in (viii)(i) i.e.	763.90

DESCRIPTION OF OCCUPATION			
<b>(ix)</b>	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:</b>		
		(i) Qualified:	763.90
		(ii) Learners:	
		first six months of experience	421.90
		second six months of experience	478.80
		third six months of experience	535.65
		fourth six months of experience	592.85
		fifth six months of experience	649.80
		After a further four months of experience	707.00
		Thereafter, the wage specified in (ix)(i) i.e.	763.90
<b>(x)</b>	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting**) including a button**, buttonhole** and hemming machinist**, Mender and Plain Sewer:</b>		
		(i) Qualified:	666.55
		(ii) Learners:	
		first six months of experience	421.90
		second six months of experience	482.85
		third six months of experience	544.00
		After a further four months of experience	605.40
		Thereafter, the wage specified in (x)(i) i.e.	666.55
<b>(xi)</b>	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>		
		<b>(a) does not exceed 453,5 kg</b>	637.25
		<b>(b) exceeds 453,5 kg but not 2 721 kg</b>	752.35
		<b>(c) exceeds 2 721 kg but not 4 535 kg</b>	801.15
		<b>(d) exceeds 4 535 kg</b>	869.40
<b>(xii)</b>	<b>Security Officer:</b>		<b>973.20</b>
<b>(xiii)</b>	<b>Watchman:</b>		<b>751.05</b>
<b>(xiv)</b>	<b>Employee not elsewhere specified:</b>		
		(i) Qualified:	781.90
		(ii) Learners:	
		first six months of experience	421.90
		second six months of experience	511.75
		third six months of experience	602.00
		After a further four months of experience	691.85
		Thereafter, the wage specified in (xiv)(i) i.e.	781.90

(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.		
	(i) Qualified		547.95
	(ii) Learners:		
		first six months of experience	421.90
		second six months of experience	463.80
		third six months of experience	506.15
		Thereafter, the wage specified in (xv) (i) i.e.	547.95
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		547.95
(xvii)	General Worker (Knitting)		636.55

\* Provided a registered productivity incentive scheme is in place

\*\* Provided that a sewing machinist (knitting) including a button, buttonhole and hemming machinist shall qualify and be paid the qualified rate of pay after 18 months of experience