

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE SUB-CHAMBER
FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008**

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-07	Wage per week from 01-Sep-07 rounded
		R	R
(a)	Foreman	938.50	990.00
(b)	Designer:		
	(i) Qualified:	1195.94	1261.50
	(ii) Learners:		
	first six months of experience	408.22	430.50
	second six months of experience	474.67	501.00
	third six months of experience	568.89	600.00
	fourth six months of experience	633.88	668.50
	fifth six months of experience	704.75	743.50
	sixth six months of experience	764.19	806.00
	seventh six months of experience	831.75	877.50
	eighth six months of experience	898.60	948.00
	ninth six months of experience	952.88	1005.50
	Thereafter, the wage specified in (b)(i) i.e.	1195.94	1261.50
(c)	Grader:		
	(i) Qualified:	858.81	906.00
	(ii) Learners:		
	first six months of experience	404.49	426.50
	second six months of experience	439.74	464.00
	third six months of experience	478.29	504.50
	fourth six months of experience	501.19	529.00
	fifth six months of experience	579.84	611.50
	sixth six months of experience	620.79	655.00
	seventh six months of experience	655.06	691.00
	eighth six months of experience	688.35	726.00
	ninth six months of experience	732.33	772.50
	Thereafter, the wage specified in (c)(i) i.e.	858.81	906.00
(d)	Marker-in:		
	(i) Qualified:	655.06	691.00
	(ii) Learners:		
	first six months of experience	404.49	426.50
	second six months of experience	433.13	457.00
	third six months of experience	461.99	487.50
	fourth six months of experience	492.82	520.00
	fifth six months of experience	550.76	581.00
	Thereafter, the wage specified in (d)(i) i.e.	655.06	691.00
(e)	Band-knife cutter:		
	Qualified	655.06	691.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee		
(f)	Cutter-out:		

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		Wage per week as at 31-Aug-07	Increase 5.50%	Wage per week from 01-Sep-07 rounded
		R	R	R
	(i) Qualified:	578.73	31.83	610.50
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	423.50	23.29	447.00
	third six months of experience	437.34	24.05	461.50
	fourth six months of experience	453.03	24.92	478.00
	fifth six months of experience	472.39	25.98	498.50
	Thereafter, the wage specified in (f)(i) i.e.	578.73	31.83	610.50
	(g) Layer-up:			
	(i) Qualified:	453.69	24.95	478.50
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	413.27	22.73	436.00
	third six months of experience	420.32	23.12	443.50
	fourth six months of experience	427.20	23.50	450.50
	Thereafter, the wage specified in (g)(i) i.e.	453.69	24.95	478.50
	(h) Specialised presser:			
	(i) Qualified:	631.47	34.73	666.00
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	421.18	23.16	444.50
	third six months of experience	436.05	23.98	460.00
	fourth six months of experience	453.03	24.92	478.00
	fifth six months of experience	471.33	25.92	497.50
	sixth six months of experience	487.20	26.80	514.00
	seventh six months of experience	533.16	29.32	562.50
	eighth six months of experience	552.07	30.36	582.50
	ninth six months of experience	564.60	31.05	595.50
	Thereafter, the wage specified in (h)(i) i.e.	631.47	34.73	666.00
	(i) Examiner:			
	(i) Qualified:	540.07	29.70	570.00
	(ii) Learners:			
	first six months of experience	453.03	24.92	478.00
	Thereafter, the wage specified in (i)(i) i.e.	540.07	29.70	570.00
	(j) Machinist, presser, trimmer, factory clerk, embroidery machinist and cloak room			
	(i) Qualified:	530.04	29.15	559.00
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	413.80	22.76	436.50
	third six months of experience	425.94	23.43	449.50
	fourth six months of experience	440.50	24.23	464.50
	fifth six months of experience	451.71	24.84	476.50
	Thereafter, the wage specified in (j)(i) i.e.	530.04	29.15	559.00
	(k) Progress examiner:			
	(i) Qualified:	535.59	29.46	565.00
	(ii) Learners:			

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		Wage per week as at 31-Aug-07	Increase 5.50%	Wage per week from 01-Sep-07 rounded
		R	R	R
	first six months of experience	424.83	23.37	448.00
	Thereafter, the wage specified in (k)(i) i.e.	535.59	29.46	565.00
(l)	Despatcher:			
	(i) Qualified:	506.99	27.88	535.00
	(ii) Learners:			
	first six months of experience	427.78	23.53	451.50
	Thereafter, the wage specified in (l)(i) i.e.	506.99	27.88	535.00
(m)	Checker in the Knitting section:			
	(i) Qualified:	450.76	24.79	475.50
	(ii) Leaners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	413.27	22.73	436.00
	third six months of experience	423.49	23.29	447.00
	Thereafter, the wage specified in (m)(i) i.e.	450.76	24.79	475.50
(n)	General Worker:			
	(i) Qualified:	436.93	24.03	461.00
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	413.27	22.73	436.00
	Thereafter, the wage specified in (n)(i) i.e.	436.93	24.03	461.00
(o)	Steambox pleater:			
	(i) Qualified:	543.27	29.88	573.00
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	422.74	23.25	446.00
	third six months of experience	436.05	23.98	460.00
	fourth six months of experience	452.45	24.88	477.50
	Thereafter, the wage specified in (o)(i) i.e.	543.27	29.88	573.00
(p)	Plain sewer:			
	(i) Qualified:	452.45	24.88	477.50
	(ii) Learners:			
	first six months of experience	404.49	22.25	426.50
	second six months of experience	409.05	22.50	431.50
	third six months of experience	413.80	22.76	436.50
	fourth six months of experience	420.32	23.12	443.50
	fifth six months of experience	427.78	23.53	451.50
	Thereafter, the wage specified in (p)(i) i.e.	452.45	24.88	477.50
(q)	General assistant	494.69	27.21	522.00
(r)	Cleaner	440.50	24.23	464.50
(s)	Tea maker	440.50	24.23	464.50
(t)	Watchman	535.60	29.46	565.00
(u)	Motor vehicle driver:			
	(i) (aa) does not exceed 453 kg	533.75	29.36	563.00
	(ab) exceeds 453 kg but does not exceed 2	574.23	31.58	606.00
	(ac) exceeds 2 722 kg but does not exceed	634.46	34.90	669.50

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		Wage per week as at 31-Aug-07	Increase 5.50%	Wage per week from 01-Sep-07 rounded
		R	R	R
	(ad) exceeds 4 536 kg	742.87	40.86	783.50
	(ii) Part-time driver of a motor vehicle	495.48	27.25	522.50
(v)	Clicker:			
	(i) Qualified:	866.63	47.66	914.50
	(ii) Learners:			
	first six months of experience	404.45	22.24	426.50
	second six months of experience	437.34	24.05	461.50
	third six months of experience	473.22	26.03	499.00
	fourth six months of experience	534.46	29.40	564.00
	fifth six months of experience	574.94	31.62	606.50
	sixth six months of experience	606.19	33.34	639.50
	seventh six months of experience	643.21	35.38	678.50
	eighth six months of experience	677.13	37.24	714.50
	ninth six months of experience	713.58	39.25	753.00
	Thereafter, the wage specified in (v)(i) i.e.	866.63	47.66	914.50
(w)	Beader	540.07	29.70	570.00
(x)	Chlorinator	486.24	26.74	513.00
(y)	Componder	574.96	31.62	606.50
(z)	Dipper			
	(i) Qualified:			
	Category A	574.96	31.62	606.50
	Category B	588.13	32.35	620.50
	Category C	606.87	33.38	640.50
	(ii) Learners:			
	first six months of experience to Category A	437.86	24.08	462.00
	first six months of experience to Category B	574.96	31.62	606.50
	first six months of experience to Category C	588.13	32.35	620.50
(aa)	Glove turner	697.49	38.36	736.00
(ab)	Mouldmaker	552.62	30.39	583.00
(ac)	Packer	464.63	25.55	490.00
(ad)	Quality product co-ordinator	464.63	25.55	769.50
(ae)	super viso			
	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.			