

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2008 TO 31 AUGUST
2009

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:

		Wage per week ex WCGK 01-Sep-08	based on 42 hrs	95% WCGK (less 10c)	Wage per week from 01-Sep-08
		R		95%	-10c (rounded)
		R		R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	1 229.80	1 215.33	1 154.46	1 154.50
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	688.86	680.75	646.62	646.50
	Second six months of experience	760.45	751.50	713.82	714.00
	Second year		-	-0.10	
	First six months of experience	832.54	822.75	781.51	781.50
	Second six months of experience	909.17	898.47	853.45	853.50
	Third year		-	-0.10	
	First six months of experience	990.84	979.18	930.12	930.00
	Next four months of experience	1 069.99	1 057.40	1 004.43	1 004.50
	Thereafter, the wage specified in (a), i.e.	1 229.80	1 215.33	1 154.46	1 154.50
Pattern Grader					
(a)	Qualified	992.35	980.68	931.54	931.50
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	648.52	640.90	608.75	609.00
	Second six months of experience	688.86	680.75	646.62	646.50
	Second year		-	-0.10	
	First six months of experience	729.70	721.12	684.96	685.00
	Second six months of experience	781.62	772.42	733.70	733.50
	Third year		-	-0.10	
	First six months of experience	832.54	822.75	781.51	781.50
	Next four months of experience	886.48	876.05	832.15	832.00
	Thereafter, the wage specified in (a), i.e.	992.35	980.68	931.54	931.50
Football Jersey Cutter					
(a)	Qualified	689.87	681.75	647.57	647.50
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	517.96	511.87	486.17	486.00
	Second six months of experience	548.71	542.25	515.04	515.00
	Second year		-	-0.10	
	First six months of experience	577.95	571.15	542.49	542.50
	Second six months of experience	608.70	601.54	571.36	571.50
	Third year		-	-0.10	
	First four months of experience	637.94	630.43	598.81	599.00
	Thereafter, the wage specified in (a), i.e.	689.87	681.75	647.57	647.50
Layer-up					
(a)	Qualified	594.59	587.59	558.12	558.00

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			Wage per	based on	95% WCGK	Wage per
			week ex WCGK	42 hrs	(less 10c)	week from
			01-Sep-08		95%	01-Sep-08
			R		R	R
(b)	Learner			-	-0.10	
	First year			-	-0.10	
	First six months of experience		500.82	494.93	470.08	470.00
	Second six months of experience		517.96	511.87	486.17	486.00
	Second year			-	-0.10	
	First six months of experience		541.15	534.78	507.94	508.00
	Thereafter, the wage specified in (a), i.e.		594.59	587.59	558.12	558.00
				-	-0.10	

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		R		R	R
Part B - Factory Operatives					
Grade A employee:			-	-0.10	
(a)	Qualified	760.45	751.50	713.83	714.00
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	535.10	528.80	502.26	502.50
	Second six months of experience	576.94	570.15	541.54	541.50
	Second year		-	-0.10	
	First six months of experience	616.26	609.01	578.46	578.50
	Second six months of experience	648.52	640.89	608.75	608.50
	Third year		-	-0.10	
	First four months of experience	689.87	681.75	647.57	647.50
	Thereafter, the wage specified in (a), i.e.	760.45	751.50	713.83	714.00
Grade B employee:			-	-0.10	
(a)	Qualified	650.04	642.39	610.17	610.00
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	527.53	521.32	495.16	495.00
	Second six months of experience	554.76	548.23	520.72	520.50
	Second year		-	-0.10	
	First six months of experience	582.99	576.13	547.22	547.00
	Thereafter, the wage specified in (a), i.e.	650.04	642.39	610.17	610.00
(c)	If advanced to Grade A employee:		-	-0.10	
	First six months from date of advancement	650.04	642.39	610.17	610.00
	Second six months from date of advancement	669.20	661.33	628.16	628.00
	Third six months from date of advancement	689.87	681.75	647.57	647.50
	Thereafter, the wage specified for a qualified Grade A	760.45	751.50	713.83	714.00
Grade C employee:			-	-0.10	
(a)	Qualified	576.94	570.15	541.54	541.50
(b)	Learner		-	-0.10	
	First year		-	-0.10	
	First six months of experience	516.95	510.87	485.22	485.00
	Second six months of experience	532.07	525.81	499.42	499.50
	Thereafter, the wage specified in (a), i.e.	576.94	570.15	541.54	541.50
(c)	If advanced to Grade B employee:		-	-0.10	
	First six months from date of advancement	576.94	570.15	541.54	541.50
	Second six months from date of advancement	582.99	576.13	547.22	547.00
	Thereafter, the wage specified for a qualified Grade B	650.04	642.39	610.17	610.00
Part C - Clerical employees					
Clerk			-	-0.10	
(a)	Qualified	837.59	827.74	786.25	786.00
(b)	Learner		-	-0.10	
	First year	617.78	610.51	579.89	580.00
	Second year	671.72	663.82	630.53	630.50
	Third year		-	-0.10	
	First four months of experience	734.23	725.59	689.21	689.00
	Thereafter, the wage specified in (a), i.e.	837.59	827.74	786.25	786.00
Factory Clerk			-	-0.10	

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		R		R	R
(a)	Qualified	629.37	621.97	590.77	591.00
(b)	Learner		-	-0.10	
	First year	500.82	494.93	470.08	470.00
	Second year	533.59	527.31	500.85	501.00
	Third year		-	-0.10	
	First four months of experience	576.94	570.15	541.54	541.50
	Thereafter, the wage specified in (a), i.e.	629.37	621.97	590.77	591.00
Part D - General			-	-0.10	
Boiler attendant		597.11	590.09	560.48	560.50
Despatch packer		616.26	609.01	578.46	578.50
General Worker		576.94	570.15	541.54	541.50
Labourer		582.99	576.13	547.22	547.00
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 -			-	-0.10	
(a)	does not exceed 1 360 kg	616.26	609.01	578.46	578.50
(b)	exceeds 1 360 but not 2 720 kg	639.96	632.43	600.71	600.50
(c)	exceeds 2 720 kg	729.70	721.12	684.96	685.00
Supervisor, quality controller and instructor		781.62	772.42	733.70	733.50
Traveller's driver		639.96	632.43	600.71	600.50
Watchman or caretaker, whose ordinary hours of work are -			-	-0.10	
(a)	less than 60 hours per week	665.17	657.34	624.38	624.50
(b)	60 hours per week	697.94	689.73	655.14	655.00