

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE SUB-CHAMBER (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2008 TO 31 AUGUST 2009**

<b>WAGES</b>				
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:				
		<b>Wage per week as at 31-Aug-08</b>	<b>Increase 8.5% (less 10c)</b>	<b>Wage per week from 1-Sep-08 rounded</b>
		<b>R</b>	<b>R</b>	
<b>( a )</b>	<b>Foreman</b>	990.00	84.05	<b>1 074.00</b>
<b>( b )</b>	<b>Designer:</b>			
	(i) Qualified:	1 261.50	107.13	<b>1 368.50</b>
	(ii) Learners:			
	first six months of experience	430.50	36.49	<b>467.00</b>
	second six months of experience	501.00	42.49	<b>543.50</b>
	third six months of experience	600.00	50.90	<b>651.00</b>
	fourth six months of experience	668.50	56.72	<b>725.00</b>
	fifth six months of experience	743.50	63.10	<b>806.50</b>
	sixth six months of experience	806.00	68.41	<b>874.50</b>
	seventh six months of experience	877.50	74.49	<b>952.00</b>
	eighth six months of experience	948.00	80.48	<b>1 028.50</b>
	next four months of experience	1 005.50	85.37	<b>1 091.00</b>
	Thereafter, the wage specified in (b)(i) i.e.	1 261.50	107.13	<b>1 368.50</b>
<b>( c )</b>	<b>Grader:</b>			
	(i) Qualified:	906.00	76.91	<b>983.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	464.00	39.34	<b>503.50</b>
	third six months of experience	504.50	42.78	<b>547.50</b>
	fourth six months of experience	529.00	44.87	<b>574.00</b>
	fifth six months of experience	611.50	51.88	<b>663.50</b>
	sixth six months of experience	655.00	55.58	<b>710.50</b>
	seventh six months of experience	691.00	58.64	<b>749.50</b>
	eighth six months of experience	726.00	61.61	<b>787.50</b>
	next four months of experience	772.50	65.56	<b>838.00</b>
	Thereafter, the wage specified in (c)(i) i.e.	906.00	76.91	<b>983.00</b>
<b>( d )</b>	<b>Marker-in:</b>			
	(i) Qualified:	691.00	58.64	<b>749.50</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	457.00	38.75	<b>495.50</b>
	third six months of experience	487.50	41.34	<b>529.00</b>
	fourth six months of experience	520.00	44.10	<b>564.00</b>
	next four months of experience	581.00	49.29	<b>630.50</b>
	Thereafter, the wage specified in (d)(i) i.e.	691.00	58.64	<b>749.50</b>
<b>( e )</b>	<b>Band-knife cutter:</b>			
	Qualified	691.00	58.64	<b>749.50</b>
	Note: Subject to the availability of a band knife,			

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		<b>Wage per week as at 31-Aug-08</b>	<b>Increase 8.5% (less 10c)</b>	<b>Wage per week from 1-Sep-08 rounded</b>
		<b>R</b>	<b>R</b>	
	only a qualified cutter-out shall progress to this class of employee			
<b>( f )</b>	<b>Cutter-out:</b>			
	(i) Qualified:	610.50	51.79	<b>662.50</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	447.00	37.90	<b>485.00</b>
	third six months of experience	461.50	39.13	<b>500.50</b>
	fourth six months of experience	478.00	40.53	<b>518.50</b>
	next four months of experience	498.50	42.27	<b>541.00</b>
	Thereafter, the wage specified in (f)(i) i.e.	610.50	51.79	<b>662.50</b>
<b>( g )</b>	<b>Layer-up:</b>			
	(i) Qualified:	478.50	40.57	<b>519.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	436.00	36.96	<b>473.00</b>
	third six months of experience	443.50	37.60	<b>481.00</b>
	fourth six months of experience	450.50	38.19	<b>488.50</b>
	Thereafter, the wage specified in (g)(i) i.e.	478.50	40.57	<b>519.00</b>
<b>( h )</b>	<b>Specialised presser:</b>			
	(i) Qualified:	666.00	56.51	<b>722.50</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	444.50	37.68	<b>482.00</b>
	third six months of experience	460.00	39.00	<b>499.00</b>
	fourth six months of experience	478.00	40.53	<b>518.50</b>
	fifth six months of experience	497.50	42.19	<b>539.50</b>
	sixth six months of experience	514.00	43.59	<b>557.50</b>
	seventh six months of experience	562.50	47.71	<b>610.00</b>
	eighth six months of experience	582.50	49.41	<b>632.00</b>
	next four months of experience	595.50	50.52	<b>646.00</b>
	Thereafter, the wage specified in (h)(i) i.e.	666.00	56.51	<b>722.50</b>
<b>( i )</b>	<b>Examiner:</b>			
	(i) Qualified:	570.00	48.35	<b>618.50</b>
	(ii) Learners:			
	first six months of experience	478.00	40.53	<b>518.50</b>
	Thereafter, the wage specified in (i)(i) i.e.	570.00	48.35	<b>618.50</b>
<b>( j )</b>	<b>Machinist, presser, trimmer, factory clerk, embroidery machinist and cloak room</b>			
	(i) Qualified:	559.00	47.42	<b>606.50</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	436.50	37.00	<b>473.50</b>

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		<b>Wage per</b>		<b>Wage per</b>
		<b>week as at</b>	<b>Increase</b>	<b>week from</b>
		<b>31-Aug-08</b>	<b>8.5%</b>	<b>1-Sep-08</b>
			<b>(less 10c)</b>	<b>rounded</b>
		<b>R</b>	<b>R</b>	
	third six months of experience	449.50	38.11	<b>487.50</b>
	fourth six months of experience	464.50	39.38	<b>504.00</b>
	next four months of experience	476.50	40.40	<b>517.00</b>
	Thereafter, the wage specified in (j)(i) i.e.	559.00	47.42	<b>606.50</b>

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		<b>Wage per week as at 31-Aug-08</b>	<b>Increase 8.5% (less 10c)</b>	<b>Wage per week from 1-Sep-08 rounded</b>
		<b>R</b>	<b>R</b>	
<b>( k )</b>	<b>Progress examiner:</b>			
	(i) Qualified:	565.00	47.93	<b>613.00</b>
	(ii) Learners:			
	first six months of experience	448.00	37.98	<b>486.00</b>
	Thereafter, the wage specified in (k)(i) i.e.	565.00	47.93	<b>613.00</b>
<b>( l )</b>	<b>Despatcher:</b>			
	(i) Qualified:	535.00	45.38	<b>580.50</b>
	(ii) Learners:			
	first six months of experience	451.50	38.28	<b>490.00</b>
	Thereafter, the wage specified in (l)(i) i.e.	535.00	45.38	<b>580.50</b>
<b>( m )</b>	<b>Checker in the Knitting section:</b>			
	(i) Qualified:	475.50	40.32	<b>516.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	436.00	36.96	<b>473.00</b>
	third six months of experience	447.00	37.90	<b>485.00</b>
	Thereafter, the wage specified in (m)(i) i.e.	475.50	40.32	<b>516.00</b>
<b>( n )</b>	<b>General Worker:</b>			
	(i) Qualified:	461.00	39.09	<b>500.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	436.00	36.96	<b>473.00</b>
	Thereafter, the wage specified in (n)(i) i.e.	461.00	39.09	<b>500.00</b>
<b>( o )</b>	<b>Steambox pleater:</b>			
	(i) Qualified:	543.27	46.08	<b>589.50</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	446.00	37.81	<b>484.00</b>
	third six months of experience	460.00	39.00	<b>499.00</b>
	fourth six months of experience	477.50	40.49	<b>518.00</b>
	Thereafter, the wage specified in (o)(i) i.e.	543.27	46.08	<b>589.50</b>
<b>( p )</b>	<b>Plain sewer:</b>			
	(i) Qualified:	477.50	40.49	<b>518.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	431.50	36.58	<b>468.00</b>
	third six months of experience	436.50	37.00	<b>473.50</b>
	fourth six months of experience	443.50	37.60	<b>481.00</b>
	next four months of experience	451.50	38.28	<b>490.00</b>
	Thereafter, the wage specified in (p)(i) i.e.	477.50	40.49	<b>518.00</b>
<b>( q )</b>	<b>General assistant</b>	522.00	44.27	<b>566.50</b>
<b>( r )</b>	<b>Cleaner</b>	464.50	39.38	<b>504.00</b>

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		R	R	
( s )	<b>Tea maker</b>	464.50	39.38	<b>504.00</b>
( t )	<b>Watchman</b>	565.00	47.93	<b>613.00</b>
( u )	<b>Motor vehicle driver:</b>			
	(i) (aa) does not exceed 453 kg	563.00	47.76	<b>611.00</b>
	(ab) exceeds 453 kg but does not exceed 2	606.00	51.41	<b>657.50</b>
	(ac) exceeds 2 722 kg but does not exceed	669.50	56.81	<b>726.50</b>
	(ad) exceeds 4 536 kg	783.50	66.50	<b>850.00</b>
	(ii) Part-time driver of a motor vehicle	522.50	44.31	<b>567.00</b>
( v )	<b>Clicker:</b>			
	(i) Qualified:	914.50	77.63	<b>992.00</b>
	(ii) Learners:			
	first six months of experience	426.50	36.15	<b>462.50</b>
	second six months of experience	461.50	39.13	<b>500.50</b>
	third six months of experience	499.00	42.32	<b>541.50</b>
	fourth six months of experience	564.00	47.84	<b>612.00</b>
	fifth six months of experience	606.50	51.45	<b>658.00</b>
	sixth six months of experience	639.50	54.26	<b>694.00</b>
	seventh six months of experience	678.50	57.57	<b>736.00</b>
	eighth six months of experience	714.50	60.63	<b>775.00</b>
	next four months of experience	753.00	63.91	<b>817.00</b>
	Thereafter, the wage specified in (v)(i) i.e.	914.50	77.63	<b>992.00</b>
( w )	<b>Beader</b>	570.00	48.35	<b>618.50</b>
( x )	<b>Chlorinator</b>	513.00	43.51	<b>556.50</b>
( y )	<b>Componder</b>	606.50	51.45	<b>658.00</b>
( z )	<b>Dipper</b>			
	(i) Qualified:			
	Category A	606.50	51.45	<b>658.00</b>
	Category B	620.50	52.64	<b>673.00</b>
	Category C	640.50	54.34	<b>695.00</b>
	(ii) Learners:			
	first six months of experience to Category	462.00	39.17	<b>501.00</b>
	first six months of experience to Category	606.50	51.45	<b>658.00</b>
	first six months of experience to Category	620.50	52.64	<b>673.00</b>
( aa )	<b>Glove turner</b>	736.00	62.46	<b>798.50</b>
( ab )	<b>Mouldmaker</b>	583.00	49.46	<b>632.50</b>
( ac )	<b>Packer</b>	490.00	41.55	<b>531.50</b>
( ad )	<b>Quality product co-ordinator</b>	769.50	65.31	<b>835.00</b>
( ae )	<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1</sup>/<sub>3</sub> per cent:</b>			* Wage rate payable by employers participating in the Productivity Incentive Scheme
	<b>Provided that-</b>			
	(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;			

