

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2009 TO 31 AUGUST
2010

		WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)						
(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:								
				Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause Clause 4(12) of the Knitting Division Agreement)				
			Wage per week at 31-Aug-09 (excl allow)	Across the Board Increase 7.0% (rounded)		Wage per week from 01-Sep-09 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-09 (incl allow)
		R	R		R	R	R	R
Part A - Cutting Department								
Pattern Maker:								
(a)	Qualified		1 219.50	85.50		1 305.00	10.30	1 315.30
(b)	Learner							
	First year							
	First six months of experience		683.00	48.00		731.00	5.86	736.86
	Second six months of experience		754.00	53.00		807.00	6.45	813.45
	Second year							
	First six months of experience		825.50	58.00		883.50	7.04	890.54
	Second six months of experience		901.50	63.00		964.50	7.67	972.17
	Third year							
	First six months of experience		982.50	69.00		1 051.50	8.34	1 059.84
	Next four months of experience		1 061.00	74.50		1 135.50	8.99	1 144.49
	Thereafter, the wage specified in (a), i.e.		1 219.50	85.50		1 305.00	10.30	1 315.30
Pattern Grader								
(a)	Qualified		984.00	69.00		1 053.00	8.35	1 061.35
(b)	Learner							
	First year							
	First six months of experience		643.00	45.00		688.00	5.52	693.52
	Second six months of experience		683.00	48.00		731.00	5.86	736.86
	Second year							
	First six months of experience		723.50	50.50		774.00	6.20	780.20
	Second six months of experience		775.00	54.50		829.50	6.62	836.12
	Third year							
	First six months of experience		825.50	58.00		883.50	7.04	890.54
	Next four months of experience		879.00	61.50		940.50	7.48	947.98
	Thereafter, the wage specified in (a), i.e.		984.00	69.00		1 053.00	8.35	1 061.35
Football Jersey Cutter								
(a)	Qualified		684.00	48.00		732.00	5.87	737.87
(b)	Learner							
	First year							
	First six months of experience		513.50	36.00		549.50	4.46	553.96
	Second six months of experience		544.00	38.00		582.00	4.71	586.71
	Second year							
	First six months of experience		573.00	40.00		613.00	4.95	617.95
	Second six months of experience		603.50	42.00		645.50	5.20	650.70
	Third year							
	First four months of experience		632.50	44.50		677.00	5.44	682.44
	Thereafter, the wage specified in (a), i.e.		684.00	48.00		732.00	5.87	737.87
Layer-up								
(a)	Qualified		589.50	41.50		631.00	5.09	636.09
(b)	Learner							
	First year							

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		Wage per week at 31-Aug-09 (excl allow)	Across the Board Increase 7.0% (rounded)	Wage per week from 01-Sep-09 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-09 (incl allow)
		R	R	R	R	R
	First six months of experience	496.50	35.00	531.50	4.32	535.82
	Second six months of experience	513.50	36.00	549.50	4.46	553.96
	Second year					
	First six months of experience	536.50	37.50	574.00	4.65	578.65
	Thereafter, the wage specified in (a), i.e.	589.50	41.50	631.00	5.09	636.09
Part B - Factory Operatives						
Grade A employee:						
(a)	Qualified	754.00	53.00	807.00	6.45	813.45
(b)	Learner					
	First year					
	First six months of experience	530.50	37.00	567.50	4.60	572.10
	Second six months of experience	572.00	40.00	612.00	4.94	616.94
	Second year					
	First six months of experience	611.00	43.00	654.00	5.26	659.26
	Second six months of experience	643.00	45.00	688.00	5.52	693.52
	Third year					
	First four months of experience	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified in (a), i.e.	754.00	53.00	807.00	6.45	813.45
Grade B employee:						
(a)	Qualified	644.50	45.00	689.50	5.54	695.04
(b)	Learner					
	First year					
	First six months of experience	523.00	36.50	559.50	4.53	564.03
	Second six months of experience	550.00	38.50	588.50	4.76	593.26
	Second year					
	First six months of experience	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified in (a), i.e.	644.50	45.00	689.50	5.54	695.04
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	644.50	45.00	689.50	5.54	695.04
	Second six months from date of advancement	663.50	46.50	710.00	5.70	715.70
	Third six months from date of advancement	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified for a qualified Grade A	754.00	53.00	807.00	6.45	813.45
Grade C employee:						
(a)	Qualified	572.00	40.00	612.00	4.94	616.94
(b)	Learner					
	First year					
	First six months of experience	512.50	36.00	548.50	4.45	552.95
	Second six months of experience	527.50	37.00	564.50	4.57	569.07
	Thereafter, the wage specified in (a), i.e.	572.00	40.00	612.00	4.94	616.94
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	572.00	40.00	612.00	4.94	616.94
	Next six months from date of advancement	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified for a qualified Grade B	644.50	45.00	689.50	5.54	695.04
Part C - Clerical employees						
Clerk						
(a)	Qualified	830.50	58.00	888.50	7.09	895.59
(b)	Learner					
	First year	612.50	43.00	655.50	5.28	660.78
	Second year	666.00	46.50	712.50	5.72	718.22
	Third year					
	First four months of experience	728.00	51.00	779.00	6.23	785.23
	Thereafter, the wage specified in (a), i.e.	830.50	58.00	888.50	7.09	895.59
Factory Clerk						

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		Wage per week at	Across the Board Increase	Wage per week from	Plus "2001 Allowance"	Wage per week from
		31-Aug-09 (excl allow)	7.0% (rounded)	01-Sep-09 (excl allow)	(*See note above)	01-Sep-09 (incl allow)
		R	R	R	R	R
(a)	Qualified	624.00	43.50	667.50	5.37	672.87
(b)	Learner					
	First year	496.50	35.00	531.50	4.32	535.82
	Second year	529.00	37.00	566.00	4.59	570.59
	Third year					
	First four months of experience	572.00	40.00	612.00	4.94	616.94
	Thereafter, the wage specified in (a), i.e.	624.00	43.50	667.50	5.37	672.87
Part D - General						
	Boiler attendant	592.00	41.50	633.50	5.11	638.61
	Despatch packer	611.00	43.00	654.00	5.26	659.26
	General Worker	572.00	40.00	612.00	4.94	616.94
	Labourer	578.00	40.50	618.50	4.99	623.49
	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 -					
	(a) does not exceed 1 360 kg	611.00	43.00	654.00	5.26	659.26
	(b) exceeds 1 360 but not 2 720 kg	634.50	44.50	679.00	5.46	684.46
	(c) exceeds 2 720 kg	723.50	50.50	774.00	6.20	780.20
	Supervisor, quality controller and instructor	775.00	54.50	829.50	6.62	836.12
	Traveller's driver	634.50	44.50	679.00	5.46	684.46
	Watchman or caretaker, whose ordinary hours of work are -					
	(a) less than 60 hours per week	659.50	46.00	705.50	5.67	711.17
	(b) 60 hours per week	692.00	48.50	740.50	5.94	746.44