

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

		4. WAGES - GROUP B (ie those employers NOT 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:					
				<small>Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(12) of the Knitting Division)</small>			
			Wage per week from	Across the Board Increase	Wage per week from	Plus "2001 Allowance"	Wage per week from
			01-Sep-08	7.0%	01-Sep-09	(*See note above)	01-Sep-09
			31-Aug-09	(rounded)	(excl allow)		(incl allow)
			R	R	R	R	R
Part A - Cutting Department							
Pattern Maker:							
(a)	Qualified		1 225.00	86.00	1 311.00	10.30	1 321.30
(b)	Learner						
	First year						
	First six months of experience		686.00	48.00	734.00	5.86	739.86
	Second six months of experience		757.50	53.00	810.50	6.45	816.95
	Second year						
	First six months of experience		829.50	58.00	887.50	7.04	894.54
	Second six months of experience		906.00	63.50	969.50	7.67	977.17
	Third year						
	First six months of experience		987.00	69.00	1 056.00	8.34	1 064.34
	Next four months of experience		1 066.00	74.50	1 140.50	8.99	1 149.49
	Thereafter, the wage specified in (a), i.e.		1 225.00	86.00	1 311.00	10.30	1 321.30
Pattern Grader							
(a)	Qualified		988.50	69.00	1 057.50	8.35	1 065.85
(b)	Learner						
	First year						
	First six months of experience		646.00	45.00	691.00	5.52	696.52
	Second six months of experience		686.00	48.00	734.00	5.86	739.86
	Second year						
	First six months of experience		727.00	51.00	778.00	6.20	784.20
	Second six months of experience		779.00	54.50	833.50	6.62	840.12
	Third year						
	First six months of experience		829.50	58.00	887.50	7.04	894.54
	Next four months of experience		883.00	62.00	945.00	7.48	952.48
	Thereafter, the wage specified in (a), i.e.		988.50	69.00	1 057.50	8.35	1 065.85
Football Jersey Cutter							
(a)	Qualified		687.00	48.00	735.00	5.87	740.87
(b)	Learner						
	First year						
	First six months of experience		516.00	36.00	552.00	4.46	556.46
	Second six months of experience		546.50	38.50	585.00	4.71	589.71
	Second year						
	First six months of experience		575.50	40.50	616.00	4.95	620.95
	Second six months of experience		606.00	42.50	648.50	5.20	653.70
	Third year						
	First four months of experience		635.50	44.50	680.00	5.44	685.44
	Thereafter, the wage specified in (a), i.e.		687.00	48.00	735.00	5.87	740.87
Layer-up							
(a)	Qualified		592.50	41.50	634.00	5.09	639.09
(b)	Learner						
	First year						

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		Wage per week from 01-Sep-08 31-Aug-09	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	498.50	35.00	533.50	4.32	537.82
	Second six months of experience	516.00	36.00	552.00	4.46	556.46
	Second year	-				
	First six months of experience	539.00	37.50	576.50	4.65	581.15
	Thereafter, the wage specified in (a), i.e.	592.50	41.50	634.00	5.09	639.09
Part B - Factory Operatives						
Grade A employee:						
(a)	Qualified	757.50	53.00	810.50	6.45	816.95
(b)	Learner					
	First year					
	First six months of experience	533.00	37.50	570.50	4.60	575.10
	Second six months of experience	574.50	40.00	614.50	4.94	619.44
	Second year					
	First six months of experience	613.50	43.00	656.50	5.26	661.76
	Second six months of experience	646.00	45.00	691.00	5.52	696.52
	Third year					
	First four months of experience	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified in (a), i.e.	757.50	53.00	810.50	6.45	816.95
Grade B employee:						
(a)	Qualified	647.50	45.50	693.00	5.54	698.54
(b)	Learner					
	First year					
	First six months of experience	525.50	37.00	562.50	4.53	567.03
	Second six months of experience	552.50	38.50	591.00	4.76	595.76
	Second year					
	First six months of experience	580.50	40.50	621.00	4.99	625.99
	Thereafter, the wage specified in (a), i.e.	647.50	45.50	693.00	5.54	698.54
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	647.50	45.50	693.00	5.54	698.54
	Second six months from date of advancement	666.50	46.50	713.00	5.70	718.70
	Third six months from date of advancement	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified for a qualified Grade A	757.50	53.00	810.50	6.45	816.95
Grade C employee:						
(a)	Qualified	574.50	40.00	614.50	4.94	619.44
(b)	Learner					
	First year					
	First six months of experience	515.00	36.00	551.00	4.45	555.45
	Second six months of experience	529.50	37.00	566.50	4.57	571.07
	Thereafter, the wage specified in (a), i.e.	574.50	40.00	614.50	4.94	619.44
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	574.50	40.00	614.50	4.94	619.44
	Next six months from date of advancement	580.50	40.50	621.00	4.99	625.99
	Thereafter, the wage specified for a qualified Grade B	647.50	45.50	693.00	5.54	698.54
Part C - Clerical employees						
Clerk						
(a)	Qualified	834.50	58.50	893.00	7.09	900.09
(b)	Learner					
	First year	615.50	43.00	658.50	5.28	663.78
	Second year	669.50	47.00	716.50	5.72	722.22
	Third year					
	First four months of experience	731.50	51.00	782.50	6.23	788.73

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			R	R	R	R	R
		Thereafter, the wage specified in (a), i.e.	834.50	58.50	893.00	7.09	900.09
Factory Clerk							
	(a)	Qualified	627.00	44.00	671.00	5.37	676.37
	(b)	Learner					
		First year	498.50	35.00	533.50	4.32	537.82
		Second year	531.50	37.00	568.50	4.59	573.09
		Third year					
		First four months of experience	574.50	40.00	614.50	4.94	619.44
		Thereafter, the wage specified in (a), i.e.	627.00	44.00	671.00	5.37	676.37
Part D - General							
		Boiler attendant	594.50	41.50	636.00	5.11	641.11
		Despatch packer	613.50	43.00	656.50	5.26	661.76
		General Worker	574.50	40.00	614.50	4.94	619.44
		Labourer	580.50	40.50	621.00	4.99	625.99
		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	613.50	43.00	656.50	5.26	661.76
	(b)	exceeds 1 360 but not 2 720 kg	637.50	44.50	682.00	5.46	687.46
	(c)	exceeds 2 720 kg	727.00	51.00	778.00	6.20	784.20
		Supervisor, quality controller and instructor	779.00	54.50	833.50	6.62	840.12
		Traveller's driver	637.50	44.50	682.00	5.46	687.46
		Watchman or caretaker, whose ordinary hours of work are -					
	(a)	less than 60 hours per week	662.50	46.50	709.00	5.67	714.67
	(b)	60 hours per week	695.50	48.50	744.00	5.94	749.94