

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

4. WAGES

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)

		Wage per week at 31-Aug-08 (excl allow)	Across the Board Increase 8.50% (rounded)	Wage per week from 01-Sep-08 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-08 (incl allow)
		R	R	R	R	R
Part A - Cutting Department						
Term Maker:						
(a)	Qualified	1,124.00	95.50	1,219.50	10.30	1,229.80
(b)	Learner	-				
	First year	-				
	First six months of experience	629.50	53.50	683.00	5.86	688.86
	Second six months of experience	695.00	59.00	754.00	6.45	760.45
	Second year	-				
	First six months of experience	761.00	64.50	825.50	7.04	832.54
	Second six months of experience	831.00	70.50	901.50	7.67	909.17
	Third year	-				
	First six months of experience	905.50	77.00	982.50	8.34	990.84
	Next four months of experience	978.00	83.00	1,061.00	8.99	1,069.99
	Thereafter, the wage specified in (a), i.e.	1,124.00	95.50	1,219.50	10.30	1,229.80
Term Grader						
(a)	Qualified	907.00	77.00	984.00	8.35	992.35
(b)	Learner	-				
	First year	-				
	First six months of experience	592.50	50.50	643.00	5.52	648.52
	Second six months of experience	629.50	53.50	683.00	5.86	688.86
	Second year	-				
	First six months of experience	667.00	56.50	723.50	6.20	729.70
	Second six months of experience	714.50	60.50	775.00	6.62	781.62
	Third year	-				
	First six months of experience	761.00	64.50	825.50	7.04	832.54
	Next four months of experience	810.00	69.00	879.00	7.48	886.48
	Thereafter, the wage specified in (a), i.e.	907.00	77.00	984.00	8.35	992.35
Football Jersey Cutter						
(a)	Qualified	630.50	53.50	684.00	5.87	689.87
(b)	Learner	-				
	First year	-				
	First six months of experience	473.50	40.00	513.50	4.46	517.96
	Second six months of experience	501.50	42.50	544.00	4.71	548.71
	Second year	-				
	First six months of experience	528.00	45.00	573.00	4.95	577.95
	Second six months of experience	556.00	47.50	603.50	5.20	608.70
	Third year	-				
	First four months of experience	583.00	49.50	632.50	5.44	637.94
	Thereafter, the wage specified in (a), i.e.	630.50	53.50	684.00	5.87	689.87
Mer-up						
(a)	Qualified	543.50	46.00	589.50	5.09	594.59
(b)	Learner	-				
	First year	-				

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	R	R	R	R	R
First six months of experience	457.50	39.00	496.50	4.32	500.82
Second six months of experience	473.50	40.00	513.50	4.46	517.96
Second year	-				
First six months of experience	494.50	42.00	536.50	4.65	541.15
Thereafter, the wage specified in (a), i.e.	543.50	46.00	589.50	5.09	594.59
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	R	R	R	R	R
Part B - Factory Operatives					
Grade A employee:					
(a) Qualified	695.00	59.00	754.00	6.45	760.45
(b) Learner					
First year					
First six months of experience	489.00	41.50	530.50	4.60	535.10
Second six months of experience	527.00	45.00	572.00	4.94	576.94
Second year					
First six months of experience	563.00	48.00	611.00	5.26	616.26
Second six months of experience	592.50	50.50	643.00	5.52	648.52
Third year					
First four months of experience	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified in (a), i.e.	695.00	59.00	754.00	6.45	760.45
Grade B employee:					
(a) Qualified	594.00	50.50	644.50	5.54	650.04
(b) Learner					
First year					
First six months of experience	482.00	41.00	523.00	4.53	527.53
Second six months of experience	507.00	43.00	550.00	4.76	554.76
Second year					
First six months of experience	532.50	45.50	578.00	4.99	582.99
Thereafter, the wage specified in (a), i.e.	594.00	50.50	644.50	5.54	650.04
(c) If advanced to Grade A employee:					
First six months from date of advancement	594.00	50.50	644.50	5.54	650.04
Second six months from date of advancement	611.50	52.00	663.50	5.70	669.20
Third six months from date of advancement	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified for a qualified Grade A	695.00	59.00	754.00	6.45	760.45
Grade C employee:					
(a) Qualified	527.00	45.00	572.00	4.94	576.94
(b) Learner					
First year					
First six months of experience	472.50	40.00	512.50	4.45	516.95
Second six months of experience	486.00	41.50	527.50	4.57	532.07
Thereafter, the wage specified in (a), i.e.	527.00	45.00	572.00	4.94	576.94
(c) If advanced to Grade B employee:					
First six months from date of advancement	527.00	45.00	572.00	4.94	576.94
Next six months from date of advancement	532.50	45.50	578.00	4.99	582.99
Thereafter, the wage specified for a qualified Grade B	594.00	50.50	644.50	5.54	650.04
Part C - Clerical employees					
Grade A employee:					
(a) Qualified	765.50	65.00	830.50	7.09	837.59
(b) Learner					
First year					
First six months of experience	564.50	48.00	612.50	5.28	617.78
Second six months of experience	614.00	52.00	666.00	5.72	671.72
Second year					
First six months of experience	671.00	57.00	728.00	6.23	734.23
Thereafter, the wage specified in (a), i.e.	765.50	65.00	830.50	7.09	837.59
Grade B employee:					
(a) Qualified	575.00	49.00	624.00	5.37	629.37
(b) Learner					
First year					
First six months of experience	457.50	39.00	496.50	4.32	500.82
Second six months of experience	487.50	41.50	529.00	4.59	533.59

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	R	R	R	R	R
Third year	-				
First four months of experience	527.00	45.00	572.00	4.94	576.94
Thereafter, the wage specified in (a), i.e.	575.00	49.00	624.00	5.37	629.37
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Part D - General	-				
er attendant	545.50	46.50	592.00	5.11	597.11
patch packer	563.00	48.00	611.00	5.26	616.26
neral Worker	527.00	45.00	572.00	4.94	576.94
ourer	532.50	45.50	578.00	4.99	582.99
or vehicle driver of a vehicle, the unladen mass of which, either with the unladen mass of any trailer or trailers drawn such vehicle -	-				
(a) does not exceed 1 360 kg	563.00	48.00	611.00	5.26	616.26
(b) exceeds 1 360 but not 2 720 kg	585.00	49.50	634.50	5.46	639.96
(c) exceeds 2 720 kg	667.00	56.50	723.50	6.20	729.70
ervisor, quality controller and instructor	714.50	60.50	775.00	6.62	781.62
veller's driver	585.00	49.50	634.50	5.46	639.96
chman or caretaker, whose ordinary hours of work are -	-				
(a) less than 60 hours per week	608.00	51.50	659.50	5.67	665.17
(b) 60 hours per week	638.00	54.00	692.00	5.94	697.94