



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

Address: 7th Floor, Industria House, 350 Victoria Road, Salt River 7925
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CIRCULAR NO. 01/EC/2011

6 October 2011

Telephone Enquiries: Labour Affairs Department

TO: ALL EMPLOYERS SUBJECT TO PART A OF THE COUNCIL'S NATIONAL MAIN COLLECTIVE AGREEMENT - CLOTHING, GARMENT KNITTING, HOSIERY AND MILLINERY SECTORS FOR THE "METRO" AREAS OF THE EASTERN CAPE CHAMBER OF THE NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

Dear Sir/Madam,

INFORMATION CIRCULAR TO THE INDUSTRY FOLLOWING THE 2011 ROUND OF NEGOTIATIONS

METRO AREAS ONLY

(i.e. those establishments situated within the Magisterial Districts of East London, Hankey (portion), Mdantsane (portion), Port Elizabeth and Uitenhage (portion))

The Parties to the National Bargaining Council have concluded a Collective Agreement in terms of which the total labour cost increase for all "Metro" regions amounts to **6.5% with effect from 1 September 2011**.

The Agreement will be submitted to the Minister of Labour with a request that it be extended to employers and employees in the Industry, other than those who are party to the Agreement, i.e. all Non-Parties.

Details of the negotiated settlement in respect of the Eastern Cape Metro Region (Part A of the Council's National Main Collective Agreement) are as follows:

1. INCREASE TO TOTAL LABOUR COST

The increase to total labour cost for all current employees (inclusive of those previous employees who rejoin the industry after less than 3 years absence from the industry) shall be **6.5%** for each of the job categories prescribed for these areas with effect from 1 September 2011. (The increase shall be back dated to 1 September 2011 and back pay will be due). The new wage schedules incorporating the new wage rates after the 2011/2012 agreed increases are attached. Please note that there are **two** enclosed sets of **Wage Schedules Group A & Group B**, one applicable to those companies that **HAVE** registered a productivity agreement with the Bargaining Council, another applicable to those companies that **HAVE NOT** registered a productivity agreement and a **new category of wage rates** applicable to new employees or those who re-enter after not having been employed in the industry for a period of three years.

2. NEW EMPLOYEES SHALL BE PAID A WEEKLY WAGE OF 70% OF THE NORMAL RATE OF PAY SUBJECT TO THE FOLLOWING PROVISIONS:

- 2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:
 - 2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.
 - 2.1.2 The provision is only applicable to compliant companies.
 - 2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the *31st August 2014* if there has been an increase in employee strength of

compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

2.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

2.1.5 All other provisions of the main agreement shall be applicable to new employees.

2.1.6 The closed shop shall be applicable to all new employees.

2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the 1st June 2011, as per clause 2.1.3, and to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the 31st March 2014, i.e. a period of 30 months following the implementation of this *Agreement*.

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

2.1.7(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

PLEASE NOTE:

Garment Knitting: In terms of a side Agreement between the Parties dated 14 July 2008, the wage rates for this sector are based on 95% of the Western Cape Garment Knitting's wage rates adjusted by the 6.5% total labour cost increase.

3. CONTRIBUTIONS

3.1 Provident Fund

The Provident Fund contribution rate for employers and employees remains unaltered, as follows:

Qualified Machinists' earnings and above:	Employer: 6,79%	Employee: 3,60%
Earnings below Qualified Machinists' rate:	Employer: 6,99%	Employee: 3,80%

3.2 Medical Aid (Prime Cure)

The Medical Aid contribution rate for employers increases as set out below and that of employees remains unaltered, as follows:

Employee	:	R22,89
Employer	:	from R13.11 to R14.03

3.3 Bargaining Council Levy

The Bargaining Council levy payable per week by Employers remains unchanged at 0.33% of each employee's wages. The percentage payable by Employees remains unaltered, at 0.23%. These percentage contributions are capped at a maximum of R2.78 of each employees' weekly wage for employers, and for employees, it is capped at a maximum of R1.73 per week.

3.4 SACTWU HIV/AIDS Contribution

The contribution has increased by 6.5% from 37 cents to **39 cents** per employee per week, payable by the employer only.

3.5 SACTWU Bursary Fund

The contributions has increased by 6.5% from 25 cents to **27 cents** per employee per week, payable by the employer only.

3.6 Supplementary Benefits Fund

An employer contribution has increased by 6.5% from 74 cents to **79 cents** per employee per week. The employee contribution remains the same at 60 cents.

3.7 Industry Protection Fund

The contributions has increased by 6.5% from 10 cents to **11 cents** per employee per week, payable by the employer and remains unchanged at 10 cents per employee payable by each employee.

4. TRADE UNION DEDUCTIONS

The Trade Union subscription rate for its members has changed to 1% of the member's basic wage rate but with a new *minimum* of **R8.40** per week and a new *maximum* of **R13.95** per week, effective **1 September 2011**.

The contribution rate towards its funeral scheme increases to R1,80 per week, bringing the **total new minimum** to **R8.40** per week (i.e. the R6.60 plus the R1,80) and the **total new maximum** to **R13.95** per week (i.e. the R12.15 plus the R1.80). The Trade Union has sent out a separate notice in this regard, in August this year.

5. SCHEDULE OF DEDUCTIONS

A revised schedule of weekly deductions and contributions is enclosed.

FURTHER ISSUES ON WHICH AGREEMENT WAS REACHED

6. DEVELOPMENTAL MATTERS

With regard to the developmental matters set out in the 2011/2012 wage agreement, the parties agree to the following:

- 6.1. To establish a task team whose work will be conducted under the auspices of a Senior Commissioner appointed by the Commission for Conciliation, Mediation and Arbitration (CCMA) to consider and explore consensus between the parties on the following developmental matters:
 - 6.1.1 The wage differential between metro and non-metro (wage model),
 - 6.1.2 maternity payment benefits for non-metro areas,
 - 6.1.3 modernisation of the collective agreement to achieve a national collective agreement this to include revision of job categories, review of the piece work provision as per the non-metro agreement;
 - 6.1.4 family responsibility leave provisions;
 - 6.1.5 roll out of primary health care facilities to non-metro areas;
 - 6.1.6 terms (duration and proportion to permanent employees to contract employees) applicable to contract employees;
 - 6.1.7 conversion of current sick pay provision where applicable to the BCEA provisions as per the provisions of the Western Cape collective agreement;
 - 6.1.8. The terms of an extended (duration) wage agreement.
- 6.2. The parties endeavour to complete work on the developmental matters by 31st March 2012, provided that this time frame may be extended by mutual agreement or where the facilitator requires the parties to do so.
- 6.3 In the event that the parties are unable to reach agreement on any of the developmental matters, it is agreed that the facilitator will be required to make a written recommendation on such matters.
- 6.4. In the event that the facilitators' recommendations are not accepted by any party, the parties shall have the right to table such matters during the 2012/2013, or any future round of substantive negotiations.
- 6.5 All CCMA member companies shall implement the closed shop with effect from 1 September 2011, where it has not yet been implemented.

7. PRODUCTIVITY AND TRAINING INSTITUTE

The parties hereby agree to:

- 7.1 Establish a new training and productivity entity for the industry;
- 7.2. Establish a representative working group whose initial mandate is to meet sufficiently often enough in order to conclude an agreement on the role, structure, budget and source/s of funding for such an entity;
- 7.3. Jointly approach the relevant Sector Education and Training Authorities (SETA), the Department of Trade and Industry (DTI), the Government's newly established job fund,) and any other potential relevant national and international source of funding to seek financial and other support and assistance for the establishment and functioning of such an industry training and productivity entity.

8. OTHER CONDITIONS

10.1 All other previously agreed terms and conditions not specifically varied by the provisions of this Agreement shall remain in force and effect, unless agreed otherwise through collective bargaining between the parties, at NBC level.

10.2 The parties have accepted that the terms agreed to are hereby formalised in this final written agreement concluded and signed under the auspices of the NBC.

9. NON-METRO AREAS (for the purposes of this circular, means all areas of the Eastern Cape Province other than the magisterial districts listed in the bolded heading of this circular)

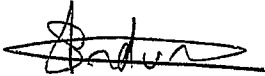
A separate circular is being distributed to all establishments in the non-metro areas, nationally.

10. COUNCIL'S WEBSITE (www.nbc.org.za)

The Council's website on the Internet is regularly being updated. Those who have access to the Internet can view and download the Main & Provident Fund Collective Agreements of the various "metro" and non-metro areas. These are in the form of consolidated agreements i.e. the original published agreements, updated for subsequent **published** amendments. This notice will also be added to the Council's website.

Any enquiries from employers who are members of the Eastern Province Clothing Manufacturers' Association (EPCMA) should be directed to their Association. In the case of non-party establishments, enquiries should be directed to the Council's Cape Chamber offices in **Cape Town on (021) 460 4000**. Kindly make the necessary arrangements to give effect to the new terms and conditions of employment, arising from this year's substantive negotiations.

Yours faithfully,



SICELO NDUNA
GENERAL SECRETARY



NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

CAPE CHAMBER

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INFORMATION SCHEDULE

DEDUCTIONS AND CONTRIBUTIONS DUE TO THE EASTERN CAPE AREAS OF THE COUNCIL, ITS FUNDS AND THE TRADE UNION

(NOT applicable to employers & employees who are subject to the provisions of Part I
of the Council's National Main Collective Agreement pertaining to the Non-Metro Areas)

DEDUCTIONS EFFECTIVE FROM 1 SEP 2011 TO 31 AUG 2012

COUNCIL LEVIES	PROVIDENT FUND <i>Only payable by Employees having not less than a total of 6 months' experience in the Industry.</i>		MEDICAL AID		INDUSTRY PROTECTION FUND	SUPPLEMENTARY BENEFITS FUND	SACTWU SUBS. <i>(for Union members ONLY)</i>	SACTWU CONTRIBUTIONS Payable by the EMPLOYER
	Employee	Employer	Employee	Employer				
An amount equal to 0.33% of each employee's wages per week, up to a maximum of R2.78 per week Payable by the EMPLOYER and 0.23% of each employee's wages per week payable by means of a deduction from the EMPLOYEE'S wages up to a maximum of R1.73 per week	<u>Employees earning R736 p.w. or more:</u> 3,60% <u>Employees earning less than R736:</u> 3,80%	<u>Employees earning R736 p.w. or more:</u> 6,79% <u>Employees earning less than R736:</u> 6,99%	R22,89 per week	R14.03 per week	11 cents per employee per week Payable by the EMPLOYER ----- 10 cents per week Payable by means of a deduction from the EMPLOYEE'S wages	<u>Employee:</u> 60c per employee per week <u>Employer:</u> 79c per week WAGES	<u>Trade Union Subscription</u> 1% of each individual Trade Union member's basic wage rate plus R1,80 with a minimum of R8.40 per week and a maximum of R13.95 per week or <u>Agency Fee iro non-Trade Union Employees</u> 1% of each NON Trade Union member's basic wage rate with a minimum of R6.60 per week and a maximum of R12.15 per week	<u>Sactwu Bursary Fund</u> 27 cents per week ----- <u>Sactwu Hiv/Aids Project</u> 39 cents per week ----- i.r.o. each employee falling within the scope of the Council

PAYMENTS TO THE BARGAINING COUNCIL DUE BY 7TH DAY OF ENSUING MONTH:

CONTRIBUTION:	PAYABLE TO:	PAYMENT METHOD :
Council Levies, HIV/AIDS Project Contributions, SACTWU Subscriptions & Bursary Fund	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: NBC Clothing – Eastern Cape Sub-Office OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: North End Branch Code: 00217 Account No: 80512542
Supplementary Benefits Fund / Clothing Industry Welfare Fund	The Regional Secretary National Bargaining Council for the Clothing Manufacturing Industry (Cape Chamber) P O Box 1142, Woodstock, 7915	Cheques payable to: NBC Clothing – Clothing Industry Welfare Fund Account OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Thibault Square Branch Code: 020 909 Account No: 07 1150986
Provident Fund Contributions EASTERN CAPE Non-Metro Provident Fund Contributions must be paid to: Cape Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: Standard Bank Branch: Victoria Road Branch Code: 020 909 Acc No: 07 122 3169	Absa Consultants & Actuaries P O Box 577 Port Elizabeth 6000	Cheques payable to: Clothing Industry Provident Fund OR direct deposit into bank account, as follows: Bank: ABSA Bank Branch: Santyger Branch Code: 632 356 Account No: 407 435 7534
Medical Aid Contributions	Vula Medical Aid P O Box 2338 Durban 4000	Cheques payable directly to addressees as indicated

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)					
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:					
DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(a)	Foreman	1,223.50	79.50	1,303.00	912.00
(b)	Designer:				
	(i) Qualified:	1,559.50	101.50	1,661.00	1,162.50
	(ii) Learners:				
	first six months of experience	532.00	34.50	566.50	396.50
	second six months of experience	619.50	40.50	660.00	462.00
	third six months of experience	742.00	48.00	790.00	553.00
	fourth six months of experience	826.50	53.50	880.00	616.00
	fifth six months of experience	919.00	59.50	978.50	685.00
	sixth six months of experience	996.50	65.00	1,061.50	743.00
	seventh six months of experience	1,084.50	70.50	1,155.00	808.50
	eighth six months of experience	1,172.00	76.00	1,248.00	873.50
	next four months of experience	1,243.50	81.00	1,324.50	927.00
	Thereafter, the wage specified in (b)(i) i.e.	1,559.50	101.50	1,661.00	1,162.50
(c)	Grader:				
	(i) Qualified:	1,120.50	73.00	1,193.50	835.50
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	573.50	37.50	611.00	427.50
	third six months of experience	624.00	40.50	664.50	465.00
	fourth six months of experience	654.00	42.50	696.50	487.50
	fifth six months of experience	756.00	49.00	805.00	563.50
	sixth six months of experience	809.50	52.50	862.00	603.50
	seventh six months of experience	854.00	55.50	909.50	636.50
	eighth six months of experience	897.50	58.50	956.00	669.00
	next four months of experience	955.00	62.00	1,017.00	712.00
	Thereafter, the wage specified in (c)(i) i.e.	1,120.50	73.00	1,193.50	835.50
(d)	Marker-in:				
	(i) Qualified:	854.00	55.50	909.50	636.50
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	564.50	36.50	601.00	420.50
	third six months of experience	603.00	39.00	642.00	449.50
	fourth six months of experience	642.50	42.00	684.50	479.00
	next four months of experience	718.50	46.50	765.00	535.50
	Thereafter, the wage specified in (d)(i) i.e.	854.00	55.50	909.50	636.50
(e)	Band-knife cutter:				
	Qualified	854.00	55.50	909.50	636.50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				
(f)	Cutter-out:				
	(i) Qualified:	755.00	49.00	804.00	563.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	552.50	36.00	588.50	412.00

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	third six months of experience	570.50	37.00	607.50	425.50
	fourth six months of experience	591.00	38.50	629.50	440.50
	next four months of experience	616.50	40.00	656.50	459.50
	Thereafter, the wage specified in (f)(i) i.e.	755.00	49.00	804.00	563.00
(g)	Layer-up:				
	(i) Qualified:	591.50	38.50	630.00	441.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	539.00	35.00	574.00	402.00
	third six months of experience	548.00	35.50	583.50	408.50
	fourth six months of experience	556.50	36.00	592.50	415.00
	Thereafter, the wage specified in (g)(i) i.e.	591.50	38.50	630.00	441.00
(h)	Specialised presser:				
	(i) Qualified:	823.00	53.50	876.50	613.50
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	549.00	35.50	584.50	409.00
	third six months of experience	568.50	37.00	605.50	424.00
	fourth six months of experience	591.00	38.50	629.50	440.50
	fifth six months of experience	615.00	40.00	655.00	458.50
	sixth six months of experience	635.50	41.50	677.00	474.00
	seventh six months of experience	695.00	45.00	740.00	518.00
	eighth six months of experience	720.00	47.00	767.00	537.00
	next four months of experience	736.00	48.00	784.00	549.00
	Thereafter, the wage specified in (h)(i) i.e.	823.00	53.50	876.50	613.50
(i)	Examiner:				
	(i) Qualified:	705.00	46.00	751.00	525.50
	(ii) Learners:				
	first six months of experience	591.00	38.50	629.50	440.50
	Thereafter, the wage specified in (i)(i) i.e.	705.00	46.00	751.00	525.50
(j)(a)	Machinist:				
	(i) Qualified:	691.00	45.00	736.00	515.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	539.50	35.00	574.50	402.00
	third six months of experience	555.50	36.00	591.50	414.00
	Thereafter, the wage specified in (j)(i) i.e.	691.00	45.00	736.00	515.00
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
	(i) Qualified:	691.00	45.00	736.00	515.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	539.50	35.00	574.50	402.00
	third six months of experience	555.50	36.00	591.50	414.00
	fourth six months of experience	574.50	37.50	612.00	428.50
	next four months of experience	589.00	38.50	627.50	439.50
	Thereafter, the wage specified in (j)(i) i.e.	691.00	45.00	736.00	515.00
(k)	Progress examiner:				
	(i) Qualified:	698.50	45.50	744.00	521.00
	(ii) Learners:				

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DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	first six months of experience	554.00	36.00	590.00	413.00
	Thereafter, the wage specified in (k)(i) i.e.	698.50	45.50	744.00	521.00
(l)	Despatcher:				
	(i) Qualified:	661.50	43.00	704.50	493.00
	(ii) Learners:				
	first six months of experience	558.50	36.50	595.00	416.50
	Thereafter, the wage specified in (l)(i) i.e.	661.50	43.00	704.50	493.00
(m)	Checker in the Knitting section:				
	(i) Qualified:	588.00	38.00	626.00	438.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	539.00	35.00	574.00	402.00
	third six months of experience	552.50	36.00	588.50	412.00
	Thereafter, the wage specified in (m)(i) i.e.	588.00	38.00	626.00	438.00
(n)	General Worker:				
	(i) Qualified:	570.00	37.00	607.00	425.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	539.00	35.00	574.00	402.00
	Thereafter, the wage specified in (n)(i) i.e.	570.00	37.00	607.00	425.00
(o)	Steambox pleater:				
	(i) Qualified:	672.00	43.50	715.50	501.00
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	551.50	36.00	587.50	411.50
	third six months of experience	568.50	37.00	605.50	424.00
	fourth six months of experience	590.50	38.50	629.00	440.50
	Thereafter, the wage specified in (o)(i) i.e.	672.00	43.50	715.50	501.00
(p)	Plain sewer:				
	(i) Qualified:	590.50	38.50	629.00	440.50
	(ii) Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	533.50	34.50	568.00	397.50
	third six months of experience	539.50	35.00	574.50	402.00
	fourth six months of experience	548.00	35.50	583.50	408.50
	next four months of experience	558.50	36.50	595.00	416.50
	Thereafter, the wage specified in (p)(i) i.e.	590.50	38.50	629.00	440.50
(q)	General assistant	645.50	42.00	687.50	481.00
(r)	Cleaner	574.50	37.50	612.00	428.50
(s)	Tea maker	574.50	37.50	612.00	428.50
(t)	Watchman	698.50	45.50	744.00	521.00
(u)	Motor vehicle driver:				
	(i) (aa) does not exceed 453 kg	696.50	45.50	742.00	519.50
	(ab) exceeds 453 kg but does not exceed 2	749.00	48.50	797.50	558.50
	(ac) exceeds 2 722 kg but does not exceed 4	828.00	54.00	882.00	617.50
	(ad) exceeds 4 536 kg	968.50	63.00	1,031.50	722.00
	(ii) Part-time driver of a motor vehicle	646.00	42.00	688.00	481.50
(v)	Clicker:				
	(i) Qualified:	1,130.50	73.50	1,204.00	843.00

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DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(ii)	Learners:				
	first six months of experience	527.00	34.50	561.50	393.00
	second six months of experience	570.50	37.00	607.50	425.50
	third six months of experience	617.00	40.00	657.00	460.00
	fourth six months of experience	697.50	45.50	743.00	520.00
	fifth six months of experience	750.00	49.00	799.00	559.50
	sixth six months of experience	791.00	51.50	842.50	590.00
	seventh six months of experience	838.50	54.50	893.00	625.00
	eighth six months of experience	883.50	57.50	941.00	658.50
	next four months of experience	931.00	60.50	991.50	694.00
	Thereafter, the wage specified in (v)(i) i.e.	1,130.50	73.50	1,204.00	843.00
(w)	Beader	705.00	46.00	751.00	525.50
(x)	Chlorinator	634.00	41.00	675.00	472.50
(y)	Componder	750.00	49.00	799.00	559.50
(z)	Dipper				
(i)	Qualified:				
	Category A	750.00	49.00	799.00	559.50
	Category B	767.00	50.00	817.00	572.00
	Category C	792.00	51.50	843.50	590.50
(ii)	Learners:				
	first six months of experience to Category A	571.00	37.00	608.00	425.50
	first six months of experience to Category B	750.00	49.00	799.00	559.50
	first six months of experience to Category C	767.00	50.00	817.00	572.00
(aa)	Glove turner	910.00	59.00	969.00	678.50
(ab)	Mouldmaker	721.00	47.00	768.00	537.50
(ac)	Packer	605.50	39.50	645.00	451.50
(ad)	Quality product co-ordinator	951.50	62.00	1,013.50	709.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 1/3 per cent:				
	Provided that-				
	(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;				
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.				

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

WAGES - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)					
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:					
DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(a)	Foreman	1,229.50	80.00	1,309.50	916.50
(b)	Designer:				
	(i) Qualified:	1,567.00	102.00	1,669.00	1,168.50
	(ii) Learners:				
	first six months of experience	534.50	34.50	569.00	398.50
	second six months of experience	622.00	40.50	662.50	463.50
	third six months of experience	745.50	48.50	794.00	556.00
	fourth six months of experience	830.00	54.00	884.00	619.00
	fifth six months of experience	923.50	60.00	983.50	688.50
	sixth six months of experience	1,001.00	65.00	1,066.00	746.00
	seventh six months of experience	1,090.00	71.00	1,161.00	812.50
	eighth six months of experience	1,177.50	76.50	1,254.00	878.00
	next four months of experience	1,248.50	81.00	1,329.50	930.50
	Thereafter, the wage specified in (b)(i) i.e.	1,567.00	102.00	1,669.00	1,168.50
(c)	Grader:				
	(i) Qualified:	1,125.00	73.00	1,198.00	838.50
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	576.00	37.50	613.50	429.50
	third six months of experience	627.00	41.00	668.00	467.50
	fourth six months of experience	657.00	42.50	699.50	489.50
	fifth six months of experience	759.50	49.50	809.00	566.50
	sixth six months of experience	813.50	53.00	866.50	606.50
	seventh six months of experience	858.00	56.00	914.00	640.00
	eighth six months of experience	901.50	58.50	960.00	672.00
	next four months of experience	959.50	62.50	1,022.00	715.50
	Thereafter, the wage specified in (c)(i) i.e.	1,125.00	73.00	1,198.00	838.50
(d)	Marker-in:				
	(i) Qualified:	858.00	56.00	914.00	640.00
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	567.50	37.00	604.50	423.00
	third six months of experience	605.50	39.50	645.00	451.50
	fourth six months of experience	645.50	42.00	687.50	481.00
	next four months of experience	721.50	47.00	768.50	538.00
	Thereafter, the wage specified in (d)(i) i.e.	858.00	56.00	914.00	640.00
(e)	Band-knife cutter:				
	Qualified	858.00	56.00	914.00	640.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				
(f)	Cutter-out:				
	(i) Qualified:	758.50	49.50	808.00	565.50
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	555.00	36.00	591.00	413.50
	third six months of experience	573.00	37.00	610.00	427.00
	fourth six months of experience	593.50	38.50	632.00	442.50

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DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	next four months of experience	619.50	40.50	660.00	462.00
	Thereafter, the wage specified in (f)(i) i.e.	758.50	49.50	808.00	565.50
(g)	Layer-up:				
(i)	Qualified:	594.50	38.50	633.00	443.00
(ii)	Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	541.50	35.00	576.50	403.50
	third six months of experience	551.00	36.00	587.00	411.00
	fourth six months of experience	559.50	36.50	596.00	417.00
	Thereafter, the wage specified in (g)(i) i.e.	594.50	38.50	633.00	443.00
(h)	Specialised presser:				
(i)	Qualified:	827.50	54.00	881.50	617.00
(ii)	Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	552.00	36.00	588.00	411.50
	third six months of experience	571.50	37.00	608.50	426.00
	fourth six months of experience	593.50	38.50	632.00	442.50
	fifth six months of experience	617.50	40.00	657.50	460.00
	sixth six months of experience	638.00	41.50	679.50	475.50
	seventh six months of experience	698.50	45.50	744.00	521.00
	eighth six months of experience	723.50	47.00	770.50	539.50
	next four months of experience	739.50	48.00	787.50	551.50
	Thereafter, the wage specified in (h)(i) i.e.	827.50	54.00	881.50	617.00
(i)	Examiner:				
(i)	Qualified:	707.50	46.00	753.50	527.50
(ii)	Learners:				
	first six months of experience	593.50	38.50	632.00	442.50
	Thereafter, the wage specified in (i)(i) i.e.	707.50	46.00	753.50	527.50
(j)(a)	Machinist				
(i)	Qualified:	694.00	45.00	739.00	517.50
(ii)	Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	542.00	35.00	577.00	404.00
	third six months of experience	558.50	36.50	595.00	416.50
	Thereafter, the wage specified in (j)(i) i.e.	694.00	45.00	739.00	517.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
(i)	Qualified:	694.00	45.00	739.00	517.50
(ii)	Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	542.00	35.00	577.00	404.00
	third six months of experience	558.50	36.50	595.00	416.50
	fourth six months of experience	576.50	37.50	614.00	430.00
	next four months of experience	592.00	38.50	630.50	441.50
	Thereafter, the wage specified in (j)(i) i.e.	694.00	45.00	739.00	517.50

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FOR THE PERIOD 1 SEPTEMBER 2011 TO 31 AUGUST 2012**

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
(k)	Progress examiner:				
	(i) Qualified:	702.00	45.50	747.50	523.50
	(ii) Learners:				
	first six months of experience	556.00	36.00	592.00	414.50
	Thereafter, the wage specified in (k)(i) i.e.	702.00	45.50	747.50	523.50
(l)	Despatcher:				
	(i) Qualified:	664.50	43.00	707.50	495.00
	(ii) Learners:				
	first six months of experience	560.50	36.50	597.00	418.00
	Thereafter, the wage specified in (l)(i) i.e.	664.50	43.00	707.50	495.00
(m)	Checker in the Knitting section:				
	(i) Qualified:	590.50	38.50	629.00	440.50
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	541.50	35.00	576.50	403.50
	third six months of experience	555.00	36.00	591.00	413.50
	Thereafter, the wage specified in (m)(i) i.e.	590.50	38.50	629.00	440.50
(n)	General Worker:				
	(i) Qualified:	572.50	37.00	609.50	426.50
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	541.50	35.00	576.50	403.50
	Thereafter, the wage specified in (n)(i) i.e.	572.50	37.00	609.50	426.50
(o)	Steambox pleater:				
	(i) Qualified:	675.00	44.00	719.00	503.50
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	554.00	36.00	590.00	413.00
	third six months of experience	571.50	37.00	608.50	426.00
	fourth six months of experience	593.00	38.50	631.50	442.00
	Thereafter, the wage specified in (o)(i) i.e.	675.00	44.00	719.00	503.50
(p)	Plain sewer:				
	(i) Qualified:	593.00	38.50	631.50	442.00
	(ii) Learners:				
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	535.50	35.00	570.50	399.50
	third six months of experience	542.00	35.00	577.00	404.00
	fourth six months of experience	551.00	36.00	587.00	411.00
	next four months of experience	560.50	36.50	597.00	418.00
	Thereafter, the wage specified in (p)(i) i.e.	593.00	38.50	631.50	442.00
(q)	General assistant	648.50	42.00	690.50	483.50
(r)	Cleaner	576.50	37.50	614.00	430.00
(s)	Tea maker	576.50	37.50	614.00	430.00
(t)	Watchman	702.00	45.50	747.50	523.50
(u)	Motor vehicle driver:				
	(i) (aa) does not exceed 453 kg	699.00	45.50	744.50	521.00
	(ab) exceeds 453 kg but does not exceed	752.50	49.00	801.50	561.00
	(ac) exceeds 2 722 kg but does not exceed	831.00	54.00	885.00	619.50
	(ad) exceeds 4 536 kg	973.50	63.50	1,037.00	726.00
	(ii) Part-time driver of a motor vehicle	649.00	42.00	691.00	483.50
(v)	Clicker:				
	(i) Qualified:	1,136.00	74.00	1,210.00	847.00
	(ii) Learners:				

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DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
	first six months of experience	530.00	34.50	564.50	395.00
	second six months of experience	573.00	37.00	610.00	427.00
	third six months of experience	620.00	40.50	660.50	462.50
	fourth six months of experience	700.00	45.50	745.50	522.00
	fifth six months of experience	753.50	49.00	802.50	562.00
	sixth six months of experience	794.50	51.50	846.00	592.00
	seventh six months of experience	843.00	55.00	898.00	628.50
	eighth six months of experience	887.00	57.50	944.50	661.00
	next four months of experience	935.00	61.00	996.00	697.00
	Thereafter, the wage specified in (v)(i) i.e.	1,136.00	74.00	1,210.00	847.00
(w)	Beader	707.50	46.00	753.50	527.50
(x)	Chlorinator	637.00	41.50	678.50	475.00
(y)	Componder	753.50	49.00	802.50	562.00
(z)	Dipper				
	(i) Qualified:				
	Category A	753.50	49.00	802.50	562.00
	Category B	770.50	50.00	820.50	574.50
	Category C	795.50	51.50	847.00	593.00
	(ii) Learners:				
	first six months of experience to Category	573.50	37.50	611.00	427.50
	first six months of experience to Category	753.50	49.00	802.50	562.00
	first six months of experience to Category	770.50	50.00	820.50	574.50
(aa)	Glove turner	914.00	59.50	973.50	681.50
(ab)	Mouldmaker	724.00	47.00	771.00	539.50
(ac)	Packer	608.50	39.50	648.00	453.50
(ad)	Quality product co-ordinator	955.50	62.00	1,017.50	712.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent:				
	Provided that-				
	(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;				
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.				

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)
 KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
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 1 SEPTEMBER 2011 TO 31 AUGUST 2012

4. WAGES - <u>Group A</u> (ie those employers contributing to the Productivity Incentive Scheme)					
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:					
DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker					
(a)	Qualified	1,316.00	85.50	1,401.50	981.00
(b)	Learner				
	First year				
	First six months of experience	737.00	48.00	785.00	549.50
	Second six months of experience	813.50	53.00	866.50	606.50
	Second year				
	First six months of experience	890.50	58.00	948.50	664.00
	Second six months of experience	972.50	63.00	1,035.50	725.00
	Third year				
	First six months of experience	1,059.50	69.00	1,128.50	790.00
	Next four months of experience	1,145.00	74.50	1,219.50	853.50
	Thereafter, the wage specified in (a), i.e.	1,316.00	85.50	1,401.50	981.00
Pattern Grader					
(a)	Qualified	1,061.50	69.00	1,130.50	791.50
(b)	Learner				
	First year				
	First six months of experience	694.00	45.00	739.00	517.50
	Second six months of experience	737.00	48.00	785.00	549.50
	Second year				
	First six months of experience	780.50	50.50	831.00	581.50
	Second six months of experience	836.00	54.50	890.50	623.50
	Third year				
	First six months of experience	890.50	58.00	948.50	664.00
	Next four months of experience	948.00	61.50	1,009.50	706.50
	Thereafter, the wage specified in (a), i.e.	1,061.50	69.00	1,130.50	791.50
Football Jersey Cutter					
(a)	Qualified	738.00	48.00	786.00	550.00
(b)	Learner				
	First year				
	First six months of experience	554.00	36.00	590.00	413.00
	Second six months of experience	587.00	38.00	625.00	437.50
	Second year				
	First six months of experience	618.00	40.00	658.00	460.50
	Second six months of experience	651.00	42.50	693.50	485.50
	Third year				
	First four months of experience	682.50	44.50	727.00	509.00
	Thereafter, the wage specified in (a), i.e.	738.00	48.00	786.00	550.00
Layer-up					
(a)	Qualified	636.00	41.50	677.50	474.00
(b)	Learner				
	First year				

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 1 SEPTEMBER 2011 TO 31 AUGUST 2012

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
	First six months of experience	535.50	35.00	570.50	399.50
	Second six months of experience	554.00	36.00	590.00	413.00
Second year					
	First six months of experience	579.00	37.50	616.50	431.50
	Thereafter, the wage specified in (a), i.e.	636.00	41.50	677.50	474.00
Part B - Factory Operatives					
Grade A employee					
(a)	Qualified	813.50	53.00	866.50	606.50
(b)	Learner				
First year					
	First six months of experience	572.50	37.00	609.50	426.50
	Second six months of experience	617.00	40.00	657.00	460.00
Second year					
	First six months of experience	659.00	43.00	702.00	491.50
	Second six months of experience	693.50	45.00	738.50	517.00
Third year					
	First four months of experience	738.00	48.00	786.00	550.00
	Thereafter, the wage specified in (a), i.e.	813.50	53.00	866.50	606.50
Grade B employee					
(a)	Qualified	695.00	45.00	740.00	518.00
(b)	Learner				
First year					
	First six months of experience	564.00	36.50	600.50	420.50
	Second six months of experience	593.00	38.50	631.50	442.00
Second year					
	First six months of experience	623.50	40.50	664.00	465.00
	Thereafter, the wage specified in (a), i.e.	695.00	45.00	740.00	518.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	695.00	45.00	740.00	518.00
	Second six months from date of advancement	715.50	46.50	762.00	533.50
	Third six months from date of advancement	738.00	48.00	786.00	550.00
	Thereafter, the wage specified for a qualified Grade A	813.50	53.00	866.50	606.50
Grade C employee					
(a)	Qualified	617.00	40.00	657.00	460.00
(b)	Learner				
First year					
	First six months of experience	552.50	36.00	588.50	412.00
	Second six months of experience	569.00	37.00	606.00	424.00
	Thereafter, the wage specified in (a), i.e.	617.00	40.00	657.00	460.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	617.00	40.00	657.00	460.00
	Second six months from date of advancement	623.50	40.50	664.00	465.00
	Thereafter, the wage specified for a qualified Grade B	695.00	45.00	740.00	518.00
Part C - Clerical Employees					
Clerk					
(a)	Qualified	895.50	58.00	953.50	667.50
(b)	Learner				
First year		661.00	43.00	704.00	493.00

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 KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
 NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
 1 SEPTEMBER 2011 TO 31 AUGUST 2012

DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
	Second year	718.50	46.50	765.00	535.50
	Third year				
	First four months of experience	785.00	51.00	836.00	585.00
	Thereafter, the wage specified in (a), i.e.	895.50	58.00	953.50	667.50
Factory Clerk					
(a)	Qualified	673.50	44.00	717.50	502.00
(b)	Learner				
	First year	535.50	35.00	570.50	399.50
	Second year	571.00	37.00	608.00	425.50
	Third year				
	First four months of experience	617.00	40.00	657.00	460.00
	Thereafter, the wage specified in (a), i.e.	673.50	44.00	717.50	502.00
Part D - General					
	Boiler attendant	638.50	41.50	680.00	476.00
	Despatch packer	659.00	43.00	702.00	491.50
	General Worker	617.00	40.00	657.00	460.00
	Labourer	623.50	40.50	664.00	465.00
	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 -				
(a)	does not exceed 1 360 kg	659.00	43.00	702.00	491.50
(b)	exceeds 1 360 but not 2 720 kg	684.50	44.50	729.00	510.50
(c)	exceeds 2 720 kg	780.50	50.50	831.00	581.50
	Supervisor, quality controller and instructor	836.00	54.50	890.50	623.50
	Traveller's driver	684.50	44.50	729.00	510.50
	Watchman or caretaker, whose ordinary hours of work are -				
(a)	less than 60 hours per week	711.50	46.00	757.50	530.50
(b)	60 hours per week	746.50	48.50	795.00	556.50

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WAGES - GROUP B (ie 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:					
DESCRIPTION		Wage per week from 01 Sep 2010 to 31 Aug 2011	Across-the-Board Increase 6.5%	Wage per week from 01 Sep 2011 to 31 Aug 2012	New Employees 70%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	1,321.00	86.00	1407.00	985.00
(b)	Learner				
	First year				
	First six months of experience	740.00	48.00	788.00	551.50
	Second six months of experience	817.00	53.00	870.00	609.00
	Second year				
	First six months of experience	895.00	58.00	953.00	667.00
	Second six months of experience	977.00	63.50	1040.50	728.50
	Third year				
	First six months of experience	1,065.00	69.00	1134.00	794.00
	Next four months of experience	1,149.50	74.50	1224.00	857.00
	Thereafter, the wage specified in (a), i.e.	1,321.00	86.00	1407.00	985.00
Pattern Grader					
(a)	Qualified	1,066.50	69.50	1136.00	795.00
(b)	Learner				
	First year				
	First six months of experience	697.00	45.50	742.50	520.00
	Second six months of experience	740.00	48.00	788.00	551.50
	Second year				
	First six months of experience	784.00	51.00	835.00	584.50
	Second six months of experience	840.50	54.50	895.00	626.50
	Third year				
	First six months of experience	895.00	58.00	953.00	667.00
	Next four months of experience	952.50	62.00	1014.50	710.00
	Thereafter, the wage specified in (a), i.e.	1,066.50	69.50	1136.00	795.00
Football Jersey Cutter					
(a)	Qualified	741.00	48.00	789.00	552.50
(b)	Learner				
	First year				
	First six months of experience	556.50	36.00	592.50	415.00
	Second six months of experience	589.50	38.50	628.00	439.50
	Second year				
	First six months of experience	621.00	40.50	661.50	463.00
	Second six months of experience	653.50	42.50	696.00	487.00
	Third year				
	First four months of experience	685.50	44.50	730.00	511.00
	Thereafter, the wage specified in (a), i.e.	741.00	48.00	789.00	552.50
Layer-up					
(a)	Qualified	639.50	41.50	681.00	476.50
(b)	Learner				
	First year				

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		R	R	R	R
	First six months of experience	538.00	35.00	573.00	401.00
	Second six months of experience	556.50	36.00	592.50	415.00
	Second year				
	First six months of experience	581.50	38.00	619.50	433.50
	Thereafter, the wage specified in (a), i.e.	639.50	41.50	681.00	476.50
Part B - Factory Operatives					
Grade A employee:					
(a)	Qualified	817.00	53.00	870.00	609.00
(b)	Learner				
	First year				
	First six months of experience	575.00	37.50	612.50	429.00
	Second six months of experience	620.00	40.50	660.50	462.50
	Second year				
	First six months of experience	662.00	43.00	705.00	493.50
	Second six months of experience	697.00	45.50	742.50	520.00
	Third year				
	First four months of experience	741.00	48.00	789.00	552.50
	Thereafter, the wage specified in (a), i.e.	817.00	53.00	870.00	609.00
Grade B employee:					
(a)	Qualified	698.50	45.50	744.00	521.00
(b)	Learner				
	First year				
	First six months of experience	567.00	37.00	604.00	423.00
	Second six months of experience	596.00	38.50	634.50	444.00
	Second year				
	First six months of experience	626.00	40.50	666.50	466.50
	Thereafter, the wage specified in (a), i.e.	698.50	45.50	744.00	521.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	698.50	45.50	744.00	521.00
	Second six months from date of advancement	719.00	46.50	765.50	536.00
	Third six months from date of advancement	741.00	48.00	789.00	552.50
	Thereafter, the wage specified for a qualified Grade A	817.00	53.00	870.00	609.00
Grade C employee:					
(a)	Qualified	620.00	40.50	660.50	462.50
(b)	Learner				
	First year				
	First six months of experience	555.50	36.00	591.50	414.00
	Second six months of experience	571.50	37.00	608.50	426.00
	Thereafter, the wage specified in (a), i.e.	620.00	40.50	660.50	462.50
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	620.00	40.50	660.50	462.50
	Second six months from date of advancement	626.00	40.50	666.50	466.50
	Thereafter, the wage specified for a qualified Grade B	698.50	45.50	744.00	521.00
Part C - Clerical employees					
Clerk					
(a)	Qualified	900.50	58.50	959.00	671.50
(b)	Learner				
	First year	664.00	43.00	707.00	495.00

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		R	R	R	R
	Second year	722.50	47.00	769.50	538.50
	Third year				
	First four months of experience	789.00	51.50	840.50	588.50
	Thereafter, the wage specified in (a), i.e.	900.50	58.50	959.00	671.50
Factory Clerk					
(a)	Qualified	676.50	44.00	720.50	504.50
(b)	Learner				
	First year	538.00	35.00	573.00	401.00
	Second year	573.00	37.00	610.00	427.00
	Third year				
	First four months of experience	620.00	40.50	660.50	462.50
	Thereafter, the wage specified in (a), i.e.	676.50	44.00	720.50	504.50
Part D - General					
	Boiler attendant	641.50	41.50	683.00	478.00
	Despatch packer	662.00	43.00	705.00	493.50
	General Worker	620.00	40.50	660.50	462.50
	Labourer	626.00	40.50	666.50	466.50
	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	662.00	43.00	705.00	493.50
(b)	exceeds 1 360 but not 2 720 kg	687.50	44.50	732.00	512.50
(c)	exceeds 2 720 kg	784.00	51.00	835.00	584.50
	Supervisor, quality controller and instructor	840.50	54.50	895.00	626.50
	Traveller's driver	687.50	44.50	732.00	512.50
	Watchman or caretaker, whose ordinary hours of work are -				
(a)	less than 60 hours per week	714.50	46.50	761.00	532.50
(b)	60 hours per week	750.50	49.00	799.50	559.50