

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
 MAIN COLLECTIVE AGREEMENT FOR THE EASTERN CAPE REGION  
 NEW WAGE RATES FOR THE GARMENT KNITTING SECTOR FOR THE PERIOD  
 FROM 1 SEPTEMBER 2007

**4. WAGES**

(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 shall be as follows.

	Wage	Increase	Wage	Wage per week
	31-Aug-07	5.5%	01-Sep-07	from 01-Sep-07
<b>Part A - Cutting Department</b>				
<b>Pattern Maker:</b>				
(a) Qualified	1 119.12	61.55	1 180.67	<b>1 180.50</b>
(b) Learner				
First year				
First six months of experience	626.85	34.48	661.33	<b>661.50</b>
Second six months of experience	691.90	38.05	729.95	<b>730.00</b>
Second year				
First six months of experience	757.50	41.66	799.16	<b>799.00</b>
Second six months of experience	827.50	45.51	873.02	<b>873.00</b>
Third year				
First six months of experience	901.92	49.61	951.53	<b>951.50</b>
Second six months of experience	974.14	53.58	1 027.71	<b>1 027.50</b>
Thereafter, the wage specified	1 119.12	61.55	1 180.67	<b>1 180.50</b>
<b>Pattern Grader</b>				
(a) Qualified	903.58	49.70	953.27	<b>953.50</b>
(b) Learner				
First year				
First six months of experience	589.92	32.45	622.36	<b>622.50</b>
Second six months of experience	626.85	34.48	661.33	<b>661.50</b>
Second year				
First six months of experience	664.33	36.54	700.87	<b>701.00</b>
Second six months of experience	711.19	39.12	750.31	<b>750.50</b>
Third year				
First six months of experience	757.50	41.66	799.16	<b>799.00</b>
Second six months of experience	806.56	44.36	850.92	<b>851.00</b>
Thereafter, the wage specified	903.58	49.70	953.27	<b>953.50</b>
<b>Football Jersey Cutter</b>				
(a) Qualified	627.95	34.54	662.49	<b>662.50</b>
(b) Learner				
First year				
First six months of experience	471.40	25.93	497.32	<b>497.50</b>
Second six months of experience	499.51	27.47	526.98	<b>527.00</b>
Second year				
First six months of experience	525.42	28.90	554.32	<b>554.50</b>
Second six months of experience	553.53	30.44	583.98	<b>584.00</b>
Third year				
First six months of experience	580.54	31.93	612.47	<b>612.50</b>
Thereafter, the wage specified	627.95	34.54	662.49	<b>662.50</b>
<b>Layer-up</b>				
(a) Qualified	541.41	29.78	571.18	<b>571.00</b>

(b)	Learner				
	First year				
	First six months of experience	455.41	25.05	480.46	<b>480.50</b>
	Second six months of experience	471.40	25.93	497.32	<b>497.50</b>
	Second year				
	First six months of experience	492.34	27.08	519.42	<b>519.50</b>
	Thereafter, the wage specified	541.41	29.78	571.18	<b>571.00</b>
Part B - Factory Operatives					
Grade A employee:					
(a)	Qualified	691.90	38.05	729.95	<b>730.00</b>
(b)	Learner				
	First year				
	First six months of experience	486.83	26.78	513.61	<b>513.50</b>
	Second six months of experience	524.32	28.84	553.15	<b>553.00</b>
	Second year				
	First six months of experience	560.70	30.84	591.54	<b>591.50</b>
	Second six months of experience	589.92	32.45	622.36	<b>622.50</b>
	Third year				
	First six months of experience	627.95	34.54	662.49	<b>662.50</b>
	Thereafter, the wage specified	691.90	38.05	729.95	<b>730.00</b>
Grade B employee:					
(a)	Qualified	591.02	32.51	623.52	<b>623.50</b>
(b)	Learner				
	First year				
	First six months of experience	479.67	26.38	506.05	<b>506.00</b>
	Second six months of experience	504.47	27.75	532.22	<b>532.00</b>
	Second year				
	First six months of experience	530.38	29.17	559.55	<b>559.50</b>
	Thereafter, the wage specified	591.02	32.51	623.52	<b>623.50</b>
(c)	If advanced to Grade A employee:				
	First six months from date of ad	591.02	32.51	623.52	<b>623.50</b>
	Second six months from date o	609.21	33.51	642.72	<b>642.50</b>
	Third six months from date of a	627.95	34.54	662.49	<b>662.50</b>
	Thereafter, the wage specified	691.90	38.05	729.95	<b>730.00</b>
Grade C employee:					
(a)	Qualified	524.32	28.84	553.15	<b>553.00</b>
(b)	Learner				
	First year				
	First six months of experience	470.29	25.87	496.16	<b>496.00</b>
	Second six months of experience	483.52	26.59	510.12	<b>510.00</b>
	Thereafter, the wage specified	524.32		524.32	<b>524.50</b>
(c)	If advanced to Grade B employee:				
	First six months from date of ad	524.32	28.84	553.15	<b>553.00</b>
	Second six months from date o	530.38	29.17	559.55	<b>559.50</b>
	Thereafter, the wage specified	591.02	32.51	623.52	<b>623.50</b>
Part C - Clerical employees					
Clerk					
(a)	Qualified	762.46	41.94	804.39	<b>804.50</b>
(b)	Learner				
	First year	561.80	30.90	592.70	<b>592.50</b>
	Second year	610.86	33.60	644.46	<b>644.50</b>
	Third year				
	First six months of experience	668.19	36.75	704.94	<b>705.00</b>

	Thereafter, the wage specified	762.46	41.94	804.39	<b>804.50</b>
Factory Clerk					
(a)	Qualified	572.28	31.48	603.75	<b>604.00</b>
(b)	Learner				
	First year	455.41	25.05	480.46	<b>480.50</b>
	Second year	485.18	26.68	511.86	<b>512.00</b>
	Third year				
	First six months of experience	524.32	28.84	553.15	<b>553.00</b>
	Thereafter, the wage specified	572.28	31.48	603.75	<b>604.00</b>
Part D - General					
	Boiler attendant	543.06	29.87	572.93	<b>573.00</b>
	Despatch packer	560.70	30.84	591.54	<b>591.50</b>
	General Worker	524.32	28.84	553.15	<b>553.00</b>
	Labourer	530.38	29.17	559.55	<b>559.50</b>
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	560.70	30.84	591.54	<b>591.50</b>
(b)	exceeds 1 360 but not 2 720 kg	582.20	32.02	614.22	<b>614.00</b>
(c)	exceeds 2 720 kg	664.33	36.54	700.87	<b>701.00</b>
	Supervisor, quality controller and instructor	711.19	39.12	750.31	<b>750.50</b>
	Traveller's driver	582.20	32.02	614.22	<b>614.00</b>
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	605.35	33.29	638.64	<b>638.50</b>
(b)	60 hours per week	635.12	34.93	670.05	<b>670.00</b>