

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 2007 TO 31 AUGUST 2008

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 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-07 (excl allow)	Across the Board Increase 5.37% (rounded)	Wage per week from 01-Sep-07 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-07 (incl allow)
		R	R	R	R	R
Part A - Cutting Department						
Pattern Maker:						
(a)	Qualified	1 066.50	57.50	1 124.00	10.30	1 134.30
(b)	Learner					
	First year					
	First six months of experience	597.50	32.00	629.50	5.86	635.36
	Second six months of experience	659.50	35.50	695.00	6.45	701.45
	Second year					
	First six months of experience	722.00	39.00	761.00	7.04	768.04
	Second six months of experience	788.50	42.50	831.00	7.67	838.67
	Third year					
	First six months of experience	859.50	46.00	905.50	8.34	913.84
	Second six months of experience	928.00	50.00	978.00	8.99	986.99
	Thereafter, the wage specified in (a), i.e.	1 066.50	57.50	1 124.00	10.30	1 134.30
Pattern Grader						
(a)	Qualified	861.00	46.00	907.00	8.35	915.35
(b)	Learner					
	First year					
	First six months of experience	562.50	30.00	592.50	5.52	598.02
	Second six months of experience	597.50	32.00	629.50	5.86	635.36
	Second year					
	First six months of experience	633.00	34.00	667.00	6.20	673.20
	Second six months of experience	678.00	36.50	714.50	6.62	721.12
	Third year					
	First six months of experience	722.00	39.00	761.00	7.04	768.04
	Second six months of experience	768.50	41.50	810.00	7.48	817.48
	Thereafter, the wage specified in (a), i.e.	861.00	46.00	907.00	8.35	915.35
Football Jersey Cutter						
(a)	Qualified	598.50	32.00	630.50	5.87	636.37
(b)	Learner					
	First year					
	First six months of experience	449.50	24.00	473.50	4.46	477.96
	Second six months of experience	476.00	25.50	501.50	4.71	506.21
	Second year					
	First six months of experience	501.00	27.00	528.00	4.95	532.95
	Second six months of experience	527.50	28.50	556.00	5.20	561.20
	Third year					
	First six months of experience	553.50	29.50	583.00	5.44	588.44
	Thereafter, the wage specified in (a), i.e.	598.50	32.00	630.50	5.87	636.37
Layer-up						
(a)	Qualified	516.00	27.50	543.50	5.09	548.59
(b)	Learner					

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		R	R	R	R	R
	First year					
	First six months of experience	434.00	23.50	457.50	4.32	461.82
	Second six months of experience	449.50	24.00	473.50	4.46	477.96
	Second year					
	First six months of experience	469.50	25.00	494.50	4.65	499.15
	Thereafter, the wage specified in (a), i.e.	516.00	27.50	543.50	5.09	548.59
Part B - Factory Operatives						
Grade A employee:						
(a)	Qualified	659.50	35.50	695.00	6.45	701.45
(b)	Learner					
	First year					
	First six months of experience	464.00	25.00	489.00	4.60	493.60
	Second six months of experience	500.00	27.00	527.00	4.94	531.94
	Second year					
	First six months of experience	534.50	28.50	563.00	5.26	568.26
	Second six months of experience	562.50	30.00	592.50	5.52	598.02
	Third year					
	First six months of experience	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified in (a), i.e.	659.50	35.50	695.00	6.45	701.45
Grade B employee:						
(a)	Qualified	563.50	30.50	594.00	5.54	599.54
(b)	Learner					
	First year					
	First six months of experience	457.50	24.50	482.00	4.53	486.53
	Second six months of experience	481.00	26.00	507.00	4.76	511.76
	Second year					
	First six months of experience	505.50	27.00	532.50	4.99	537.49
	Thereafter, the wage specified in (a), i.e.	563.50	30.50	594.00	5.54	599.54
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	563.50	30.50	594.00	5.54	599.54
	Second six months from date of advancement	580.50	31.00	611.50	5.70	617.20
	Third six months from date of advancement	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified for a qualified Grade A	659.50	35.50	695.00	6.45	701.45
Grade C employee:						
(a)	Qualified	500.00	27.00	527.00	4.94	531.94
(b)	Learner					
	First year					
	First six months of experience	448.50	24.00	472.50	4.45	476.95
	Second six months of experience	461.00	25.00	486.00	4.57	490.57
	Thereafter, the wage specified in (a), i.e.	500.00	27.00	527.00	4.94	531.94
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	500.00	27.00	527.00	4.94	531.94
	Second six months from date of advancement	505.50	27.00	532.50	4.99	537.49
	Thereafter, the wage specified for a qualified Grade B	563.50	30.50	594.00	5.54	599.54
Part C - Clerical employees						
Clerk						
(a)	Qualified	726.50	39.00	765.50	7.09	772.59
(b)	Learner					
	First year	535.50	29.00	564.50	5.28	569.78

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			R	R	R	R	R
		Second year	582.50	31.50	614.00	5.72	619.72
		Third year					
		First six months of experience	637.00	34.00	671.00	6.23	677.23
		Thereafter, the wage specified in (a), i.e.	726.50	39.00	765.50	7.09	772.59
Factory Clerk							
	(a)	Qualified	545.50	29.50	575.00	5.37	580.37
	(b)	Learner					
		First year	434.00	23.50	457.50	4.32	461.82
		Second year	462.50	25.00	487.50	4.59	492.09
		Third year					
		First six months of experience	500.00	27.00	527.00	4.94	531.94
		Thereafter, the wage specified in (a), i.e.	545.50	29.50	575.00	5.37	580.37
Part D - General							
		Boiler attendant	517.50	28.00	545.50	5.11	550.61
		Despatch packer	534.50	28.50	563.00	5.26	568.26
		General Worker	500.00	27.00	527.00	4.94	531.94
		Labourer	505.50	27.00	532.50	4.99	537.49
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	534.50	28.50	563.00	5.26	568.26
	(b)	exceeds 1 360 but not 2 720 kg	555.00	30.00	585.00	5.46	590.46
	(c)	exceeds 2 720 kg	633.00	34.00	667.00	6.20	673.20
		Supervisor, quality controller and instructor	678.00	36.50	714.50	6.62	721.12
		Traveller's driver	555.00	30.00	585.00	5.46	590.46
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week	577.00	31.00	608.00	5.67	613.67
	(b)	60 hours per week	605.50	32.50	638.00	5.94	643.94