

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE SUB-CHAMBER (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2008 TO 31 AUGUST 2009**

WAGES				
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:				
		Wage per week as at 31-Aug-08	Increase 8.5% (less 10c)	Wage per week from 1-Sep-08 rounded
		R	R	
(a)	Foreman	990.00	84.05	1 074.00
(b)	Designer:			
	(i) Qualified:	1 261.50	107.13	1 368.50
	(ii) Learners:			
	first six months of experience	430.50	36.49	467.00
	second six months of experience	501.00	42.49	543.50
	third six months of experience	600.00	50.90	651.00
	fourth six months of experience	668.50	56.72	725.00
	fifth six months of experience	743.50	63.10	806.50
	sixth six months of experience	806.00	68.41	874.50
	seventh six months of experience	877.50	74.49	952.00
	eighth six months of experience	948.00	80.48	1 028.50
	next four months of experience	1 005.50	85.37	1 091.00
	Thereafter, the wage specified in (b)(i) i.e.	1 261.50	107.13	1 368.50
(c)	Grader:			
	(i) Qualified:	906.00	76.91	983.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	464.00	39.34	503.50
	third six months of experience	504.50	42.78	547.50
	fourth six months of experience	529.00	44.87	574.00
	fifth six months of experience	611.50	51.88	663.50
	sixth six months of experience	655.00	55.58	710.50
	seventh six months of experience	691.00	58.64	749.50
	eighth six months of experience	726.00	61.61	787.50
	next four months of experience	772.50	65.56	838.00
	Thereafter, the wage specified in (c)(i) i.e.	906.00	76.91	983.00
(d)	Marker-in:			
	(i) Qualified:	691.00	58.64	749.50
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	457.00	38.75	495.50
	third six months of experience	487.50	41.34	529.00
	fourth six months of experience	520.00	44.10	564.00
	next four months of experience	581.00	49.29	630.50
	Thereafter, the wage specified in (d)(i) i.e.	691.00	58.64	749.50
(e)	Band-knife cutter:			
	Qualified	691.00	58.64	749.50
	Note: Subject to the availability of a band knife,			

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		Wage per week as at 31-Aug-08	Increase 8.5% (less 10c)	Wage per week from 1-Sep-08 rounded
		R	R	
	only a qualified cutter-out shall progress to this class of employee			
(f)	Cutter-out:			
	(i) Qualified:	610.50	51.79	662.50
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	447.00	37.90	485.00
	third six months of experience	461.50	39.13	500.50
	fourth six months of experience	478.00	40.53	518.50
	next four months of experience	498.50	42.27	541.00
	Thereafter, the wage specified in (f)(i) i.e.	610.50	51.79	662.50
(g)	Layer-up:			
	(i) Qualified:	478.50	40.57	519.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	436.00	36.96	473.00
	third six months of experience	443.50	37.60	481.00
	fourth six months of experience	450.50	38.19	488.50
	Thereafter, the wage specified in (g)(i) i.e.	478.50	40.57	519.00
(h)	Specialised presser:			
	(i) Qualified:	666.00	56.51	722.50
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	444.50	37.68	482.00
	third six months of experience	460.00	39.00	499.00
	fourth six months of experience	478.00	40.53	518.50
	fifth six months of experience	497.50	42.19	539.50
	sixth six months of experience	514.00	43.59	557.50
	seventh six months of experience	562.50	47.71	610.00
	eighth six months of experience	582.50	49.41	632.00
	next four months of experience	595.50	50.52	646.00
	Thereafter, the wage specified in (h)(i) i.e.	666.00	56.51	722.50
(i)	Examiner:			
	(i) Qualified:	570.00	48.35	618.50
	(ii) Learners:			
	first six months of experience	478.00	40.53	518.50
	Thereafter, the wage specified in (i)(i) i.e.	570.00	48.35	618.50
(j)	Machinist, presser, trimmer, factory clerk, embroidery machinist and cloak room			
	(i) Qualified:	559.00	47.42	606.50
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	436.50	37.00	473.50

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		Wage per		Wage per
		week as at	Increase	week from
		31-Aug-08	8.5%	1-Sep-08
			(less 10c)	rounded
		R	R	
	third six months of experience	449.50	38.11	487.50
	fourth six months of experience	464.50	39.38	504.00
	next four months of experience	476.50	40.40	517.00
	Thereafter, the wage specified in (j)(i) i.e.	559.00	47.42	606.50

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		Wage per week as at 31-Aug-08	Increase 8.5% (less 10c)	Wage per week from 1-Sep-08 rounded
		R	R	
(k)	Progress examiner:			
	(i) Qualified:	565.00	47.93	613.00
	(ii) Learners:			
	first six months of experience	448.00	37.98	486.00
	Thereafter, the wage specified in (k)(i) i.e.	565.00	47.93	613.00
(l)	Despatcher:			
	(i) Qualified:	535.00	45.38	580.50
	(ii) Learners:			
	first six months of experience	451.50	38.28	490.00
	Thereafter, the wage specified in (l)(i) i.e.	535.00	45.38	580.50
(m)	Checker in the Knitting section:			
	(i) Qualified:	475.50	40.32	516.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	436.00	36.96	473.00
	third six months of experience	447.00	37.90	485.00
	Thereafter, the wage specified in (m)(i) i.e.	475.50	40.32	516.00
(n)	General Worker:			
	(i) Qualified:	461.00	39.09	500.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	436.00	36.96	473.00
	Thereafter, the wage specified in (n)(i) i.e.	461.00	39.09	500.00
(o)	Steambox pleater:			
	(i) Qualified:	543.27	46.08	589.50
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	446.00	37.81	484.00
	third six months of experience	460.00	39.00	499.00
	fourth six months of experience	477.50	40.49	518.00
	Thereafter, the wage specified in (o)(i) i.e.	543.27	46.08	589.50
(p)	Plain sewer:			
	(i) Qualified:	477.50	40.49	518.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	431.50	36.58	468.00
	third six months of experience	436.50	37.00	473.50
	fourth six months of experience	443.50	37.60	481.00
	next four months of experience	451.50	38.28	490.00
	Thereafter, the wage specified in (p)(i) i.e.	477.50	40.49	518.00
(q)	General assistant	522.00	44.27	566.50
(r)	Cleaner	464.50	39.38	504.00

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		R	R	
(s)	Tea maker	464.50	39.38	504.00
(t)	Watchman	565.00	47.93	613.00
(u)	Motor vehicle driver:			
	(i) (aa) does not exceed 453 kg	563.00	47.76	611.00
	(ab) exceeds 453 kg but does not exceed 2	606.00	51.41	657.50
	(ac) exceeds 2 722 kg but does not exceed	669.50	56.81	726.50
	(ad) exceeds 4 536 kg	783.50	66.50	850.00
	(ii) Part-time driver of a motor vehicle	522.50	44.31	567.00
(v)	Clicker:			
	(i) Qualified:	914.50	77.63	992.00
	(ii) Learners:			
	first six months of experience	426.50	36.15	462.50
	second six months of experience	461.50	39.13	500.50
	third six months of experience	499.00	42.32	541.50
	fourth six months of experience	564.00	47.84	612.00
	fifth six months of experience	606.50	51.45	658.00
	sixth six months of experience	639.50	54.26	694.00
	seventh six months of experience	678.50	57.57	736.00
	eighth six months of experience	714.50	60.63	775.00
	next four months of experience	753.00	63.91	817.00
	Thereafter, the wage specified in (v)(i) i.e.	914.50	77.63	992.00
(w)	Beader	570.00	48.35	618.50
(x)	Chlorinator	513.00	43.51	556.50
(y)	Componder	606.50	51.45	658.00
(z)	Dipper			
	(i) Qualified:			
	Category A	606.50	51.45	658.00
	Category B	620.50	52.64	673.00
	Category C	640.50	54.34	695.00
	(ii) Learners:			
	first six months of experience to Category	462.00	39.17	501.00
	first six months of experience to Category	606.50	51.45	658.00
	first six months of experience to Category	620.50	52.64	673.00
(aa)	Glove turner	736.00	62.46	798.50
(ab)	Mouldmaker	583.00	49.46	632.50
(ac)	Packer	490.00	41.55	531.50
(ad)	Quality product co-ordinator	769.50	65.31	835.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:			* Wage rate payable by employers participating in the Productivity Incentive Scheme
	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;			

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			R	R	
		(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.			