

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY**

**MAIN COLLECTIVE AGREEMENT FOR THE FREE STATE AND NORTHERN CAPE  
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2008 - 31 AUGUST 2009**

<b>WAGES</b>				
Subject to subclause (2), (3) and (4) of clause 4(1) of the above collective agreement, the minimum weekly wage to be paid by an employer to each employee of the undermentioned classes shall be as set out hereunder: Provided that if an employee performs work in more than one category, he shall be classified in the grade for which the highest wage is prescribed:				
DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.08	ACROSS- THE- BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.08
		R	R	R
<b>A. ALL AREAS</b>				
<b>(i)</b>	<b>(a) Foreman:</b>	1645.00	140.00	1785.00
	<b>(b) Supervisor/Quality Controller:</b>			
	(i) Qualified:	672.50	57.00	729.50
	(ii) Learners:			
	first six months of experience	461.50	39.00	500.50
	second six months of experience	551.00	47.00	598.00
	Thereafter, the wage specified in (b)(i) i.e.	672.50	57.00	729.50
	<b>(c) Cloakroom Supervisor/Watchman:</b>	468.00	40.00	508.00
	<b>(d) Mechanic:</b>	1543.50	131.00	1674.50
	<b>(e) Unqualified Mechanic:</b>	575.00	49.00	624.00
	<b>(f) Watchman:</b>	468.00	40.00	508.00
	<b>(g) Labourer:</b>	366.00	31.00	397.00
	<b>(h) Boiler attendant:</b>	402.50	34.00	436.50
<b>(ii)</b>	<b>Pattern Grader:</b>			
	(i) Qualified:	871.50	74.00	945.50
	(ii) Learners:			
	first six months of experience	336.50	28.50	365.00
	second six months of experience	403.00	34.50	437.50
	third six months of experience	469.50	40.00	509.50
	fourth six months of experience	538.00	45.50	583.50
	fifth six months of experience	603.50	51.50	655.00
	sixth six months of experience	670.00	57.00	727.00
	seventh six months of experience	737.00	62.50	799.50
	next four months of experience	803.00	68.50	871.50
	Thereafter, the wage specified in (ii)(i) i.e.	871.50	74.00	945.50
<b>(iii)</b>	<b>Marker-In:</b>			
	(i) Qualified:	672.50	57.00	729.50
	(ii) Learners:			
	first six months of experience	336.50	28.50	365.00
	second six months of experience	377.50	32.00	409.50
	third six months of experience	421.50	36.00	457.50
	fourth six months of experience	462.50	39.50	502.00
	fifth six months of experience	505.00	43.00	548.00
	sixth six months of experience	546.00	46.50	592.50
	seventh six months of experience	588.50	50.00	638.50
	next four months of experience	629.50	53.50	683.00
	Thereafter, the wage specified in (iii)(i) i.e.	672.50	57.00	729.50
<b>(iv)</b>	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>			
	(i) Qualified:	539.00	46.00	585.00
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	356.50	30.50	387.00
	third six months of experience	394.00	33.50	427.50
	fourth six months of experience	429.50	36.50	466.00
	fifth six months of experience	466.00	39.50	505.50
	next four months of experience	502.50	42.50	545.00
	Thereafter, the wage specified in (iv)(i) i.e.	539.00	46.00	585.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.08	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.08
		R	R	R
(v)	<b>Checker, Examiner and/or Passer:</b>			
	(i) Qualified:	468.00	39.50	507.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	356.50	30.50	387.00
	third six months of experience	394.00	33.50	427.50
	next four months of experience	430.00	36.50	466.50
	Thereafter, the wage specified in (v)(i) i.e.	468.00	39.50	507.50
(vi)	<b>(a) Invoice Clerk</b>			
	(i) Qualified:	672.50	57.00	729.50
	(ii) Learners:			
	first six months of experience	484.50	41.00	525.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	672.50	57.00	729.50
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:</b>			
	(i) Qualified:	492.50	42.00	534.50
	(ii) Learners:			
	first six months of experience	353.50	30.00	383.50
	second six months of experience	422.50	36.00	458.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	492.50	42.00	534.50
(vii)	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>			
	(i) Qualified:	530.50	45.00	575.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	355.00	30.00	385.00
	third six months of experience	389.00	33.00	422.00
	fourth six months of experience	424.50	36.00	460.50
	fifth six months of experience	459.50	39.00	498.50
	next four months of experience	495.50	42.00	537.50
	Thereafter, the wage specified in (vii)(i) i.e.	530.50	45.00	575.50
(viii)	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>			
	<b>(a) Does not exceed 2 722 kg</b>	580.50	49.50	630.00
	<b>(b) Exceeds 2 722 kg</b>	674.00	57.50	731.50
(ix)	<b>Part-time Driver of a Motor Vehicle:</b>	528.00	45.00	573.00
(x)	<b>Knitting Machine Operator:</b>			
	(i) Qualified:	691.00	58.50	749.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	382.50	32.50	415.00
	third six months of experience	443.50	37.50	481.00
	fourth six months of experience	505.50	43.00	548.50
	fifth six months of experience	567.00	48.00	615.00
	next four months of experience	630.00	53.50	683.50
	Thereafter, the wage specified in (x)(i) i.e.	691.00	58.50	749.50
(xi)	<b>Maintenance Hand:</b>			
	(i) Qualified:	396.00	33.50	429.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	335.00	28.50	363.50
	third six months of experience	348.00	29.50	377.50
	fourth six months of experience	364.50	31.00	395.50
	next four months of experience	382.00	32.50	414.50
	Thereafter, the wage specified in (xi)(i) i.e.	396.00	33.50	429.50
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>				
(i)	<b>Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>			
	(i) Qualified:	468.00	40.00	508.00
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	344.50	29.50	374.00
	third six months of experience	368.50	31.50	400.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.08	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.08
		R	R	R
	Thereafter, the wage specified in (i)(i) i.e.	468.00	40.00	508.00
	<b>Set Leader and/or Team Leader:</b>	497.50	42.50	540.00
<b>(ii)</b>	<b>General Worker/Pleater:</b>			
	(i) Qualified:	353.50	30.00	383.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	336.00	28.50	364.50
	Thereafter, the wage specified in (ii)(i) i.e.	353.50	30.00	383.50
<b>(iii)</b>	<b>Despatch Packer and Layer-up:</b>			
	(i) Qualified:	365.50	31.00	396.50
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	second six months of experience	342.50	29.00	371.50
	Thereafter, the wage specified in (iii)(i) i.e.	365.50	31.00	396.50
<b>(iv)</b>	<b>Plain Sewer:</b>			
	(i) Qualified:	382.50	32.50	415.00
	(ii) Learners:			
	first six months of experience	320.00	27.00	347.00
	Thereafter, the wage specified in (iv)(i) i.e.	382.50	32.50	415.00
<b>(v)</b>	<b>Sample Machinist :</b>	532.50	45.50	578.00
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT</b>				
<b>(i)</b>	<b>Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>			
	(i) Qualified:	424.00	40.00	464.00
	(ii) Learners:			
	first six months of experience	292.50	27.00	319.50
	second six months of experience	314.50	29.50	344.00
	third six months of experience	336.50	31.50	368.00
	Thereafter, the wage specified in (i)(i) i.e.	424.00	39.50	463.50
	<b>Set Leader and/or Team Leader:</b>	451.50	42.50	494.00
<b>(ii)</b>	<b>General Worker/Pleater:</b>			
	(i) Qualified:	329.00	30.00	359.00
	(ii) Learners:			
	first six months of experience	292.50	27.00	319.50
	second six months of experience	311.50	28.50	340.00
	Thereafter, the wage specified in (ii)(i) i.e.	329.00	30.00	359.00
<b>(iii)</b>	<b>Despatch Packer:</b>			
	(i) Qualified:	345.50	31.00	376.50
	(ii) Learners:			
	first six months of experience	292.50	27.00	319.50
	second six months of experience	319.00	29.00	348.00
	Thereafter, the wage specified in (iii)(i) i.e.	345.50	31.00	376.50
<b>(iv)</b>	<b>Layer-Up:</b>			
	(i) Qualified:	339.00	31.00	370.00
	(ii) Learners:			
	first six months of experience	292.50	27.00	319.50
	second six months of experience	316.00	29.00	345.00
	Thereafter, the wage specified in (iv)(i) i.e.	339.00	31.00	370.00
<b>(v)</b>	<b>Plain Sewer:</b>			
	(i) Qualified:	349.50	32.50	382.00
	(ii) Learners:			
	first six months of experience	292.50	27.00	319.50
	Thereafter, the wage specified in (v)(i) i.e.	349.50	32.50	382.00
<b>(vi)</b>	<b>Sample Machinist :</b>	482.00	45.50	527.50