

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

**MAIN COLLECTIVE AGREEMENT FOR THE NORTHERN REGION (KNITTING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2008 - 31 AUGUST 2009**

WAGES				
An employer shall, subject to the provisions of subclauses (1) (b), (c) and (d), (2), (4), (5) and (6) of clause 4(1)(a) of the above collective agreement, pay to each of his employees, not less than the weekly wage prescribed for an employee of his class as set out hereunder:				
	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
(i)	Foreman:	1 124.00	95.50	1 219.50
(ii)	Dyer: (See (iv) below)			
(iii)	Storeman:			
	(i) Qualified:	1 081.90	92.00	1 173.90
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	563.40	47.90	611.30
	third six months of experience	736.30	62.60	798.90
	next four months of experience	909.10	77.30	986.40
	Thereafter, the wage specified in (iii)(i) i.e.	1 081.90	92.00	1 173.90
(iv)	Mechanic/Dyer:			
	(i) Qualified:	1 124.00	95.50	1 219.50
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	463.80	39.40	503.20
	third six months of experience	537.20	45.70	582.90
	fourth six months of experience	610.50	51.90	662.40
	fifth six months of experience	684.00	58.10	742.10
	sixth six months of experience	757.10	64.30	821.40
	seventh six months of experience	830.60	70.60	901.20
	eighth six months of experience	903.90	76.80	980.70
	ninth six months of experience	977.10	83.00	1 060.10
	next four months of experience	1 050.80	89.30	1 140.10
	Thereafter, the wage specified in (iv)(i) i.e.	1 124.00	95.50	1 219.50
	Mechanic's Assistant:			
	(i) Qualified:	736.00	62.60	798.60
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	424.70	36.10	460.80
	third six months of experience	459.80	30.10	489.90
	fourth six months of experience	494.00	42.00	536.00
	fifth six months of experience	528.80	44.90	573.70
	sixth six months of experience	563.50	47.90	611.40
	seventh six months of experience	597.80	50.80	648.60
	eighth six months of experience	632.50	53.80	686.30
	ninth six months of experience	666.90	56.70	723.60
	next four months of experience	701.60	59.60	761.20
	Thereafter, the wage specified in (v)(i) i.e.	736.00	62.60	798.60
(vi)	Supervisor:	778.20	66.10	844.30
(vii)	Final Examiner of fully-fashioned garments:	722.60	61.40	784.00
	Factory Clerk, Despatch Clerk, Stores Clerk:			
	(i) Qualified:	707.60	60.10	767.70
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	469.70	39.90	509.60
	third six months of experience	549.00	46.70	595.70
	next four months of experience	628.40	53.40	681.80
	Thereafter, the wage specified in (vii)(i) i.e.	707.60	60.10	767.70

		CURRENT WAGE RATE AS AT 31.08.08	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.08
DESCRIPTION OF OCCUPATION		R	R	R
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:			
	(i) Qualified:	707.60	60.10	767.70
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	443.20	37.70	480.90
	third six months of experience	496.00	42.20	538.20
	fourth six months of experience	549.00	46.70	595.70
	third six months of experience	601.80	51.10	652.90
	next four months of experience	654.70	55.60	710.30
	Thereafter, the wage specified in (ix)(i) i.e.	707.60	60.10	767.70
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist including a button, buttonhole and hemming machinist, Mender and Plain Sewer:			
	(i) Qualified:	617.30	52.50	669.80
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	447.00	38.00	485.00
	third six months of experience	503.80	42.80	546.60
	Thereafter, the wage specified in (x)(i) i.e.	617.30	52.50	669.80
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:			
	(a) does not exceed 453,5 kg	590.20	50.20	640.40
	(b) exceeds 453,5 kg but not 2 721 kg	696.80	59.20	756.00
	(c) exceeds 2 721 kg but not 4 535 kg	742.00	63.10	805.10
	(d) exceeds 4 535 kg	805.30	68.40	873.70
(xii)	Security Officer:	901.50	76.60	978.10
(xiii)	Watchman:	695.60	59.10	754.70
(xiv)	Employee not elsewhere specified:			
	(i) Qualified:	724.20	61.60	785.80
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	473.80	40.30	514.10
	third six months of experience	557.40	47.40	604.80
	next four months of experience	640.70	54.50	695.20
	Thereafter, the wage specified in (xiv)(i) i.e.	724.20	61.60	785.80
				0.00
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor	589.40	50.10	639.50
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	507.40	43.10	550.50
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:			
	(i) Qualified:	507.40	43.10	550.50
	(ii) Learners:			
	first six months of experience	390.60	33.20	423.80
	second six months of experience	429.40	36.50	465.90
	third six months of experience	468.60	39.80	508.40
	Thereafter, the wage specified in (xvii)(i) i.e.	507.40	43.10	550.50