

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

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

<b>WAGES</b>				
Subject to the provisions of subclauses (2) (a), 2 (b), (3), (5) and (6) of clause 4(1) of the above collective agreement, not less than the following minimum wages shall be paid to the undermentioned categories of employees: Provided that trainees whose increased experience as at 30 June 2008 entitles them to a higher wage in terms of the table below shall be paid the increased wage:				
C A T	DESCRIPTION OF OCCUPATION	CURRENT WAGE RATE AS AT 31.08.08	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT
		R	R	R
(A)	<b>Pattern Maker and/or Grader:</b>			
	(i) Qualified:	1 083.40	92.10	1 175.50
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	505.10	42.90	548.00
	third six months of experience	621.50	52.80	674.30
	fourth six months of experience	727.50	61.80	789.30
	fifth six months of experience	853.70	72.60	926.30
	next four months of experience	969.70	82.40	1 052.10
	Thereafter, the wage specified in (A)(i) i.e.	1083.40	92.10	1 175.50
(B)	<b>Marker-In:</b>			
	(i) Qualified:	899.50	76.50	976.00
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	474.50	40.30	514.80
	third six months of experience	559.50	47.60	607.10
	fourth six months of experience	644.60	54.80	699.40
	fifth six months of experience	729.70	62.00	791.70
	next four months of experience	814.80	69.30	884.10
	Thereafter, the wage specified in (B)(i) i.e.	899.50	76.50	976.00
(C)	<b>Mechanic:</b>			
	(i) Qualified:	877.30	74.60	951.90
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	443.40	37.70	481.10
	third six months of experience	497.80	42.30	540.10
	fourth six months of experience	552.10	46.90	599.00
	fifth six months of experience	606.60	51.60	658.20
	sixth six months of experience	660.40	56.10	716.50
	seventh six months of experience	714.90	60.80	775.70
	eighth six months of experience	769.10	65.40	834.50
	next four months of experience	823.50	70.00	893.50
	Thereafter, the wage specified in (C)(i) i.e.	877.30	74.60	951.90
(D)	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>			
	(i) Qualified:	651.60	55.40	707.00
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	455.00	38.70	493.70
	third six months of experience	520.80	44.30	565.10
	next four months of experience	587.00	49.90	636.90
	Thereafter, the wage specified in (D)(i) i.e.	651.60	55.40	707.00
*(E1)	<b>Sample Machinist:</b>	647.90	55.10	703.00
(E)	<b>Sewing Machinist, Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:</b>			
	(i) Qualified:	563.20	47.90	611.10
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	432.90	36.80	469.70
	third six months of experience	475.70	40.40	516.10
	Thereafter, the wage specified in (E)(i) i.e.	563.20	47.90	611.10

C A T	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
(F1)	<b>Machinist promoted to Assistant Supervisor:</b>			
	(i) Qualified:	669.40	56.90	726.30
	(ii) Learners:			
	first six months of experience	563.20	47.90	611.10
	second six months of experience	599.80	51.00	650.80
	third six months of experience	635.20	54.00	689.20
	Thereafter, the wage specified in (F1)(i) i.e.	669.40	56.90	726.30
(F)	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>			
	(i) Qualified:	669.40	56.90	726.30
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	459.70	39.10	498.80
	third six months of experience	529.70	45.00	574.70
	next four months of experience	600.40	51.00	651.40
	Thereafter, the wage specified in (F)(i) i.e.	669.40	56.90	726.30
(G)	<b>Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:</b>			
	(i) Qualified:	467.30	39.70	507.00
	(ii) Learners:			
	first six months of experience	390.10	33.20	423.30
	second six months of experience	409.00	34.80	443.80
	third six months of experience	428.30	36.40	464.70
	next four months of experience	447.50	38.00	485.50
	Thereafter, the wage specified in (G)(i) i.e.	467.30	39.70	507.00
(H1)	<b>Foreman:</b>	1478.10	125.60	1 603.70
(H2)	<b>Supervisor, Assistant Foreman, Head Cutter:</b>	806.20	68.50	874.70
(H3)	<b>Artisan:</b>	1687.40	143.40	1 830.80
(H4)	<b>Labourer, Scooter Driver and/or Boiler Attendant:</b>	519.30	44.10	563.40
(H5)	<b>Watchman:</b>	600.00	51.00	651.00
(H6)	<b>Driver (Light Motor Vehicle):</b>	591.50	50.30	641.80
(H7)	<b>Driver (Medium Motor Vehicle):</b>	632.30	53.80	686.10

\*Sample machinist.Any employee when called upon to perform the duties of a sample machinist,shall,while so employed be paid the wage of a sample machinist:Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement.