

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 2009 - 31 AUGUST 2010**

6.75%

WAGES						
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 31.08.09	ACROS S-THE- BOARD INCREA SE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.09
				R	R	R
A. ALL AREAS						
(i)	(a) Foreman:			1785.00	120.49	1905.49
	(b) Supervisor/Quality Controller:					
		(i) Qualified:		729.50	49.24	778.74
		(ii) Learners:				
		first six months of experience		500.50	33.78	534.28
		second six months of experience		598.00	40.37	638.37
		Thereafter, the wage specified in (b)(i) i.e.		729.50	49.24	778.74
	(c) Cloakroom Supervisor/Watchman:			508.00	34.29	542.29
	(d) Mechanic:			1674.50	113.03	1787.53
	(e) Unqualified Mechanic:			624.00	42.12	666.12
	(f) Watchman:			508.00	34.29	542.29
	(g) Labourer:			397.00	26.80	423.80
	(h) Boiler attendant:			436.50	29.46	465.96
(ii)	Pattern Grader:					
		(i) Qualified:		945.50	63.82	1009.32
		(ii) Learners:				
		first six months of experience		365.00	24.64	389.64
		second six months of experience		437.50	29.53	467.03
		third six months of experience		509.50	34.39	543.89
		fourth six months of experience		583.50	39.39	622.89
		fifth six months of experience		655.00	44.21	699.21
		sixth six months of experience		727.00	49.07	776.07
		seventh six months of experience		799.50	53.97	853.47
		next four months of experience		871.50	58.83	930.33
		Thereafter, the wage specified in (ii)(i) i.e.		945.50	63.82	1009.32
(iii)	Marker-In:					
		(i) Qualified:		729.50	49.24	778.74
		(ii) Learners:				
		first six months of experience		365.00	24.64	389.64
		second six months of experience		409.50	27.64	437.14
		third six months of experience		457.50	30.88	488.38
		fourth six months of experience		502.00	33.89	535.89
		fifth six months of experience		548.00	36.99	584.99
		sixth six months of experience		592.50	39.99	632.49
		seventh six months of experience		638.50	43.10	681.60
		next four months of experience		683.00	46.10	729.10
		Thereafter, the wage specified in (iii)(i) i.e.		729.50	49.24	778.74
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
		(i) Qualified:		585.00	39.49	624.49
		(ii) Learners:				
		first six months of experience		347.00	23.42	370.42
		second six months of experience		387.00	26.12	413.12
		third six months of experience		427.50	28.86	456.36
		fourth six months of experience		466.00	31.46	497.46
		fifth six months of experience		505.50	34.12	539.62
		next four months of experience		545.00	36.79	581.79
		Thereafter, the wage specified in (iv)(i) i.e.		585.00	39.49	624.49

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.09	ACROSS-THE-BOARD INCREASE	NEW WAGE RATE WITH EFFECT FROM 01.09.09
		R	R	R
(v)	Checker, Examiner and/or Passer:			
	(i) Qualified:	507.50	34.26	541.76
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	387.00	26.12	413.12
	third six months of experience	427.50	28.86	456.36
	next four months of experience	466.50	31.49	497.99
	Thereafter, the wage specified in (v)(i) i.e.	507.50	34.26	541.76
(vi)	(a) Invoice Clerk			
	(i) Qualified:	729.50	49.24	778.74
	(ii) Learners:			
	first six months of experience	525.50	35.47	560.97
	Thereafter, the wage specified in (vi)(a)(i) i.e.	729.50	49.24	778.74
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:			
	(i) Qualified:	534.50	36.08	570.58
	(ii) Learners:			
	first six months of experience	383.50	25.89	409.39
	second six months of experience	458.50	30.95	489.45
	Thereafter, the wage specified in (vi)(b)(i) i.e.	534.50	36.08	570.58
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:			
	(i) Qualified:	575.50	38.85	614.35
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	385.00	25.99	410.99
	third six months of experience	422.00	28.49	450.49
	fourth six months of experience	460.50	31.08	491.58
	fifth six months of experience	498.50	33.65	532.15
	next four months of experience	537.50	36.28	573.78
	Thereafter, the wage specified in (vii)(i) i.e.	575.50	38.85	614.35
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:			
	(a) Does not exceed 2 722 kg	630.00	42.53	672.53
	(b) Exceeds 2 722 kg	731.50	49.38	780.88
(ix)	Part-time Driver of a Motor Vehicle:	573.00	38.68	611.68
(x)	Knitting Machine Operator:			
	(i) Qualified:	749.50	50.59	800.09
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	415.00	28.01	443.01
	third six months of experience	481.00	32.47	513.47
	fourth six months of experience	548.50	37.02	585.52
	fifth six months of experience	615.00	41.51	656.51
	next four months of experience	683.50	46.14	729.64
	Thereafter, the wage specified in (x)(i) i.e.	749.50	50.59	800.09
(xi)	Maintenance Hand:			
	(i) Qualified:	429.50	28.99	458.49
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	363.50	24.54	388.04
	third six months of experience	377.50	25.48	402.98
	fourth six months of experience	395.50	26.70	422.20
	next four months of experience	414.50	27.98	442.48
	Thereafter, the wage specified in (xi)(i) i.e.	429.50	28.99	458.49
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:	508.00	34.29	542.29
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	374.00	25.25	399.25
	third six months of experience	400.00	27.00	427.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.09	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.09
		R	R	R
	Thereafter, the wage specified in (i)(i) i.e.	508.00	34.29	542.29
	Set Leader and/or Team Leader:	540.00	36.45	576.45
(ii)	General Worker/Pleater:			
	(i) Qualified:	383.50	25.89	409.39
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	364.50	24.60	389.10
	Thereafter, the wage specified in (ii)(i) i.e.	383.50	25.89	409.39
(iii)	Despatch Packer and Layer-up:			
	(i) Qualified:	396.50	26.76	423.26
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	second six months of experience	371.50	25.08	396.58
	Thereafter, the wage specified in (iii)(i) i.e.	396.50	26.76	423.26
(iv)	Plain Sewer:			
	(i) Qualified:	415.00	28.01	443.01
	(ii) Learners:			
	first six months of experience	347.00	23.42	370.42
	Thereafter, the wage specified in (iv)(i) i.e.	415.00	28.01	443.01
(v)	Sample Machinist :	578.00	39.02	617.02
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:	464.00	34.29	498.29
	(ii) Learners:			
	first six months of experience	319.50	23.42	342.92
	second six months of experience	344.00	25.25	369.25
	third six months of experience	368.00	27.00	395.00
	Thereafter, the wage specified in (i)(i) i.e.	463.50	34.29	497.79
	Set Leader and/or Team Leader:	494.00	36.45	530.45
(ii)	General Worker/Pleater:			
	(i) Qualified:	359.00	25.89	384.89
	(ii) Learners:			
	first six months of experience	319.50	23.42	342.92
	second six months of experience	340.00	24.60	364.60
	Thereafter, the wage specified in (ii)(i) i.e.	359.00	25.89	384.89
(iii)	Despatch Packer:			
	(i) Qualified:	376.50	26.76	403.26
	(ii) Learners:			
	first six months of experience	319.50	23.42	342.92
	second six months of experience	348.00	25.08	373.08
	Thereafter, the wage specified in (iii)(i) i.e.	376.50	26.76	403.26
(iv)	Layer-Up:			
	(i) Qualified:	370.00	26.76	396.76
	(ii) Learners:			
	first six months of experience	319.50	23.42	342.92
	second six months of experience	345.00	25.08	370.08
	Thereafter, the wage specified in (iv)(i) i.e.	370.00	26.76	396.76
(v)	Plain Sewer:			
	(i) Qualified:	382.00	28.01	410.01
	(ii) Learners:			
	first six months of experience	319.50	23.42	342.92
	Thereafter, the wage specified in (v)(i) i.e.	382.00	28.01	410.01
(vi)	Sample Machinist :	527.50	39.02	566.52
		60142.00	4104.61	64246.61