

| NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY - (CLOTHING SECTOR) WAGE RATES FOR THE PERIOD 1 SEPTEMBER 2009 - 31 AUGUST 2010 | | | 2009 | 2009 |
|---|---|--|---------------------------|-------------------|
| | | | Increased by 7% on R.5% * | 7% increase on 8% |
| Part A - Cutting Department | | | | |
| GRADE 1 | | | | |
| (a) | Qualified | | 690.55 | 694.75 |
| (b) | Learner | | | |
| | 0 - 6 months | | 456.45 | 459.60 |
| | 7 - 12 months | | 504.95 | 507.30 |
| | 13 - 18 months ** | | 553.30 | 555.85 |
| | Thereafter, the qualifying wage applies | | 691.55 | 694.75 |
| GRADE 2 | | | | |
| (a) | Qualified | | 601.10 | 603.85 |
| (b) | Learner | | | |
| | 0 - 6 months | | 454.00 | 456.15 |
| | Thereafter, the qualifying wage applies | | 601.05 | 603.85 |
| GRADE A | | | | |
| (a) | Qualified | | 615.80 | 618.65 |
| (b) | Learner | | | |
| | 0 - 6 months | | 478.35 | 480.60 |
| | Thereafter, the qualifying wage applies | | 615.80 | 618.65 |
| HEAD CUTTER | | | | |
| | | | 1109.30 | 1108.40 |
| ASSISTANT HEAD CUTTER | | | | |
| | | | 882.60 | 886.65 |
| CUTTER/TRIMMER | | | | |
| (a) | Qualified | | 699.25 | 696.45 |
| (b) | Learner | | | |
| | 0 - 6 months | | 434.85 | 436.90 |
| | 7 - 12 months | | 485.00 | 488.00 |
| | 13 - 18 months | | 534.80 | 537.25 |
| | 19 - 22 months | | 592.95 | 595.65 |
| | Thereafter, the qualifying wage applies | | 699.25 | 696.45 |
| BAND KNIFE CUTTER | | | | |
| (a) | Qualified | | 729.55 | 732.90 |
| (b) | Learner | | | |
| | 0 - 6 months | | 486.50 | 488.70 |
| | 7 - 12 months | | 540.25 | 542.75 |
| | 13 - 18 months | | 589.55 | 592.30 |
| | 19 - 22 months | | 645.60 | 648.80 |
| | Thereafter, the qualifying wage applies | | 699.25 | 732.90 |
| MECHANIC | | | | |
| (a) | Qualified | | 1185.70 | 1191.20 |
| (b) | Learner | | | |
| | 0 - 6 months | | 607.10 | 609.60 |
| | 7 - 12 months | | 628.20 | 631.15 |
| | 13 - 18 months | | 721.00 | 724.40 |
| | 19 - 24 months | | 813.75 | 817.55 |
| | 25 - 30 months | | 912.70 | 916.95 |
| | 31 - 36 months | | 1009.60 | 1008.25 |
| | 37 - 40 months | | 1099.10 | 1098.20 |
| | Thereafter, the qualifying wage applies | | 1185.70 | 1191.20 |
| CLERK * | | | | |
| (a) | Qualified | | 741.10 | 744.50 |
| (b) | Learner | | | |
| | 0 - 6 months | | 509.85 | 506.20 |
| | 7 - 12 months | | 568.90 | 571.55 |
| | 13 - 18 months | | 622.35 | 625.25 |
| | Thereafter, the qualifying wage applies | | 741.10 | 744.50 |
| WATCHMAN | | | | |
| | | | 621.15 | 624.00 |
| DRIVER 1 | | | | |
| | | | 583.40 | 586.15 |
| DRIVER 2 | | | | |
| | | | 637.50 | 640.45 |
| DRIVER 3 | | | | |
| | | | 743.35 | 746.30 |
| DRIVER 4 | | | | |
| | | | 897.85 | 902.00 |
| FOREPERSON | | | | |
| | | | 850.00 | 853.95 |

* Provided a registered productivity incentive scheme is in place.

** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.

NATIONAL BARGAINING COUNCIL FOR
THE CLOTHING MANUFACTURING
INDUSTRY - WAGE RATES FOR THE
GARMENT KNITTING SECTOR FOR THE
PERIOD 1 SEPTEMBER 2009-31 AUGUST
2010

| | | 2009 | 2009 |
|---------------------------|---|---------------------------|-----------------------|
| DESCRIPTION OF OCCUPATION | | INCREASED BY 7% ON 8.5% * | INCREASED BY 7% ON 9% |
| (i) | Foreman: | 1298.10 | 1304.15 |
| (j) | Dyer: (See (iv) below) | | |
| (ii) | Storeman: | | |
| (i) | Qualified: | 1249.55 | 1255.30 |
| (ii) | Learners: | | |
| | first six months of experience | 451.45 | 453.50 |
| | second six months of experience | 550.95 | 553.95 |
| | third six months of experience | 850.55 | 854.50 |
| | next four months of experience | 1050.05 | 1054.90 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 1249.55 | 1255.30 |
| (iv) | Mechanic/Dyer: | | |
| (i) | Qualified: | 1298.10 | 1304.15 |
| (ii) | Learners: | | |
| | first six months of experience | 451.45 | 453.50 |
| | second six months of experience | 535.95 | 538.50 |
| | third six months of experience | 620.70 | 623.60 |
| | fourth six months of experience | 705.45 | 708.70 |
| | fifth six months of experience | 790.20 | 793.85 |
| | sixth six months of experience | 874.55 | 878.65 |
| | seventh six months of experience | 959.50 | 963.95 |
| | eighth six months of experience | 1044.10 | 1048.95 |
| | ninth six months of experience | 1128.70 | 1133.95 |
| | next four months of experience | 1213.60 | 1219.20 |
| | Thereafter, the wage specified in (iv)(i) i.e. | 1298.10 | 1304.15 |
| (v) | Mechanic's Assistant: | | |
| (i) | Qualified: | 850.35 | 854.25 |
| (ii) | Learners: | | |
| | first six months of experience | 451.45 | 453.50 |
| | second six months of experience | 490.80 | 493.20 |
| | third six months of experience | 531.35 | 533.80 |
| | fourth six months of experience | 570.80 | 573.45 |
| | fifth six months of experience | 610.95 | 613.80 |
| | sixth six months of experience | 651.05 | 654.05 |
| | seventh six months of experience | 690.70 | 693.90 |
| | eighth six months of experience | 730.75 | 734.15 |
| | ninth six months of experience | 770.45 | 774.05 |
| | next four months of experience | 810.45 | 814.20 |
| | Thereafter, the wage specified in (v)(i) i.e. | 850.35 | 854.25 |
| (vi) | Supervisor: | 898.90 | 903.10 |
| (vii) | Final Examiner of fully-fashioned garments: | 834.80 | 838.65 |
| (viii) | Factory Clerk, Despatch Clerk, Stores Clerk: | | |
| (i) | Qualified: | 823.20 | 821.15 |
| (ii) | Learners: | | |
| | first six months of experience | 451.45 | 453.60 |
| | second six months of experience | 542.80 | 545.40 |
| | third six months of experience | 634.35 | 637.30 |
| | next four months of experience | 726.00 | 729.35 |
| (ix) | Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper: | | |
| (i) | Qualified: | 817.38 | 821.15 |
| (ii) | Learners: | | |
| | first six months of experience | 451.45 | 453.90 |

| | | 2009 | 2009 |
|---------------------------|--|--------------------------|-----------------------|
| DESCRIPTION OF OCCUPATION | | INCREASED BY 7% ON 8.6%* | INCREASED BY 7% ON 9% |
| | second six months of experience | 512.30 | 514.63 |
| | third six months of experience | 573.15 | 575.80 |
| | fourth six months of experience | 634.35 | 637.35 |
| | fifth six months of experience | 695.30 | 698.30 |
| | next four months of experience | 756.50 | 759.95 |
| | Leader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer: | | |
| (xi) | (i) Qualified: | 713.20 | 716.65 |
| | (ii) Learners: | | |
| | first six months of experience | 461.48 | 463.60 |
| | second six months of experience | 516.65 | 519.05 |
| | third six months of experience | 582.10 | 584.80 |
| | next four months of experience | 647.80 | 650.75 |
| | Thereafter the wage specified in (xi)(i) i.e. | 713.20 | 716.65 |
| | Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—: | | |
| (xii) | (a) does not exceed 453,5 kg | 681.85 | 686.00 |
| | (b) exceeds 453,5 kg but not 2 721 kg | 805.00 | 808.75 |
| | (c) exceeds 2 721 kg but not 4 535 kg | 867.25 | 861.20 |
| | (d) exceeds 4 535 kg | 930.25 | 934.65 |
| (xiii) | Security Officer: | 1041.30 | 1046.20 |
| (xiv) | Watchman: | 803.60 | 807.35 |
| | Employee not elsewhere specified: | | |
| (xv) | (i) Qualified: | 836.65 | 840.60 |
| | (ii) Learners: | | |
| | first six months of experience | 451.45 | 453.50 |
| | second six months of experience | 547.65 | 550.15 |
| | third six months of experience | 644.15 | 647.15 |
| | next four months of experience | 740.30 | 743.70 |
| | thereafter, the wage specified in (xv)(i) i.e. | 836.65 | 840.60 |
| | 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 fabric: | | |
| (xvi) | (i) Qualified: | 586.30 | 589.05 |
| | (ii) Learners: | | |
| | first six months of experience | 451.45 | 453.50 |
| | second six months of experience | 496.25 | 498.60 |
| | third six months of experience | 541.50 | 544.10 |
| | Thereafter, the wage specified in (xv)(i) i.e. | 586.30 | 589.05 |
| (xvii) | Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker | 586.30 | 589.05 |
| (xviii) | General Worker (Knitting) | 681.10 | 684.25 |

* Provided a registered productivity incentive scheme is in place