

**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:					
<b>C A T</b>	<b>DESCRIPTION OF OCCUPATION</b>		<b>CURRENT WAGE RATE AS AT 31.08.09</b>	<b>ACROSS- THE- BOARD INCREASE RATE</b>	<b>NEW WAGE RATE WITH EFFECT FROM 01.09.09</b>
			<b>R</b>	<b>R</b>	<b>R</b>
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>				
		(i) Qualified:	1 015.60	93.70	1 109.30
		(ii) Learners:			
		first six months of experience	365.70	33.70	399.40
		second six months of experience	473.50	43.80	517.30
		third six months of experience	582.60	53.70	636.30
		fourth six months of experience	682.00	62.90	744.90
		fifth six months of experience	800.20	73.90	874.10
		next four months of experience	909.00	83.90	992.90
		Thereafter, the wage specified in (A)(i) i.e.	1 015.60	93.70	1 109.30
<b>(B)</b>	<b>Marker-In:</b>				
		(i) Qualified:	843.20	77.90	921.10
		(ii) Learners:			
		first six months of experience	365.70	33.70	399.40
		second six months of experience	444.80	41.00	485.80
		third six months of experience	524.50	48.50	573.00
		fourth six months of experience	604.20	55.80	660.00
		fifth six months of experience	684.00	63.20	747.20
		next four months of experience	763.80	70.40	834.20
		Thereafter, the wage specified in (B)(i) i.e.	843.20	77.90	921.10
<b>(C)</b>	<b>Mechanic:</b>				
		(i) Qualified:	822.40	76.00	898.40
		(ii) Learners:			
		first six months of experience	365.70	33.70	399.40
		second six months of experience	415.60	38.40	454.00
		third six months of experience	466.60	43.10	509.70
		fourth six months of experience	517.50	47.80	565.30
		fifth six months of experience	568.60	52.50	621.10
		sixth six months of experience	619.00	57.20	676.20
		seventh six months of experience	670.10	61.90	732.00
		eighth six months of experience	720.90	66.60	787.50
		next four months of experience	771.90	71.30	843.20
		Thereafter, the wage specified in (C)(i) i.e.	822.40	76.00	898.40
<b>(D)</b>	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>				
		(i) Qualified:	610.80	56.30	667.10
		(ii) Learners:			
		first six months of experience	365.70	33.70	399.40
		second six months of experience	426.60	39.40	466.00
		third six months of experience	488.20	45.10	533.30
		next four months of experience	550.20	50.80	601.00
		Thereafter, the wage specified in (D)(i) i.e.	610.80	56.30	667.10
<b>*(E1)</b>	<b>Sample Machinist:</b>		607.30	56.10	663.40
<b>(E)</b>	<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:	528.00	48.70	576.70
		(ii) Learners:			
		first six months of experience	365.70	33.70	399.40
		second six months of experience	405.80	37.50	443.30
		third six months of experience	445.90	41.20	487.10
		Thereafter, the wage specified in (E)(i) i.e.	528.00	48.70	576.70
<b>C</b>					
<b>A</b>	<b>DESCRIPTION OF OCCUPATION</b>		<b>CURRENT WAGE RATE AS AT 31.08.09</b>	<b>ACROSS-THE-BOARD INCREASE RATE</b>	<b>NEW WAGE RATE WITH EFFECT FROM 01.09.09</b>
<b>T</b>			<b>R</b>	<b>R</b>	<b>R</b>
<b>(F1)</b>	<b>Machinist promoted to Assistant Supervisor:</b>				
		(i) Qualified:	627.50	-50.80	576.70
		(ii) Learners:			
		first six months of experience	528.00	122.40	650.40
		second six months of experience	562.30	123.00	685.30
		third six months of experience	595.50	#VALUE!	#VALUE!
		Thereafter, the wage specified in (F1)(i) i.e.	627.50	57.80	685.30
<b>(F)</b>	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>				
		(i) Qualified:	612.90	-213.50	399.40
		(ii) Learners:			
		first six months of experience	357.20	185.20	542.40
		second six months of experience	420.90	193.90	614.80
		third six months of experience	485.00	200.30	685.30
		next four months of experience	549.70	#VALUE!	#VALUE!
		Thereafter, the wage specified in (F)(i) i.e.	612.90	-134.40	478.50
<b>(G)</b>	<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 Frammer; Pleater and Embroidery Machine Minder:</b>				
		(i) Qualified:	427.90	-28.50	399.40
		(ii) Learners:			
		first six months of experience	357.20	81.30	438.50
		second six months of experience	374.50	83.70	458.20
		third six months of experience	392.10	86.40	478.50
		next four months of experience	409.80	#VALUE!	#VALUE!
		Thereafter, the wage specified in (G)(i) i.e.	427.90	1 085.50	1 513.40
<b>(H1)</b>	<b>Foreman:</b>		1 353.30	-527.80	825.50
<b>(H2)</b>	<b>Supervisor, Assistant Foreman, Head Cutter:</b>		738.20	989.70	1 727.90
<b>(H3)</b>	<b>Artisan:</b>		1 545.00	-1 013.30	531.70
<b>(H4)</b>	<b>Labourer, Scooter Driver and/or Boiler Attendant:</b>		475.40	138.90	614.30
<b>(H5)</b>	<b>Watchman:</b>		549.40	56.20	605.60
<b>(H6)</b>	<b>Driver (Light Motor Vehicle):</b>		541.50	105.90	647.40
<b>(H7)</b>	<b>Driver (Medium Motor Vehicle):</b>		578.90	40 960.70	41 539.60

\*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.