

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2009 TO 31 AUGUST**  
**2010**

		<b>WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)</b>						
(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:								
				<b>Note:</b> Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause Clause 4(12) of the Knitting Division Agreement)				
			<b>Wage per week at 31-Aug-09 (excl allow)</b>	<b>Across the Board Increase 7.0% (rounded)</b>		<b>Wage per week from 01-Sep-09 (excl allow)</b>	<b>Plus "2001 Allowance" (*See note above)</b>	<b>Wage per week from 01-Sep-09 (incl allow)</b>
		<b>R</b>	<b>R</b>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>Part A - Cutting Department</b>								
Pattern Maker:								
(a)	Qualified		<b>1 219.50</b>	85.50		<b>1 305.00</b>	10.30	<b>1 315.30</b>
(b)	Learner							
	First year							
	First six months of experience		<b>683.00</b>	48.00		<b>731.00</b>	5.86	<b>736.86</b>
	Second six months of experience		<b>754.00</b>	53.00		<b>807.00</b>	6.45	<b>813.45</b>
	Second year							
	First six months of experience		<b>825.50</b>	58.00		<b>883.50</b>	7.04	<b>890.54</b>
	Second six months of experience		<b>901.50</b>	63.00		<b>964.50</b>	7.67	<b>972.17</b>
	Third year							
	First six months of experience		<b>982.50</b>	69.00		<b>1 051.50</b>	8.34	<b>1 059.84</b>
	Next four months of experience		<b>1 061.00</b>	74.50		<b>1 135.50</b>	8.99	<b>1 144.49</b>
	Thereafter, the wage specified in (a), i.e.		<b>1 219.50</b>	85.50		<b>1 305.00</b>	10.30	<b>1 315.30</b>
Pattern Grader								
(a)	Qualified		<b>984.00</b>	69.00		<b>1 053.00</b>	8.35	<b>1 061.35</b>
(b)	Learner							
	First year							
	First six months of experience		<b>643.00</b>	45.00		<b>688.00</b>	5.52	<b>693.52</b>
	Second six months of experience		<b>683.00</b>	48.00		<b>731.00</b>	5.86	<b>736.86</b>
	Second year							
	First six months of experience		<b>723.50</b>	50.50		<b>774.00</b>	6.20	<b>780.20</b>
	Second six months of experience		<b>775.00</b>	54.50		<b>829.50</b>	6.62	<b>836.12</b>
	Third year							
	First six months of experience		<b>825.50</b>	58.00		<b>883.50</b>	7.04	<b>890.54</b>
	Next four months of experience		<b>879.00</b>	61.50		<b>940.50</b>	7.48	<b>947.98</b>
	Thereafter, the wage specified in (a), i.e.		<b>984.00</b>	69.00		<b>1 053.00</b>	8.35	<b>1 061.35</b>
Football Jersey Cutter								
(a)	Qualified		<b>684.00</b>	48.00		<b>732.00</b>	5.87	<b>737.87</b>
(b)	Learner							
	First year							
	First six months of experience		<b>513.50</b>	36.00		<b>549.50</b>	4.46	<b>553.96</b>
	Second six months of experience		<b>544.00</b>	38.00		<b>582.00</b>	4.71	<b>586.71</b>
	Second year							
	First six months of experience		<b>573.00</b>	40.00		<b>613.00</b>	4.95	<b>617.95</b>
	Second six months of experience		<b>603.50</b>	42.00		<b>645.50</b>	5.20	<b>650.70</b>
	Third year							
	First four months of experience		<b>632.50</b>	44.50		<b>677.00</b>	5.44	<b>682.44</b>
	Thereafter, the wage specified in (a), i.e.		<b>684.00</b>	48.00		<b>732.00</b>	5.87	<b>737.87</b>
Layer-up								
(a)	Qualified		<b>589.50</b>	41.50		<b>631.00</b>	5.09	<b>636.09</b>
(b)	Learner							
	First year							

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		Wage per week at	Across the Board Increase	Wage per week from	Plus "2001 Allowance"	Wage per week from
		31-Aug-09	7.0%	01-Sep-09	(*See note above)	01-Sep-09
		(excl allow)	(rounded)	(excl allow)		(incl allow)
		R	R	R	R	R
	First six months of experience	496.50	35.00	531.50	4.32	535.82
	Second six months of experience	513.50	36.00	549.50	4.46	553.96
	Second year					
	First six months of experience	536.50	37.50	574.00	4.65	578.65
	Thereafter, the wage specified in (a), i.e.	589.50	41.50	631.00	5.09	636.09
<b>Part B - Factory Operatives</b>						
Grade A employee:						
(a)	Qualified	754.00	53.00	807.00	6.45	813.45
(b)	Learner					
	First year					
	First six months of experience	530.50	37.00	567.50	4.60	572.10
	Second six months of experience	572.00	40.00	612.00	4.94	616.94
	Second year					
	First six months of experience	611.00	43.00	654.00	5.26	659.26
	Second six months of experience	643.00	45.00	688.00	5.52	693.52
	Third year					
	First four months of experience	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified in (a), i.e.	754.00	53.00	807.00	6.45	813.45
Grade B employee:						
(a)	Qualified	644.50	45.00	689.50	5.54	695.04
(b)	Learner					
	First year					
	First six months of experience	523.00	36.50	559.50	4.53	564.03
	Second six months of experience	550.00	38.50	588.50	4.76	593.26
	Second year					
	First six months of experience	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified in (a), i.e.	644.50	45.00	689.50	5.54	695.04
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	644.50	45.00	689.50	5.54	695.04
	Second six months from date of advancement	663.50	46.50	710.00	5.70	715.70
	Third six months from date of advancement	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified for a qualified Grade A	754.00	53.00	807.00	6.45	813.45
Grade C employee:						
(a)	Qualified	572.00	40.00	612.00	4.94	616.94
(b)	Learner					
	First year					
	First six months of experience	512.50	36.00	548.50	4.45	552.95
	Second six months of experience	527.50	37.00	564.50	4.57	569.07
	Thereafter, the wage specified in (a), i.e.	572.00	40.00	612.00	4.94	616.94
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	572.00	40.00	612.00	4.94	616.94
	Next six months from date of advancement	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified for a qualified Grade B	644.50	45.00	689.50	5.54	695.04
<b>Part C - Clerical employees</b>						
Clerk						
(a)	Qualified	830.50	58.00	888.50	7.09	895.59
(b)	Learner					
	First year	612.50	43.00	655.50	5.28	660.78
	Second year	666.00	46.50	712.50	5.72	718.22
	Third year					
	First four months of experience	728.00	51.00	779.00	6.23	785.23
	Thereafter, the wage specified in (a), i.e.	830.50	58.00	888.50	7.09	895.59
Factory Clerk						

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		31-Aug-09 (excl allow)	7.0% (rounded)	01-Sep-09 (excl allow)	(*See note above)	01-Sep-09 (incl allow)
		R	R	R	R	R
(a)	Qualified	<b>624.00</b>	43.50	<b>667.50</b>	5.37	<b>672.87</b>
(b)	Learner					
	First year	<b>496.50</b>	35.00	<b>531.50</b>	4.32	<b>535.82</b>
	Second year	<b>529.00</b>	37.00	<b>566.00</b>	4.59	<b>570.59</b>
	Third year					
	First four months of experience	<b>572.00</b>	40.00	<b>612.00</b>	4.94	<b>616.94</b>
	Thereafter, the wage specified in (a), i.e.	<b>624.00</b>	43.50	<b>667.50</b>	5.37	<b>672.87</b>
<b>Part D - General</b>						
	Boiler attendant	<b>592.00</b>	41.50	<b>633.50</b>	5.11	<b>638.61</b>
	Despatch packer	<b>611.00</b>	43.00	<b>654.00</b>	5.26	<b>659.26</b>
	General Worker	<b>572.00</b>	40.00	<b>612.00</b>	4.94	<b>616.94</b>
	Labourer	<b>578.00</b>	40.50	<b>618.50</b>	4.99	<b>623.49</b>
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -					
	(a) does not exceed 1 360 kg	<b>611.00</b>	43.00	<b>654.00</b>	5.26	<b>659.26</b>
	(b) exceeds 1 360 but not 2 720 kg	<b>634.50</b>	44.50	<b>679.00</b>	5.46	<b>684.46</b>
	(c) exceeds 2 720 kg	<b>723.50</b>	50.50	<b>774.00</b>	6.20	<b>780.20</b>
	Supervisor, quality controller and instructor	<b>775.00</b>	54.50	<b>829.50</b>	6.62	<b>836.12</b>
	Traveller's driver	<b>634.50</b>	44.50	<b>679.00</b>	5.46	<b>684.46</b>
	Watchman or caretaker, whose ordinary hours of work are -					
	(a) less than 60 hours per week	<b>659.50</b>	46.00	<b>705.50</b>	5.67	<b>711.17</b>
	(b) 60 hours per week	<b>692.00</b>	48.50	<b>740.50</b>	5.94	<b>746.44</b>