

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	785.98	864.58
Bottom scouring	785.98	864.58
Heel scouring	785.98	864.58
Heel spraying	785.98	864.58
Ploughing out	785.98	864.58
Complete finishing by hand	785.98	864.58
Top piece trimming	785.98	864.58
Bunk wheeling	785.98	864.58
Louis flap ironing	785.98	864.58
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	785.98	864.58
Seat wheeling	785.98	864.58
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	785.98	864.58
Welt wheeling	785.98	864.58
Decorative feather stitching by hand after the sole is permanently attached to the upper	785.98	864.58
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	699.41	769.35
Crow wheeling	699.41	769.35
Finger scouring	699.41	769.35
Heel breast cornering	699.41	769.35
Inking, staining, waxing and damping	699.41	769.35
Inserting, slipping and putting away lasts	699.41	769.35
Ploughing (removing the scarf round under edge of sole)	699.41	769.35
Rubbing of edges and bottoms	699.41	769.35
Spew and/or flash trimming	699.41	769.35
Conveyor belt loading	699.41	769.35
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	946.84	1041.52
Examining	946.84	1041.52
Patent repairing	699.41	769.35
Embossing and/or stamping	699.41	769.35
Boxing	699.41	769.35
Dressing and/or sizing	699.41	769.35
Dressing by spray-gun	699.41	769.35
Hand polishing and cleaning	699.41	769.35
Ironing	699.41	769.35
Labelling	699.41	769.35
Lining trimming	699.41	769.35
Size stamping on footwear	699.41	769.35
Socking	699.41	769.35
Stamping descriptions and sizes on labels	699.41	769.35
Quarter forming by machine	699.41	769.35
Smoothing insole before socking or boxing	699.41	769.35

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	715.26	786.79
Batch mass-measuring and assembling of chemicals	715.26	786.79
Operating extruding machine	715.26	786.79
Operating an open mixing mill with a width of not less than 1,52m	715.26	786.79
Operating internal mixer	715.26	786.79
Slabbing sheet rubber to gauge (stretching compound)	715.26	786.79
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	715.26	786.79
Warming compound on open mill	715.26	786.79
Hydraulic press operating	715.26	786.79
Operating splitting machine	715.26	786.79
(ii) Group 1:		
Issuing soles and heels	699.41	769.35
Press cutting blanks (clicking)	699.41	769.35
Attending autoclave	699.41	769.35
Assisting mass-measurer	699.41	769.35
Mould checking	699.41	769.35
Operating an open mixing mill with a width of less than 1,01m	699.41	769.35
Masticating, sheeting out, cracking or breaking compound	699.41	769.35
Buffing or scouring machine operations	699.41	769.35
Feeding rubber into calendar (feeding stretchers)	699.41	769.35
Grinding scrap by machine	699.41	769.35
Mould cleaning	699.41	769.35
Trimming	699.41	769.35
Blank cutting and mass-measuring to fixed standards	699.41	769.35
Extruding into trays	699.41	769.35
Bale cutting	699.41	769.35
Sieving chemicals, buffings and grindings	699.41	769.35
Stencilling or making bales	699.41	769.35
Applying powder	699.41	769.35
Packing soles and heels	699.41	769.35
Granulating	699.41	769.35
Assisting calendar operator	699.41	769.35
Dipping machine operator	699.41	769.35
[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	734.06	807.47
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	1164.40	1280.84
(iii) High-frequency welding, embossing of socks and other components	699.41	769.35
(iv) High-frequency welding, combined with cutting of socks and other components	809.35	890.29
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		

	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	734.06	807.47
(ii) Flow moulding pre-cut socks	734.06	807.47
(iii) Flow moulding where eventual upper is presented in liquid form		
(iv) Colour application to moulds prior to flow moulding	734.06	807.47
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	734.06	807.47
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid	785.98	864.58
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	699.41	769.35
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	785.98	864.58
(ii) String-lasting of synthetic uppers	785.98	864.58
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....		
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	832.19	915.41
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	832.19	915.41
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	699.41	769.35
(v) Cutting of heel covers to a pattern from layered heel covering material	832.19	915.41
(vi) (aa) Cross cutting of timber into lengths.....	832.19	915.41
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides	699.41	769.35
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides	699.41	769.35
(ad) Cupping of heels to fit heel seats	699.41	769.35
(vii) Cementing heels and heel covers	699.41	769.35
(viii) Spotting of heel covers to heels and pressing	699.41	769.35
(ix) Trimming of heel covers	699.41	769.35
(x) Top piece attaching.....	785.98	864.58
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	699.41	769.35
(ii) Measuring, marking and cutting timber into required lengths.....	699.41	769.35
(iii) Marking top and side elevation for profile cutting of unit	699.41	769.35
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	785.98	864.58
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	785.98	864.58
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	699.41	769.35
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	785.98	864.58
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	699.41	769.35
(ix) Attaching top pieces to heels.....	785.98	864.58
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	699.41	769.35
(ab) Scouring units by hand prior to or after sole attaching	785.98	864.58
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	699.41	769.35
(xii) Examining for quality.....	946.84	1041.52
(xiii) Repairing of units	699.41	769.35
(xiv) Size stamping.....	699.41	769.35
(xv) Varnishing, painting, spraying or dipping units	699.41	769.35
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	699.41	769.35

	Column A Per week	Column B Per week
<u>(N) LEARNERS</u>		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months	587.05	645.76
Second six months	648.46	713.31
Third six months	713.07	784.37
Fourth six months	766.63	843.29
Fifth six months	860.22	946.24
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Third six months	556.21	611.83
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Third six months	556.21	611.83
Fourth six months	617.51	679.26
Fifth six months	694.48	763.93
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R632.95 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R668.63 per week or R737.21 per week or R779.45 if employed on operations for which these rates are prescribed;		
(xx) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R632.95. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	699.41	769.35
<u>(P) RATIOS</u>		
(v) Class I Operations in the Rough Stuff and Finishing Departments		
For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
(vi) Class II Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.		
(vii) Class III Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers. Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2) Provided further that -

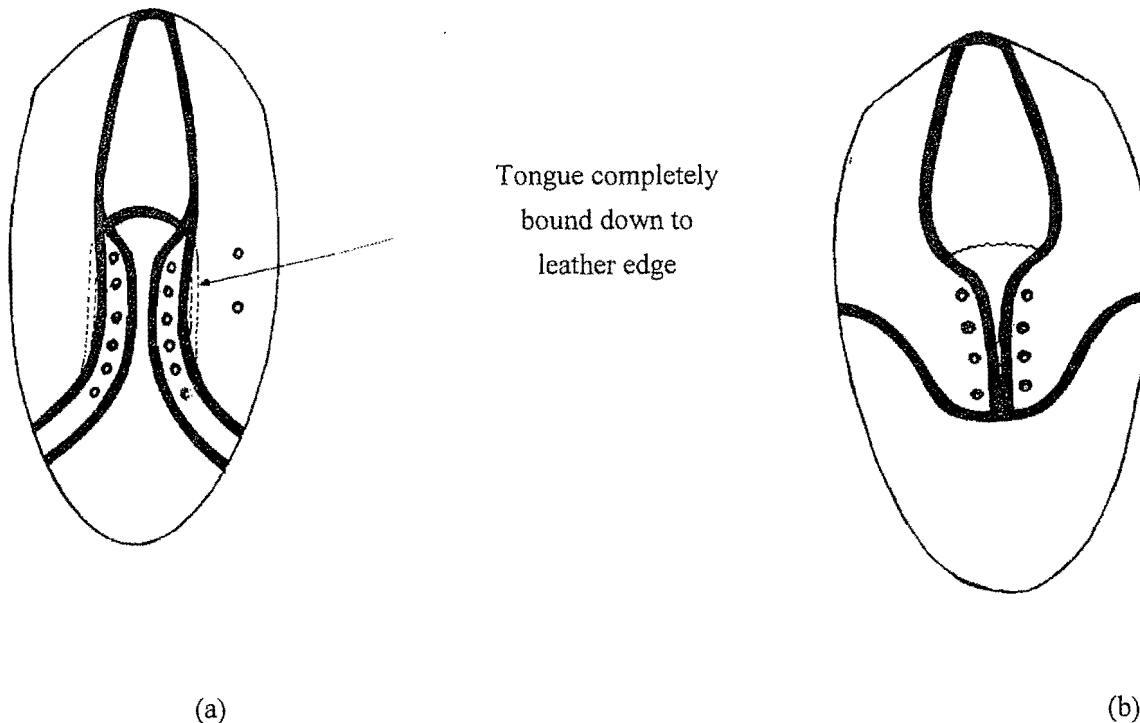
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	1037.87	1141.66
(ii) Cutting of rubber uppers	809.35	890.29
(iii) Cutting of fabric impregnated with rubber	809.35	890.29
(iv) Closing Departments:		
(a) Upper closing	738.84	812.72
(b) Lining closing	738.84	812.72
(c) Eyeletting		
(d) Buffing tongues	738.84	812.72
(e) Inserting tongues	699.41	769.35
(f) Securing tongues	699.41	769.35
(g) Table-hands	699.41	769.35
(xxi) All sole cutting operations, whether by hand or press	993.07	1092.38
(xxii) All other press cutting operations (bottom stock only)	699.41	769.35
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	785.98	864.58
(xxiv) Insole attaching	699.41	769.35
(xxv) Placing material around the last	699.41	769.35
(xxvi) Sole attaching	699.41	769.35
(xxvii) Attending an autoclave	699.41	769.35
(xxviii) Solutioning by hand	699.41	769.35
(xxix) Solutioning by machine	699.41	769.35
(xxx) (a) Moulding of soles, heels and/or sole and heel units	699.41	769.35
(b) Moulding of boots other than in an autoclave	699.41	769.35
(xxxi) Hobnailing	785.98	864.58
(xxxii) Sole roughing	699.41	769.35
(xxxiii) Upper roughing	699.41	769.35
(xxxiv) Edge trimming	699.41	769.35
(xxxv) Spew and/or flash trimming on moulded boots	699.41	769.35
(xxxvi) Inserting laces	699.41	769.35
(xxxvii) Slipping and sorting lasts	699.41	769.35
(xxxviii) Trimming linings	699.41	769.35
(xxxix) Rolling uppers	699.41	769.35
(xl) Cutting and/or inserting stays	699.41	769.35
(xli) Dressing	699.41	769.35
(xlii) Cleaning	699.41	769.35
(xliii) Stamping sizes on linings	699.41	769.35
(xliv) Loading trolley for autoclave	699.41	769.35
(xlv) Pairing	699.41	769.35
(xlvi) Attaching thoughts or insole covers	699.41	769.35
(xlvii) Operations not specified in (i) to (xxx) above	699.41	769.35
(xlviii) General workers	699.41	769.35

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	1037.86	1141.65
Group 2:		
Assisting clicker	699.41	769.35
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	699.41	769.35
Gum boots	699.41	769.35
Size marking	699.41	769.35
(ii) Closing Department:		
Group 3:		
Attaching stays	699.41	769.35
Size stamping on linings	699.41	769.35
Tread trimming	699.41	769.35
All other closing room operations, including eyeletting, perforating and skiving	738.84	812.72
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	993.07	1092.38
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	699.41	769.35
Group 6:		
All other press cutting operations	699.41	769.35
(iv) Making Department:		
Group 7:		
Applying insole filler	699.41	769.35
Size stamping insole	699.41	769.35
Hand-lasting, rubber sole attaching by hand	699.41	769.35
Vulcanising soles to uppers	699.41	769.35
Solutioning by hand or machine	699.41	769.35
Assembling	699.41	769.35
Direct moulding of soles to canvas uppers	734.06	807.47
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine, each shall be paid	785.98	864.58
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	785.98	864.58
String-lasting	734.06	807.47
Lasting operations on a Kamborian machine	809.35	890.29
Lasting seats or sides by machine	900.40	990.44
Combined pulling over and forepart lasting	1128.80	1241.68
(v) Group 8:		
Hobnailing by hand or machine	785.98	864.58
(vi) Group 9:		
Attaching back strip	699.41	769.35
Attaching foxing	699.41	769.35
Attaching insole	699.41	769.35
Attaching lining to upper	699.41	769.35
Cementing	699.41	769.35
Cleaning soles	699.41	769.35

	Column A Per week	Column B Per week
Cutting foxing	699.41	769.35
Feeding conveyer		
Granulating	699.41	769.35
Inserting the puffs		
Rolling uppers	699.41	769.35
Slipping lasts	699.41	769.35
Sole rolling	699.41	769.35
Supplying lasts	699.41	769.35
Trimming uppers	699.41	769.35
Mass-measuring pellets for direct moulding	699.41	769.35
Wheeling	699.41	769.35
Checking and repairing	699.41	769.35
Edge scouring		
Silk screen printing	699.41	769.35
	699.41	769.35
(vii) Any operations not specified in (i) to (vi) above		
(viii) General Workers	699.41	769.35
	699.41	769.35
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	448.76	493.64
Second six months	501.35	551.49
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		

	Column A Per week	Column B Per week
<p style="text-align: center;">CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</p> <p style="text-align: center;">(1) WAGES</p> <p>Qualified employees on:</p>		
A. Upper Cutting Department:		
(i) Upper cutting	1037.50	1141.25
(ii) Stock cutting and/or lining cutting	809.35	890.29
(iii) Upper assembling	809.35	890.29
(iv) Marking and/or stamping	699.41	769.35
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	703.70	774.07
(ii) Machining of uppers, socks, pads and soft soles together	738.84	812.72
(iii) Machining elastic bound edges of uppers to soft soles	738.84	812.72
C. Rough Stuff Department:		
(i) Sole cutting from leather	1128.80	1241.68
(ii) Sole cutting from other than leather	993.07	1092.38
(iii) Insole cutting and lift and top-piece cutting	993.07	1092.38
(iv) Stamping	699.41	769.35
(v) Heel covering	699.41	769.35
D. Making Department:		
(i) Slipper turn sewing	857.50	943.25
(v) Steaming and blocking into shape:		
(a) Felt work	785.98	864.58
(b) Leather work, fabric Cubans	785.98	864.58
(iii) Stuck-on process:		
(a) Hand-lasting	785.98	864.58
Sole roughening	785.98	864.58
Sole positioning on upper and press operating in one operation.	785.98	864.58
Sole positioning on upper and forepart seat before pressing.	785.98	864.58
Press operating with sole previously positioned	785.98	864.58
(b) Solutioning operation	699.41	769.35
(b) Sole and insole tacking	699.41	769.35

	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	785.98	864.58
(v) Slugging	699.41	769.35
(vi) Channelling	699.41	769.35
Hand-levelling.....	699.41	769.35
Heel attaching.....	699.41	769.35
Tacking backs.....	699.41	769.35
(vii) Slipper turning	699.41	769.35
(viii) Fetching and putting away lasts	699.41	769.35
(ix) Inserting heel pads	699.41	769.35
(x) Conveyor operating	699.41	769.35
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	785.98	864.58
(c) Where more than two employees are employed on injection moulding machine each shall be paid	785.98	864.58
E. Finishing Department		
Edge trimming.....		
Edge setting	993.07	1092.38
Heel trimming.....	810.25	891.28
Scouring operations	699.41	769.35
Inking, staining and brushing	699.41	769.35
Slipping uppers.....	699.41	769.35
F. Shoe Room Department		
Examining		
All other Shoe Room operations	699.41	769.35
(2) LEARNERS		
According to experience:		
First six months.....	448.76	493.64
Second six months	501.31	551.44
Third six months	556.21	611.83
Fourth six months	617.52	679.27
Fifth six months.....	694.48	763.93
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R632.95 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	699.41	769.35
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	784.77	863.25
(ii) Machining by power	703.70	774.07
Machining other than by power	703.70	774.07
Other Closing Department operations	703.70	774.07
(iii) Sole cutting by power	928.55	1021.41
Sole cutting other than by power	699.41	769.35
(iv) Pulling over by hand and/or hand-lasting	699.41	769.35
Stitching by hand	699.41	769.35
(v) Edge trimming by power	792.03	871.23
Edge trimming other than by power	699.41	769.35
(vi) Pairing and/or size marking	699.41	769.35
(vii) Any operation other than those specified in (i) to (vi) hereof	699.41	769.35
<u>(2) LEARNERS</u>		
According to experience:		
First six months	448.76	493.64
Second six months	501.31	551.44
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) GENERAL WORKERS</u>		
General workers	699.41	769.35
<u>(4) RATIO</u>		
For every three employees receiving not less than R632.95 per week there may be employed not more than one employee at a wage of less than R632.95 per week.		
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

SIGNED BY THE PARTIES AT CAPE TOWN ON THE 28th AUGUST 2008.

D J F LINDE, Member of the Council

A BENJAMIN, Member of the Council

W VAN DER RHEEDE, Member of the Council

S NAIDOO, General Secretary of the Council