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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 5782 **24 January 2025**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING COLLECTIVE AGREEMENT

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa,** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 2026.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 21 January 2025

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA SEZICATHULO ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **NOMAKHOSAZANA METH**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba,** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 21 January 2025

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995, made and entered into by and between the:

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the one part, and the

National Union of Leather & Allied Workers' Union (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part, being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement published under Government Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2 February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007, R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December 2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the 14 October 2011, R.411 of 1 June 2012, R. 888 of 2 November 2012, R.326 of 3 May 2013, R.769 of 18 October 2013, R.376 of 23 May 2014, R.816 of 17 October 2014, R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763 of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017, R.1257 of 16 November 2018, R.1382 of 25 October 2019, R.217 of 18 March 2021, R.454 of 28 May 2021, R.1586 of 10 December 2021, R.2706 of 4 November 2022 and R.4040 of 10 November 2023.

1. CLAUSE 1: SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry: -

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;

(b) in the Republic of South Africa.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall;

(a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;

(b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.

(3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1).

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

(1) This Agreement shall come into operation for the parties on 1 July 2024 and remain in force for the period ending 30 June 2026.

(2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

4. ANNEXURE D

Substitute the following for Annexure D:

SIGNED AT **DURBAN** ON THIS **1ST** DAY OF **AUGUST 2024**

J J V VYMETAL, Member of the Council .....

A O BENJAMIN, Member of the Council .....

V MEMBINKOSI, Member of the Council .....

I RYNEVELD, General Secretary of the Council .....

ANNEXURE D

WAGES: GENERAL

		Column A Per week	Column B Per week
A	Watchman	2183,28	2401,61
B	Storeman and or warehouseman, despatch clerk	2242,40	2466,64
C	Boiler attendant	2183,28	2401,61
D	Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
	(i) under 2722 kg	2212,81	2434,09
	(ii) 2722 kg	2242,40	2466,64
	(iii) over 2722 kg but not exceeding 4546 kg	2386,86	2625,55
	(iv) over 4546 kg but not exceeding 6350 kg	2834,32	3117,75
E	Minors employed in occupations for which rates have not been prescribed in this Agreement:		
	First six months	1400,83	1540,91
	Second six months	1564,82	1721,30
	Thereafter	2183,28	2401,61
F	Cardboard box-making operations:		
	(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
	(a) power	3238,63	3562,50
	(b) hand	2610,84	2871,92
	(ii) Cardboard box-makers	2183,28	2401,61
	(iii) Making cardboard boxes, according to experience:		
	First six months	1552,37	1707,60
	Second six months	1564,82	1721,30
	Thereafter	2183,28	2401,61
G	Employees employed on hand typesetting and printing labels on a printing machine	2931,23	3224,35
H	Employees employed on welt-making:		
	(i) Splitting, skiving, cutting, grooving and bevelling	2183,28	2401.61
	(ii) All other operators	2183,28	2401,61
I	Packers	2183,28	2401,61
J	Employees employed on currying	2526,45	2779,09
K	Employees employed on spraying of leather	2925,52	3218,08
L	Employees employed on knife-making		
	(i) Welding and/or brazing and/or silver soldering	3523,64	3876,00
	(ii) Finishing of joints after welding	2291,43	2520,57
	(iii) Tack and/or spot welding	2183,28	2401,61
	(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	2183,28	2401,61
	(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		
	Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Ratios		

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WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman	3668,08	4034,89
(ii) (a) employed on hand grading and not producing original standards	3099,94	3409,93
(b) employed on grading machines	3099,94	3409,93
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	3099,94	3409,93
(d) CAD-CAM operator not producing original standard	3099,94	3409,93
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof	2453,50	2698,85
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	3634,75	3998,22
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage)	3634,75	3998,22
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's)	3634,75	3998,22
(b) Any other materials	3634,75	3998,22
(c) Cutting by CAD-CAM technology :		
employed on nesting operation	3634,75	3998,22
employed on cutting (excluding nesting)	2244,82	2469,30
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers	3668,08	4034,89
(e) Examining of cut leather components for quality	3668,08	4034,89
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet	2526,45	2779,09
Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming', the Council's decision shall, after investigation, be final.		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns	2526,45	2779,09
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof		
Strap cutting to length from continuous rolls or hanks of pre-prepared material	2526,45	2779,09
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching	2242,40	2466,64
(iv) Giving out patterns	2453,50	2698,85
Operating splitting machine	2453,50	2698,85
(v) Size stamping and/or painting	2183,28	2401,61
Applying acme backing	2183,28	2401,61
(vi) Lazer Engraver/Die Puncher	2242,40	2466,64

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	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(i) Puritan machining	2688,58	2957,44
(ii) Stitching aprons on uppers on out-sole stitching machines	2688,58	2957,44
(iii) Pilot machining	2542,92	2797,21
(iv) Strobel machining	2542,92	2797,21
(v) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	2196,66	2416,32
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage)	2196,66	2416,32
(b) Operations on leathers other than those specified in (a):		
Vamping	2306,33	2536,97
Flat binding by machine	2306,33	2536,97
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	2306,33	2536,97
Golosh machining (whole goloshes)	2306,33	2536,97
Fancy shoes on the held-together system, machined through (all classes)	2306,33	2536,97
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	2306,33	2536,97
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	2306,33	2536,97
Vamping shoes with quarters over vamps	2306,33	2536,97
Conveyor belt console operator feeding individual operators	2306,33	2536,97
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	2306,33	2536,97
(d) Computerised stitching machine operator	2244,82	2469,30
(e) All operations on children's work up to size 1½	2196,66	2416,32
All leather slippers (men's, women's and children's)	2196,66	2416,32
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	2196,66	2416,32
(vi) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	2306,33	2536,97
(vii) Bagging	2183,28	2401,61
Turning of binding	2193,28	2412,61
Button fastening	2183,28	2401,61
Buttonholding	2183,28	2401,61
Lacing	2183,28	2401,61
Handpunching	2183,28	2401,61
Portuguese seaming	2183,28	2401,61
Staying and taping	2183,28	2401,61
Seam rubbing	2183,28	2401,61
Seam hammering	2183,28	2401,61
Sewing on bows and buckles by hand or machine	2183,28	2401,61
Silk screen printing	2183,28	2401,61
Table-hands	2183,28	2401,61
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	2183,28	2401,61

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		Column A Per week	Column B Per week
	(D) ROUGH STUFF DEPARTMENT		
	Class I Operations		
	Qualified employees:		
(i)	On cutting sole from leather	3491,40	3840,54
	On sorting, examining and fitting up ungraded and unstamped stock	3491,40	3840,54
	On sorting and examining graded and stamped stock	3491,40	3840,54
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	3071,58	3378,73
	On reducing shaped rubber soles on the press	3071,58	3378,73
	[Ratio: See subclause (P)]		
	Class II Operations		
	Qualified employees on:		
(i)	Channelling:		
	Welted insoles	2526,45	2779,09
	Other work	2526,45	2779,09
(ii)	Press cutting operations, other than those in Class I	2597,76	2857,53
(iii)	Assembling from stock, whether or not sorted or graded	2453,50	2698,85
	Attaching ribs to welted insoles	2453,50	2698,85
	Decorative Sole Stitching (non-functional)	2453,50	2698,85
	Flap splitting	2453,50	2698,85
	Gemming and taping	2453,50	2698,85
	Heel breasting	2453,50	2698,85
	Heel building	2453,50	2698,85
	Heel compressing	2453,50	2698,85
	Slugging	2453,50	2698,85
	Sole and Insole rounding	2453,50	2698,85
	Sole groving, sole roughening and reducing on automatic machine	2453,50	2698,85
	Tip filling	2453,50	2698,85
	[Ratio: See subclause (P)]		
	Class III Operations		
	Qualified employees on:		
	Channel opening	2183,28	2401,61
	Edge covering	2183,28	2401,61
	Edge reducing	2183,28	2401,61
	Automatic edge preparation machine operating for soles prior to attachment	2183,28	2401,61
	Flexing	2183,28	2401,61
	Insole feathering	2183,28	2401,61
	Insole grooving	2183,28	2401,61
	Insole slotting	2183,28	2401,61
	Insole marking	2183,28	2401,61
	Lift and/or rand tacking	2183,28	2401,61
	Lip turning	2183,28	2401,61
	Press room scouring operations	2183,28	2401,61
	Shank assembling	2183,28	2401,61
	Shank moulding	2183,28	2401,61
	Skiving	2183,28	2401,61
	Size stamping	2183,28	2401,61
	Sole, insole and stiffener moulding	2183,28	2401,61
	Sole and insole splitting	2183,28	2401,61
	Sole grading machine operating	2183,28	2401,61
	Sole roughening for stuck-on work	2183,28	2401,61
	Solutioning	2183,28	2401,61
	Staining and/or inking of insoles	2183,28	2401,61
	Stiffener waxing and crimping	2183,28	2401,61
	Welt preparation	2183,28	2401,61
	[Ratio: See subclause (P)]		

4

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work	3491,40	3840,54
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	3071,58	3378,73
(e) Combined pulling over and forepart lasting	3491,40	3840,54
(f) All other grades	3491,40	3840,54
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work	3491,40	3840,54
(b) Other Work	3491,40	3840,54
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work	2784,84	3063,32
(b) Other work	2784,84	3063,32
Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.		
(iv) Complete sole attaching by staple machine	2503,37	2753,70
Staple welt attaching	2503,37	2753,70
(v) Welt sewing	3491,40	3840,54
(vi) Rough rounding:		
(a) Welted work, other than staple welted work	3491,40	3840,54
(b) Stitchdowns	3491,40	3840,54
(c) Other work	3491,40	3840,54
(vii) Sole sewing by any machine	3491,40	3840,54
(viii) Sole stitching:		
(a) Welted work, other than staple welted work	3491,40	3840,54
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	3071,58	3378,73
(c) Other work	3491,40	3840,54
(ix)(a Stitchdown staple lasting	2503,37	2753,70
(b) Stitchdown thread lasting	2503,37	2753,70
(c) Stitchdown toe forming	2503,37	2753,70
(d) Wiping platform covers by machine	2503,37	2753,70
(e) Lasting operations on a Kamborian machine	2503,37	2753,70
(f) String-lasting by hand	2503,37	2753,70
(x) Pounding:		
(a) Welted work, other than stapeled welted work	2928,25	3221,07
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots	3209,20	3530,12
(c) Other work	2928,25	3221,07
Note: No employee under the age of 18 may be employed on pounding		
(xi) Examining	3491,40	3840,54
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge	2671,42	2938,57
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on Press	2597,76	2857,53
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	2453,50	2698,85
Sole positioning on upper at forepart and seat before pressing	2453,50	2698,85
Press operating with the sole previously positioned (See Class III for tracking at seat only)	2453,50	2698,85
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	2453,50	2698,85
Stitchdown assembling and pulling over stitchdown work	2453,50	2698,85
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	2453,50	2698,85
Hobnailing by hand or machine	2453,50	2698,85
Putting on toe plates and heel tips by hand or machine	2453,50	2698,85
Heel attaching	2453,50	2698,85
Football boot studding and barring	2453,50	2698,85
Handlevelling, other than stitchdown	2453,50	2698,85
Inseam trimming	2453,50	2698,85
Jointing (clearing linings and tacking uppers down over joints)	2453,50	2698,85
Loose nailing or pegging foreparts and waists	2453,50	2698,85
Louis flap trimming by hand	2453,50	2698,85
Machine levelling	2453,50	2698,85
Screwing	2453,50	2698,85
Sole attaching machine-sewn, riveted and/or riveted and stitched work	2453,50	2698,85
Sole adhesive heat activating by machine	2453,50	2698,85
Stiffener cornering and tacking	2453,50	2698,85
Stitch separating	2453,50	2698,85
String nailing	2453,50	2698,85
Tacking forward of heel seats	2453,50	2698,85
Upper roughening	2453,50	2698,85
Waist reducing after being sewn	2453,50	2698,85
Wooden heel fitting	2453,50	2698,85
Welt butting and skiving	2453,50	2698,85
Welt wheeling	2453,50	2698,85
Rand welting by machine	2453,50	2698,85
Slugging and gang slugging	2453,50	2698,85
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	2453,50	2698,85
Back part and waist pre-moulding	2453,50	2698,85
Back part moulding	2453,50	2698,85
(iv) Vulcanising process:	2453,50	2698,85
Vulcanising soles to lasted uppers	2453,50	2698,85
Rand welting by machine	2453,50	2698,85
Moulding of sole units	2453,50	2698,85

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	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	2183,28	2401,61
Application by machine of hardening resins to puffs	2183,28	2401,61
Bottom filling	2183,28	2401,61
Channel closing and edge raising	2183,28	2401,61
Feeding nails to heeling machines	2183,28	2401,61
Hand levelling of stitchdowns	2183,28	2401,61
Heel covering	2183,28	2401,61
Inserting stiffeners and puffs	2183,28	2401,61
Louis heel flap clamping, Louis heel slicking	2183,28	2401,61
Louis heel flap trimming by machine	2183,28	2401,61
Reverse seat moulding for stitchdowns	2183,28	2401,61
Seat nailing and/or pegging	2183,28	2401,61
Seat rounding	2183,28	2401,61
Shank attaching	2183,28	2401,61
Sole tacking at seat for stuck-on process	2183,28	2401,61
Solutioning, damping and pasting	2183,28	2401,61
Sorting hobs	2183,28	2401,61
Sole laying welted work and/or rubber soles	2183,28	2401,61
Sole tacking or sole fitting throughs and runners	2183,28	2401,61
Tack pulling	2183,28	2401,61
Tacking bottom stock to last	2183,28	2401,61
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat	2183,28	2401,61
		
Tacking over sandal backs where no stiffener is inserted	2183,28	2401,61
Tacking top pieces on stitchdowns and sandals	2183,28	2401,61
All other wire grip tacking	2183,28	2401,61
Upper stapling after lasting sides	2183,28	2401,61
Upper trimming	2183,28	2401,61
Plastic pelletising and granulating	2183,28	2401,61
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
HAND-LASTING OPERATIONS		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	3099,94	3409,93
Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins	2453,50	2698,85
Hand-lasting seats of stitchdowns	2453,50	2698,85
Hand-lasting in the manufacture of clogs	2453,50	2698,85
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	2453,50	2698,85
(F) FINISHING DEPARTMENT		
Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	3071,58	3378,73
Rubber and rubber composition soles	3071,58	3378,73
Children's footwear, all sizes up to and including size 12	3071,58	3378,73
All slippers (men's, women's and children's)	3071,58	3378,73
Stitchdown footwear produced from box hide and willow hide	3071,58	3378,73
(b) All other work	3491,40	3840,54
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	2503,37	2753,70
Through runners	2503,37	2753,70
Waist and/or top pieces	2503,37	2753,70
Children's footwear, all sizes up to and including size 12	2503,37	2753,70
All slippers (men's, women's and children's)	2503,37	2753,70
Stitchdown footwear produced from box hide and willow hide	2503,37	2753,70
(b) Automatic edge-setting machine, all grades	2503,37	2753,70
(c) All other work	3071,58	3378,73
(v) Heel trimming	2503,37	2753,70
(vi) Examining	3491,40	3840,54
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	2453,50	2698,85
Bottom scouring	2453,50	2698,85
Heel scouring	2453,50	2698,85
Heel spraying	2453,50	2698,85
Ploughing out	2453,50	2698,85
Complete finishing by hand	2453,50	2698,85
Top piece trimming	2453,50	2698,85
Bunk wheeling	2453,50	2698,85
Louis flap ironing	2453,50	2698,85
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	2453,50	2698,85
Seat wheeling	2453,50	2698,85
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	2453,50	2698,85
Welt wheeling	2453,50	2698,85
Decorative feather stitching by hand after the sole is permanently attached to the upper	2453,50	2698,85
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	2183,28	2401,61
Crow wheeling	2183,28	2401,61
Finger scouring	2183,28	2401,61
Heel breast cornering	2183,28	2401,61
Inking, staining, waxing and damping	2183,28	2401,61
Inserting, slipping and putting away lasts	2183,28	2401,61
Ploughing (removing the scarf round under edge of sole)	2183,28	2401,61
Rubbing of edges and bottoms	2183,28	2401,61
Spew and/or flash trimming	2183,28	2401,61
Conveyor belt loading	2183,28	2401,61
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	2955,63	3251,19
Defined aesthetics upper spraying	2955,63	3251,19
Examining	2955,63	3251,19
Patent repairing	2183,28	2401,61
Embossing and/or stamping	2183,28	2401,61
Boxing	2183,28	2401,61
Dressing and/or sizing	2183,28	2401,61
Dressing by spray-gun	2183,28	2401,61
Hand polishing and cleaning	2183,28	2401,61
Ironing	2183,28	2401,61
Labelling	2183,28	2401,61
Lining trimming	2183,28	2401,61
Size stamping on footwear	2183,28	2401,61
Socking	2183,28	2401,61
Stamping descriptions and sizes on labels	2183,28	2401,61
Quarter forming by machine	2183,28	2401,61
Smoothing insole before socking or boxing	2183,28	2401,61

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	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	2232,72	2455,99
Batch mass-measuring and assembling of chemicals	2232,72	2455,99
Operating extruding machine	2232,72	2455,99
Operating an open mixing mill with a width of not less than 1,52m	2232,72	2455,99
Operating internal mixer	2232,72	2455,99
Slabbing sheet rubber to gauge (stretching compound)	2232,72	2455,99
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	2232,72	2455,99
Warming compound on open mill	2232,72	2455,99
Hydraulic press operating	2232,72	2455,99
Operating splitting machine	2232,72	2455,99
(ii) Group 1:		
Issuing soles and heels	2183,28	2401,61
Press cutting blanks (clicking)	2183,28	2401,61
Attending autoclave	2183,28	2401,61
Assisting mass-measurer	2183,28	2401,61
Mould checking	2183,28	2401,61
Operating an open mixing mill with a width of less than 1,01m	2183,28	2401,61
Masticating, sheeting out, cracking or breaking compound	2183,28	2401,61
Buffing or scouring machine operations	2183,28	2401,61
Feeding rubber into calendar (feeding stretchers)	2183,28	2401,61
Grinding scrap by machine	2183,28	2401,61
Mould cleaning	2183,28	2401,61
Trimming	2183,28	2401,61
Blank cutting and mass-measuring to fixed standards	2183,28	2401,61
Extruding into trays	2183,28	2401,61
Bale cutting	2183,28	2401,61
Sieving chemicals, buffings and grindings	2183,28	2401,61
Stencilling or making bales	2183,28	2401,61
Applying powder	2183,28	2401,61
Packing soles and heels	2183,28	2401,61
Granulating	2183,28	2401,61
Assisting calendar operator	2183,28	2401,61
Dipping machine operator	2183,28	2401,61
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	2291,43	2520,58
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	3634,75	3998,22
(iii) High-frequency welding, embossing of socks and other components	2183,28	2401,61
(iv) High-frequency welding, combined with cutting of socks and other components	2526,45	2779,09

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	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	2291,43	2520,58
(ii) Flow moulding pre-cut socks	2291,43	2520,58
(iii) Flow moulding where eventual upper is presented in liquid form	2291,43	2520,58
(iv) Colour application to moulds prior to flow moulding	2291,43	2520,58
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	2291,43	2520,58
(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-lasted uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	2453,50	2698,85
(b) Where two employees are employed on an injection moulding machine each shall be paid	2453,50	2698,85
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	2183,28	2401,61
(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	2453,50	2698,85
(ii) String-lasting of synthetic uppers	2453,50	2698,85

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	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	2597,76	2857,53
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	2597,76	2857,53
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	2183,28	2401,61
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	2597,76	2857,53
(v) Cutting of heel covers to a pattern from layered heel covering material	2597,76	2857,53
(vi) (aa) Cross cutting of timber into lengths	2183,28	2401,61
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides	2183,28	2401,61
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides	2183,28	2401,61
(ad) Cupping of heels to fit heel seats	2183,28	2401,61
(vii) Cementing heels and heel covers	2183,28	2401,61
(viii) Spotting of heel covers to heels and pressing	2183,28	2401,61
(ix) Trimming of heel covers	2183,28	2401,61
(x) Top piece attaching	2453,50	2698,85
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	2183,28	2401,61
(ii) Measuring, marking and cutting timber into required lengths	2183,28	2401,61
(iii) Marking top and side elevation for profile cutting of unit	2183,28	2401,61
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	2453,50	2698,85
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	2453,50	2698,85
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	2183,28	2401,61
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units	2453,50	2698,85
(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	2183,28	2401,61
(ix) Attaching top pieces to heels	2453,50	2698,85
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	2183,28	2401,61
(ab) Scouring units by hand prior to or after sole attaching	2453,50	2698,85
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	2183,28	2401,61
(xii) Examining for quality	2955,63	3251,19
(xiii) Repairing of units	2183,28	2401,61
(xiv) Size stamping	2183,28	2401,61
(xv) Varnishing, painting, spraying or dipping units	2183,28	2401,61
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	2183,28	2401,61

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	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months	1832,52	2015,78
Second six months	2024,26	2226,68
Third six months	2225,87	2448,46
Fourth six months	2393,09	2632,40
Fifth six months	2685,23	2953,75
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	1401,38	1541,52
Second six months	1565,02	1721,52
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	1401,38	1541,52
Second six months	1565,02	1721,52
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months	1401,38	1541,52
Second six months	1565,02	1721,52
Third six months	1736,24	1909,86
Fourth six months	1927,63	2120,39
Thereafter, the prescribed rate.		

Provided that -

(i) 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;

(ii) learners in the Closing Department or Shoe Room shall -
(aa) after the second six months of experience become entitled to a wage of R2183.28 per week if employed on operations for which this rate is prescribed;
(ab) after the third six months of experience become entitled to a wage of R2306.33 per week if employed on operations for which these rates are prescribed;
(ac) after the fourth six months of experience being entitled to a wage of R2542.92 per week or R2688.59 if employed on operations for which these rates are prescribed.

(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R2183.28
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.

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	Column A Per week	Column B Per week
(O) GENERAL WORKERS		
General Workers.....	2183,28	2401,61
(P) RATIOS		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three. Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(Q) MILK		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

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WAGES: FOOTWEAR AS SPECIFIED BELOW

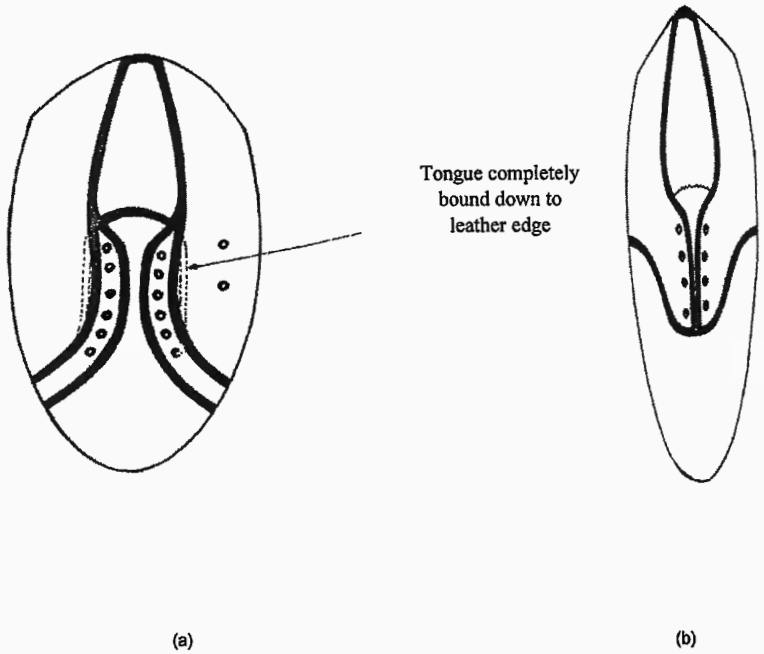
[For applicable definitions, see subclause (5) hereunder]

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



(a) (b)

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	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	3239,80	3563,79
(ii) Cutting of rubber uppers	2525,36	2777,90
(iii) Cutting of fabric impregnated with rubber	2526,45	2779,09
(iv) Closing Departments:		
(a) Upper closing	2306,33	2536,97
(b) Lining closing	2306,33	2536,97
(c) Eyeletting	2306,33	2536,97
(d) Buffing tongues	2183,28	2401,61
(e) Inserting tongues	2183,28	2401,61
(f) Securing tongues	2183,28	2401,61
(g) Table-hands	2183,28	2401,61
(v) All sole cutting operations, whether by hand or press	3099,94	3409,93
(vi) All other press cutting operations (bottom stock only)	2183,28	2401,61
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	2453,50	2698,85
(viii) Insole attaching	2183,28	2401,61
(ix) Placing material around the last	2183,28	2401,61
(x) Sole attaching	2183,28	2401,61
(xi) Atteriding an autoclave	2183,28	2401,61
(xii) Solutioning by hand	2183,28	2401,61
(xiii) Solutioning by machine	2183,28	2401,61
(xiv) (a) Moulding of soles, heels and/or sole and heel units	2183,28	2401,61
(b) Moulding of boots other than in an autoclave	2183,28	2401,61
(xv) Hobnailing	2453,50	2698,85
(xvi) Sole roughing	2183,28	2401,61
(xvii) Upper roughing	2183,28	2401,61
(xviii) Edge trimming	2183,28	2401,61
(xix) Spew and/or flash trimming on moulded boots	2183,28	2401,61
(xx) Inserting laces	2183,28	2401,61
(xxi) Slipping and sorting lasts	2183,28	2401,61
(xxii) Trimming linings	2183,28	2401,61
(xxiii) Rolling uppers	2183,28	2401,61
(xxiv) Cutting and/or inserting stays	2183,28	2401,61
(xxv Dressing	2183,28	2401,61
(xxvi) Cleaning	2183,28	2401,61
(xxvii) Stamping sizes on linings	2183,28	2401,61
(xxviii) Loading trolley for autoclave	2183,28	2401,61
(xxx) Pairing	2183,28	2401,61
(xxxi) Attaching throughts or insole covers	2183,28	2401,61
(xxxii) Operations not specified in (i) to (xxx) above	2183,28	2401,61
(xxxiii) General workers	2183,28	2401,61

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	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)	3239,79	3563,77
Group 2:		
Assisting clicker	2183,28	2401,61
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	2183,28	2401,61
Gum boots	2183,28	2401,61
Size marking	2183,28	2401,61
(ii) Closing Department:		
Group 3:		
Attaching stays	2183,28	2401,61
Size stamping on linings	2183,28	2401,61
Tread trimming	2183,28	2401,61
All other closing room operations, including eyeletting, perforating and skiving	2306,33	2536,97
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	3099,94	3409,93
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	2183,28	2401,61
Group 6:		
All other press cutting operations	2183,28	2401,61
(iv) Making Department:		
Group 7:		
Applying insole filler	2183,28	2401,61
Size stamping insole	2183,28	2401,61
Hand-lasting, rubber sole attaching by hand	2183,28	2401,61
Vulcanising soles to uppers	2183,28	2401,61
Solutioning by hand or machine	2183,28	2401,61
Assembling	2183,28	2401,61
Direct moulding of soles to canvas uppers	2291,43	2520,58
Injection moulding of units to lasted uppers or string-lasted uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	2453,50	2698,85
(b) Where two employees are employed on an injection moulding machine, each shall be paid	2453,50	2698,85
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	2453,50	2698,85
String-lasting	2291,43	2520,57
Lasting operations on a Kamborian machine	2526,45	2779,10
Lasting seats or sides by machine	2810,66	3091,73
Combined pulling over and forepart lasting	3523,64	3876,00
(v) Group 8:		
Hobnailing by hand or machine	2453,50	2698,85
(vi) Group 9:		
Attaching back strip	2183,28	2401,61
Attaching foxing	2183,28	2401,61
Attaching insole	2183,28	2401,61
Attaching lining to upper	2183,28	2401,61
Cementing	2183,28	2401,61
Cleaning soles	2183,28	2401,61

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	Column A Per week	Column B Per week
Cutting foxing	2183,28	2401,61
Feeding conveyer	2183,28	2401,61
Granulating	2183,28	2401,61
Inserting the puffs	2183,28	2401,61
Rolling uppers	2183,28	2401,61
Slipping lasts	2183,28	2401,61
Sole rolling	2183,28	2401,61
Supplying lasts	2183,28	2401,61
Trimming uppers	2183,28	2401,61
Mass-measuring pellets for direct moulding	2183,28	2401,61
Wheeling	2183,28	2401,61
Checking and repairing	2183,28	2401,61
Edge scouring	2183,28	2401,61
Silk screen printing	2183,28	2401,61
(vii) Any operations not specified in (i) to (vi) above	2183,28	2401,61
(viii) General Workers	2183,28	2401,61

(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)

According to experience:		
First six months	1400,83	1540,91
Second six months	1565,02	1721,52
Thereafter, the prescribed rate:		

(3) RATIOS

Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.

Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios

(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.

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	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting	3238,63	3562,49
(ii) Stock cutting and/or lining cutting	2526,45	2779,09
(iii) Upper assembling	2526,45	2779,09
(iv) Marking and/or stamping	2183,28	2401,61
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	2196,66	2416,32
(ii) Machining of uppers, socks, pads and soft soles together	2306,33	2536,97
(iii) Machining elastic bound edges of uppers to soft soles	2306,33	2536,97
C. Rough Stuff Department:		
(i) Sole cutting from leather	3523,64	3876,00
(ii) Sole cutting from other than leather	3099,94	3409,93
(iii) Insole cutting and lift and top-piece cutting	3099,94	3409,93
(iv) Stamping	2183,28	2401,61
(v) Heel covering	2183,28	2401,61
D. Making Department:		
(i) Slipper turn sewing	2676,76	2944,44
(ii) Steaming and blocking into shape:		
(a) Felt work	2453,50	2698,85
(b) Leather work, fabric Cubans	2453,50	2698,85
(iii) Stuck-on process:		
(a) Hand-lasting	2453,50	2698,85
Sole roughening	2453,50	2698,85
Sole positioning on upper and press operating in one operation	2453,50	2698,85
Sole positioning on upper and forepart seat before pressing	2453,50	2698,85
Press operating with sole previously positioned	2453,50	2698,85
(b) Solutioning operation	2183,28	2401,61
(c) Sole and insole tacking	2183,28	2401,61
(iv) Vulcanising soles to lasted uppers	2453,50	2698,85
(v) Slugging	2183,28	2401,61
(vi) Channelling	2183,28	2401,61
Hand-levelling	2183,28	2401,61
Heel attaching	2183,28	2401,61
Tacking backs	2183,28	2401,61
(vii) Slipper turning	2183,28	2401,61
(viii) Fetching and putting away lasts	2183,28	2401,61
(ix) Inserting heel pads	2183,28	2401,61
(x) Conveyor operating	2183,28	2401,61
(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-lasted uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	2453,50	2698,85
(b) Where two employees are employed on an injection moulding machine each shall be paid	2453,50	2698,85
(c) Where more than two employees are employed on injection moulding machine each shall be paid	2453,50	2698,85

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	Column A Per week	Column B Per week
E. Finishing Department		
Edge trimming	3099,94	3409,93
Edge setting	2529,29	2782,22
Heel trimming	2183,28	2401,61
Scouring operations	2183,28	2401,61
Inking, staining and brushing	2183,28	2401,61
Slipping uppers	2183,28	2401,61
F. Shoe Room Department		
Examining		
All other Shoe Room operations	2183,28	2401,61
(2) LEARNERS		
According to experience:		
First six months	1400,83	1540,91
Second six months	1564,82	1721,30
Third six months	1736,24	1909,86
Fourth six months	1927,65	2120,42
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 R2183,28 prescribed shall, after the second six months of experience, become entitled to this wage rate;		
(3) GENERAL WORKERS		
General workers	2183,28	2401,61
(4) RATIO		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios		
(5) 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 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.		

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	Column A Per week	Column B Per week
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	2449,74	2694,72
(ii) Machining by power	2196,66	2416,32
Machining other than by power	2196,66	2416,32
Other Closing Department operations	2196,66	2416,32
(iii) Sole cutting by power	2898,56	3188,41
Sole cutting other than by power	2183,28	2401,61
(iv) Pulling over by hand and/or hand-lasting	2183,28	2401,61
Stitching by hand	2183,28	2401,61
(v) Edge trimming by power	2472,38	2719,61
Edge trimming other than by power	2183,28	2401,61
(vi) Pairing and/or size marking	2183,28	2401,61
(vii) Any operation other than those specified in (i) to (vi) hereof	2183,28	2401,61
(2) LEARNERS		
According to experience:		
First six months	1400,83	1540,91
Second six months	1564,82	1721,30
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;		
(3) GENERAL WORKERS		
General workers	2401,62	2641,78
(4) RATIO		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(5) 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 wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

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