

- 3.2 Every employer must pay each employee a hourly rate that is not less than the minimum wage set out in the table below.

3.2.1 Hourly Rate of Pay with effect from the coming of operation of this agreement

Grade	Hourly Rate of Pay with effect from the coming of operation of this agreement
100%	
A1 / A2	34.36
A3 / B1	34.74
B2 / B3	36.49
B4 / B5	39.21

90%

A1 / A2	30.92
A3 / B1	31.29
B2 / B3	32.84
B4 / B5	35.31

80%

A1 / A2	27.49
A3 / B1	27.81
B2 / B3	29.17
B4 / B5	31.38

- 3.2.2 The hourly rate of pay per grade for all new employees in their first six months of service will be 80% of the applicable Industry minimum hourly rate of pay as detailed in sub-clause 3.2.1 above and the employees in the second six months of employment will be 90% of the applicable Industry minimum hourly rate of pay as detailed in sub-clause 3.2.1.

- 3.2.3 After 12 months of employment 100% of the applicable Industry minimum rate of pay shall apply.

- 3.2.4 The new employee rate of pay shall not be applicable to employees who are skilled non-woven employees who have been retrenched from any company that falls under the scope of the Non – Wovens sub sector within the past 12 months and who previously earned the industry minimum hourly rate and are re-employed during the period of this agreement. Such employees will be paid at the Industry rate of pay as per clause 3 of this agreement.

- 3.2 As per the provisions of sub-clause 3.3 of Part 1 of *this Agreement*.

- 3.4. The grading system implemented in this sub-sector is the Paterson Decision Band Methodology.

4. CALCULATION OF WAGES

- As per the provisions of clause 4 of Part 1 of this Agreement.

5. SHIFT ALLOWANCE