

		plication and correction until operations become routine.				
4	Senior / Versatile Operator / Clerk	Previous experience at G3 required Additional learning period up to one year Functional equivalent to numeracy and literacy of <i>Grade 12</i> education required. Wide discretion and judgment in decision making And multiskilled, capable of operating more than one process competently in G3 and G4 operations.	B3	6	G4	13
5	Supervisor Operator / Clerk Sectional Supervisor	Responsible for a section of process or section plant Supervisor skills certified Fully competent in all functions at G4.	B4 B5	7 8	G5	11 12

*PAT = Paterson; TSK = Task; PER = Peromnes

- 3.9 Each company shall set up a Job Grading Committee to hear and decide disputes and/or appeals relating to the evaluation of jobs. The decisions of this Job Grading Committee shall be by simple majority, based on a secret vote, and shall be final and binding. The Job Grading Committee shall consist of an equal number of employer and employee representatives. Should the Grading Committee not be able to reach a decision, either party shall have the right to further utilise applicable procedures in terms of the provisions of applicable law.

4. CALCULATION OF WAGES

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

5. SHIFT ALLOWANCE

- 5.1 An employer shall pay a minimum night-shift allowance of 5.5% of the basic hourly rate of pay for work performed between 18:00 and 06:00.
- 5.2 Where an employer currently pays a more favourable shift allowance, that employer shall be allowed to adjust such allowance to ensure that, on aggregate, it is no less favourable than any shift allowance and/or premium currently being paid.

6. LONG-SERVICE ALLOWANCE

All employees are to be paid a long service award as follows:

- 6.1 On anniversary date of 5 (five) completed years of service -
1 (one) weeks basic pay
- 6.2 On anniversary date of 10 (ten) completed years of service -
2 (two) weeks basic pay
- 6.3 On anniversary date of 15 (fifteen) completed years of service -
3 (three) weeks basic pay
- 6.4 On anniversary date of 20 (twenty) completed years of service -
4 (four) weeks basic pay
- 6.5 Employees employed by an Employer that has a policy granting employees long service awards can elect to retain such policy, if such policy is more favourable than sub-clauses 6.1 to 6.4 above.

7. ANNUAL BONUS

- 7.1 With effect from the coming into operation of this Agreement, Annual Bonuses will be paid as follows, based on the basic Woven Cotton Council rates -
- 7.1.1 Employees with <12 months service - 2 (two) weeks pro-rated
- 7.1.2 Employees with >12 months but < 24 months service = 3 (three) weeks
- 7.1.3 Employees with >24 months but <36 months service= 3.5 (three and half weeks)
- 7.1.4 Employees with > 36 months service= 4 (four) weeks
- 7.2 The annual bonus is to be paid no later than the end of December of the relevant year.