

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**COUNTRY AREAS COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 JULY 2005 TO 31 AUGUST 2006**

<b>4. WAGES</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 shall be as follows:				
		<b>Wage per week as at 30-Jun-05</b>	<b>Across the board increase (5.695% rounded)</b>	
			<b>Wage per week from 01-Jul-05 to 31-Aug-06</b>	
		<b>R</b>	<b>R</b>	
<b>Part A - Cutting Department</b>				
Head Cutter		700.50	40.00	740.50
Pattern Maker:				
(a)	Qualified	700.50	40.00	740.50
(b)	Learner			
	First year			
	First six months of experience	387.50	22.00	409.50
	Second six months of experience	428.50	24.50	453.00
	Second year			
	First six months of experience	471.50	27.00	498.50
	Second six months of experience	514.50	29.50	544.00
	Third year			
	First six months of experience	562.00	32.00	594.00
	Thereafter, the wage specified in (a), i.e.	700.50	40.00	740.50
Pattern Grader				
(a)	Qualified	563.50	32.00	595.50
(b)	Learner	0.50	0.00	0.50
	First year			
	First six months of experience	360.00	20.50	380.50
	Second six months of experience	387.50	22.00	409.50
	Second year			
	First six months of experience	413.00	23.50	436.50
	Second six months of experience	441.00	25.00	466.00
	Third year			
	First six months of experience	471.50	27.00	498.50
	Second six months of experience	501.50	28.50	530.00
	Thereafter, the wage specified in (a), i.e.	563.50	32.00	595.50
Cutter, lay-maker:				
(a)	Qualified	542.00	31.00	573.00
(b)	Learner			
	First year			
	First six months of experience	322.50	18.50	341.00
	Second six months of experience	358.00	20.50	378.50
	Second year			
	First six months of experience	393.50	22.50	416.00
	Second six months of experience	431.50	24.50	456.00
	Third year			
	First six months of experience	474.50	27.00	501.50
	Second six months of experience	542.00	31.00	573.00
Interlining cutter, trimmer, leather cutter and tie cutter				
(a)	Qualified	389.00	22.00	411.00
(b)	Learner			
	First year			
	First six months of experience	287.50	16.50	304.00
	Second six months of experience	304.00	17.50	321.50
	Second year			
	First six months of experience	321.50	18.50	340.00
	Second six months of experience	338.50	19.50	358.00

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**COUNTRY AREAS COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 JULY 2005 TO 31 AUGUST 2006**

		Wage per week as at 30-Jun-05	Across the board increase (5.695% rounded)	Wage per week from 01-Jul-05 to 31-Aug-06
		R	R	R
	Third year			
	First six months of experience	356.50	20.50	377.00
	Thereafter, the wage specified in (a) i.e.	389.00	22.00	411.00
	(c) If advanced to learner cutter:			
	First six months from date of advancement	422.50	24.00	446.50
	Second six months from date of advancement	474.50	27.00	501.50
	Thereafter, the wage specified for a qualified cutter, i.e.	542.00	31.00	573.00
	Layer-up:			
	(a) Qualified	330.00	19.00	349.00
	First year			
	First six months of experience	278.00	16.00	294.00
	Second six months of experience	287.50	16.50	304.00
	Second year			
	First six months of experience	299.50	17.00	316.50
	Thereafter, the wage specified in (a), i.e.	330.00	19.00	349.00
	(b) If advanced to learner cutter:			
	First six months from date of advancement	330.00	19.00	349.00
	Second six months from date of advancement	393.50	22.50	416.00
	Third six months from date of advancement	431.50	24.50	456.00
	Fourth six months from date of advancement	474.50	27.00	501.50
	Thereafter, the wage specified for a qualified cutter, i.e.	542.00	31.00	573.00
	Clicker:			
	(a) Qualified	401.00	23.00	424.00
	(b) Learner			
	First year of experience	296.00	17.00	313.00
	Second year of experience	338.50	19.50	358.00
	Thereafter, the wage specified in (a), i.e.	401.00	23.00	424.00
	Tracer:			
	(a) Qualified	375.50	21.50	397.00
	(b) Learner			
	First year			
	First six months of experience	296.00	17.00	313.00
	Second six months of experience	317.00	18.00	335.00
	Second year			
	First six months of experience	337.00	19.00	356.00
	Thereafter, the wage specified in (a), i.e.	375.50	21.50	397.00
	Part B - Factory Operatives			
	Clothing machine mechanic:			
	(a) Qualified	700.50	40.00	740.50
	(b) Learner			
	First year			
	First six months of experience	387.50	22.00	409.50
	Second six months of experience	428.50	24.50	453.00
	Second year			
	First six months of experience	471.50	27.00	498.50
	Second six months of experience	514.50	29.50	544.00
	Third year			
	First six months of experience	562.00	32.00	594.00
	Second six months of experience	608.50	34.50	643.00
	Thereafter, the wage specified in (a), i.e.	700.50	40.00	740.50

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**COUNTRY AREAS COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 JULY 2005 TO 31 AUGUST 2006**

		Wage per week as at 30-Jun-05	Across the board increase (5.695% rounded)	Wage per week from 01-Jul-05 to 31-Aug-06
		R	R	R
<b>Grade A employee:</b>				
(a)	Qualified	428.50	24.50	453.00
(b)	Learner			
	First year			
	First six months of experience	297.50	17.00	314.50
	Second six months of experience	321.00	18.50	339.50
	Second year			
	First six months of experience	342.50	19.50	362.00
	Second six months of experience	364.00	20.50	384.50
	Third year			
	First six months of experience	389.00	22.00	411.00
	Thereafter, the wage specified in (a), i.e.	428.50	24.50	453.00
<b>Grade B employee:</b>				
(a)	Qualified	360.00	20.50	380.50
(b)	Learner			
	First year			
	First six months of experience	292.00	16.50	308.50
	Second six months of experience	308.50	17.50	326.00
	Second year			
	First six months of experience	324.50	18.50	343.00
	Thereafter, the wage specified in (a), i.e.	360.00	20.50	380.50
(c)	If advanced to Grade A employee:			
	First six months from date of advancement	360.00	20.50	380.50
	Second six months from date of advancement	364.00	20.50	384.50
	Third six months from date of advancement	389.00	22.00	411.00
	Thereafter, the wage specified for a qualified Grade A	428.50	24.50	453.00
<b>Grade C employee:</b>				
(a)	Qualified	321.00	18.50	339.50
(b)	Learner			
	First year			
	First six months of experience	285.50	16.50	302.00
	Second six months of experience	295.00	17.00	312.00
	Thereafter, the wage specified in (a), i.e.	321.00	18.50	339.50
(c)	If advanced to Grade B employee:			
	First six months from date of advancement	321.00	18.50	339.50
	Second six months from date of advancement	324.50	18.50	343.00
	Thereafter, the wage specified for a qualified Grade B	360.00	20.50	380.50
<b>Underpresser, blocker:</b>				
(a)	Qualified	324.50	18.50	343.00
(b)	Learner			
	First year			
	First six months of experience	278.00	16.00	294.00
	Second six months of experience	287.50	16.50	304.00
	Second year			
	First six months of experience	299.50	17.00	316.50
	Second six months of experience	324.50	18.50	343.00
(c)	If advanced to learner presser:			
	First six months from date of advancement	324.50	18.50	343.00
	Second six months from date of advancement	389.00	22.00	411.00

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**COUNTRY AREAS COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 JULY 2005 TO 31 AUGUST 2006**

		Wage per week as at 30-Jun-05	Across the board increase (5.695% rounded)	Wage per week from 01-Jul-05 to 31-Aug-06
		R	R	R
	Thereafter, the wage specified for a qualified Grade A	428.50	24.50	453.00
<b>Part C - Clerical employees</b>				
<b>Clerk</b>				
(a)	Qualified	474.50	27.00	501.50
(b)	Learner			
	First year of experience	345.00	19.50	364.50
	Second year of experience	378.50	21.50	400.00
	Third year			
	First six months of experience	414.50	23.50	438.00
	Thereafter, the wage specified in (a), i.e.	474.50	27.00	501.50
<b>Factory Clerk</b>				
(a)	Qualified	351.00	20.00	371.00
(b)	Learner			
	First year of experience	277.00	16.00	293.00
	Second year of experience	296.50	17.00	313.50
	Third year			
	First six months of experience	320.00	18.00	338.00
	Thereafter, the wage specified in (a), i.e.	351.00	20.00	371.00
<b>Part D - General</b>				
	Boiler attendant	331.50	19.00	350.50
	Despatch packer	343.00	19.50	362.50
	General Worker	320.00	18.00	338.00
	Labourer	324.50	18.50	343.00
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 is as follows -				
(a)	under 2 720 kg	360.50	20.50	381.00
(b)	2 720 kg and over	413.00	23.50	436.50
	Supervisor, quality controller and instructor	441.00	25.00	466.00
	Traveller's driver	360.50	20.50	381.00
Watchman or caretaker, whose ordinary hours of work are -				
(a)	less than 60 hours per week	374.00	21.50	395.50
(b)	60 hours per week	393.50	22.50	416.00