

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

4. WAGES

(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:

Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement)

		Wage per week as at 30-Jun-05	Across the Board Increase (4% rounded)	Wage per week from 01-Jul-05 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Jul-05
		R	R	R	R	R
Part A - Cutting Department						
Head Cutter		977.00	39.00	1,016.00	10.30	1,026.30
Pattern Maker:						
(a)	Qualified	977.00	39.00	1,016.00	10.30	1,026.30
(b)	Learner					
	First year					
	First six months of experience	547.50	22.00	569.50	5.86	575.36
	Second six months of experience	604.50	24.00	628.50	6.45	634.95
	Second year					
	First six months of experience	661.50	26.50	688.00	7.04	695.04
	Second six months of experience	722.50	29.00	751.50	7.67	759.17
	Third year					
	First six months of experience	787.50	31.50	819.00	8.34	827.34
	Second six months of experience	850.50	34.00	884.50	8.99	893.49
	Thereafter, the wage specified in (a), i.e.	977.00	39.00	1,016.00	10.30	1,026.30
Pattern Grader						
(a)	Qualified	789.00	31.50	820.50	8.35	828.85
(b)	Learner					
	First year					
	First six months of experience	515.50	20.50	536.00	5.52	541.52
	Second six months of experience	547.50	22.00	569.50	5.86	575.36
	Second year					
	First six months of experience	580.50	23.00	603.50	6.20	609.70
	Second six months of experience	621.00	25.00	646.00	6.62	652.62
	Third year					
	First six months of experience	661.50	26.50	688.00	7.04	695.04
	Second six months of experience	704.50	28.00	732.50	7.48	739.98
	Thereafter, the wage specified in (a), i.e.	789.00	31.50	820.50	8.35	828.85
Cutter, lay-maker:						
(a)	Qualified	760.50	30.50	791.00	8.07	799.07
(b)	Learner					
	First year					
	First six months of experience	462.50	18.50	481.00	4.98	485.98
	Second six months of experience	508.50	20.50	529.00	5.46	534.46
	Second year					
	First six months of experience	555.00	22.00	577.00	5.94	582.94
	Second six months of experience	607.00	24.50	631.50	6.48	637.98
	Third year					
	First six months of experience	666.00	26.50	692.50	7.09	699.59
	Thereafter, the wage specified in (a), i.e.	760.50	30.50	791.00	8.07	799.07
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified	548.50	22.00	570.50	5.87	576.37
(b)	Learner					

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		Wage per week as at 30-Jun-05	Across the Board Increase (4% rounded)	Wage per week from 01-Jul-05 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Jul-05
		R	R	R	R	R
	First year					
	First six months of experience	412.00	16.50	428.50	4.46	432.96
	Second six months of experience	436.50	17.50	454.00	4.71	458.71
	Second year					
	First six months of experience	459.00	18.50	477.50	4.95	482.45
	Second six months of experience	483.50	19.50	503.00	5.20	508.20
	Third year					
	First six months of experience	507.00	20.50	527.50	5.44	532.94
	Thereafter, the wage specified in (a), i.e.	548.50	22.00	570.50	5.87	576.37

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		R	R	R	R	R
(c)	If advanced to learner cutter:					
	First six months from date of advancement	594.00	24.00	618.00	6.34	624.34
	Second six months from date of advancement	666.00	26.50	692.50	7.09	699.59
	Thereafter, the wage specified for a qualified cutter, i.e.	760.50	30.50	791.00	8.07	799.07
Layer-up:						
(a)	Qualified	473.00	19.00	492.00	5.09	497.09
(b)	Learner					
	First year					
	First six months of experience	398.00	16.00	414.00	4.32	418.32
	Second six months of experience	412.00	16.50	428.50	4.46	432.96
	Second year					
	First six months of experience	430.50	17.00	447.50	4.65	452.15
	Thereafter, the wage specified in (a), i.e.	473.00	19.00	492.00	5.09	497.09
(c)	If advanced to learner cutter:					
	First six months from date of advancement	473.00	19.00	492.00	5.09	497.09
	Second six months from date of advancement	555.00	22.00	577.00	5.94	582.94
	Third six months from date of advancement	607.00	24.50	631.50	6.48	637.98
	Fourth six months from date of advancement	666.00	26.50	692.50	7.09	699.59
	Thereafter, the wage specified for a qualified cutter, i.e.	760.50	30.50	791.00	8.07	799.07
(d)	If advanced to learner interlining cutter, learner trimmer,					
	First six months from date of advancement	473.00	19.00	492.00	5.09	497.09
	Second six months from date of advancement	507.00	20.50	527.50	5.44	532.94
	Thereafter, the wage specified for a qualified interlining	548.50	22.00	570.50	5.87	576.37
(e)	If advanced to fitter-up:					
	First six months from date of advancement	473.00	19.00	492.00	5.09	497.09
	Second six months from date of advancement	490.00	19.50	509.50	5.26	514.76
	Third six months from date of advancement	515.50	20.50	536.00	5.52	541.52
	Fourth six months from date of advancement	548.50	22.00	570.50	5.87	576.37
	Thereafter, the wage specified for fitter-up, i.e.	604.50	24.00	628.50	6.45	634.95
Clicker:						
(a)	Qualified	566.00	22.50	588.50	6.05	594.55
(b)	Learner					
	First year	424.00	17.00	441.00	4.59	445.59
	Second year	483.50	19.50	503.00	5.20	508.20
	Thereafter, the wage specified in (a) i.e.	566.00	22.50	588.50	6.05	594.55
Tracer:						
(a)	Qualified	531.00	21.00	552.00	5.68	557.68
(b)	Learner					
	First year					
	First six months of experience	424.00	17.00	441.00	4.59	445.59
	Second six months of experience	454.50	18.00	472.50	4.90	477.40
	Second year					
	First six months of experience	480.50	19.00	499.50	5.17	504.67
	Thereafter, the wage specified in (a), i.e.	531.00	21.00	552.00	5.68	557.68
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	977.00	39.00	1,016.00	10.30	1,026.30

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			R	R	R	R	R
(b)	Learner						
	First year						
		First six months of experience	547.50	22.00	569.50	5.86	575.36
		Second six months of experience	604.50	24.00	628.50	6.45	634.95

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			R	R	R	R	R
		Second year					
		First six months of experience	661.50	26.50	688.00	7.04	695.04
		Second six months of experience	722.50	29.00	751.50	7.67	759.17
		Third year					
		First six months of experience	787.50	31.50	819.00	8.34	827.34
		Second six months of experience	850.50	34.00	884.50	8.99	893.49
		Thereafter, the wage specified in (a), i.e.	977.00	39.00	1,016.00	10.30	1,026.30
Clothing technician:							
(a)		Qualified	977.00	39.00	1,016.00	10.30	1,026.30
(b)		Learner					
		First year					
		First six months of experience	547.50	22.00	569.50	5.86	575.36
		Second six months of experience	604.50	24.00	628.50	6.45	634.95
		Second year					
		First six months of experience	661.50	26.50	688.00	7.04	695.04
		Second six months of experience	722.50	29.00	751.50	7.67	759.17
		Third year					
		First six months of experience	787.50	31.50	819.00	8.34	827.34
		Second six months of experience	850.50	34.00	884.50	8.99	893.49
		Thereafter, the wage specified in (a), i.e	977.00	39.00	1,016.00	10.30	1,026.30
Grade A employee:							
(a)		Qualified	604.50	24.00	628.50	6.45	634.95
(b)		Learner					
		First year					
		First six months of experience	425.50	17.00	442.50	4.60	447.10
		Second six months of experience	458.00	18.50	476.50	4.94	481.44
		Second year					
		First six months of experience	490.00	19.50	509.50	5.26	514.76
		Second six months of experience	515.50	20.50	536.00	5.52	541.52
		Third year					
		First six months of experience	548.50	22.00	570.50	5.87	576.37
		Thereafter, the wage specified in (a), i.e	604.50	24.00	628.50	6.45	634.95
Grade B employee:							
(a)		Qualified	516.50	20.50	537.00	5.54	542.54
(b)		Learner					
		First year					
		First six months of experience	419.00	17.00	436.00	4.53	440.53
		Second six months of experience	441.00	17.50	458.50	4.76	463.26
		Second year					
		First six months of experience	463.50	18.50	482.00	4.99	486.99
		Thereafter, the wage specified in (a), i.e	516.50	20.50	537.00	5.54	542.54
(c)		If advanced to Grade A employee					
		First six months from date of advancement	516.50	20.50	537.00	5.54	542.54
		Second six months from date of advancement	532.00	21.50	553.50	5.70	559.20
		Third six months from date of advancement	548.50	22.00	570.50	5.87	576.37
		Thereafter, the wage specified for a qualified Grade A	604.50	24.00	628.50	6.45	634.95
Grade C employee:							
(a)		Qualified	458.00	18.50	476.50	4.94	481.44
(b)		Learner					
		First year					
		First six months of experience	411.00	16.50	427.50	4.45	431.95

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			R	R	R	R	R
		Second six months of experience	422.50	17.00	439.50	4.57	444.07
		Thereafter, the wage specified in (a), i.e	458.00	18.50	476.50	4.94	481.44
(c)		If advanced to Grade B employee					
		First six months from date of advancement	458.00	18.50	476.50	4.94	481.44
		Second six months from date of advancement	463.50	18.50	482.00	4.99	486.99
		Thereafter, the wage specified for a qualified Grade B	516.50	20.50	537.00	5.54	542.54

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			R	R	R	R	R
Underpresser, blocker							
(a)	Qualified		463.50	18.50	482.00	4.99	486.99
(b)	Learner						
	First year						
	First six months of experience		398.00	16.00	414.00	4.32	418.32
	Second six months of experience		412.00	16.50	428.50	4.46	432.96
	Second year						
	First six months of experience		430.50	17.00	447.50	4.65	452.15
	Thereafter, the wage specified in (a), i.e.		463.50	18.50	482.00	4.99	486.99
(c)	If advanced to learner presser:						
	First six months from date of advancement		463.50	18.50	482.00	4.99	486.99
	Second six months from date of advancement		548.50	22.00	570.50	5.87	576.37
	Thereafter, the wage specified for a qualified Grade A		604.50	24.00	628.50	6.45	634.95
Part C - Clerical employees							
Clerk							
(a)	Qualified		666.00	26.50	692.50	7.09	699.59
(b)	Learner						
	First year		491.00	19.50	510.50	5.28	515.78
	Second year		533.50	21.50	555.00	5.72	560.72
	Third year						
	First six months of experience		583.50	23.50	607.00	6.23	613.23
	Thereafter, the wage specified in (a), i.e.		666.00	26.50	692.50	7.09	699.59
Factory Clerk							
(a)	Qualified		500.00	20.00	520.00	5.37	525.37
(b)	Learner						
	First year		398.00	16.00	414.00	4.32	418.32
	Second year		424.00	17.00	441.00	4.59	445.59
	Third year						
	First six months of experience		458.00	18.50	476.50	4.94	481.44
	Thereafter, the wage specified in (a), i.e.		500.00	20.00	520.00	5.37	525.37
Part D - General							
	Boiler attendant		474.50	19.00	493.50	5.11	498.61
	Despatch packer		490.00	19.50	509.50	5.26	514.76
	General Worker		458.00	18.50	476.50	4.94	481.44
	Labourer		463.50	18.50	482.00	4.99	486.99
	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 -						
(a)	does not exceed 1 360 kg		490.00	19.50	509.50	5.26	514.76
(b)	exceeds 1 360 but not 2 720 kg		508.50	20.50	529.00	5.46	534.46
(c)	exceeds 2 720 kg		580.50	23.00	603.50	6.20	609.70
	Supervisor, quality controller and instructor		621.00	25.00	646.00	6.62	652.62
	Traveller's driver		508.50	20.50	529.00	5.46	534.46
	Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week		529.00	21.00	550.00	5.67	555.67
(b)	60 hours per week		555.00	22.00	577.00	5.94	582.94