

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD**  
**1 SEPTEMBER 2006 TO 31 AUGUST 2007**

<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>Note:</b> 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 31-Aug-06	Across the Board Increase (rounded)	Wage per week from 01-Sep-06 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Sep-06
		R	R	R	R	R
<b>Part A - Cutting Department</b>						
Head Cutter		1,016.00	50.50	1,066.50	10.30	1,076.80
Pattern Maker:						
	(a) Qualified	1,016.00	50.50	1,066.50	10.30	1,076.80
	(b) Learner					
	First year					
	First six months of experience	569.50	28.00	597.50	5.86	603.36
	Second six months of experience	628.50	31.00	659.50	6.45	665.95
	Second year					
	First six months of experience	688.00	34.00	722.00	7.04	729.04
	Second six months of experience	751.50	37.00	788.50	7.67	796.17
	Third year					
	First six months of experience	819.00	40.50	859.50	8.34	867.84
	Second six months of experience	884.50	43.50	928.00	8.99	936.99
	Thereafter, the wage specified in (a), i.e.	1,016.00	50.50	1,066.50	10.30	1,076.80
Pattern Grader						
	(a) Qualified	820.50	40.50	861.00	8.35	869.35
	(b) Learner					
	First year					
	First six months of experience	536.00	26.50	562.50	5.52	568.02
	Second six months of experience	569.50	28.00	597.50	5.86	603.36
	Second year					
	First six months of experience	603.50	29.50	633.00	6.20	639.20
	Second six months of experience	646.00	32.00	678.00	6.62	684.62
	Third year					
	First six months of experience	688.00	34.00	722.00	7.04	729.04
	Second six months of experience	732.50	36.00	768.50	7.48	775.98
	Thereafter, the wage specified in (a), i.e.	820.50	40.50	861.00	8.35	869.35
Cutter, lay-maker:						
	(a) Qualified	791.00	39.00	830.00	8.07	838.07
	(b) Learner					
	First year					
	First six months of experience	481.00	23.50	504.50	4.98	509.48
	Second six months of experience	529.00	26.00	555.00	5.46	560.46
	Second year					
	First six months of experience	577.00	28.50	605.50	5.94	611.44
	Second six months of experience	631.50	31.00	662.50	6.48	668.98
	Third year					
	First six months of experience	692.50	34.00	726.50	7.09	733.59
	Thereafter, the wage specified in (a), i.e.	791.00	39.00	830.00	8.07	838.07
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a) Qualified	570.50	28.00	598.50	5.87	604.37
	(b) Learner					
	First year					
	First six months of experience	428.50	21.00	449.50	4.46	453.96
	Second six months of experience	454.00	22.00	476.00	4.71	480.71
	Second year					
	First six months of experience	477.50	23.50	501.00	4.95	505.95
	Second six months of experience	503.00	24.50	527.50	5.20	532.70

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		R	R	R	R	R
	Third year					
	First six months of experience	527.50	26.00	553.50	5.44	558.94
	Thereafter, the wage specified in (a), i.e.	570.50	28.00	598.50	5.87	604.37
(c)	If advanced to learner cutter:					
	First six months from date of advancement	618.00	30.50	648.50	6.34	654.84
	Second six months from date of advancement	692.50	34.00	726.50	7.09	733.59
	Thereafter, the wage specified for a qualified cutter, i.e.	791.00	39.00	830.00	8.07	838.07
	Layer-up:					
(a)	Qualified	492.00	24.00	516.00	5.09	521.09
(b)	Learner					
	First year					
	First six months of experience	414.00	20.00	434.00	4.32	438.32
	Second six months of experience	428.50	21.00	449.50	4.46	453.96
	Second year					
	First six months of experience	447.50	22.00	469.50	4.65	474.15
	Thereafter, the wage specified in (a), i.e.	492.00	24.00	516.00	5.09	521.09
(c)	If advanced to learner cutter:					
	First six months from date of advancement	492.00	24.00	516.00	5.09	521.09
	Second six months from date of advancement	577.00	28.50	605.50	5.94	611.44
	Third six months from date of advancement	631.50	31.00	662.50	6.48	668.98
	Fourth six months from date of advancement	692.50	34.00	726.50	7.09	733.59
	Thereafter, the wage specified for a qualified cutter, i.e.	791.00	39.00	830.00	8.07	838.07
(d)	If advanced to learner interlining cutter, learner trimmer,					
	First six months from date of advancement	492.00	24.00	516.00	5.09	521.09
	Second six months from date of advancement	527.50	26.00	553.50	5.44	558.94
	Thereafter, the wage specified for a qualified interlining	570.50	28.00	598.50	5.87	604.37
(e)	If advanced to fitter-up:					
	First six months from date of advancement	492.00	24.00	516.00	5.09	521.09
	Second six months from date of advancement	509.50	25.00	534.50	5.26	539.76
	Third six months from date of advancement	536.00	26.50	562.50	5.52	568.02
	Fourth six months from date of advancement	570.50	28.00	598.50	5.87	604.37
	Thereafter, the wage specified for fitter-up, i.e.	628.50	31.00	659.50	6.45	665.95
	Clicker:					
(a)	Qualified	588.50	29.00	617.50	6.05	623.55
(b)	Learner					
	First year	441.00	21.50	462.50	4.59	467.09
	Second year	503.00	24.50	527.50	5.20	532.70
	Thereafter, the wage specified in (a) i.e.	588.50	29.00	617.50	6.05	623.55
	Tracer:					
(a)	Qualified	552.00	27.00	579.00	5.68	584.68
(b)	Learner					
	First year					
	First six months of experience	441.00	21.50	462.50	4.59	467.09
	Second six months of experience	472.50	23.00	495.50	4.90	500.40
	Second year					
	First six months of experience	499.50	24.50	524.00	5.17	529.17
	Thereafter, the wage specified in (a), i.e.	552.00	27.00	579.00	5.68	584.68
	<b>Part B - Factory Operatives</b>					
	Clothing machine mechanic:					
(a)	Qualified	1,016.00	50.50	1,066.50	10.30	1,076.80
(b)	Learner					
	First year					
	First six months of experience	569.50	28.00	597.50	5.86	603.36
	Second six months of experience	628.50	31.00	659.50	6.45	665.95
	Second year					

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		R	R	R	R	R
	First six months of experience	<b>688.00</b>	34.00	<b>722.00</b>	7.04	<b>729.04</b>
	Second six months of experience	<b>751.50</b>	37.00	<b>788.50</b>	7.67	<b>796.17</b>
	Third year					
	First six months of experience	<b>819.00</b>	40.50	<b>859.50</b>	8.34	<b>867.84</b>
	Second six months of experience	<b>884.50</b>	43.50	<b>928.00</b>	8.99	<b>936.99</b>
	Thereafter, the wage specified in (a), i.e.	<b>1,016.00</b>	50.50	<b>1,066.50</b>	10.30	<b>1,076.80</b>
<b>Clothing technician:</b>						
(a)	Qualified	<b>1,016.00</b>	50.50	<b>1,066.50</b>	10.30	<b>1,076.80</b>
(b)	Learner					
	First year					
	First six months of experience	<b>569.50</b>	28.00	<b>597.50</b>	5.86	<b>603.36</b>
	Second six months of experience	<b>628.50</b>	31.00	<b>659.50</b>	6.45	<b>665.95</b>
	Second year					
	First six months of experience	<b>688.00</b>	34.00	<b>722.00</b>	7.04	<b>729.04</b>
	Second six months of experience	<b>751.50</b>	37.00	<b>788.50</b>	7.67	<b>796.17</b>
	Third year					
	First six months of experience	<b>819.00</b>	40.50	<b>859.50</b>	8.34	<b>867.84</b>
	Second six months of experience	<b>884.50</b>	43.50	<b>928.00</b>	8.99	<b>936.99</b>
	Thereafter, the wage specified in (a), i.e.	<b>1,016.00</b>	50.50	<b>1,066.50</b>	10.30	<b>1,076.80</b>
<b>Grade A employee:</b>						
(a)	Qualified	<b>628.50</b>	31.00	<b>659.50</b>	6.45	<b>665.95</b>
(b)	Learner					
	First year					
	First six months of experience	<b>442.50</b>	21.50	<b>464.00</b>	4.60	<b>468.60</b>
	Second six months of experience	<b>476.50</b>	23.50	<b>500.00</b>	4.94	<b>504.94</b>
	Second year					
	First six months of experience	<b>509.50</b>	25.00	<b>534.50</b>	5.26	<b>539.76</b>
	Second six months of experience	<b>536.00</b>	26.50	<b>562.50</b>	5.52	<b>568.02</b>
	Third year					
	First six months of experience	<b>570.50</b>	28.00	<b>598.50</b>	5.87	<b>604.37</b>
	Thereafter, the wage specified in (a), i.e.	<b>628.50</b>	31.00	<b>659.50</b>	6.45	<b>665.95</b>
<b>Grade B employee:</b>						
(a)	Qualified	<b>537.00</b>	26.50	<b>563.50</b>	5.54	<b>569.04</b>
(b)	Learner					
	First year					
	First six months of experience	<b>436.00</b>	21.50	<b>457.50</b>	4.53	<b>462.03</b>
	Second six months of experience	<b>458.50</b>	22.50	<b>481.00</b>	4.76	<b>485.76</b>
	Second year					
	First six months of experience	<b>482.00</b>	23.50	<b>505.50</b>	4.99	<b>510.49</b>
	Thereafter, the wage specified in (a), i.e.	<b>537.00</b>	26.50	<b>563.50</b>	5.54	<b>569.04</b>
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	<b>537.00</b>	26.50	<b>563.50</b>	5.54	<b>569.04</b>
	Second six months from date of advancement	<b>553.50</b>	27.00	<b>580.50</b>	5.70	<b>586.20</b>
	Third six months from date of advancement	<b>570.50</b>	28.00	<b>598.50</b>	5.87	<b>604.37</b>
	Thereafter, the wage specified for a qualified Grade A	<b>628.50</b>	31.00	<b>659.50</b>	6.45	<b>665.95</b>
<b>Grade C employee:</b>						
(a)	Qualified	<b>476.50</b>	23.50	<b>500.00</b>	4.94	<b>504.94</b>
(b)	Learner					
	First year					
	First six months of experience	<b>427.50</b>	21.00	<b>448.50</b>	4.45	<b>452.95</b>
	Second six months of experience	<b>439.50</b>	21.50	<b>461.00</b>	4.57	<b>465.57</b>
	Thereafter, the wage specified in (a), i.e.	<b>476.50</b>	23.50	<b>500.00</b>	4.94	<b>504.94</b>
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	<b>476.50</b>	23.50	<b>500.00</b>	4.94	<b>504.94</b>
	Second six months from date of advancement	<b>482.00</b>	23.50	<b>505.50</b>	4.99	<b>510.49</b>
	Thereafter, the wage specified for a qualified Grade B	<b>537.00</b>	26.50	<b>563.50</b>	5.54	<b>569.04</b>

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		Wage per week as at 31-Aug-06	Across the Board Increase (rounded)	Wage per week from 01-Sep-06 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Sep-06
		R	R	R	R	R
<b>Underpresser, blocker:</b>						
(a)	Qualified	482.00	23.50	505.50	4.99	510.49
(b)	Learner					
	First year					
	First six months of experience	414.00	20.00	434.00	4.32	438.32
	Second six months of experience	428.50	21.00	449.50	4.46	453.96
	Second year					
	First six months of experience	447.50	22.00	469.50	4.65	474.15
	Thereafter, the wage specified in (a), i.e.	482.00	23.50	505.50	4.99	510.49
(c)	If advanced to learner presser:					
	First six months from date of advancement	482.00	23.50	505.50	4.99	510.49
	Second six months from date of advancement	570.50	28.00	598.50	5.87	604.37
	Thereafter, the wage specified for a qualified Grade A	628.50	31.00	659.50	6.45	665.95
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	692.50	34.00	726.50	7.09	733.59
(b)	Learner					
	First year	510.50	25.00	535.50	5.28	540.78
	Second year	555.00	27.50	582.50	5.72	588.22
	Third year					
	First six months of experience	607.00	30.00	637.00	6.23	643.23
	Thereafter, the wage specified in (a), i.e.	692.50	34.00	726.50	7.09	733.59
<b>Factory Clerk</b>						
(a)	Qualified	520.00	25.50	545.50	5.37	550.87
(b)	Learner					
	First year	414.00	20.00	434.00	4.32	438.32
	Second year	441.00	21.50	462.50	4.59	467.09
	Third year					
	First six months of experience	476.50	23.50	500.00	4.94	504.94
	Thereafter, the wage specified in (a), i.e.	520.00	25.50	545.50	5.37	550.87
<b>Part D - General</b>						
	Boiler attendant	493.50	24.00	517.50	5.11	522.61
	Despatch packer	509.50	25.00	534.50	5.26	539.76
	General Worker	476.50	23.50	500.00	4.94	504.94
	Labourer	482.00	23.50	505.50	4.99	510.49
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	509.50	25.00	534.50	5.26	539.76
(b)	exceeds 1 360 but not 2 720 kg	529.00	26.00	555.00	5.46	560.46
(c)	exceeds 2 720 kg	603.50	29.50	633.00	6.20	639.20
	Supervisor, quality controller and instructor	646.00	32.00	678.00	6.62	684.62
	Traveller's driver	529.00	26.00	555.00	5.46	560.46
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	550.00	27.00	577.00	5.67	582.67
(b)	60 hours per week	577.00	28.50	605.50	5.94	611.44