

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 2004 TO 30 JUNE 2005

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:										
						Wage per week as at 30-Jun-04	Across the Board Increase (4.42% rounded)	Wage per week from 01-Jul-04 to 31-Dec-04	Across the Board Increase (1.41% rounded)	Wage per week from 01-Jan-05 to 30-Jun-05
						R	R	R	R	R
Part A - Cutting Department										
Head Cutter						661.50	29.00	690.50	9.50	700.00
Pattern Maker:										
	(a)	Qualified				661.50	29.00	690.50	9.50	700.00
	(b)	Learner								
		First year								
		First six months of experience				365.50	16.00	381.50	5.50	387.00
		Second six months of experience				404.00	18.00	422.00	6.00	428.00
		Second year								
		First six months of experience				445.00	19.50	464.50	6.50	471.00
		Second six months of experience				485.50	21.50	507.00	7.00	514.00
		Third year								
		First six months of experience				530.00	23.50	553.50	8.00	561.50
		Thereafter, the wage specified in (a), i.e.				661.50	29.00	690.50	9.50	700.00
Pattern Grader										
	(a)	Qualified				531.50	23.50	555.00	8.00	563.00
	(b)	Learner								
		First year								
		First six months of experience				339.50	15.00	354.50	5.00	359.50
		Second six months of experience				365.50	16.00	381.50	5.50	387.00
		Second year								
		First six months of experience				390.00	17.00	407.00	5.50	412.50
		Second six months of experience				416.00	18.50	434.50	6.00	440.50
		Third year								
		First six months of experience				445.00	19.50	464.50	6.50	471.00
		Second six months of experience				473.00	21.00	494.00	7.00	501.00
		Thereafter, the wage specified in (a), i.e.				531.50	23.50	555.00	8.00	563.00
Cutter, lay-maker:										
	(a)	Qualified				511.50	22.50	534.00	7.50	541.50
	(b)	Learner								
		First year								
		First six months of experience				304.00	13.50	317.50	4.50	322.00
		Second six months of experience				337.50	15.00	352.50	5.00	357.50
		Second year								
		First six months of experience				371.00	16.50	387.50	5.50	393.00
		Second six months of experience				407.00	18.00	425.00	6.00	431.00
		Third year								
		First six months of experience				447.50	20.00	467.50	6.50	474.00
		Second six months of experience				511.50	22.50	534.00	7.50	541.50
Interlining cutter, trimmer, leather cutter and tie cutter										
	(a)	Qualified				367.00	16.00	383.00	5.50	388.50
	(b)	Learner								
		First year								
		First six months of experience				271.00	12.00	283.00	4.00	287.00
		Second six months of experience				287.00	12.50	299.50	4.00	303.50
		Second year								
		First six months of experience				303.00	13.50	316.50	4.50	321.00
		Second six months of experience				319.50	14.00	333.50	4.50	338.00
		Third year								
		First six months of experience				336.00	15.00	351.00	5.00	356.00
		Thereafter, the wage specified in (a) i.e.				367.00	16.00	383.00	5.50	388.50
	(c)	If advanced to learner cutter:								
		First six months from date of advancement				398.50	17.50	416.00	6.00	422.00
		Second six months from date of advancement				447.50	20.00	467.50	6.50	474.00

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		R	R	R	R	R
	Thereafter, the wage specified for a qualified cutter, i.e.	511.50	22.50	534.00	7.50	541.50
Layer-up:						
(a)	Qualified	311.00	14.00	325.00	4.50	329.50
	First year					
	First six months of experience	262.00	11.50	273.50	4.00	277.50
	Second six months of experience	271.00	12.00	283.00	4.00	287.00
	Second year					
	First six months of experience	282.50	12.50	295.00	4.00	299.00
	Thereafter, the wage specified in (a), i.e.	311.00	14.00	325.00	4.50	329.50
(b)	If advanced to learner cutter:					
	First six months from date of advancement	311.00	14.00	325.00	4.50	329.50
	Second six months from date of advancement	371.00	16.50	387.50	5.50	393.00
	Third six months from date of advancement	407.00	18.00	425.00	6.00	431.00
	Fourth six months from date of advancement	447.50	20.00	467.50	6.50	474.00
	Thereafter, the wage specified for a qualified cutter, i.e.	511.50	22.50	534.00	7.50	541.50
Clicker:						
(a)	Qualified	378.50	16.50	395.00	5.50	400.50
(b)	Learner					
	First year of experience	279.00	12.50	291.50	4.00	295.50
	Second year of experience	319.50	14.00	333.50	4.50	338.00
	Thereafter, the wage specified in (a), i.e.	378.50	16.50	395.00	5.50	400.50
Tracer:						
(a)	Qualified	354.50	15.50	370.00	5.00	375.00
(b)	Learner					
	First year					
	First six months of experience	279.00	12.50	291.50	4.00	295.50
	Second six months of experience	299.00	13.00	312.00	4.50	316.50
	Second year					
	First six months of experience	318.00	14.00	332.00	4.50	336.50
	Thereafter, the wage specified in (a), i.e.	354.50	15.50	370.00	5.00	375.00
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	661.50	29.00	690.50	9.50	700.00
(b)	Learner					
	First year					
	First six months of experience	365.50	16.00	381.50	5.50	387.00
	Second six months of experience	404.00	18.00	422.00	6.00	428.00
	Second year					
	First six months of experience	445.00	19.50	464.50	6.50	471.00
	Second six months of experience	485.50	21.50	507.00	7.00	514.00
	Third year					
	First six months of experience	530.00	23.50	553.50	8.00	561.50
	Second six months of experience	574.00	25.50	599.50	8.50	608.00
	Thereafter, the wage specified in (a), i.e.	661.50	29.00	690.50	9.50	700.00
Grade A employee:						
(a)	Qualified	404.00	18.00	422.00	6.00	428.00
(b)	Learner					
	First year					
	First six months of experience	280.50	12.50	293.00	4.00	297.00
	Second six months of experience	302.50	13.50	316.00	4.50	320.50
	Second year					
	First six months of experience	322.50	14.50	337.00	5.00	342.00
	Second six months of experience	343.50	15.00	358.50	5.00	363.50
	Third year					
	First six months of experience	367.00	16.00	383.00	5.50	388.50

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		R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	404.00	18.00	422.00	6.00	428.00
Grade B employee:						
(a)	Qualified	339.50	15.00	354.50	5.00	359.50
(b)	Learner					
	First year					
	First six months of experience	275.50	12.00	287.50	4.00	291.50
	Second six months of experience	290.50	13.00	303.50	4.50	308.00
	Second year					
	First six months of experience	306.00	13.50	319.50	4.50	324.00
	Thereafter, the wage specified in (a), i.e.	339.50	15.00	354.50	5.00	359.50
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	339.50	15.00	354.50	5.00	359.50
	Second six months from date of advancement	343.50	15.00	358.50	5.00	363.50
	Third six months from date of advancement	367.00	16.00	383.00	5.50	388.50
	Thereafter, the wage specified for a qualified Grade A	404.00	18.00	422.00	6.00	428.00
Grade C employee:						
(a)	Qualified	302.50	13.50	316.00	4.50	320.50
(b)	Learner					
	First year					
	First six months of experience	269.00	12.00	281.00	4.00	285.00
	Second six months of experience	278.00	12.50	290.50	4.00	294.50
	Thereafter, the wage specified in (a), i.e.	302.50	13.50	316.00	4.50	320.50
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	302.50	13.50	316.00	4.50	320.50
	Second six months from date of advancement	306.00	13.50	319.50	4.50	324.00
	Thereafter, the wage specified for a qualified Grade B	339.50	15.00	354.50	5.00	359.50
Underpresser, blocker:						
(a)	Qualified	306.00	13.50	319.50	4.50	324.00
(b)	Learner					
	First year					
	First six months of experience	262.00	11.50	273.50	4.00	277.50
	Second six months of experience	271.00	12.00	283.00	4.00	287.00
	Second year	0.00	0.00	0.00	0.00	0.00
	First six months of experience	282.50	12.50	295.00	4.00	299.00
	Second six months of experience	306.00	13.50	319.50	4.50	324.00
(c)	If advanced to learner presser:					
	First six months from date of advancement	306.00	13.50	319.50	4.50	324.00
	Second six months from date of advancement	367.00	16.00	383.00	5.50	388.50
	Thereafter, the wage specified for a qualified Grade A	404.00	18.00	422.00	6.00	428.00
Part C - Clerical employees						
Clerk						
(a)	Qualified	447.50	20.00	467.50	6.50	474.00
(b)	Learner					
	First year of experience	325.00	14.50	339.50	5.00	344.50
	Second year of experience	356.50	16.00	372.50	5.50	378.00
	Third year					
	First six months of experience	390.50	17.50	408.00	6.00	414.00
	Thereafter, the wage specified in (a), i.e.	447.50	20.00	467.50	6.50	474.00
Factory Clerk						
(a)	Qualified	331.00	14.50	345.50	5.00	350.50
(b)	Learner					
	First year of experience	261.00	11.50	272.50	4.00	276.50
	Second year of experience	279.50	12.50	292.00	4.00	296.00
	Third year	0.00	0.00	0.00	0.00	0.00

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		R	R	R	R	R
	First six months of experience	301.50	13.50	315.00	4.50	319.50
	Thereafter, the wage specified in (a), i.e.	331.00	14.50	345.50	5.00	350.50
Part D - General						
	Boiler attendant	312.50	14.00	326.50	4.50	331.00
	Despatch packer	323.00	14.50	337.50	5.00	342.50
	General Worker	301.50	13.50	315.00	4.50	319.50
	Labourer	306.00	13.50	319.50	4.50	324.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with	340.00	15.00	355.00	5.00	360.00
	(a) under 2 720 kg	390.00	17.00	407.00	5.50	412.50
	(b) 2 720 kg and over	416.00	18.50	434.50	6.00	440.50
	Supervisor, quality controller and instructor	340.00	15.00	355.00	5.00	360.00
	Traveller's driver					
	Watchman or caretaker, whose ordinary hours of work are -					
	(a) less than 60 hours per week	353.00	15.50	368.50	5.00	373.50
	(b) 60 hours per week	371.00	16.50	387.50	5.50	393.00