

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 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:

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-04	Across the Board Increase (5% rounded)	Wage per week from 01-Jul-04 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Jul-04
		R	R	R	R	R
Part A - Cutting Department						
Head Cutter		930.50	46.50	977.00	10.30	987.30
Pattern Maker:						
(a)	Qualified	930.50	46.50	977.00	10.30	987.30
(b)	Learner					
	First year					
	First six months of experience	521.50	26.00	547.50	5.86	553.36
	Second six months of experience	575.50	29.00	604.50	6.45	610.95
	Second year					
	First six months of experience	630.00	31.50	661.50	7.04	668.54
	Second six months of experience	688.00	34.50	722.50	7.67	730.17
	Third year					
	First six months of experience	750.00	37.50	787.50	8.34	795.84
	Second six months of experience	810.00	40.50	850.50	8.99	859.49
	Thereafter, the wage specified in (a), i.e.	930.50	46.50	977.00	10.30	987.30
Pattern Grader						
(a)	Qualified	751.50	37.50	789.00	8.35	797.35
(b)	Learner					
	First year					
	First six months of experience	491.00	24.50	515.50	5.52	521.02
	Second six months of experience	521.50	26.00	547.50	5.86	553.36
	Second year					
	First six months of experience	553.00	27.50	580.50	6.20	586.70
	Second six months of experience	591.50	29.50	621.00	6.62	627.62
	Third year					
	First six months of experience	630.00	31.50	661.50	7.04	668.54
	Second six months of experience	671.00	33.50	704.50	7.48	711.98
	Thereafter, the wage specified in (a), i.e.	751.50	37.50	789.00	8.35	797.35
Cutter, lay-maker:						
(a)	Qualified	724.50	36.00	760.50	8.07	768.57
(b)	Learner					
	First year					
	First six months of experience	440.50	22.00	462.50	4.98	467.48
	Second six months of experience	484.50	24.00	508.50	5.46	513.96
	Second year					
	First six months of experience	528.50	26.50	555.00	5.94	560.94
	Second six months of experience	578.00	29.00	607.00	6.48	613.48
	Third year					
	First six months of experience	634.50	31.50	666.00	7.09	673.09
	Thereafter, the wage specified in (a), i.e.	724.50	36.00	760.50	8.07	768.57
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified	522.50	26.00	548.50	5.87	554.37
(b)	Learner					
	First year					
	First six months of experience	392.50	19.50	412.00	4.46	416.46
	Second six months of experience	415.50	21.00	436.50	4.71	441.21
	Second year					
	First six months of experience	437.00	22.00	459.00	4.95	463.95
	Second six months of experience	460.50	23.00	483.50	5.20	488.70
	Third year					

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		R	R	R	R	R
	First six months of experience	483.00	24.00	507.00	5.44	512.44
	Thereafter, the wage specified in (a), i.e.	522.50	26.00	548.50	5.87	554.37
(c)	If advanced to learner cutter:					
	First six months from date of advancement	565.50	28.50	594.00	6.34	600.34
	Second six months from date of advancement	634.50	31.50	666.00	7.09	673.09
	Thereafter, the wage specified for a qualified cutter, i.e.	724.50	36.00	760.50	8.07	768.57
Layer-up:						
(a)	Qualified	450.50	22.50	473.00	5.09	478.09
(b)	Learner					
	First year					
	First six months of experience	379.00	19.00	398.00	4.32	402.32
	Second six months of experience	392.50	19.50	412.00	4.46	416.46
	Second year					
	First six months of experience	410.00	20.50	430.50	4.65	435.15
	Thereafter, the wage specified in (a), i.e.	450.50	22.50	473.00	5.09	478.09
(c)	If advanced to learner cutter:					
	First six months from date of advancement	450.50	22.50	473.00	5.09	478.09
	Second six months from date of advancement	528.50	26.50	555.00	5.94	560.94
	Third six months from date of advancement	578.00	29.00	607.00	6.48	613.48
	Fourth six months from date of advancement	634.50	31.50	666.00	7.09	673.09
	Thereafter, the wage specified for a qualified cutter, i.e.	724.50	36.00	760.50	8.07	768.57
(d)	If advanced to learner interlining cutter, learner trimmer,					
	First six months from date of advancement	450.50	22.50	473.00	5.09	478.09
	Second six months from date of advancement	483.00	24.00	507.00	5.44	512.44
	Thereafter, the wage specified for a qualified interlining	522.50	26.00	548.50	5.87	554.37
(e)	If advanced to fitter-up:					
	First six months from date of advancement	450.50	22.50	473.00	5.09	478.09
	Second six months from date of advancement	466.50	23.50	490.00	5.26	495.26
	Third six months from date of advancement	491.00	24.50	515.50	5.52	521.02
	Fourth six months from date of advancement	522.50	26.00	548.50	5.87	554.37
	Thereafter, the wage specified for fitter-up, i.e.	575.50	29.00	604.50	6.45	610.95
Clicker:						
(a)	Qualified	539.00	27.00	566.00	6.05	572.05
(b)	Learner					
	First year	404.00	20.00	424.00	4.59	428.59
	Second year	460.50	23.00	483.50	5.20	488.70
	Thereafter, the wage specified in (a) i.e.	539.00	27.00	566.00	6.05	572.05
Tracer:						
(a)	Qualified	505.50	25.50	531.00	5.68	536.68
(b)	Learner					
	First year					
	First six months of experience	404.00	20.00	424.00	4.59	428.59
	Second six months of experience	433.00	21.50	454.50	4.90	459.40
	Second year					
	First six months of experience	457.50	23.00	480.50	5.17	485.67
	Thereafter, the wage specified in (a), i.e.	505.50	25.50	531.00	5.68	536.68
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	930.50	46.50	977.00	10.30	987.30
(b)	Learner					
	First year					
	First six months of experience	521.50	26.00	547.50	5.86	553.36
	Second six months of experience	575.50	29.00	604.50	6.45	610.95

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		R	R	R	R	R
	Second year					
	First six months of experience	630.00	31.50	661.50	7.04	668.54
	Second six months of experience	688.00	34.50	722.50	7.67	730.17
	Third year					
	First six months of experience	750.00	37.50	787.50	8.34	795.84
	Second six months of experience	810.00	40.50	850.50	8.99	859.49
	Thereafter, the wage specified in (a), i.e.	930.50	46.50	977.00	10.30	987.30
	Clothing technician:					
	(a) Qualified	930.50	46.50	977.00	10.30	987.30
	(b) Learner					
	First year					
	First six months of experience	521.50	26.00	547.50	5.86	553.36
	Second six months of experience	575.50	29.00	604.50	6.45	610.95
	Second year					
	First six months of experience	630.00	31.50	661.50	7.04	668.54
	Second six months of experience	688.00	34.50	722.50	7.67	730.17
	Third year					
	First six months of experience	750.00	37.50	787.50	8.34	795.84
	Second six months of experience	810.00	40.50	850.50	8.99	859.49
	Thereafter, the wage specified in (a), i.e.	930.50	46.50	977.00	10.30	987.30
	Grade A employee:					
	(a) Qualified	575.50	29.00	604.50	6.45	610.95
	(b) Learner					
	First year					
	First six months of experience	405.00	20.50	425.50	4.60	430.10
	Second six months of experience	436.00	22.00	458.00	4.94	462.94
	Second year					
	First six months of experience	466.50	23.50	490.00	5.26	495.26
	Second six months of experience	491.00	24.50	515.50	5.52	521.02
	Third year					
	First six months of experience	522.50	26.00	548.50	5.87	554.37
	Thereafter, the wage specified in (a), i.e.	575.50	29.00	604.50	6.45	610.95
	Grade B employee:					
	(a) Qualified	492.00	24.50	516.50	5.54	522.04
	(b) Learner					
	First year					
	First six months of experience	399.00	20.00	419.00	4.53	423.53
	Second six months of experience	420.00	21.00	441.00	4.76	445.76
	Second year					
	First six months of experience	441.50	22.00	463.50	4.99	468.49
	Thereafter, the wage specified in (a), i.e.	492.00	24.50	516.50	5.54	522.04
	(c) If advanced to Grade A employee:					
	First six months from date of advancement	492.00	24.50	516.50	5.54	522.04
	Second six months from date of advancement	506.50	25.50	532.00	5.70	537.70
	Third six months from date of advancement	522.50	26.00	548.50	5.87	554.37
	Thereafter, the wage specified for a qualified Grade A	575.50	29.00	604.50	6.45	610.95
	Grade C employee:					
	(a) Qualified	436.00	22.00	458.00	4.94	462.94
	(b) Learner					
	First year					
	First six months of experience	391.50	19.50	411.00	4.45	415.45
	Second six months of experience	402.50	20.00	422.50	4.57	427.07
	Thereafter, the wage specified in (a), i.e.	436.00	22.00	458.00	4.94	462.94
	(c) If advanced to Grade B employee:					
	First six months from date of advancement	436.00	22.00	458.00	4.94	462.94
	Second six months from date of advancement	441.50	22.00	463.50	4.99	468.49
	Thereafter, the wage specified for a qualified Grade B	492.00	24.50	516.50	5.54	522.04
	Underpresser, blocker:					

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		R	R	R	R	R
(a)	Qualified	441.50	22.00	463.50	4.99	468.49
(b)	Learner					
	First year					
	First six months of experience	379.00	19.00	398.00	4.32	402.32
	Second six months of experience	392.50	19.50	412.00	4.46	416.46
	Second year					
	First six months of experience	410.00	20.50	430.50	4.65	435.15
	Thereafter, the wage specified in (a), i.e.	441.50	22.00	463.50	4.99	468.49
(c)	If advanced to learner presser:					
	First six months from date of advancement	441.50	22.00	463.50	4.99	468.49
	Second six months from date of advancement	522.50	26.00	548.50	5.87	554.37
	Thereafter, the wage specified for a qualified Grade A	575.50	29.00	604.50	6.45	610.95
Part C - Clerical employees						
Clerk						
(a)	Qualified	634.50	31.50	666.00	7.09	673.09
(b)	Learner					
	First year	467.50	23.50	491.00	5.28	496.28
	Second year	508.00	25.50	533.50	5.72	539.22
	Third year					
	First six months of experience	555.50	28.00	583.50	6.23	589.73
	Thereafter, the wage specified in (a), i.e.	634.50	31.50	666.00	7.09	673.09
Factory Clerk						
(a)	Qualified	476.00	24.00	500.00	5.37	505.37
(b)	Learner					
	First year	379.00	19.00	398.00	4.32	402.32
	Second year	404.00	20.00	424.00	4.59	428.59
	Third year					
	First six months of experience	436.00	22.00	458.00	4.94	462.94
	Thereafter, the wage specified in (a), i.e.	476.00	24.00	500.00	5.37	505.37
Part D - General						
	Boiler attendant	452.00	22.50	474.50	5.11	479.61
	Despatch packer	466.50	23.50	490.00	5.26	495.26
	General Worker	436.00	22.00	458.00	4.94	462.94
	Labourer	441.50	22.00	463.50	4.99	468.49
	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	466.50	23.50	490.00	5.26	495.26
(b)	exceeds 1 360 but not 2 720 kg	484.50	24.00	508.50	5.46	513.96
(c)	exceeds 2 720 kg	553.00	27.50	580.50	6.20	586.70
	Supervisor, quality controller and instructor	591.50	29.50	621.00	6.62	627.62
	Traveller's driver	484.50	24.00	508.50	5.46	513.96
	Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	504.00	25.00	529.00	5.67	534.67
(b)	60 hours per week	528.50	26.50	555.00	5.94	560.94