

**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 2007 TO 31 AUGUST 2008**

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)				
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						Wage per week as at 31-Aug-06	Across the Board Increase 5.37% (rounded)	Wage per week from 01-Sep-07 (excl allow)	Plus "2001 Allowance"	Wage per week from 01-Sep-07
						R	R	R	R	R
Part A - Cutting Department										
Head Cutter						1 066.50	57.50	1 124.00	10.30	1 134.30
Pattern Maker:										
	(a)	Qualified				1 066.50	57.50	1 124.00	10.30	1 134.30
	(b)	Learner								
		First year								
		First six months of experience				597.50	32.00	629.50	5.86	635.36
		Second six months of experience				659.50	35.50	695.00	6.45	701.45
		Second year								
		First six months of experience				722.00	39.00	761.00	7.04	768.04
		Second six months of experience				788.50	42.50	831.00	7.67	838.67
		Third year								
		First six months of experience				859.50	46.00	905.50	8.34	913.84
		Second six months of experience				928.00	50.00	978.00	8.99	986.99
		Thereafter, the wage specified in (a), i.e.				1 066.50	57.50	1 124.00	10.30	1 134.30
Pattern Grader										
	(a)	Qualified				861.00	46.00	907.00	8.35	915.35
	(b)	Learner								
		First year								
		First six months of experience				562.50	30.00	592.50	5.52	598.02
		Second six months of experience				597.50	32.00	629.50	5.86	635.36
		Second year								
		First six months of experience				633.00	34.00	667.00	6.20	673.20
		Second six months of experience				678.00	36.50	714.50	6.62	721.12
		Third year								
		First six months of experience				722.00	39.00	761.00	7.04	768.04
		Second six months of experience				768.50	41.50	810.00	7.48	817.48
		Thereafter, the wage specified in (a), i.e.				861.00	46.00	907.00	8.35	915.35
Cutter, lay-maker:										
	(a)	Qualified				830.00	44.50	874.50	8.07	882.57
	(b)	Learner								
		First year								
		First six months of experience				504.50	27.00	531.50	4.98	536.48
		Second six months of experience				555.00	30.00	585.00	5.46	590.46
		Second year								
		First six months of experience				605.50	32.50	638.00	5.94	643.94
		Second six months of experience				662.50	35.50	698.00	6.48	704.48
		Third year								
		First six months of experience				726.50	39.00	765.50	7.09	772.59
		Thereafter, the wage specified in (a), i.e.				830.00	44.50	874.50	8.07	882.57
Interlining cutter, trimmer, leather cutter and tie cutter										
	(a)	Qualified				598.50	32.00	630.50	5.87	636.37
	(b)	Learner								

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		R	R	R	R	R
	First year					
	First six months of experience	449.50	24.00	473.50	4.46	477.96
	Second six months of experience	476.00	25.50	501.50	4.71	506.21
	Second year					
	First six months of experience	501.00	27.00	528.00	4.95	532.95
	Second six months of experience	527.50	28.50	556.00	5.20	561.20

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		R	R	R	R	R
	Third year					
	First six months of experience	553.50	29.50	583.00	5.44	588.44
	Thereafter, the wage specified in (a), i.e.	598.50	32.00	630.50	5.87	636.37
(c)	If advanced to learner cutter:					
	First six months from date of advancement	648.50	35.00	683.50	6.34	689.84
	Second six months from date of advancement	726.50	39.00	765.50	7.09	772.59
	Thereafter, the wage specified for a qualified cutter, i.e.	830.00	44.50	874.50	8.07	882.57
Layer-up:						
(a)	Qualified	516.00	27.50	543.50	5.09	548.59
(b)	Learner					
	First year					
	First six months of experience	434.00	23.50	457.50	4.32	461.82
	Second six months of experience	449.50	24.00	473.50	4.46	477.96
	Second year					
	First six months of experience	469.50	25.00	494.50	4.65	499.15
	Thereafter, the wage specified in (a), i.e.	516.00	27.50	543.50	5.09	548.59
(c)	If advanced to learner cutter:					
	First six months from date of advancement	516.00	27.50	543.50	5.09	548.59
	Second six months from date of advancement	605.50	32.50	638.00	5.94	643.94
	Third six months from date of advancement	662.50	35.50	698.00	6.48	704.48
	Fourth six months from date of advancement	726.50	39.00	765.50	7.09	772.59
	Thereafter, the wage specified for a qualified cutter, i.e.	830.00	44.50	874.50	8.07	882.57
(d)	If advanced to learner interlining cutter, learner trimmer,					
	First six months from date of advancement	516.00	27.50	543.50	5.09	548.59
	Second six months from date of advancement	553.50	29.50	583.00	5.44	588.44
	Thereafter, the wage specified for a qualified interlining	598.50	32.00	630.50	5.87	636.37
(e)	If advanced to fitter-up:					
	First six months from date of advancement	516.00	27.50	543.50	5.09	548.59
	Second six months from date of advancement	534.50	28.50	563.00	5.26	568.26
	Third six months from date of advancement	562.50	30.00	592.50	5.52	598.02
	Fourth six months from date of advancement	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified for fitter-up, i.e.	659.50	35.50	695.00	6.45	701.45
Clicker:						
(a)	Qualified	617.50	33.00	650.50	6.05	656.55
(b)	Learner					
	First year	462.50	25.00	487.50	4.59	492.09
	Second year	527.50	28.50	556.00	5.20	561.20
	Thereafter, the wage specified in (a) i.e.	617.50	33.00	650.50	6.05	656.55
Tracer:						
(a)	Qualified	579.00	31.00	610.00	5.68	615.68
(b)	Learner					
	First year					
	First six months of experience	462.50	25.00	487.50	4.59	492.09
	Second six months of experience	495.50	26.50	522.00	4.90	526.90
	Second year					
	First six months of experience	524.00	28.00	552.00	5.17	557.17
	Thereafter, the wage specified in (a), i.e.	579.00	31.00	610.00	5.68	615.68
Part B - Factory Operatives						

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		R	R	R	R	R
Clothing machine mechanic:						
(a)	Qualified	1 066.50	57.50	1 124.00	10.30	1 134.30
(b)	Learner					
	First year					
	First six months of experience	597.50	32.00	629.50	5.86	635.36
	Second six months of experience	659.50	35.50	695.00	6.45	701.45
	Second year					
	First six months of experience	722.00	39.00	761.00	7.04	768.04
	Second six months of experience	788.50	42.50	831.00	7.67	838.67
	Third year					
	First six months of experience	859.50	46.00	905.50	8.34	913.84
	Second six months of experience	928.00	50.00	978.00	8.99	986.99
	Thereafter, the wage specified in (a), i.e.	1 066.50	57.50	1 124.00	10.30	1 134.30
Clothing technician:						
(a)	Qualified	1 066.50	57.50	1 124.00	10.30	1 134.30
(b)	Learner					
	First year					
	First six months of experience	597.50	32.00	629.50	5.86	635.36
	Second six months of experience	659.50	35.50	695.00	6.45	701.45
	Second year					
	First six months of experience	722.00	39.00	761.00	7.04	768.04
	Second six months of experience	788.50	42.50	831.00	7.67	838.67
	Third year					
	First six months of experience	859.50	46.00	905.50	8.34	913.84
	Second six months of experience	928.00	50.00	978.00	8.99	986.99
	Thereafter, the wage specified in (a), i.e	1 066.50	57.50	1 124.00	10.30	1 134.30
Grade A employee:						
(a)	Qualified	659.50	35.50	695.00	6.45	701.45
(b)	Learner					
	First year					
	First six months of experience	464.00	25.00	489.00	4.60	493.60
	Second six months of experience	500.00	27.00	527.00	4.94	531.94
	Second year					
	First six months of experience	534.50	28.50	563.00	5.26	568.26
	Second six months of experience	562.50	30.00	592.50	5.52	598.02
	Third year					
	First six months of experience	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified in (a), i.e	659.50	35.50	695.00	6.45	701.45
Grade B employee:						
(a)	Qualified	563.50	30.50	594.00	5.54	599.54
(b)	Learner					
	First year					
	First six months of experience	457.50	24.50	482.00	4.53	486.53
	Second six months of experience	481.00	26.00	507.00	4.76	511.76
	Second year					
	First six months of experience	505.50	27.00	532.50	4.99	537.49
	Thereafter, the wage specified in (a), i.e	563.50	30.50	594.00	5.54	599.54
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	563.50	30.50	594.00	5.54	599.54
	Second six months from date of advancement	580.50	31.00	611.50	5.70	617.20
	Third six months from date of advancement	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified for a qualified Grade A	659.50	35.50	695.00	6.45	701.45

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			R	R	R	R	R
Grade C employee:							
(a)	Qualified		500.00	27.00	527.00	4.94	531.94
(b)	Learner						
	First year						
		First six months of experience	448.50	24.00	472.50	4.45	476.95
		Second six months of experience	461.00	25.00	486.00	4.57	490.57
		Thereafter, the wage specified in (a), i.e	500.00	27.00	527.00	4.94	531.94
(c)	If advanced to Grade B employee:						
		First six months from date of advancement	500.00	27.00	527.00	4.94	531.94
		Second six months from date of advancement	505.50	27.00	532.50	4.99	537.49
		Thereafter, the wage specified for a qualified Grade B	563.50	30.50	594.00	5.54	599.54

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		R	R	R	R	R
Underpresser, blocker:						
(a)	Qualified	505.50	27.00	532.50	4.99	537.49
(b)	Learner					
	First year					
	First six months of experience	434.00	23.50	457.50	4.32	461.82
	Second six months of experience	449.50	24.00	473.50	4.46	477.96
	Second year					
	First six months of experience	469.50	25.00	494.50	4.65	499.15
	Thereafter, the wage specified in (a), i.e.	505.50	27.00	532.50	4.99	537.49
(c)	If advanced to learner presser:					
	First six months from date of advancement	505.50	27.00	532.50	4.99	537.49
	Second six months from date of advancement	598.50	32.00	630.50	5.87	636.37
	Thereafter, the wage specified for a qualified Grade A	659.50	35.50	695.00	6.45	701.45
Part C - Clerical employees						
Clerk						
(a)	Qualified	726.50	39.00	765.50	7.09	772.59
(b)	Learner					
	First year	535.50	29.00	564.50	5.28	569.78
	Second year	582.50	31.50	614.00	5.72	619.72
	Third year					
	First six months of experience	637.00	34.00	671.00	6.23	677.23
	Thereafter, the wage specified in (a), i.e.	726.50	39.00	765.50	7.09	772.59
Factory Clerk						
(a)	Qualified	545.50	29.50	575.00	5.37	580.37
(b)	Learner					
	First year	434.00	23.50	457.50	4.32	461.82
	Second year	462.50	25.00	487.50	4.59	492.09
	Third year					
	First six months of experience	500.00	27.00	527.00	4.94	531.94
	Thereafter, the wage specified in (a), i.e.	545.50	29.50	575.00	5.37	580.37
Part D - General						
Boiler attendant		517.50	28.00	545.50	5.11	550.61
Despatch packer		534.50	28.50	563.00	5.26	568.26
General Worker		500.00	27.00	527.00	4.94	531.94
Labourer		505.50	27.00	532.50	4.99	537.49
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	534.50	28.50	563.00	5.26	568.26
(b)	exceeds 1 360 but not 2 720 kg	555.00	30.00	585.00	5.46	590.46
(c)	exceeds 2 720 kg	633.00	34.00	667.00	6.20	673.20
Supervisor, quality controller and instructor		678.00	36.50	714.50	6.62	721.12
Traveller's driver		555.00	30.00	585.00	5.46	590.46
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	577.00	31.00	608.00	5.67	613.67
(b)	60 hours per week	605.50	32.50	638.00	5.94	643.94