

PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
**WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2009 TO 31 AUGUST 2010**

<b>WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)</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:					* R40 + R5 for machinists & General Workers wef 1 Sep 09 and 1 Jan 10 respectively	
				<b>Wage per week</b>	<b>Across the Board Increase</b>	<b>Wage per week</b>
				<b>at</b>	<b>9% * refer note above (rounded)</b>	<b>from</b>
				<b>31-Aug-09</b>		<b>01-Sep-09</b>
				<b>R</b>	<b>R</b>	<b>R</b>
<b>Part A - Cutting Department</b>						
Head Cutter				<b>895.50</b>	80.50	<b>976.00</b>
Pattern Maker:						
	(a)	Qualified		<b>895.50</b>	80.50	<b>976.00</b>
	(b)	Learner				
		First year				
		First six months of experience		<b>508.00</b>	45.50	<b>553.50</b>
		Second six months of experience		<b>559.00</b>	50.50	<b>609.50</b>
		Second year				
		First six months of experience		<b>612.00</b>	55.00	<b>667.00</b>
		Second six months of experience		<b>665.50</b>	60.00	<b>725.50</b>
		Third year				
		First <b>four</b> months of experience		<b>724.00</b>	65.00	<b>789.00</b>
		Thereafter, the wage specified in (a), i.e.		<b>895.50</b>	80.50	<b>976.00</b>
Pattern Grader						
	(a)	Qualified		<b>726.00</b>	65.50	<b>791.50</b>
	(b)	Learner				
		First year				
		First six months of experience		<b>474.00</b>	42.50	<b>516.50</b>
		Second six months of experience		<b>508.00</b>	45.50	<b>553.50</b>
		Second year				
		First six months of experience		<b>539.50</b>	48.50	<b>588.00</b>
		Second six months of experience		<b>574.00</b>	51.50	<b>625.50</b>
		Third year				
		First <b>six</b> months of experience		<b>612.00</b>	55.00	<b>667.00</b>
		Next <b>four</b> months of experience		<b>649.00</b>	58.50	<b>707.50</b>
		Thereafter, the wage specified in (a), i.e.		<b>726.00</b>	65.50	<b>791.50</b>
Cutter, lay-maker:						
	(a)	Qualified		<b>699.50</b>	63.00	<b>762.50</b>
	(b)	Learner				
		First year				
		First six months of experience		<b>428.00</b>	38.50	<b>466.50</b>
		Second six months of experience		<b>472.00</b>	42.50	<b>514.50</b>
		Second year				
		First six months of experience		<b>516.00</b>	46.50	<b>562.50</b>
		Second six months of experience		<b>562.50</b>	50.50	<b>613.00</b>
		Third year				
		First <b>six</b> months of experience		<b>616.00</b>	55.50	<b>671.50</b>
		Next <b>four</b> months of experience		<b>699.50</b>	63.00	<b>762.50</b>
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified		<b>510.00</b>	46.00	<b>556.00</b>
	(b)	Learner				
		First year				
		First six months of experience		<b>384.50</b>	34.50	<b>419.00</b>
		Second six months of experience		<b>405.00</b>	36.50	<b>441.50</b>
		Second year				

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			Wage per week	Across the Board Increase 9% * refer note above	Wage per week
			at	(rounded)	from
			31-Aug-09		01-Sep-09
			R	R	R
		First six months of experience	<b>427.00</b>	38.50	<b>465.50</b>
		Second six months of experience	<b>447.50</b>	40.50	<b>488.00</b>
		Third year			
		First <b>four</b> months of experience	<b>470.50</b>	42.50	<b>513.00</b>
		Thereafter, the wage specified in (a) i.e.	<b>510.00</b>	46.00	<b>556.00</b>
	(c)	If advanced to learner cutter:			
		First six months from date of advancement	<b>551.00</b>	49.50	<b>600.50</b>
		Second six months from date of advancement	<b>616.00</b>	55.50	<b>671.50</b>
		Thereafter, the wage specified for a qualified cutter, i.e.	<b>699.50</b>	63.00	<b>762.50</b>
		Layer-up:			
	(a)	Qualified	<b>437.50</b>	39.50	<b>477.00</b>
		First year			
		First six months of experience	<b>373.00</b>	33.50	<b>406.50</b>
		Second six months of experience	<b>384.50</b>	34.50	<b>419.00</b>
		Second year			
		First six months of experience	<b>399.50</b>	36.00	<b>435.50</b>
		Thereafter, the wage specified in (a), i.e.	<b>437.50</b>	39.50	<b>477.00</b>
	(b)	If advanced to learner cutter:			
		First six months from date of advancement	<b>437.50</b>	39.50	<b>477.00</b>
		Second six months from date of advancement	<b>516.00</b>	46.50	<b>562.50</b>
		Third six months from date of advancement	<b>562.50</b>	50.50	<b>613.00</b>
		Fourth six months from date of advancement	<b>616.00</b>	55.50	<b>671.50</b>
		Thereafter, the wage specified for a qualified cutter, i.e.	<b>699.50</b>	63.00	<b>762.50</b>
		Clicker:			
	(a)	Qualified	<b>525.50</b>	47.50	<b>573.00</b>
	(b)	Learner			
		First year of experience	<b>395.00</b>	35.50	<b>430.50</b>
		Second year of experience	<b>447.50</b>	40.50	<b>488.00</b>
		Thereafter, the wage specified in (a), i.e.	<b>525.50</b>	47.50	<b>573.00</b>
		Tracer:			
	(a)	Qualified	<b>493.50</b>	44.50	<b>538.00</b>
	(b)	Learner			
		First year			
		First six months of experience	<b>395.00</b>	35.50	<b>430.50</b>
		Second six months of experience	<b>421.00</b>	38.00	<b>459.00</b>
		Second year			
		First six months of experience	<b>445.50</b>	40.00	<b>485.50</b>
		Thereafter, the wage specified in (a), i.e.	<b>493.50</b>	44.50	<b>538.00</b>
		Part B - Factory Operatives			
		Clothing machine mechanic:			
	(a)	Qualified	<b>895.50</b>	80.50	<b>976.00</b>
	(b)	Learner			
		First year			
		First six months of experience	<b>508.00</b>	45.50	<b>553.50</b>
		Second six months of experience	<b>559.00</b>	50.50	<b>609.50</b>
		Second year			
		First six months of experience	<b>612.00</b>	55.00	<b>667.00</b>
		Second six months of experience	<b>665.50</b>	60.00	<b>725.50</b>
		Third year			
		First <b>six</b> months of experience	<b>724.00</b>	65.00	<b>789.00</b>
		Next <b>four</b> months of experience	<b>781.50</b>	70.50	<b>852.00</b>
		Thereafter, the wage specified in (a), i.e.	<b>895.50</b>	80.50	<b>976.00</b>

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			at 31-Aug-09	(rounded)	from 01-Sep-09
			R	R	R
<b>Grade A employee:</b>					
(a)	Qualified		<b>559.00</b>	50.50	<b>609.50</b>
(b)	Learner				
	First year				
	First six months of experience		<b>397.00</b>	35.50	<b>432.50</b>
	Second six months of experience		<b>426.50</b>	38.50	<b>465.00</b>
	Second year				
	First six months of experience		<b>452.50</b>	40.50	<b>493.00</b>
	Second six months of experience		<b>479.00</b>	43.00	<b>522.00</b>
	Third year				
	First four months of experience		<b>510.00</b>	46.00	<b>556.00</b>
	Thereafter, the wage specified in (a), i.e.		<b>559.00</b>	50.50	<b>609.50</b>
<b>Grade B employee:</b>					
<b><u>wef 1 September 2009</u></b>					
(a)	Qualified		<b>474.00</b>	40.00	<b>514.00</b>
(b)	Learner				
	First year				
	First six months of experience		<b>390.00</b>	40.00	<b>430.00</b>
	Second six months of experience		<b>410.50</b>	40.00	<b>450.50</b>
	Second year				
	First six months of experience		<b>430.00</b>	40.00	<b>470.00</b>
	Thereafter, the wage specified in (a), i.e.		<b>474.00</b>	40.00	<b>514.00</b>
(c)	If advanced to Grade A employee:				
	First six months from date of advancement		<b>474.00</b>	40.00	<b>514.00</b>
	Second six months from date of advancement		<b>479.00</b>	40.00	<b>519.00</b>
	Third six months from date of advancement		<b>510.00</b>	40.00	<b>550.00</b>
	Thereafter, the wage specified for a qualified Grade A		<b>559.00</b>	40.00	<b>599.00</b>
<b><u>wef 1 January 2010</u></b>					
(a)	Qualified		<b>514.00</b>	5.00	<b>519.00</b>
(b)	Learner				
	First year				
	First six months of experience		<b>430.00</b>	5.00	<b>435.00</b>
	Second six months of experience		<b>450.50</b>	5.00	<b>455.50</b>
	Second year				
	First six months of experience		<b>470.00</b>	5.00	<b>475.00</b>
	Thereafter, the wage specified in (a), i.e.		<b>514.00</b>	5.00	<b>519.00</b>
(c)	If advanced to Grade A employee:				
	First six months from date of advancement		<b>514.00</b>	5.00	<b>519.00</b>
	Second six months from date of advancement		<b>519.00</b>	5.00	<b>524.00</b>
	Third six months from date of advancement		<b>550.00</b>	5.00	<b>555.00</b>
	Thereafter, the wage specified for a qualified Grade A		<b>599.00</b>	5.00	<b>604.00</b>
<b>Grade C employee:</b>					
(a)	Qualified		<b>426.50</b>	38.50	<b>465.00</b>
(b)	Learner				
	First year				
	First six months of experience		<b>382.50</b>	34.50	<b>417.00</b>
	Second six months of experience		<b>394.00</b>	35.50	<b>429.50</b>
	Thereafter, the wage specified in (a), i.e.		<b>426.50</b>	38.50	<b>465.00</b>
(c)	If advanced to Grade B employee:				
	First six months from date of advancement		<b>426.50</b>	38.50	<b>465.00</b>

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			Wage per week	Across the Board Increase 9% * refer note above (rounded)	Wage per week from 01-Sep-09
			at 31-Aug-09	R	R
		Second six months from date of advancement	<b>430.00</b>	38.50	<b>468.50</b>
		Thereafter, the wage specified for a qualified Grade B	<b>474.00</b>	42.50	<b>516.50</b>
<b>Underpresser, blocker:</b>					
	(a)	Qualified	<b>430.00</b>	38.50	<b>468.50</b>
	(b)	Learner			
		First year			
		First six months of experience	<b>373.00</b>	33.50	<b>406.50</b>
		Second six months of experience	<b>384.50</b>	34.50	<b>419.00</b>
		Second year			
		First six months of experience	<b>399.50</b>	36.00	<b>435.50</b>
		Second six months of experience	<b>430.00</b>	38.50	<b>468.50</b>
	(c)	If advanced to learner presser:	-		
		First six months from date of advancement	<b>430.00</b>	38.50	<b>468.50</b>
		Second six months from date of advancement	<b>510.00</b>	46.00	<b>556.00</b>
		Thereafter, the wage specified for a qualified Grade A	<b>559.00</b>	50.50	<b>609.50</b>
<b>Part C - Clerical employees</b>					
<b>Clerk</b>					
	(a)	Qualified	<b>616.00</b>	55.50	<b>671.50</b>
	(b)	Learner			
		First year of experience	<b>455.50</b>	41.00	<b>496.50</b>
		Second year of experience	<b>497.00</b>	44.50	<b>541.50</b>
		Third year			
		First six months of experience	<b>541.00</b>	48.50	<b>589.50</b>
		Thereafter, the wage specified in (a), i.e.	<b>616.00</b>	55.50	<b>671.50</b>
<b>Factory Clerk</b>					
	(a)	Qualified	<b>463.00</b>	41.50	<b>504.50</b>
	(b)	Learner			
		First year of experience	<b>372.00</b>	33.50	<b>405.50</b>
		Second year of experience	<b>395.50</b>	35.50	<b>431.00</b>
		Third year			
		First six months of experience	<b>424.50</b>	38.00	<b>462.50</b>
		Thereafter, the wage specified in (a), i.e.	<b>463.00</b>	41.50	<b>504.50</b>
<b>Part D - General</b>					
		Boiler attendant	<b>439.00</b>	39.50	<b>478.50</b>
		Despatch packer	<b>453.00</b>	41.00	<b>494.00</b>
		General Worker - wef 1 September 2009	<b>424.50</b>	40.00	<b>464.50</b>
		General Worker - wef 1 January 2009	<b>464.50</b>	5.00	<b>469.50</b>
		Labourer	<b>430.00</b>	38.50	<b>468.50</b>
		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 is as follows -			
	(a)	under 2 720 kg	<b>474.50</b>	42.50	<b>517.00</b>
	(b)	2 720 kg and over	<b>539.50</b>	48.50	<b>588.00</b>
		Supervisor, quality controller and instructor	<b>574.00</b>	51.50	<b>625.50</b>
		Traveller's driver	<b>474.50</b>	42.50	<b>517.00</b>
		Watchman or caretaker, whose ordinary hours of work are -			
	(a)	less than 60 hours per week	<b>491.50</b>	44.00	<b>535.50</b>
	(b)	60 hours per week	<b>516.00</b>	46.50	<b>562.50</b>