

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 2009 TO 31 AUGUST 2010

4. WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)						
(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 at 31-Aug-09 (excl allow)	Across the Board Increase 7.0% (rounded)	Wage per week from 01-Sep-09 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-09
		R	R	R	R	R
Part A - Cutting Department						
Head Cutter		1 219.50	85.50	1 305.00	10.30	1 315.30
Pattern Maker:						
(a)	Qualified	1 219.50	85.50	1 305.00	10.30	1 315.30
(b)	Learner					
	First year					
	First six months of experience	683.00	48.00	731.00	5.86	736.86
	Second six months of experience	754.00	53.00	807.00	6.45	813.45
	Second year					
	First six months of experience	825.50	58.00	883.50	7.04	890.54
	Second six months of experience	901.50	63.00	964.50	7.67	972.17
	Third year					
	First six months of experience	982.50	69.00	1 051.50	8.34	1 059.84
	Next four months of experience	1 061.00	74.50	1 135.50	8.99	1 144.49
	Thereafter, the wage specified in (a), i.e.	1 219.50	85.50	1 305.00	10.30	1 315.30
Pattern Grader						
(a)	Qualified	984.00	69.00	1 053.00	8.35	1 061.35
(b)	Learner					
	First year					
	First six months of experience	643.00	45.00	688.00	5.52	693.52
	Second six months of experience	683.00	48.00	731.00	5.86	736.86
	Second year					
	First six months of experience	723.50	50.50	774.00	6.20	780.20
	Second six months of experience	775.00	54.50	829.50	6.62	836.12
	Third year					
	First six months of experience	825.50	58.00	883.50	7.04	890.54
	Next four months of experience	879.00	61.50	940.50	7.48	947.98
	Thereafter, the wage specified in (a), i.e.	984.00	69.00	1 053.00	8.35	1 061.35
Cutter, lay-maker:						
(a)	Qualified	949.00	66.50	1 015.50	8.07	1 023.57
(b)	Learner					
	First year					
	First six months of experience	576.50	40.50	617.00	4.98	621.98
	Second six months of experience	634.50	44.50	679.00	5.46	684.46
	Second year					
	First six months of experience	692.00	48.50	740.50	5.94	746.44
	Second six months of experience	757.50	53.00	810.50	6.48	816.98
	Third year					
	First four months of experience	830.50	58.00	888.50	7.09	895.59
	Thereafter, the wage specified in (a), i.e.	949.00	66.50	1 015.50	8.07	1 023.57
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified	684.00	48.00	732.00	5.87	737.87
(b)	Learner					
	First year					
	First six months of experience	513.50	36.00	549.50	4.46	553.96
	Second six months of experience	544.00	38.00	582.00	4.71	586.71
	Second year					
	First six months of experience	573.00	40.00	613.00	4.95	617.95

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		R	R	R	R	R
	Second six months of experience	603.50	42.00	645.50	5.20	650.70
	Third year					
	First four months of experience	632.50	44.50	677.00	5.44	682.44
	Thereafter, the wage specified in (a), i.e.	684.00	48.00	732.00	5.87	737.87
(c)	If advanced to learner cutter:					
	First six months from date of advancement	741.50	52.00	793.50	6.34	799.84
	Second six months from date of advancement	830.50	58.00	888.50	7.09	895.59
	Thereafter, the wage specified for a qualified cutter, i.e.	949.00	66.50	1 015.50	8.07	1 023.57
Layer-up:						
(a)	Qualified	589.50	41.50	631.00	5.09	636.09
(b)	Learner					
	First year					
	First six months of experience	496.50	35.00	531.50	4.32	535.82
	Second six months of experience	513.50	36.00	549.50	4.46	553.96
	Second year					
	First six months of experience	536.50	37.50	574.00	4.65	578.65
	Thereafter, the wage specified in (a), i.e.	589.50	41.50	631.00	5.09	636.09
(c)	If advanced to learner cutter:					
	First six months from date of advancement	589.50	41.50	631.00	5.09	636.09
	Second six months from date of advancement	692.00	48.50	740.50	5.94	746.44
	Third six months from date of advancement	757.50	53.00	810.50	6.48	816.98
	Fourth six months from date of advancement	830.50	58.00	888.50	7.09	895.59
	Thereafter, the wage specified for a qualified cutter, i.e.	949.00	66.50	1 015.50	8.07	1 023.57
(d)	If advanced to learner interlining cutter, learner trimmer,					
	First six months from date of advancement	589.50	41.50	631.00	5.09	636.09
	Second six months from date of advancement	632.50	44.50	677.00	5.44	682.44
	Thereafter, the wage specified for a qualified interlining	684.00	48.00	732.00	5.87	737.87
(e)	If advanced to fitter-up:					
	First six months from date of advancement	589.50	41.50	631.00	5.09	636.09
	Second six months from date of advancement	611.00	43.00	654.00	5.26	659.26
	Third six months from date of advancement	643.00	45.00	688.00	5.52	693.52
	Fourth six months from date of advancement	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified for fitter-up, i.e.	754.00	53.00	807.00	6.45	813.45
Clicker:						
(a)	Qualified	706.00	49.50	755.50	6.05	761.55
(b)	Learner					
	First year	529.00	37.00	566.00	4.59	570.59
	Second year	603.50	42.00	645.50	5.20	650.70
	Thereafter, the wage specified in (a) i.e.	706.00	49.50	755.50	6.05	761.55
Tracer:						
(a)	Qualified	662.00	46.50	708.50	5.68	714.18
(b)	Learner					
	First year					
	First six months of experience	529.00	37.00	566.00	4.59	570.59
	Second six months of experience	566.50	39.50	606.00	4.90	610.90
	Second year					
	First six months of experience	599.00	42.00	641.00	5.17	646.17
	Thereafter, the wage specified in (a), i.e.	662.00	46.50	708.50	5.68	714.18
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	1 219.50	85.50	1 305.00	10.30	1 315.30
(b)	Learner					
	First year					
	First six months of experience	683.00	48.00	731.00	5.86	736.86
	Second six months of experience	754.00	53.00	807.00	6.45	813.45

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		R	R	R	R	R
	Second year					
	First six months of experience	825.50	58.00	883.50	7.04	890.54
	Second six months of experience	901.50	63.00	964.50	7.67	972.17
	Third year					
	First four months of experience	982.50	69.00	1 051.50	8.34	1 059.84
	Second four months of experience	1 061.00	74.50	1 135.50	8.99	1 144.49
	Thereafter, the wage specified in (a), i.e.	1 219.50	85.50	1 305.00	10.30	1 315.30
Clothing technician:						
(a)	Qualified	1 219.50	85.50	1 305.00	10.30	1 315.30
(b)	Learner					
	First year					
	First six months of experience	683.00	48.00	731.00	5.86	736.86
	Second six months of experience	754.00	53.00	807.00	6.45	813.45
	Second year					
	First six months of experience	825.50	58.00	883.50	7.04	890.54
	Second six months of experience	901.50	63.00	964.50	7.67	972.17
	Third year					
	First six months of experience	982.50	69.00	1 051.50	8.34	1 059.84
	Next four months of experience	1 061.00	74.50	1 135.50	8.99	1 144.49
	Thereafter, the wage specified in (a), i.e.	1 219.50	85.50	1 305.00	10.30	1 315.30
Grade A employee:						
(a)	Qualified	754.00	53.00	807.00	6.45	813.45
(b)	Learner					
	First year					
	First six months of experience	530.50	37.00	567.50	4.60	572.10
	Second six months of experience	572.00	40.00	612.00	4.94	616.94
	Second year					
	First six months of experience	611.00	43.00	654.00	5.26	659.26
	Second six months of experience	643.00	45.00	688.00	5.52	693.52
	Third year					
	First four months of experience	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified in (a), i.e.	754.00	53.00	807.00	6.45	813.45
Grade B employee:						
(a)	Qualified	644.50	45.00	689.50	5.54	695.04
(b)	Learner					
	First year					
	First six months of experience	523.00	36.50	559.50	4.53	564.03
	Second six months of experience	550.00	38.50	588.50	4.76	593.26
	Second year					
	First six months of experience	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified in (a), i.e.	644.50	45.00	689.50	5.54	695.04
(c)	If advanced to Grade A employee:					
	First six months from date of advancement	644.50	45.00	689.50	5.54	695.04
	Second six months from date of advancement	663.50	46.50	710.00	5.70	715.70
	Third six months from date of advancement	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified for a qualified Grade A	754.00	53.00	807.00	6.45	813.45
Grade C employee:						
(a)	Qualified	572.00	40.00	612.00	4.94	616.94
(b)	Learner					
	First year					
	First six months of experience	512.50	36.00	548.50	4.45	552.95
	Second six months of experience	527.50	37.00	564.50	4.57	569.07
	Thereafter, the wage specified in (a), i.e.	572.00	40.00	612.00	4.94	616.94
(c)	If advanced to Grade B employee:					
	First six months from date of advancement	572.00	40.00	612.00	4.94	616.94
	Second six months from date of advancement	578.00	40.50	618.50	4.99	623.49
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	644.50	45.00	689.50	5.54	695.04

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		R	R	R	R	R
Underpresser, blocker:						
(a)	Qualified	578.00	40.50	618.50	4.99	623.49
(b)	Learner					
	First year					
	First six months of experience	496.50	35.00	531.50	4.32	535.82
	Second six months of experience	513.50	36.00	549.50	4.46	553.96
	Second year					
	First six months of experience	536.50	37.50	574.00	4.65	578.65
	Thereafter, the wage specified in (a), i.e.	578.00	40.50	618.50	4.99	623.49
(c)	If advanced to learner presser:					
	First six months from date of advancement	578.00	40.50	618.50	4.99	623.49
	Second six months from date of advancement	684.00	48.00	732.00	5.87	737.87
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	754.00	53.00	807.00	6.45	813.45
Part C - Clerical employees						
Clerk						
(a)	Qualified	830.50	58.00	888.50	7.09	895.59
(b)	Learner					
	First year	612.50	43.00	655.50	5.28	660.78
	Second year	666.00	46.50	712.50	5.72	718.22
	Third year					
	First four months of experience	728.00	51.00	779.00	6.23	785.23
	Thereafter, the wage specified in (a), i.e.	830.50	58.00	888.50	7.09	895.59
Factory Clerk						
(a)	Qualified	624.00	43.50	667.50	5.37	672.87
(b)	Learner					
	First year	496.50	35.00	531.50	4.32	535.82
	Second year	529.00	37.00	566.00	4.59	570.59
	Third year					
	First four months of experience	572.00	40.00	612.00	4.94	616.94
	Thereafter, the wage specified in (a), i.e.	624.00	43.50	667.50	5.37	672.87
Part D - General						
	Boiler attendant	592.00	41.50	633.50	5.11	638.61
	Despatch packer	611.00	43.00	654.00	5.26	659.26
	General Worker	572.00	40.00	612.00	4.94	616.94
	Labourer	578.00	40.50	618.50	4.99	623.49
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	611.00	43.00	654.00	5.26	659.26
(b)	exceeds 1 360 but not 2 720 kg	634.50	44.50	679.00	5.46	684.46
(c)	exceeds 2 720 kg	723.50	50.50	774.00	6.20	780.20
	Supervisor, quality controller and instructor	775.00	54.50	829.50	6.62	836.12
	Traveller's driver	634.50	44.50	679.00	5.46	684.46
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	659.50	46.00	705.50	5.67	711.17
(b)	60 hours per week	692.00	48.50	740.50	5.94	746.44