

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**

<b>4. WAGES - GROUP A (ie employers NOT 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:								
					<b>Note:</b> Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement				
								▼	
					<b>Wage per week from</b>	<b>Across the Board Increase</b>	<b>Wage per week from</b>	<b>Plus "2001 Allowance"</b>	<b>Wage per week from</b>
					<b>1 Sep 08 to 31-Aug-09</b>	<b>7.0% (rounded)</b>	<b>01-Sep-09 (excl allow)</b>	<b>(*See note above)</b>	<b>from 01-Sep-09</b>
					R	R	R	R	R
<b>Part A - Cutting Department</b>									
Head Cutter					1 225.00	86.00	1 311.00	10.30	1 321.30
Pattern Maker:					-		-		
	(a)	Qualified			1 225.00	86.00	1 311.00	10.30	1 321.30
	(b)	Learner			-		-		
		First year			-		-		
		First six months of experience			686.00	48.00	734.00	5.86	739.86
		Second six months of experience			757.50	53.00	810.50	6.45	816.95
		Second year			-		-		
		First six months of experience			829.50	58.00	887.50	7.04	894.54
		Second six months of experience			906.00	63.50	969.50	7.67	977.17
		Third year			-		-		
		First six months of experience			987.00	69.00	1 056.00	8.34	1 064.34
		Next four months of experience			1 066.00	74.50	1 140.50	8.99	1 149.49
		Thereafter, the wage specified in (a), i.e.			1 225.00	86.00	1 311.00	10.30	1 321.30
Pattern Grader					-		-		
	(a)	Qualified			988.50	69.00	1 057.50	8.35	1 065.85
	(b)	Learner			-		-		
		First year			-		-		
		First six months of experience			646.00	45.00	691.00	5.52	696.52
		Second six months of experience			686.00	48.00	734.00	5.86	739.86
		Second year			-		-		
		First six months of experience			727.00	51.00	778.00	6.20	784.20
		Second six months of experience			779.00	54.50	833.50	6.62	840.12
		Third year			-		-		
		First six months of experience			829.50	58.00	887.50	7.04	894.54
		Next four months of experience			883.00	62.00	945.00	7.48	952.48
		Thereafter, the wage specified in (a), i.e.			988.50	69.00	1 057.50	8.35	1 065.85
Cutter, lay-maker:					-		-		
	(a)	Qualified			953.00	66.50	1 019.50	8.07	1 027.57
	(b)	Learner			-		-		
		First year			-		-		
		First six months of experience			579.50	40.50	620.00	4.98	624.98
		Second six months of experience			637.50	44.50	682.00	5.46	687.46
		Second year			-		-		
		First six months of experience			695.50	48.50	744.00	5.94	749.94
		Second six months of experience			761.00	53.50	814.50	6.48	820.98
		Third year			-		-		
		First four months of experience			834.50	58.50	893.00	7.09	900.09
		Thereafter, the wage specified in (a), i.e.			953.00	66.50	1 019.50	8.07	1 027.57
Interlining cutter, trimmer, leather cutter and tie cutter					-		-		
	(a)	Qualified			687.00	48.00	735.00	5.87	740.87
	(b)	Learner			-		-		
		First year			-		-		
		First six months of experience			516.00	36.00	552.00	4.46	556.46
		Second six months of experience			546.50	38.50	585.00	4.71	589.71
		Second year			-		-		
		First six months of experience			575.50	40.50	616.00	4.95	620.95

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**1 SEPTEMBER 2009 TO 31 AUGUST 2010**

		Wage per week from 1 Sep 08 to 31-Aug-09	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
	Second six months of experience	606.00	42.50	648.50	5.20	653.70
	Third year	-	-	-	-	-
	First four months of experience	635.50	44.50	680.00	5.44	685.44
	Thereafter, the wage specified in (a), i.e.	687.00	48.00	735.00	5.87	740.87
(c)	If advanced to learner cutter:	-	-	-	-	-
	First six months from date of advancement	745.00	52.00	797.00	6.34	803.34
	Second six months from date of advancement	834.50	58.50	893.00	7.09	900.09
	Thereafter, the wage specified for a qualified cutter, i.e.	953.00	66.50	1 019.50	8.07	1 027.57
Layer-up:		-	-	-	-	-
(a)	Qualified	592.50	41.50	634.00	5.09	639.09
(b)	Learner	-	-	-	-	-
	First year	-	-	-	-	-
	First six months of experience	498.50	35.00	533.50	4.32	537.82
	Second six months of experience	516.00	36.00	552.00	4.46	556.46
	Second year	-	-	-	-	-
	First six months of experience	539.00	37.50	576.50	4.65	581.15
	Thereafter, the wage specified in (a), i.e.	592.50	41.50	634.00	5.09	639.09
(c)	If advanced to learner cutter:	-	-	-	-	-
	First six months from date of advancement	592.50	41.50	634.00	5.09	639.09
	Second six months from date of advancement	695.50	48.50	744.00	5.94	749.94
	Third six months from date of advancement	761.00	53.50	814.50	6.48	820.98
	Fourth six months from date of advancement	834.50	58.50	893.00	7.09	900.09
	Thereafter, the wage specified for a qualified cutter, i.e.	953.00	66.50	1 019.50	8.07	1 027.57
(d)	If advanced to learner interlining cutter, learner trimmer,	-	-	-	-	-
	First six months from date of advancement	592.50	41.50	634.00	5.09	639.09
	Second six months from date of advancement	635.50	44.50	680.00	5.44	685.44
	Thereafter, the wage specified for a qualified interlining	687.00	48.00	735.00	5.87	740.87
(e)	If advanced to fitter-up:	-	-	-	-	-
	First six months from date of advancement	592.50	41.50	634.00	5.09	639.09
	Second six months from date of advancement	613.50	43.00	656.50	5.26	661.76
	Third six months from date of advancement	646.00	45.00	691.00	5.52	696.52
	Fourth six months from date of advancement	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified for fitter-up, i.e.	757.50	53.00	810.50	6.45	816.95
Clicker:		-	-	-	-	-
(a)	Qualified	709.00	49.50	758.50	6.05	764.55
(b)	Learner	-	-	-	-	-
	First year	531.50	37.00	568.50	4.59	573.09
	Second year	606.00	42.50	648.50	5.20	653.70
	Thereafter, the wage specified in (a) i.e.	709.00	49.50	758.50	6.05	764.55
Tracer:		-	-	-	-	-
(a)	Qualified	665.00	46.50	711.50	5.68	717.18
(b)	Learner	-	-	-	-	-
	First year	-	-	-	-	-
	First six months of experience	531.50	37.00	568.50	4.59	573.09
	Second six months of experience	569.00	40.00	609.00	4.90	613.90
	Second year	-	-	-	-	-
	First six months of experience	601.50	42.00	643.50	5.17	648.67
	Thereafter, the wage specified in (a), i.e.	665.00	46.50	711.50	5.68	717.18
<b>Part B - Factory Operatives</b>		-	-	-	-	-
Clothing machine mechanic:		-	-	-	-	-
(a)	Qualified	1 225.00	86.00	1 311.00	10.30	1 321.30
(b)	Learner	-	-	-	-	-
	First year	-	-	-	-	-
	First six months of experience	686.00	48.00	734.00	5.86	739.86
	Second six months of experience	757.50	53.00	810.50	6.45	816.95
		-	-	-	-	-

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		R	R	R	R	R
	Second year	-		-		
	First six months of experience	829.50	58.00	887.50	7.04	894.54
	Second six months of experience	906.00	63.50	969.50	7.67	977.17
	Third year	-		-		
	First four months of experience	987.00	69.00	1 056.00	8.34	1 064.34
	Second four months of experience	1 066.00	74.50	1 140.50	8.99	1 149.49
	Thereafter, the wage specified in (a), i.e.	1 225.00	86.00	1 311.00	10.30	1 321.30
Clothing technician:		-		-		
(a)	Qualified	1 225.00	86.00	1 311.00	10.30	1 321.30
(b)	Learner	-		-		
	First year	-		-		
	First six months of experience	686.00	48.00	734.00	5.86	739.86
	Second six months of experience	757.50	53.00	810.50	6.45	816.95
	Second year	-		-		
	First six months of experience	829.50	58.00	887.50	7.04	894.54
	Second six months of experience	906.00	63.50	969.50	7.67	977.17
	Third year	-		-		
	First six months of experience	987.00	69.00	1 056.00	8.34	1 064.34
	Next four months of experience	1 066.00	74.50	1 140.50	8.99	1 149.49
	Thereafter, the wage specified in (a), i.e.	1 225.00	86.00	1 311.00	10.30	1 321.30
Grade A employee:		-		-		
(a)	Qualified	757.50	53.00	810.50	6.45	816.95
(b)	Learner	-		-		
	First year	-		-		
	First six months of experience	533.00	37.50	570.50	4.60	575.10
	Second six months of experience	574.50	40.00	614.50	4.94	619.44
	Second year	-		-		
	First six months of experience	613.50	43.00	656.50	5.26	661.76
	Second six months of experience	646.00	45.00	691.00	5.52	696.52
	Third year	-		-		
	First four months of experience	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified in (a), i.e.	757.50	53.00	810.50	6.45	816.95
Grade B employee:		-		-		
(a)	Qualified	647.50	45.50	693.00	5.54	698.54
(b)	Learner	-		-		
	First year	-		-		
	First six months of experience	525.50	37.00	562.50	4.53	567.03
	Second six months of experience	552.50	38.50	591.00	4.76	595.76
	Second year	-		-		
	First six months of experience	580.50	40.50	621.00	4.99	625.99
	Thereafter, the wage specified in (a), i.e.	647.50	45.50	693.00	5.54	698.54
(c)	If advanced to Grade A employee:	-		-		
	First six months from date of advancement	647.50	45.50	693.00	5.54	698.54
	Second six months from date of advancement	666.50	46.50	713.00	5.70	718.70
	Third six months from date of advancement	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified for a qualified Grade A	757.50	53.00	810.50	6.45	816.95
Grade C employee:		-		-		
(a)	Qualified	574.50	40.00	614.50	4.94	619.44
(b)	Learner	-		-		
	First year	-		-		
	First six months of experience	515.00	36.00	551.00	4.45	555.45
	Second six months of experience	529.50	37.00	566.50	4.57	571.07
	Thereafter, the wage specified in (a), i.e.	574.50	40.00	614.50	4.94	619.44
(c)	If advanced to Grade B employee:	-		-		
	First six months from date of advancement	574.50	40.00	614.50	4.94	619.44
	Second six months from date of advancement	580.50	40.50	621.00	4.99	625.99
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	647.50	45.50	693.00	5.54	698.54

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		R	R	R	R	R
<b>Underpresser, blocker:</b>						
(a)	Qualified	580.50	40.50	621.00	4.99	625.99
(b)	Learner	-	-	-	-	-
	First year	-	-	-	-	-
	First six months of experience	498.50	35.00	533.50	4.32	537.82
	Second six months of experience	516.00	36.00	552.00	4.46	556.46
	Second year	-	-	-	-	-
	First six months of experience	539.00	37.50	576.50	4.65	581.15
	Thereafter, the wage specified in (a), i.e.	580.50	40.50	621.00	4.99	625.99
(c)	If advanced to learner presser:	-	-	-	-	-
	First six months from date of advancement	580.50	40.50	621.00	4.99	625.99
	Second six months from date of advancement	687.00	48.00	735.00	5.87	740.87
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	757.50	53.00	810.50	6.45	816.95
		-	-	-	-	-
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	834.50	58.50	893.00	7.09	900.09
(b)	Learner	-	-	-	-	-
	First year	615.50	43.00	658.50	5.28	663.78
	Second year	669.50	47.00	716.50	5.72	722.22
	Third year	-	-	-	-	-
	First four months of experience	731.50	51.00	782.50	6.23	788.73
	Thereafter, the wage specified in (a), i.e.	834.50	58.50	893.00	7.09	900.09
		-	-	-	-	-
<b>Factory Clerk</b>						
(a)	Qualified	627.00	44.00	671.00	5.37	676.37
(b)	Learner	-	-	-	-	-
	First year	498.50	35.00	533.50	4.32	537.82
	Second year	531.50	37.00	568.50	4.59	573.09
	Third year	-	-	-	-	-
	First four months of experience	574.50	40.00	614.50	4.94	619.44
	Thereafter, the wage specified in (a), i.e.	627.00	44.00	671.00	5.37	676.37
		-	-	-	-	-
<b>Part D - General</b>						
Boiler attendant		594.50	41.50	636.00	5.11	641.11
Despatch packer		613.50	43.00	656.50	5.26	661.76
General Worker		574.50	40.00	614.50	4.94	619.44
Labourer		580.50	40.50	621.00	4.99	625.99
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	613.50	43.00	656.50	5.26	661.76
(b)	exceeds 1 360 but not 2 720 kg	637.50	44.50	682.00	5.46	687.46
(c)	exceeds 2 720 kg	727.00	51.00	778.00	6.20	784.20
Supervisor, quality controller and instructor		779.00	54.50	833.50	6.62	840.12
Traveller's driver		637.50	44.50	682.00	5.46	687.46
Watchman or caretaker, whose ordinary hours of work are -		-	-	-	-	-
(a)	less than 60 hours per week	662.50	46.50	709.00	5.67	714.67
(b)	60 hours per week	695.50	48.50	744.00	5.94	749.94