

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021

WAGE SCHEDULE				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)						
								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)		
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across the Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R	R	R	R
Part A - Cutting Department										
Head Cutter				2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
Pattern Maker:										
	(a)	Qualified		2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
	(b)	Learner								
		First year								
		First six months of experience		1463,50	1 171,00	54,00	1517,50	5,86	1 523,36	1 214,00
		Second six months of experience		1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
		Second year								
		First six months of experience		1769,50	1 415,50	65,50	1835,00	7,04	1 842,04	1 468,00
		Second six months of experience		1932,50	1 546,00	71,50	2004,00	7,67	2 011,67	1 603,00
		Third year								
		First six months of experience		2106,50	1 685,00	78,00	2184,50	8,34	2 192,84	1 747,50
		Next four months of experience		2274,50	1 819,50	84,00	2358,50	8,99	2 367,49	1 887,00
		Thereafter, the wage specified in (a), i.e.		2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
Pattern Grader										
	(a)	Qualified		2108,00	1 686,50	78,00	2186,00	8,35	2 194,35	1 749,00
	(b)	Learner								
		First year								
		First six months of experience		1378,50	1 103,00	51,00	1429,50	5,52	1 435,02	1 143,50
		Second six months of experience		1463,50	1 171,00	54,00	1517,50	5,86	1 523,36	1 214,00
		Second year								
		First six months of experience		1553,00	1 242,50	57,50	1610,50	6,20	1 616,70	1 288,50
		Second six months of experience		1662,00	1 329,50	61,50	1723,50	6,62	1 730,12	1 379,00
		Third year								
		First six months of experience		1769,50	1 415,50	65,50	1835,00	7,04	1 842,04	1 468,00
		Next four months of experience		1884,50	1 507,50	69,50	1954,00	7,48	1 961,48	1 563,00
		Thereafter, the wage specified in (a), i.e.		2108,00	1 686,50	78,00	2186,00	8,35	2 194,35	1 749,00
Cutter, lay-maker:										
	(a)	Qualified		2033,00	1 626,50	75,00	2108,00	8,07	2 116,07	1 686,50
	(b)	Learner								
		First year								
		First six months of experience		1236,50	989,00	46,00	1282,50	4,98	1 287,48	1 026,00
		Second six months of experience		1359,50	1 087,50	50,50	1410,00	5,46	1 415,46	1 128,00
		Second year								
		First six months of experience		1484,50	1 187,50	55,00	1539,50	5,94	1 545,44	1 231,50
		Second six months of experience		1625,50	1 300,50	60,00	1685,50	6,48	1 691,98	1 348,50

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FOR THE PERIOD 01 MARCH 2021 TO 31 AUGUST 2021

DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020	New Employees on Incentivised Scheme Effective 1 September 2020 = 80%	Across the Board Increase 3.7%	Wage per week from 01 Mar 2021 to 31 Aug 2021	Plus "2001 Allowance" ("See note above)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80%
Interlining cutter, trimmer, leather cutter and tie cutter								
(a)	Qualified	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
(b)	Learner							
	First year							
	First six months of experience	1099,50	882,50	40,50	1140,00	4,46	1 144,46	912,00
	Second six months of experience	1166,00	933,00	43,00	1209,00	4,71	1 213,71	967,00
	Second year							
	First six months of experience	1228,00	982,50	45,50	1273,50	4,95	1 278,45	1 019,00
	Second six months of experience	1294,00	1 035,00	48,00	1342,00	5,20	1 347,20	1 073,50
	Third year							
	First four months of experience	1356,00	1 085,00	50,00	1406,00	5,44	1 411,44	1 125,00
	Thereafter, the wage specified in (a), i.e.	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1589,50	1 271,50	59,00	1648,50	6,34	1 654,84	1 319,00
	Second six months from date of advancement	1781,00	1 425,00	66,00	1847,00	7,09	1 854,09	1 477,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2033,00	1 626,50	75,00	2108,00	8,07	2 116,07	1 686,50
Layer-up:								
(a)	Qualified	1263,50	1 011,00	46,50	1310,00	5,09	1 315,09	1 048,00
(b)	Learner							
	First year							
	First six months of experience	1064,00	882,50	39,50	1103,50	4,32	1 107,82	883,00
	Second six months of experience	1099,50	882,50	40,50	1140,00	4,46	1 144,46	912,00
	Second year							
	First six months of experience	1150,50	920,50	42,50	1193,00	4,65	1 197,65	954,50
	Thereafter, the wage specified in (a), i.e.	1263,50	1 011,00	46,50	1310,00	5,09	1 315,09	1 048,00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1263,50	1 011,00	46,50	1310,00	5,09	1 315,09	1 048,00
	Second six months from date of advancement	1484,50	1 187,50	55,00	1539,50	5,94	1 545,44	1 231,50
	Third six months from date of advancement	1625,50	1 300,50	60,00	1685,50	6,48	1 691,98	1 348,50
	Fourth six months from date of advancement	1781,00	1 425,00	66,00	1847,00	7,09	1 854,09	1 477,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2033,00	1 626,50	75,00	2108,00	8,07	2 116,07	1 686,50
(d)	If advanced to learner interlining cutter, learner trimmer,							
	First six months from date of advancement	1263,50	1 011,00	46,50	1310,00	5,09	1 315,09	1 048,00
	Second six months from date of advancement	1356,00	1 085,00	50,00	1406,00	5,44	1 411,44	1 125,00
	Thereafter, the wage specified for a qualified interlining	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
(e)	If advanced to fitter-up:							
	First six months from date of advancement	1263,50	1 011,00	46,50	1310,00	5,09	1 315,09	1 048,00
	Second six months from date of advancement	1309,50	1 047,50	48,50	1358,00	5,26	1 363,26	1 086,50
	Third six months from date of advancement	1378,50	1 103,00	51,00	1429,50	5,52	1 435,02	1 143,50
	Fourth six months from date of advancement	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
	Thereafter, the wage specified for fitter-up, i.e.	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
Clicker:								
(a)	Qualified	1512,50	1 210,00	56,00	1568,50	6,05	1 574,55	1 255,00
(b)	Learner							
	First year	1134,00	907,00	42,00	1176,00	4,59	1 180,59	941,00
	Second year	1294,00	1 035,00	48,00	1342,00	5,20	1 347,20	1 073,50
	Thereafter, the wage specified in (a) i.e.	1512,50	1 210,00	56,00	1568,50	6,05	1 574,55	1 255,00
Tracer:								
(a)	Qualified	1418,00	1 134,50	52,50	1470,50	5,68	1 476,18	1 176,50
(b)	Learner							

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	First year							
	First six months of experience	1134,00	907,00	42,00	1176,00	4,59	1 180,59	941,00
	Second six months of experience	1213,50	971,00	45,00	1258,50	4,90	1 263,40	1 007,00
	Second year							
	First six months of experience	1283,50	1 027,00	47,50	1331,00	5,17	1 336,17	1 065,00
	Thereafter, the wage specified in (a), i.e.	1418,00	1 134,50	52,50	1470,50	5,68	1 476,18	1 176,50
	Factory Operatives							
	Clothing machine mechanic:							
(a)	Qualified	2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
(b)	Learner							
	First year							
	First six months of experience	1463,50	1 171,00	54,00	1517,50	5,86	1 523,36	1 214,00
	Second six months of experience	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
	Second year							
	First six months of experience	1769,50	1 415,50	65,50	1835,00	7,04	1 842,04	1 468,00
	Second six months of experience	1932,50	1 546,00	71,50	2004,00	7,67	2 011,67	1 603,00
	Third year							
	First four months of experience	2106,50	1 685,00	78,00	2184,50	8,34	2 192,84	1 747,50
	Second four months of experience	2274,50	1 819,50	84,00	2358,50	8,99	2 367,49	1 887,00
	Thereafter, the wage specified in (a), i.e.	2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
	Clothing technician:							
(a)	Qualified	2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
(b)	Learner							
	First year							
	First six months of experience	1463,50	1 171,00	54,00	1517,50	5,86	1 523,36	1 214,00
	Second six months of experience	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
	Second year							
	First six months of experience	1769,50	1 415,50	65,50	1835,00	7,04	1 842,04	1 468,00
	Second six months of experience	1932,50	1 546,00	71,50	2004,00	7,67	2 011,67	1 603,00
	Third year							
	First six months of experience	2106,50	1 685,00	78,00	2184,50	8,34	2 192,84	1 747,50
	Next four months of experience	2274,50	1 819,50	84,00	2358,50	8,99	2 367,49	1 887,00
	Thereafter, the wage specified in (a), i.e.	2614,00	2 091,00	96,50	2710,50	10,30	2 720,80	2 168,50
	Grade A employee:							
(a)	Qualified	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
(b)	Learner							
	First year							
	First six months of experience	1137,00	909,50	42,00	1179,00	4,60	1 183,60	943,00
	Second six months of experience	1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
	Second year			0,00				
	First six months of experience	1309,50	1 047,50	48,50	1358,00	5,26	1 363,26	1 086,50
	Second six months of experience	1378,50	1 103,00	51,00	1429,50	5,52	1 435,02	1 143,50
	Third year							
	First four months of experience	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
	Thereafter, the wage specified in (a), i.e.	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
	Grade B employee:							
(a)	Qualified	1381,00	1 105,00	51,00	1432,00	5,54	1 437,54	1 145,50
(b)	Learner							
	First year							
	First six months of experience	1121,50	897,00	41,50	1163,00	4,53	1 167,53	930,50
	Second six months of experience	1179,50	943,50	43,50	1223,00	4,76	1 227,76	978,50

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	Second year							
	First six months of experience	1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
	Thereafter, the wage specified in (a), i.e.	1381,00	1 105,00	51,00	1432,00	5,54	1 437,54	1 145,50
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1381,00	1 105,00	51,00	1432,00	5,54	1 437,54	1 145,50
	Second six months from date of advancement	1423,00	1 138,50	52,50	1475,50	5,70	1 481,20	1 180,50
	Third six months from date of advancement	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
	Grade C employee:							
(a)	Qualified	1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
(b)	Learner							
	First year							
	First six months of experience	1098,50	882,50	40,50	1139,00	4,45	1 143,45	911,00
	Second six months of experience	1130,00	904,00	42,00	1172,00	4,57	1 176,57	937,50
	Thereafter, the wage specified in (a), i.e.	1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
(c)	If advanced to Grade B employee:							
	First six months from date of advancement	1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
	Second six months from date of advancement	1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1381,00	1 105,00	51,00	1432,00	5,54	1 437,54	1 145,50
	Underpresser, blocker:							
(a)	Qualified	1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
(b)	Learner							
	First year							
	First six months of experience	1064,00	882,50	39,50	1103,50	4,32	1 107,82	883,00
	Second six months of experience	1099,50	882,50	40,50	1140,00	4,46	1 144,46	912,00
	Second year							
	First six months of experience	1150,50	920,50	42,50	1193,00	4,65	1 197,65	954,50
	Thereafter, the wage specified in (a), i.e.	1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
(c)	If advanced to learner presser:							
	First six months from date of advancement	1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
	Second six months from date of advancement	1466,00	1 173,00	54,00	1520,00	5,87	1 525,87	1 216,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1615,50	1 292,50	60,00	1675,50	6,45	1 681,95	1 340,50
	Technical employees							
	Clerk							
(a)	Qualified	1781,00	1 425,00	66,00	1847,00	7,09	1 854,09	1 477,50
(b)	Learner							
	First year	1312,50	1 050,00	48,50	1361,00	5,28	1 366,28	1 089,00
	Second year	1428,00	1 142,50	53,00	1481,00	5,72	1 486,72	1 185,00
	Third year							
	First four months of experience	1561,00	1 249,00	58,00	1619,00	6,23	1 625,23	1 295,00
	Thereafter, the wage specified in (a), i.e.	1781,00	1 425,00	66,00	1847,00	7,09	1 854,09	1 477,50
	Factory Clerk							
(a)	Qualified	1337,00	1 069,50	49,50	1386,50	5,37	1 391,87	1 109,00
(b)	Learner							
	First year	1064,00	882,50	39,50	1103,50	4,32	1 107,82	883,00
	Second year	1134,00	907,00	42,00	1176,00	4,59	1 180,59	941,00
	Third year							
	First four months of experience	1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
	Thereafter, the wage specified in (a), i.e.	1337,00	1 069,50	49,50	1386,50	5,37	1 391,87	1 109,00

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- General								
Boiler attendant		1269,50	1 015,50	47,00	1316,50	5,11	1 321,61	1 053,00
Despatch packer		1309,50	1 047,50	48,50	1358,00	5,26	1 363,26	1 086,50
General Worker		1226,00	981,00	45,50	1271,50	4,94	1 276,44	1 017,00
Labourer		1239,00	991,00	46,00	1285,00	4,99	1 289,99	1 028,00
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	1309,50	1 047,50	48,50	1358,00	5,26	1 363,26	1 086,50
(b)	exceeds 1 360 but not 2 720 kg	1359,50	1 087,50	50,50	1410,00	5,46	1 415,46	1 128,00
(c)	exceeds 2 720 kg	1553,00	1 242,50	57,50	1610,50	6,20	1 616,70	1 288,50
Supervisor, quality controller and instructor		1662,00	1 329,50	61,50	1723,50	6,62	1 730,12	1 379,00
Traveller's driver		1359,50	1 087,50	50,50	1410,00	5,46	1 415,46	1 128,00
Watchman or caretaker, whose ordinary hours of work are -								
(a)	less than 60 hours per week	1413,50	1 131,00	52,50	1466,00	5,67	1 471,67	1 173,00
(b)	60 hours per week	1484,50	1 187,50	55,00	1539,50	5,94	1 545,44	1 231,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 March 2021, increase the Weekly Wage for those employees by the agreed Wage Increase based on 3.7%, Across-the-Board.								