

PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 MARCH 2021 TO 31 AUGUST 2021

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sep 2019 to 31 Aug 2020	New Ees 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	New Ees 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
Part A - Cutting Department						
	Head Cutter	1 969,50	1 575,50	73,00	2 042,50	1 634,00
	Pattern Maker:					
	(a) Qualified	1 969,50	1 575,50	73,00	2 042,50	1 634,00
	(b) Learner					
	First year					
	First six months of experience	1 186,00	949,00	44,00	1 230,00	984,00
	Second six months of experience	1 288,50	1 031,00	47,50	1 336,00	1 069,00
	Second year					
	First six months of experience	1 396,50	1 117,00	51,50	1 448,00	1 158,50
	Second six months of experience	1 504,50	1 203,50	55,50	1 560,00	1 248,00
	Third year					
	First four months of experience	1 623,00	1 298,50	60,00	1 683,00	1 346,50
	Thereafter, the wage specified in (a), i.e.	1 969,50	1 575,50	73,00	2 042,50	1 634,00
	Pattern Grader					
	(a) Qualified	1 627,00	1 301,50	60,00	1 687,00	1 349,50
	(b) Learner					
	First year					
	First six months of experience	1 118,00	894,50	41,50	1 159,50	927,50
	Second six months of experience	1 186,00	949,00	44,00	1 230,00	984,00
	Second year					
	First six months of experience	1 250,50	1 000,50	46,50	1 297,00	1 037,50
	Second six months of experience	1 319,50	1 055,50	49,00	1 368,50	1 095,00
	Third year					
	First six months of experience	1 396,50	1 117,00	51,50	1 448,00	1 158,50
	Next four months of experience	1 472,00	1 177,50	54,50	1 526,50	1 221,00
	Thereafter, the wage specified in (a), i.e.	1 627,00	1 301,50	60,00	1 687,00	1 349,50
	Cutter, lay-maker:					
	(a) Qualified	1 572,50	1 258,00	58,00	1 630,50	1 304,50
	(b) Learner					
	First year					
	First six months of experience	1 025,50	882,50	38,00	1 063,50	882,50
	Second six months of experience	1 113,00	890,50	41,00	1 154,00	923,00
	Second year					
	First six months of experience	1 203,00	962,50	44,50	1 247,50	998,00
	Second six months of experience	1 296,00	1 037,00	48,00	1 344,00	1 075,00
	Third year					
	First six months of experience	1 405,00	1 124,00	52,00	1 457,00	1 165,50
	Next four months of experience	1 572,50	1 258,00	58,00	1 630,50	1 304,50
	Interlining cutter, trimmer, leather cutter and tie cutter					
	(a) Qualified	1 191,00	953,00	44,00	1 235,00	988,00
	(b) Learner					
	First year					
	First six months of experience	936,50	882,50	34,50	971,00	882,50
	Second six months of experience	978,50	882,50	36,00	1 014,50	882,50
	Second year					
	First six months of experience	1 022,00	882,50	38,00	1 060,00	882,50
	Second six months of experience	1 065,50	882,50	39,50	1 105,00	884,00
	Third year					
	First four months of experience	1 111,00	889,00	41,00	1 152,00	921,50
	Thereafter, the wage specified in (a) i.e.	1 191,00	953,00	44,00	1 235,00	988,00

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		R	R	R	R	R
(c)	If advanced to learner cutter:					
	First six months from date of	1 273,00	1 018,50	47,00	1 320,00	1 056,00
	Second six months from date of	1 405,00	1 124,00	52,00	1 457,00	1 165,50
	Thereafter, the wage specified for a	1 572,50	1 258,00	58,00	1 630,50	1 304,50
Layer-up:						
(a)	Qualified	1 044,50	882,50	38,50	1 083,00	882,50
	First year					
	First six months of experience	913,00	882,50	34,00	947,00	882,50
	Second six months of experience	936,50	882,50	34,50	971,00	882,50
Second year						
	First six months of experience	967,50	882,50	36,00	1 003,50	882,50
	Thereafter, the wage specified in (a), i.e.	1 044,50	882,50	38,50	1 083,00	882,50
(b)	If advanced to learner cutter:					
	First six months from date of	1 044,50	882,50	38,50	1 083,00	882,50
	Second six months from date of	1 203,00	962,50	44,50	1 247,50	998,00
	Third six months from date of	1 296,00	1 037,00	48,00	1 344,00	1 075,00
	Fourth six months from date of	1 405,00	1 124,00	52,00	1 457,00	1 165,50
	Thereafter, the wage specified for a	1 572,50	1 258,00	58,00	1 630,50	1 304,50
Clicker:						
(a)	Qualified	1 222,00	977,50	45,00	1 267,00	1 013,50
(b)	Learner					
	First year of experience	958,50	882,50	35,50	994,00	882,50
	Second year of experience	1 065,50	882,50	39,50	1 105,00	884,00
	Thereafter, the wage specified in (a), i.e.	1 222,00	977,50	45,00	1 267,00	1 013,50
Tracer:						
(a)	Qualified	1 157,50	926,00	43,00	1 200,50	960,50
(b)	Learner					
	First year					
	First six months of experience	958,50	882,50	35,50	994,00	882,50
	Second six months of experience	1 011,00	882,50	37,50	1 048,50	882,50
Second year						
	First six months of experience	1 059,50	882,50	39,00	1 098,50	882,50
	Thereafter, the wage specified in (a), i.e.	1 157,50	926,00	43,00	1 200,50	960,50
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	1 969,50	1 575,50	73,00	2 042,50	1 634,00
(b)	Learner					
	First year					
	First six months of experience	1 186,00	949,00	44,00	1 230,00	984,00
	Second six months of experience	1 288,50	1 031,00	47,50	1 336,00	1 069,00

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		R	R	R	R	R
	Second year					
	First six months of experience	1 396,50	1 117,00	51,50	1 448,00	1 158,50
	Second six months of experience	1 504,50	1 203,50	55,50	1 560,00	1 248,00
	Third year					
	First six months of experience	1 623,00	1 298,50	60,00	1 683,00	1 346,50
	Next four months of experience	1 740,00	1 392,00	64,50	1 804,50	1 443,50
	Thereafter, the wage specified in (a), i.e.	1 969,50	1 575,50	73,00	2 042,50	1 634,00
	Grade A employee:					
(a)	Qualified	1 288,50	1 031,00	47,50	1 336,00	1 069,00
(b)	Learner					
	First year					
	First six months of experience	961,50	882,50	35,50	997,00	882,50
	Second six months of experience	1 020,50	882,50	38,00	1 058,50	882,50
	Second year					
	First six months of experience	1 074,00	882,50	39,50	1 113,50	891,00
	Second six months of experience	1 128,00	902,50	41,50	1 169,50	935,50
	Third year					
	First four months of experience	1 191,00	953,00	44,00	1 235,00	988,00
	Thereafter, the wage specified in (a), i.e.	1 288,50	1 031,00	47,50	1 336,00	1 069,00
	Grade B employee:					
(a)	Qualified	1 091,50	882,50	40,50	1 132,00	905,50
(b)	Learner					
	First year					
	First six months of experience	961,50	882,50	35,50	997,00	882,50
	Second six months of experience	994,00	882,50	37,00	1 031,00	882,50
	Second year					
	First six months of experience	1 025,00	882,50	38,00	1 063,00	882,50
	Thereafter, the wage specified in (a), i.e.	1 091,50	882,50	40,50	1 132,00	905,50
(c)	If advanced to Grade A employee:					
	First six months from date of	1 091,50	882,50	40,50	1 132,00	905,50
	Second six months from date of	1 099,00	882,50	40,50	1 139,50	911,50
	Third six months from date of	1 147,50	918,00	42,50	1 190,00	952,00
	Thereafter, the wage specified for a	1 277,50	1 022,00	47,50	1 325,00	1 060,00
	Grade C employee:					
(a)	Qualified	1 020,50	882,50	38,00	1 058,50	882,50
(b)	Learner					
	First year					
	First six months of experience	933,50	882,50	34,50	968,00	882,50
	Second six months of experience	957,50	882,50	35,50	993,00	882,50
	Thereafter, the wage specified in (a), i.e.	1 020,50	882,50	38,00	1 058,50	882,50
(c)	If advanced to Grade B employee:					
	First six months from date of	1 020,50	882,50	38,00	1 058,50	882,50
	Second six months from date of	1 028,00	882,50	38,00	1 066,00	882,50
	Thereafter, the wage specified for a	1 118,00	894,50	41,50	1 159,50	927,50

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		R	R	R	R	R
Underpresser, blocker:						
(a)	Qualified	1 028,00	882,50	38,00	1 066,00	882,50
(b)	Learner					
	First year					
	First six months of experience	913,00	882,50	34,00	947,00	882,50
	Second six months of experience	936,50	882,50	34,50	971,00	882,50
	Second year					
	First six months of experience	967,50	882,50	36,00	1 003,50	882,50
	Second six months of experience	1 028,00	882,50	38,00	1 066,00	882,50
(c)	If advanced to learner presser:					
	First six months from date of	1 028,00	882,50	38,00	1 066,00	882,50
	Second six months from date of	1 191,00	953,00	44,00	1 235,00	988,00
	Thereafter, the wage specified for a	1 288,50	1 031,00	47,50	1 336,00	1 069,00
Part C - Clerical employees						
Clerk						
(a)	Qualified	1 405,00	1 124,00	52,00	1 457,00	1 165,50
(b)	Learner					
	First year of experience	1 079,50	882,50	40,00	1 119,50	895,50
	Second year of experience	1 164,00	931,00	43,00	1 207,00	965,50
	Third year					
	First six months of experience	1 252,00	1 001,50	46,50	1 298,50	1 039,00
	Thereafter, the wage specified in (a), i.e.	1 405,00	1 124,00	52,00	1 457,00	1 165,50
Factory Clerk						
(a)	Qualified	1 096,00	882,50	40,50	1 136,50	909,00
(b)	Learner					
	First year of experience	912,00	882,50	33,50	945,50	882,50
	Second year of experience	959,00	882,50	35,50	994,50	882,50
	Third year					
	First six months of experience	1 018,00	882,50	37,50	1 055,50	882,50
	Thereafter, the wage specified in (a), i.e.	1 096,00	882,50	40,50	1 136,50	909,00
Part D - General						
	Boiler attendant	1 048,00	882,50	39,00	1 087,00	882,50
	Despatch packer	1 075,50	882,50	40,00	1 115,50	892,50
	General Worker	1 016,50	882,50	37,50	1 054,00	882,50
	Labourer	1 028,00	882,50	38,00	1 066,00	882,50
	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	1 118,50	895,00	41,50	1 160,00	928,00
(b)	2 720 kg and over	1 250,50	1 000,50	46,50	1 297,00	1 037,50
	Supervisor, quality controller and instructor	1 319,50	1 055,50	49,00	1 368,50	1 095,00
	Traveller's driver	1 118,50	895,00	41,50	1 160,00	928,00
	Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	1 152,50	922,00	42,50	1 195,00	956,00
(b)	60 hours per week	1 203,00	962,50	44,50	1 247,50	998,00
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.						