

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 SEPTEMBER 2019 TO 31 AUGUST 2020

WAGE SCHEDULE			GROUP A (i.e. employees 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Across the Board Increase (Based on 2018/19 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020	Plus "2001 Allowance" (*See note above)	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)
			R	R	R	R	R	R	R
Cutting Department									
		Head Cutter	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
Pattern Maker:									
	(a)	Qualified	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
	(b)	Learner							
		First year							
		First six months of experience	1,363.00	1,090.50	95.00	1,458.00	5.86	1,463.86	1,166.50
		Second six months of experience	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
		Second year							
		First six months of experience	1,646.50	1,317.00	115.00	1,761.50	7.04	1,768.54	1,409.00
		Second six months of experience	1,797.50	1,438.00	125.50	1,923.00	7.67	1,930.67	1,538.50
		Third year							
		First six months of experience	1,961.00	1,569.00	137.00	2,098.00	8.34	2,106.34	1,678.50
		Next four months of experience	2,116.00	1,693.00	147.50	2,263.50	8.99	2,272.49	1,811.00
		Thereafter, the wage specified in (a), i.e.	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
Pattern Grader									
	(a)	Qualified	1,963.00	1,570.50	137.00	2,100.00	8.35	2,108.35	1,680.00
	(b)	Learner							
		First year							
		First six months of experience	1,281.00	1,025.00	89.50	1,370.50	5.52	1,376.02	1,096.50
		Second six months of experience	1,363.00	1,090.50	95.00	1,458.00	5.86	1,463.86	1,166.50
		Second year							
		First six months of experience	1,443.00	1,154.50	100.50	1,543.50	6.20	1,549.70	1,235.00
		Second six months of experience	1,546.50	1,237.00	108.00	1,654.50	6.62	1,661.12	1,323.50
		Third year							
		First six months of experience	1,646.50	1,317.00	115.00	1,761.50	7.04	1,768.54	1,409.00
		Next four months of experience	1,752.50	1,402.00	122.50	1,875.00	7.48	1,882.48	1,500.00
		Thereafter, the wage specified in (a), i.e.	1,963.00	1,570.50	137.00	2,100.00	8.35	2,108.35	1,680.00
Cutter, lay-maker:									
	(a)	Qualified	1,894.00	1,515.00	132.00	2,026.00	8.07	2,034.07	1,621.00
	(b)	Learner							
		First year							
		First six months of experience	1,149.50	919.50	80.00	1,229.50	4.98	1,234.48	983.50
		Second six months of experience	1,266.00	1,013.00	88.50	1,354.50	5.46	1,359.96	1,083.50
		Second year							
		First six months of experience	1,380.50	1,104.50	96.50	1,477.00	5.94	1,482.94	1,181.50
		Second six months of experience	1,510.00	1,208.00	105.50	1,615.50	6.48	1,621.98	1,292.50
		Third year							
		First four months of experience	1,656.50	1,325.00	115.50	1,772.00	7.09	1,779.09	1,417.50
		Thereafter, the wage specified in (a), i.e.	1,894.00	1,515.00	132.00	2,026.00	8.07	2,034.07	1,621.00
Interlining cutter, trimmer, leather cutter and tie cutter									

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FOR THE PERIOD 01 SEPTEMBER 2019 TO 31 AUGUST 2020

DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Across the Board Increase (Based on 2018/19 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020	Plus "2001 Allowance" (*See note above)	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)
		R	R	R	R	R	R	R
(a)	Qualified	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
(b)	Learner							
	First year							
	First six months of experience	1,024.50	819.50	71.50	1,096.00	4.46	1,100.46	877.00
	Second six months of experience	1,086.00	869.00	76.00	1,162.00	4.71	1,166.71	929.50
	Second year							
	First six months of experience	1,142.50	914.00	79.50	1,222.00	4.95	1,226.95	977.50
	Second six months of experience	1,203.00	962.50	84.00	1,287.00	5.20	1,292.20	1,029.50
	Third year							
	First four months of experience	1,262.50	1,010.00	88.00	1,350.50	5.44	1,355.94	1,080.50
	Thereafter, the wage specified in (a), i.e.	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
(c)	If advanced to learner cutter:							
	First six months from date of	1,478.50	1,183.00	103.00	1,581.50	6.34	1,587.84	1,265.00
	Second six months from date of	1,656.50	1,325.00	115.50	1,772.00	7.09	1,779.09	1,417.50
	Thereafter, the wage specified for a	1,894.00	1,515.00	132.00	2,026.00	8.07	2,034.07	1,621.00
Layer-up:								
(a)	Qualified	1,176.50	941.00	82.00	1,258.50	5.09	1,263.59	1,007.00
(b)	Learner							
	First year							
	First six months of experience	990.50	792.50	69.00	1,059.50	4.32	1,063.82	850.00
	Second six months of experience	1,024.50	819.50	71.50	1,096.00	4.46	1,100.46	877.00
	Second year							
	First six months of experience	1,070.00	856.00	74.50	1,144.50	4.65	1,149.15	915.50
	Thereafter, the wage specified in (a), i.e.	1,176.50	941.00	82.00	1,258.50	5.09	1,263.59	1,007.00
(c)	If advanced to learner cutter:							
	First six months from date of	1,176.50	941.00	82.00	1,258.50	5.09	1,263.59	1,007.00
	Second six months from date of	1,380.50	1,104.50	96.50	1,477.00	5.94	1,482.94	1,181.50
	Third six months from date of	1,510.00	1,208.00	105.50	1,615.50	6.48	1,621.98	1,292.50
	Fourth six months from date of	1,656.50	1,325.00	115.50	1,772.00	7.09	1,779.09	1,417.50
	Thereafter, the wage specified for a	1,894.00	1,515.00	132.00	2,026.00	8.07	2,034.07	1,621.00
(d)	If advanced to learner interlining cutter,							
	First six months from date of	1,176.50	941.00	82.00	1,258.50	5.09	1,263.59	1,007.00
	Second six months from date of	1,262.50	1,010.00	88.00	1,350.50	5.44	1,355.94	1,080.50
	Thereafter, the wage specified for a	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
(e)	If advanced to fitter-up:							
	First six months from date of	1,176.50	941.00	82.00	1,258.50	5.09	1,263.59	1,007.00
	Second six months from date of	1,219.50	975.50	85.00	1,304.50	5.26	1,309.76	1,043.50
	Third six months from date of	1,281.00	1,025.00	89.50	1,370.50	5.52	1,376.02	1,096.50
	Fourth six months from date of	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
	Thereafter, the wage specified for fitter-	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
Clicker:								
(a)	Qualified	1,407.50	1,126.00	98.00	1,505.50	6.05	1,511.55	1,204.50
(b)	Learner							
	First year	1,055.00	844.00	73.50	1,128.50	4.59	1,133.09	903.00
	Second year	1,203.00	962.50	84.00	1,287.00	5.20	1,292.20	1,029.50
	Thereafter, the wage specified in (a) i.e.	1,407.50	1,126.00	98.00	1,505.50	6.05	1,511.55	1,204.50
Tracer:								
(a)	Qualified	1,320.50	1,056.50	92.00	1,412.50	5.68	1,418.18	1,130.00

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		R	R	R	R	R	R	R
(b)	Learner							
	First year							
	First six months of experience	1,055.00	844.00	73.50	1,128.50	4.59	1,133.09	903.00
	Second six months of experience	1,129.50	903.50	79.00	1,208.50	4.90	1,213.40	967.00
	Second year							
	First six months of experience	1,195.00	956.00	83.50	1,278.50	5.17	1,283.67	1,023.00
	Thereafter, the wage specified in (a), i.e.	1,320.50	1,056.50	92.00	1,412.50	5.68	1,418.18	1,130.00
actory Operatives								
Clothing machine mechanic:								
(a)	Qualified	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
(b)	Learner							
	First year							
	First six months of experience	1,363.00	1,090.50	95.00	1,458.00	5.86	1,463.86	1,166.50
	Second six months of experience	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
	Second year							
	First six months of experience	1,646.50	1,317.00	115.00	1,761.50	7.04	1,768.54	1,409.00
	Second six months of experience	1,797.50	1,438.00	125.50	1,923.00	7.67	1,930.67	1,538.50
	Third year							
	First four months of experience	1,961.00	1,569.00	137.00	2,098.00	8.34	2,106.34	1,678.50
	Second four months of experience	2,116.00	1,693.00	147.50	2,263.50	8.99	2,272.49	1,811.00
	Thereafter, the wage specified in (a), i.e.	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
Clothing technician:								
(a)	Qualified	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
(b)	Learner							
	First year							
	First six months of experience	1,363.00	1,090.50	95.00	1,458.00	5.86	1,463.86	1,166.50
	Second six months of experience	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
	Second year							
	First six months of experience	1,646.50	1,317.00	115.00	1,761.50	7.04	1,768.54	1,409.00
	Second six months of experience	1,797.50	1,438.00	125.50	1,923.00	7.67	1,930.67	1,538.50
	Third year							
	First six months of experience	1,961.00	1,569.00	137.00	2,098.00	8.34	2,106.34	1,678.50
	Next four months of experience	2,116.00	1,693.00	147.50	2,263.50	8.99	2,272.49	1,811.00
	Thereafter, the wage specified in (a), i.e.	2,433.50	1,947.00	170.00	2,603.50	10.30	2,613.80	2,083.00
Grade A employee:								
(a)	Qualified	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
(b)	Learner							
	First year							
	First six months of experience	1,059.00	847.00	74.00	1,133.00	4.60	1,137.60	906.50
	Second six months of experience	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
	Second year							
	First six months of experience	1,219.50	975.50	85.00	1,304.50	5.26	1,309.76	1,043.50
	Second six months of experience	1,281.00	1,025.00	89.50	1,370.50	5.52	1,376.02	1,096.50
	Third year							
	First four months of experience	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
	Thereafter, the wage specified in (a), i.e.	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
Grade B employee:								
(a)	Qualified	1,286.00	1,029.00	89.50	1,375.50	5.54	1,381.04	1,100.50

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		R	R	R	R	R	R	R
(b)	Learner							
	First year							
	First six months of experience	1,043.00	834.50	73.00	1,116.00	4.53	1,120.53	893.00
	Second six months of experience	1,098.00	878.50	76.50	1,174.50	4.76	1,179.26	939.50
	Second year							
	First six months of experience	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
	Thereafter, the wage specified in (a), i.e.	1,286.00	1,029.00	89.50	1,375.50	5.54	1,381.04	1,100.50
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1,286.00	1,029.00	89.50	1,375.50	5.54	1,381.04	1,100.50
	Second six months from date of advancement	1,324.00	1,059.00	92.50	1,416.50	5.70	1,422.20	1,133.00
	Third six months from date of advancement	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
	Thereafter, the wage specified for a	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
Grade C employee:								
(a)	Qualified	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
(b)	Learner							
	First year							
	First six months of experience	1,022.50	818.00	71.50	1,094.00	4.45	1,098.45	875.00
	Second six months of experience	1,051.50	841.00	73.50	1,125.00	4.57	1,129.57	900.00
	Thereafter, the wage specified in (a), i.e.	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
(c)	If advanced to Grade B employee:							
	First six months from date of	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
	Second six months from date of	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1,286.00	1,029.00	89.50	1,375.50	5.54	1,381.04	1,100.50
Underpresser, blocker:								
(a)	Qualified	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
(b)	Learner							
	First year							
	First six months of experience	990.50	792.50	69.00	1,059.50	4.32	1,063.82	850.00
	Second six months of experience	1,024.50	819.50	71.50	1,096.00	4.46	1,100.46	877.00
	Second year							
	First six months of experience	1,070.00	856.00	74.50	1,144.50	4.65	1,149.15	915.50
	Thereafter, the wage specified in (a), i.e.	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
(c)	If advanced to learner presser:							
	First six months from date of	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
	Second six months from date of	1,364.50	1,091.50	95.00	1,459.50	5.87	1,465.37	1,167.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1,505.50	1,204.50	105.00	1,610.50	6.45	1,616.95	1,288.50
Operative employees								
Clerk								
(a)	Qualified	1,656.50	1,325.00	115.50	1,772.00	7.09	1,779.09	1,417.50
(b)	Learner							
	First year	1,223.00	978.50	85.50	1,308.50	5.28	1,313.78	1,047.00

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		R	R	R	R	R	R	R
	Second year	1,329.00	1,063.00	92.50	1,421.50	5.72	1,427.22	1,137.00
	Third year							
	First four months of experience	1,452.50	1,162.00	101.50	1,554.00	6.23	1,560.23	1,243.00
	Thereafter, the wage specified in (a), i.e.	1,656.50	1,325.00	115.50	1,772.00	7.09	1,779.09	1,417.50
Factory Clerk								
(a)	Qualified	1,243.00	994.50	86.50	1,329.50	5.37	1,334.87	1,063.50
(b)	Learner							
	First year	990.50	792.50	69.00	1,059.50	4.32	1,063.82	850.00
	Second year	1,055.00	844.00	73.50	1,128.50	4.59	1,133.09	903.00
	Third year							
	First four months of experience	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
	Thereafter, the wage specified in (a), i.e.	1,243.00	994.50	86.50	1,329.50	5.37	1,334.87	1,063.50
- General								
	Boiler attendant	1,180.50	944.50	82.50	1,263.00	5.11	1,268.11	1,010.50
	Despatch packer	1,219.50	975.50	85.00	1,304.50	5.26	1,309.76	1,043.50
	General Worker	1,141.50	913.00	79.50	1,221.00	4.94	1,225.94	977.00
	Labourer	1,153.50	923.00	80.50	1,234.00	4.99	1,238.99	987.00
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	1,219.50	975.50	85.00	1,304.50	5.26	1,309.76	1,043.50
(b)	exceeds 1 360 but not 2 720 kg	1,266.00	1,013.00	88.50	1,354.50	5.46	1,359.96	1,083.50
(c)	exceeds 2 720 kg	1,443.00	1,154.50	100.50	1,543.50	6.20	1,549.70	1,235.00
	Supervisor, quality controller and instructor	1,546.50	1,237.00	108.00	1,654.50	6.62	1,661.12	1,323.50
	Traveller's driver	1,266.00	1,013.00	88.50	1,354.50	5.46	1,359.96	1,083.50
Watchman or caretaker, whose ordinary hours of work are -								
(a)	less than 60 hours per week	1,315.50	1,052.50	92.00	1,407.50	5.67	1,413.17	1,126.00
(b)	60 hours per week	1,380.50	1,104.50	96.50	1,477.00	5.94	1,482.94	1,181.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.								