

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 2021 TO 31 AUGUST 2022

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)				
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DESCRIPTION OF OCCUPATION				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)	Across the Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Employees on Incentivised Scheme Effective 1 Sep 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				2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
Pattern Maker:										
(a) Qualified				2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
(b) Learner										
First year										
First six months of experience				1517.50	1,214.00	63.50	1581.00	5.86	1,586.86	1,265.00
Second six months of experience				1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
Second year										
First six months of experience				1835.00	1,468.00	77.00	1912.00	7.04	1,919.04	1,529.50
Second six months of experience				2004.00	1,603.00	84.00	2088.00	7.67	2,095.67	1,670.50
Third year										
First six months of experience				2184.50	1,747.50	91.50	2276.00	8.34	2,284.34	1,821.00
Next four months of experience				2358.50	1,887.00	99.00	2457.50	8.99	2,466.49	1,966.00
Thereafter, the wage specified in (a), i.e.				2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
Pattern Grader										
(a) Qualified				2186.00	1,749.00	92.00	2278.00	8.35	2,286.35	1,822.50
(b) Learner										
First year										
First six months of experience				1429.50	1,143.50	60.00	1489.50	5.52	1,495.02	1,191.50
Second six months of experience				1517.50	1,214.00	63.50	1581.00	5.86	1,586.86	1,265.00
Second year										
First six months of experience				1610.50	1,288.50	67.50	1678.00	6.20	1,684.20	1,342.50
Second six months of experience				1723.50	1,379.00	72.50	1796.00	6.62	1,802.62	1,437.00
Third year										
First six months of experience				1835.00	1,468.00	77.00	1912.00	7.04	1,919.04	1,529.50
Next four months of experience				1954.00	1,563.00	82.00	2036.00	7.48	2,043.48	1,629.00
Thereafter, the wage specified in (a), i.e.				2186.00	1,749.00	92.00	2278.00	8.35	2,286.35	1,822.50
Cutter, lay-maker:										
(a) Qualified				2108.00	1,686.50	88.50	2196.50	8.07	2,204.57	1,757.00
(b) Learner										

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		R	R	R	R	R	R	R
	First year							
	First six months of experience	1282.50	1,026.00	54.00	1336.50	4.98	1,341.48	1,069.00
	Second six months of experience	1410.00	1,128.00	59.00	1469.00	5.46	1,474.46	1,175.00
	Second year							
	First six months of experience	1539.50	1,231.50	64.50	1604.00	5.94	1,609.94	1,283.00
	Second six months of experience	1685.50	1,348.50	71.00	1756.50	6.48	1,762.98	1,405.00
	Third year							
	First four months of experience	1847.00	1,477.50	77.50	1924.50	7.09	1,931.59	1,539.50
	Thereafter, the wage specified in (a), i.e.	2108.00	1,686.50	88.50	2196.50	8.07	2,204.57	1,757.00
	Interlining cutter, trimmer, leather cutter and tie cutter							
(a)	Qualified	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
(b)	Learner							
	First year							
	First six months of experience	1140.00	922.00	48.00	1188.00	4.46	1,192.46	950.50
	Second six months of experience	1209.00	967.00	51.00	1260.00	4.71	1,264.71	1,008.00
	Second year							
	First six months of experience	1273.50	1,019.00	53.50	1327.00	4.95	1,331.95	1,061.50
	Second six months of experience	1342.00	1,073.50	56.50	1398.50	5.20	1,403.70	1,119.00
	Third year							
	First four months of experience	1406.00	1,125.00	59.00	1465.00	5.44	1,470.44	1,172.00
	Thereafter, the wage specified in (a), i.e.	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1648.50	1,319.00	69.00	1717.50	6.34	1,723.84	1,374.00
	Second six months from date of advancement	1847.00	1,477.50	77.50	1924.50	7.09	1,931.59	1,539.50
	Thereafter, the wage specified for a qualified	2108.00	1,686.50	88.50	2196.50	8.07	2,204.57	1,757.00
	Layer-up:							
(a)	Qualified	1310.00	1,048.00	55.00	1365.00	5.09	1,370.09	1,092.00
(b)	Learner							
	First year							
	First six months of experience	1103.50	922.00	46.50	1150.00	4.32	1,154.32	922.00
	Second six months of experience	1140.00	922.00	48.00	1188.00	4.46	1,192.46	950.50
	Second year							
	First six months of experience	1193.00	954.50	50.00	1243.00	4.65	1,247.65	994.50
	Thereafter, the wage specified in (a), i.e.	1310.00	1,048.00	55.00	1365.00	5.09	1,370.09	1,092.00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1310.00	1,048.00	55.00	1365.00	5.09	1,370.09	1,092.00
	Second six months from date of advancement	1539.50	1,231.50	64.50	1604.00	5.94	1,609.94	1,283.00
	Third six months from date of advancement	1685.50	1,348.50	71.00	1756.50	6.48	1,762.98	1,405.00
	Fourth six months from date of advancement	1847.00	1,477.50	77.50	1924.50	7.09	1,931.59	1,539.50

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FOR THE PERIOD 01 SEPTEMBER 2021 TO 31 AUGUST 2022

DESCRIPTION OF OCCUPATION		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)	Across the Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	Plus "2001 Allowance" ("See note above)	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Employees on Incentivised Scheme Effective 1 Sep 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
	Thereafter, the wage specified for a qualified	2108.00	1,686.50	88.50	2196.50	8.07	2,204.57	1,757.00
(d)	If advanced to learner interlining cutter,							
	First six months from date of advancement	1310.00	1,048.00	55.00	1365.00	5.09	1,370.09	1,092.00
	Second six months from date of advancement	1406.00	1,125.00	59.00	1465.00	5.44	1,470.44	1,172.00
	Thereafter, the wage specified for a qualified	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
(e)	If advanced to fitter-up:							
	First six months from date of advancement	1310.00	1,048.00	55.00	1365.00	5.09	1,370.09	1,092.00
	Second six months from date of advancement	1358.00	1,086.50	57.00	1415.00	5.26	1,420.26	1,132.00
	Third six months from date of advancement	1429.50	1,143.50	60.00	1489.50	5.52	1,495.02	1,191.50
	Fourth six months from date of advancement	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
	Thereafter, the wage specified for fitter-up, i.e.	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
Clicker:								
(a)	Qualified	1568.50	1,255.00	66.00	1634.50	6.05	1,640.55	1,307.50
(b)	Learner							
	First year	1176.00	941.00	49.50	1225.50	4.59	1,230.09	980.50
	Second year	1342.00	1,073.50	56.50	1398.50	5.20	1,403.70	1,119.00
	Thereafter, the wage specified in (a) i.e.	1568.50	1,255.00	66.00	1634.50	6.05	1,640.55	1,307.50
Tracer:								
(a)	Qualified	1470.50	1,176.50	62.00	1532.50	5.68	1,538.18	1,226.00
(b)	Learner							
	First year							
	First six months of experience	1176.00	941.00	49.50	1225.50	4.59	1,230.09	980.50
	Second six months of experience	1258.50	1,007.00	53.00	1311.50	4.90	1,316.40	1,049.00
	Second year							
	First six months of experience	1331.00	1,065.00	56.00	1387.00	5.17	1,392.17	1,109.50
	Thereafter, the wage specified in (a), i.e.	1470.50	1,176.50	62.00	1532.50	5.68	1,538.18	1,226.00
atory Operatives								
Clothing machine mechanic:								
(a)	Qualified	2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
(b)	Learner							
	First year							
	First six months of experience	1517.50	1,214.00	63.50	1581.00	5.86	1,586.86	1,265.00
	Second six months of experience	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
	Second year							
	First six months of experience	1835.00	1,468.00	77.00	1912.00	7.04	1,919.04	1,529.50
	Second six months of experience	2004.00	1,603.00	84.00	2088.00	7.67	2,095.67	1,670.50

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		R	R	R	R	R	R	R
	Third year							
	First four months of experience	2184.50	1,747.50	91.50	2276.00	8.34	2,284.34	1,821.00
	Second four months of experience	2358.50	1,887.00	99.00	2457.50	8.99	2,466.49	1,966.00
	Thereafter, the wage specified in (a), i.e.	2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
Clothing technician:								
(a)	Qualified	2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
(b)	Learner							
	First year							
	First six months of experience	1517.50	1,214.00	63.50	1581.00	5.86	1,586.86	1,265.00
	Second six months of experience	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
	Second year							
	First six months of experience	1835.00	1,468.00	77.00	1912.00	7.04	1,919.04	1,529.50
	Second six months of experience	2004.00	1,603.00	84.00	2088.00	7.67	2,095.67	1,670.50
	Third year							
	First six months of experience	2184.50	1,747.50	91.50	2276.00	8.34	2,284.34	1,821.00
	Next four months of experience	2358.50	1,887.00	99.00	2457.50	8.99	2,466.49	1,966.00
	Thereafter, the wage specified in (a), i.e.	2710.50	2,168.50	114.00	2824.50	10.30	2,834.80	2,259.50
Grade A employee:								
(a)	Qualified	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
(b)	Learner							
	First year							
	First six months of experience	1179.00	943.00	49.50	1228.50	4.60	1,233.10	983.00
	Second six months of experience	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
	Second year							
	First six months of experience	1358.00	1,086.50	57.00	1415.00	5.26	1,420.26	1,132.00
	Second six months of experience	1429.50	1,143.50	60.00	1489.50	5.52	1,495.02	1,191.50
	Third year							
	First four months of experience	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
	Thereafter, the wage specified in (a), i.e.	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
Grade B employee:								
(a)	Qualified	1432.00	1,145.50	60.00	1492.00	5.54	1,497.54	1,193.50
(b)	Learner							
	First year							
	First six months of experience	1163.00	930.50	49.00	1212.00	4.53	1,216.53	969.50
	Second six months of experience	1223.00	978.50	51.50	1274.50	4.76	1,279.26	1,019.50
	Second year							
	First six months of experience	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
	Thereafter, the wage specified in (a), i.e.	1432.00	1,145.50	60.00	1492.00	5.54	1,497.54	1,193.50
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1432.00	1,145.50	60.00	1492.00	5.54	1,497.54	1,193.50

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			R	R	R	R	R	R	R
		Second six months from date of advancement	1475.50	1,180.50	62.00	1537.50	5.70	1,543.20	1,230.00
		Third six months from date of advancement	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
		Thereafter, the wage specified for a qualified	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
Grade C employee:									
(a)		Qualified	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
(b)		Learner							
		First year							
		First six months of experience	1139.00	922.00	48.00	1187.00	4.45	1,191.45	949.50
		Second six months of experience	1172.00	937.50	49.00	1221.00	4.57	1,225.57	977.00
		Thereafter, the wage specified in (a), i.e.	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
(c)		If advanced to Grade B employee:							
		First six months from date of advancement	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
		Second six months from date of advancement	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1432.00	1,145.50	60.00	1492.00	5.54	1,497.54	1,193.50
Underpresser, blocker:									
(a)		Qualified	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
(b)		Learner							
		First year							
		First six months of experience	1103.50	922.00	46.50	1150.00	4.32	1,154.32	922.00
		Second six months of experience	1140.00	922.00	48.00	1188.00	4.46	1,192.46	950.50
		Second year							
		First six months of experience	1193.00	954.50	50.00	1243.00	4.65	1,247.65	994.50
		Thereafter, the wage specified in (a), i.e.	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
(c)		If advanced to learner presser:							
		First six months from date of advancement	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
		Second six months from date of advancement	1520.00	1,216.00	64.00	1584.00	5.87	1,589.87	1,267.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1675.50	1,340.50	70.50	1746.00	6.45	1,752.45	1,397.00
Technical employees									
Clerk									
(a)		Qualified	1847.00	1,477.50	77.50	1924.50	7.09	1,931.59	1,539.50
(b)		Learner							
		First year	1361.00	1,089.00	57.00	1418.00	5.28	1,423.28	1,134.50
		Second year	1481.00	1,185.00	62.00	1543.00	5.72	1,548.72	1,234.50
		Third year							
		First four months of experience	1619.00	1,295.00	68.00	1687.00	6.23	1,693.23	1,349.50

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		R	R	R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	1847.00	1,477.50	77.50	1924.50	7.09	1,931.59	1,539.50
Factory Clerk								
(a)	Qualified	1386.50	1,109.00	58.00	1444.50	5.37	1,449.87	1,155.50
(b)	Learner							
	First year	1103.50	922.00	46.50	1150.00	4.32	1,154.32	922.00
	Second year	1176.00	941.00	49.50	1225.50	4.59	1,230.09	980.50
	Third year							
	First four months of experience	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
	Thereafter, the wage specified in (a), i.e.	1386.50	1,109.00	58.00	1444.50	5.37	1,449.87	1,155.50
- General								
	Boiler attendant	1316.50	1,053.00	55.50	1372.00	5.11	1,377.11	1,097.50
	Despatch packer	1358.00	1,086.50	57.00	1415.00	5.26	1,420.26	1,132.00
	General Worker	1271.50	1,017.00	53.50	1325.00	4.94	1,329.94	1,060.00
	Labourer	1285.00	1,028.00	54.00	1339.00	4.99	1,343.99	1,071.00
	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	1358.00	1,086.50	57.00	1415.00	5.26	1,420.26	1,132.00
(b)	exceeds 1 360 but not 2 720 kg	1410.00	1,128.00	59.00	1469.00	5.46	1,474.46	1,175.00
(c)	exceeds 2 720 kg	1610.50	1,288.50	67.50	1678.00	6.20	1,684.20	1,342.50
	Supervisor, quality controller and instructor	1723.50	1,379.00	72.50	1796.00	6.62	1,802.62	1,437.00
	Traveller's driver	1410.00	1,128.00	59.00	1469.00	5.46	1,474.46	1,175.00
	Watchman or caretaker, whose ordinary hours of work are -							
(a)	less than 60 hours per week	1466.00	1,173.00	61.50	1527.50	5.67	1,533.17	1,222.00
(b)	60 hours per week	1539.50	1,231.50	64.50	1604.00	5.94	1,609.94	1,283.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.								