

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 SEPTEMBER 2021 TO 31 AUGUST 2022

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		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)	Across-the-Board-Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Ees 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
Part A - Cutting Department						
	Head Cutter	2,042.50	1,634.00	86.00	2,128.50	1,703.00
	Pattern Maker:					
	(a) Qualified	2,042.50	1,634.00	86.00	2,128.50	1,703.00
	(b) Learner					
	First year					
	First six months of experience	1,230.00	984.00	51.50	1,281.50	1,025.00
	Second six months of experience	1,336.00	1,069.00	56.00	1,392.00	1,113.50
	Second year					
	First six months of experience	1,448.00	1,158.50	61.00	1,509.00	1,207.00
	Second six months of experience	1,560.00	1,248.00	65.50	1,625.50	1,300.50
	Third year					
	First four months of experience	1,683.00	1,346.50	70.50	1,753.50	1,403.00
	Thereafter, the wage specified in (a), i.e.	2,042.50	1,634.00	86.00	2,128.50	1,703.00
	Pattern Grader					
	(a) Qualified	1,687.00	1,349.50	71.00	1,758.00	1,406.50
	(b) Learner					
	First year					
	First six months of experience	1,159.50	927.50	48.50	1,208.00	966.50
	Second six months of experience	1,230.00	984.00	51.50	1,281.50	1,025.00
	Second year					
	First six months of experience	1,297.00	1,037.50	54.50	1,351.50	1,081.00
	Second six months of experience	1,368.50	1,095.00	57.50	1,426.00	1,141.00
	Third year					
	First six months of experience	1,448.00	1,158.50	61.00	1,509.00	1,207.00
	Next four months of experience	1,526.50	1,221.00	64.00	1,590.50	1,272.50
	Thereafter, the wage specified in (a), i.e.	1,687.00	1,349.50	71.00	1,758.00	1,406.50
	Cutter, lay-maker:					
	(a) Qualified	1,630.50	1,304.50	68.50	1,699.00	1,359.00
	(b) Learner					
	First year					
	First six months of experience	1,063.50	922.00	44.50	1,108.00	922.00
	Second six months of experience	1,154.00	923.00	48.50	1,202.50	962.00
	Second year					
	First six months of experience	1,247.50	998.00	52.50	1,300.00	1,040.00
	Second six months of experience	1,344.00	1,075.00	56.50	1,400.50	1,120.50
	Third year					
	First six months of experience	1,457.00	1,165.50	61.00	1,518.00	1,214.50
	Next four months of experience	1,630.50	1,304.50	68.50	1,699.00	1,359.00
	Interlining cutter, trimmer, leather cutter and tie cutter					
	(a) Qualified	1,235.00	988.00	52.00	1,287.00	1,029.50
	(b) Learner					
	First year					

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		R	R	R	R	R
	First six months of experience	971.00	922.00	41.00	1,012.00	922.00
	Second six months of experience	1,014.50	922.00	42.50	1,057.00	922.00
	Second year					
	First six months of experience	1,060.00	922.00	44.50	1,104.50	922.00
	Second six months of experience	1,105.00	922.00	46.50	1,151.50	922.00
	Third year					
	First four months of experience	1,152.00	922.00	48.50	1,200.50	960.50
	Thereafter, the wage specified in (a) i.e.	1,235.00	988.00	52.00	1,287.00	1,029.50
(c)	If advanced to learner cutter:					
	First six months from date of	1,320.00	1,056.00	55.50	1,375.50	1,100.50
	Second six months from date of	1,457.00	1,165.50	61.00	1,518.00	1,214.50
	Thereafter, the wage specified for a	1,630.50	1,304.50	68.50	1,699.00	1,359.00
	Layer-up:					
(a)	Qualified	1,083.00	922.00	45.50	1,128.50	922.00
	First year					
	First six months of experience	947.00	922.00	40.00	987.00	922.00
	Second six months of experience	971.00	922.00	41.00	1,012.00	922.00
	Second year					
	First six months of experience	1,003.50	922.00	42.00	1,045.50	922.00
	Thereafter, the wage specified in (a), i.e.	1,083.00	922.00	45.50	1,128.50	922.00
(b)	If advanced to learner cutter:					
	First six months from date of	1,083.00	922.00	45.50	1,128.50	922.00
	Second six months from date of	1,247.50	998.00	52.50	1,300.00	1,040.00
	Third six months from date of	1,344.00	1,075.00	56.50	1,400.50	1,120.50
	Fourth six months from date of	1,457.00	1,165.50	61.00	1,518.00	1,214.50
	Thereafter, the wage specified for a	1,630.50	1,304.50	68.50	1,699.00	1,359.00
	Clicker:					
(a)	Qualified	1,267.00	1,013.50	53.00	1,320.00	1,056.00
(b)	Learner					
	First year of experience	994.00	922.00	41.50	1,035.50	922.00
	Second year of experience	1,105.00	884.00	46.50	1,151.50	922.00
	Thereafter, the wage specified in (a), i.e.	1,267.00	1,013.50	53.00	1,320.00	1,056.00
	Tracer:					
(a)	Qualified	1,200.50	960.50	50.50	1,251.00	1,001.00
(b)	Learner					
	First year					
	First six months of experience	994.00	922.00	41.50	1,035.50	922.00
	Second six months of experience	1,048.50	922.00	44.00	1,092.50	922.00
	Second year					
	First six months of experience	1,098.50	922.00	46.00	1,144.50	922.00
	Thereafter, the wage specified in (a), i.e.	1,200.50	960.50	50.50	1,251.00	1,001.00
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	2,042.50	1,634.00	86.00	2,128.50	1,703.00
(b)	Learner					
	First year					
	First six months of experience	1,230.00	984.00	51.50	1,281.50	1,025.00

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		R	R	R	R	R
	Second six months of experience	1,336.00	1,069.00	56.00	1,392.00	1,113.50
	Second year					
	First six months of experience	1,448.00	1,158.50	61.00	1,509.00	1,207.00
	Second six months of experience	1,560.00	1,248.00	65.50	1,625.50	1,300.50
	Third year					
	First six months of experience	1,683.00	1,346.50	70.50	1,753.50	1,403.00
	Next four months of experience	1,804.50	1,443.50	76.00	1,880.50	1,504.50
	Thereafter, the wage specified in (a), i.e.	2,042.50	1,634.00	86.00	2,128.50	1,703.00
	Grade A employee:					
	(a) Qualified	1,336.00	1,069.00	56.00	1,392.00	1,113.50

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		R	R	R	R	R
(b)	Learner					
	First year					
	First six months of experience	997.00	922.00	42.00	1,039.00	922.00
	Second six months of experience	1,058.50	922.00	44.50	1,103.00	922.00
	Second year					
	First six months of experience	1,113.50	922.00	47.00	1,160.50	928.50
	Second six months of experience	1,169.50	935.50	49.00	1,218.50	975.00
	Third year					
	First four months of experience	1,235.00	988.00	52.00	1,287.00	1,029.50
	Thereafter, the wage specified in (a), i.e.	1,336.00	1,069.00	56.00	1,392.00	1,113.50
	Grade B employee:					
(a)	Qualified	1,132.00	922.00	47.50	1,179.50	943.50
(b)	Learner					
	First year					
	First six months of experience	997.00	922.00	42.00	1,039.00	922.00
	Second six months of experience	1,031.00	922.00	43.50	1,074.50	922.00
	Second year					
	First six months of experience	1,063.00	922.00	44.50	1,107.50	922.00
	Thereafter, the wage specified in (a), i.e.	1,132.00	922.00	47.50	1,179.50	943.50
(c)	If advanced to Grade A employee:					
	First six months from date of	1,132.00	922.00	47.50	1,179.50	943.50
	Second six months from date of	1,139.50	922.00	48.00	1,187.50	950.00
	Third six months from date of	1,190.00	952.00	50.00	1,240.00	992.00
	Thereafter, the wage specified for a	1,325.00	1,060.00	55.50	1,380.50	1,104.50
	Grade C employee:					
(a)	Qualified	1,058.50	922.00	44.50	1,103.00	922.00
(b)	Learner					
	First year					
	First six months of experience	968.00	922.00	40.50	1,008.50	922.00
	Second six months of experience	993.00	922.00	41.50	1,034.50	922.00
	Thereafter, the wage specified in (a), i.e.	1,058.50	922.00	44.50	1,103.00	922.00
(c)	If advanced to Grade B employee:					
	First six months from date of	1,058.50	922.00	44.50	1,103.00	922.00
	Second six months from date of	1,066.00	922.00	45.00	1,111.00	922.00
	Thereafter, the wage specified for a	1,159.50	927.50	48.50	1,208.00	966.50
	Underpresser, blocker:					
(a)	Qualified	1,066.00	922.00	45.00	1,111.00	922.00
(b)	Learner					
	First year					
	First six months of experience	947.00	922.00	40.00	987.00	922.00
	Second six months of experience	971.00	922.00	41.00	1,012.00	922.00
	Second year					
	First six months of experience	1,003.50	922.00	42.00	1,045.50	922.00
	Second six months of experience	1,066.00	922.00	45.00	1,111.00	922.00
(c)	If advanced to learner presser:					

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				R	R	R	R	R
			First six months from date of	1,066.00	922.00	45.00	1,111.00	922.00
			Second six months from date of	1,235.00	988.00	52.00	1,287.00	1,029.50
			Thereafter, the wage specified for a	1,336.00	1,069.00	56.00	1,392.00	1,113.50

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		R	R	R	R	R
Part C - Clerical employees						
Clerk						
(a)	Qualified	1,457.00	1,165.50	61.00	1,518.00	1,214.50
(b)	Learner					
	First year of experience	1,119.50	922.00	47.00	1,166.50	933.00
	Second year of experience	1,207.00	965.50	50.50	1,257.50	1,006.00
	Third year					
	First six months of experience	1,298.50	1,039.00	54.50	1,353.00	1,082.50
	Thereafter, the wage specified in (a), i.e.	1,457.00	1,165.50	61.00	1,518.00	1,214.50
Factory Clerk						
(a)	Qualified	1,136.50	922.00	47.50	1,184.00	947.00
(b)	Learner					
	First year of experience	945.50	922.00	39.50	985.00	922.00
	Second year of experience	994.50	922.00	42.00	1,036.50	922.00
	Third year					
	First six months of experience	1,055.50	922.00	44.50	1,100.00	922.00
	Thereafter, the wage specified in (a), i.e.	1,136.50	922.00	47.50	1,184.00	947.00
Part D - General						
Boiler attendant						
		1,087.00	922.00	45.50	1,132.50	922.00
Despatch packer						
		1,115.50	922.00	47.00	1,162.50	930.00
General Worker						
		1,054.00	922.00	44.50	1,098.50	922.00
Labourer						
		1,066.00	922.00	45.00	1,111.00	922.00
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 is as follows -						
(a)	under 2 720 kg	1,160.00	928.00	48.50	1,208.50	967.00
(b)	2 720 kg and over	1,297.00	1,037.50	54.50	1,351.50	1,081.00
Supervisor, quality controller and instructor						
		1,368.50	1,095.00	57.50	1,426.00	1,141.00
Traveller's driver						
		1,160.00	928.00	48.50	1,208.50	967.00
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	1,195.00	956.00	50.00	1,245.00	996.00
(b)	60 hours per week	1,247.50	998.00	52.50	1,300.00	1,040.00
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.						