

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 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 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Across the Board Increase 7.5% (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
Part A - Cutting Department										
			Head Cutter	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
			Pattern Maker:							
	(a)		Qualified	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
	(b)		Learner							
			First year							
			First six months of experience	1368.00	1 094.50	95.50	1463.50	5.86	1 469.36	1 171.00
			Second six months of experience	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
			Second year							
			First six months of experience	1654.00	1 323.00	115.50	1769.50	7.04	1 776.54	1 415.50
			Second six months of experience	1806.50	1 445.00	126.00	1932.50	7.67	1 940.17	1 546.00
			Third year							
			First six months of experience	1969.00	1 575.00	137.50	2106.50	8.34	2 114.84	1 685.00
			Next four months of experience	2126.00	1 701.00	148.50	2274.50	8.99	2 283.49	1 819.50
			Thereafter, the wage specified in (a), i.e.	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
			Pattern Grader							
	(a)		Qualified	1970.50	1 576.50	137.50	2108.00	8.35	2 116.35	1 686.50
	(b)		Learner							
			First year							
			First six months of experience	1288.50	1 031.00	90.00	1378.50	5.52	1 384.02	1 103.00
			Second six months of experience	1368.00	1 094.50	95.50	1463.50	5.86	1 469.36	1 171.00
			Second year							
			First six months of experience	1451.50	1 161.00	101.50	1553.00	6.20	1 559.20	1 242.50
			Second six months of experience	1553.50	1 243.00	108.50	1662.00	6.62	1 668.62	1 329.50
			Third year							
			First six months of experience	1654.00	1 323.00	115.50	1769.50	7.04	1 776.54	1 415.50
			Next four months of experience	1761.50	1 409.00	123.00	1884.50	7.48	1 891.98	1 507.50
			Thereafter, the wage specified in (a), i.e.	1970.50	1 576.50	137.50	2108.00	8.35	2 116.35	1 686.50
			Cutter, lay-maker:							
	(a)		Qualified	1900.50	1 520.50	132.50	2033.00	8.07	2 041.07	1 626.50
	(b)		Learner							
			First year							
			First six months of experience	1156.00	925.00	80.50	1236.50	4.98	1 241.48	989.00
			Second six months of experience	1271.00	1 017.00	88.50	1359.50	5.46	1 364.96	1 087.50
			Second year							
			First six months of experience	1387.50	1 110.00	97.00	1484.50	5.94	1 490.44	1 187.50
			Second six months of experience	1519.50	1 215.50	106.00	1625.50	6.48	1 631.98	1 300.50
			Third year							
			First four months of experience	1665.00	1 332.00	116.00	1781.00	7.09	1 788.09	1 425.00
			Thereafter, the wage specified in (a), i.e.	1900.50	1 520.50	132.50	2033.00	8.07	2 041.07	1 626.50
			Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)		Qualified	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
	(b)		Learner							
			First year							
			First six months of experience	1028.00	822.50	71.50	1099.50	4.46	1 103.96	879.50
			Second six months of experience	1090.00	872.00	76.00	1166.00	4.71	1 170.71	933.00
			Second year							
			First six months of experience	1148.00	918.50	80.00	1228.00	4.95	1 232.95	982.50
			Second six months of experience	1209.50	967.50	84.50	1294.00	5.20	1 299.20	1 035.00
			Third year							

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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 7.5% (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
	First four months of experience	1267.50	1 014.00	88.50	1356.00	5.44	1 361.44	1 085.00
	Thereafter, the wage specified in (a), i.e.	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1486.00	1 189.00	103.50	1589.50	6.34	1 595.84	1 271.50
	Second six months from date of advancement	1665.00	1 332.00	116.00	1781.00	7.09	1 788.09	1 425.00
	Thereafter, the wage specified for a qualified	1900.50	1 520.50	132.50	2033.00	8.07	2 041.07	1 626.50
Layer-up:								
(a)	Qualified	1181.00	945.00	82.50	1263.50	5.09	1 268.59	1 011.00
(b)	Learner							
	First year							
	First six months of experience	994.50	795.50	69.50	1064.00	4.32	1 068.32	851.00
	Second six months of experience	1028.00	822.50	71.50	1099.50	4.46	1 103.96	879.50
	Second year							
	First six months of experience	1075.50	860.50	75.00	1150.50	4.65	1 155.15	920.50
	Thereafter, the wage specified in (a), i.e.	1181.00	945.00	82.50	1263.50	5.09	1 268.59	1 011.00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1181.00	945.00	82.50	1263.50	5.09	1 268.59	1 011.00
	Second six months from date of advancement	1387.50	1 110.00	97.00	1484.50	5.94	1 490.44	1 187.50
	Third six months from date of advancement	1519.50	1 215.50	106.00	1625.50	6.48	1 631.98	1 300.50
	Fourth six months from date of advancement	1665.00	1 332.00	116.00	1781.00	7.09	1 788.09	1 425.00
	Thereafter, the wage specified for a qualified	1900.50	1 520.50	132.50	2033.00	8.07	2 041.07	1 626.50
(d)	If advanced to learner interlining cutter, learner							
	First six months from date of advancement	1181.00	945.00	82.50	1263.50	5.09	1 268.59	1 011.00
	Second six months from date of advancement	1267.50	1 014.00	88.50	1356.00	5.44	1 361.44	1 085.00
	Thereafter, the wage specified for a qualified	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
(e)	If advanced to fitter-up:							
	First six months from date of advancement	1181.00	945.00	82.50	1263.50	5.09	1 268.59	1 011.00
	Second six months from date of advancement	1224.00	979.00	85.50	1309.50	5.26	1 314.76	1 047.50
	Third six months from date of advancement	1288.50	1 031.00	90.00	1378.50	5.52	1 384.02	1 103.00
	Fourth six months from date of advancement	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
	Thereafter, the wage specified for fitter-up, i.e.	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
Clicker:								
(a)	Qualified	1414.00	1 131.00	98.50	1512.50	6.05	1 518.55	1 210.00
(b)	Learner							
	First year	1060.00	848.00	74.00	1134.00	4.59	1 138.59	907.00
	Second year	1209.50	967.50	84.50	1294.00	5.20	1 299.20	1 035.00
	Thereafter, the wage specified in (a) i.e.	1414.00	1 131.00	98.50	1512.50	6.05	1 518.55	1 210.00
Tracer:								
(a)	Qualified	1325.50	1 060.50	92.50	1418.00	5.68	1 423.68	1 134.50
(b)	Learner							
	First year							
	First six months of experience	1060.00	848.00	74.00	1134.00	4.59	1 138.59	907.00
	Second six months of experience	1134.50	907.50	79.00	1213.50	4.90	1 218.40	971.00
	Second year							
	First six months of experience	1200.00	960.00	83.50	1283.50	5.17	1 288.67	1 027.00
	Thereafter, the wage specified in (a), i.e.	1325.50	1 060.50	92.50	1418.00	5.68	1 423.68	1 134.50
atory Operatives								
Clothing machine mechanic:								
(a)	Qualified	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
(b)	Learner							
	First year							
	First six months of experience	1368.00	1 094.50	95.50	1463.50	5.86	1 469.36	1 171.00
	Second six months of experience	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
	Second year							

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		R	R	R	R	R	R	R
	First six months of experience	1654.00	1 323.00	115.50	1769.50	7.04	1 776.54	1 415.50
	Second six months of experience	1806.50	1 445.00	126.00	1932.50	7.67	1 940.17	1 546.00
	Third year							
	First four months of experience	1969.00	1 575.00	137.50	2106.50	8.34	2 114.84	1 685.00
	Second four months of experience	2126.00	1 701.00	148.50	2274.50	8.99	2 283.49	1 819.50
	Thereafter, the wage specified in (a), i.e.	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
Clothing technician:								
(a)	Qualified	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
(b)	Learner							
	First year							
	First six months of experience	1368.00	1 094.50	95.50	1463.50	5.86	1 469.36	1 171.00
	Second six months of experience	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
	Second year							
	First six months of experience	1654.00	1 323.00	115.50	1769.50	7.04	1 776.54	1 415.50
	Second six months of experience	1806.50	1 445.00	126.00	1932.50	7.67	1 940.17	1 546.00
	Third year							
	First six months of experience	1969.00	1 575.00	137.50	2106.50	8.34	2 114.84	1 685.00
	Next four months of experience	2126.00	1 701.00	148.50	2274.50	8.99	2 283.49	1 819.50
	Thereafter, the wage specified in (a), i.e.	2443.50	1 955.00	170.50	2614.00	10.30	2 624.30	2 091.00
Grade A employee:								
(a)	Qualified	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
(b)	Learner							
	First year							
	First six months of experience	1063.00	850.50	74.00	1137.00	4.60	1 141.60	909.50
	Second six months of experience	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
	Second year							
	First six months of experience	1224.00	979.00	85.50	1309.50	5.26	1 314.76	1 047.50
	Second six months of experience	1288.50	1 031.00	90.00	1378.50	5.52	1 384.02	1 103.00
	Third year							
	First four months of experience	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
	Thereafter, the wage specified in (a), i.e.	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
Grade B employee:								
(a)	Qualified	1291.00	1 033.00	90.00	1381.00	5.54	1 386.54	1 105.00
(b)	Learner							
	First year							
	First six months of experience	1048.50	839.00	73.00	1121.50	4.53	1 126.03	897.00
	Second six months of experience	1102.50	882.00	77.00	1179.50	4.76	1 184.26	943.50
	Second year							
	First six months of experience	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00
	Thereafter, the wage specified in (a), i.e.	1291.00	1 033.00	90.00	1381.00	5.54	1 386.54	1 105.00
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1291.00	1 033.00	90.00	1381.00	5.54	1 386.54	1 105.00
	Second six months from date of advancement	1330.00	1 064.00	93.00	1423.00	5.70	1 428.70	1 138.50
	Third six months from date of advancement	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
	Thereafter, the wage specified for a qualified	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
Grade C employee:								
(a)	Qualified	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
(b)	Learner							
	First year							
	First six months of experience	1027.00	821.50	71.50	1098.50	4.45	1 102.95	879.00
	Second six months of experience	1056.50	845.00	73.50	1130.00	4.57	1 134.57	904.00
	Thereafter, the wage specified in (a), i.e.	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
(c)	If advanced to Grade B employee:							
	First six months from date of advancement	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
	Second six months from date of advancement	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00

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		R	R	R	R	R	R	R
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1291.00	1 033.00	90.00	1381.00	5.54	1 386.54	1 105.00
Underpresser, blocker:								
(a)	Qualified	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00
(b)	Learner							
	First year							
	First six months of experience	994.50	795.50	69.50	1064.00	4.32	1 068.32	851.00
	Second six months of experience	1028.00	822.50	71.50	1099.50	4.46	1 103.96	879.50
	Second year							
	First six months of experience	1075.50	860.50	75.00	1150.50	4.65	1 155.15	920.50
	Thereafter, the wage specified in (a), i.e.	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00
(c)	If advanced to learner presser:							
	First six months from date of advancement	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00
	Second six months from date of advancement	1370.50	1 096.50	95.50	1466.00	5.87	1 471.87	1 173.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1510.00	1 208.00	105.50	1615.50	6.45	1 621.95	1 292.50
Technical employees								
Clerk								
(a)	Qualified	1665.00	1 332.00	116.00	1781.00	7.09	1 788.09	1 425.00
(b)	Learner							
	First year	1227.00	981.50	85.50	1312.50	5.28	1 317.78	1 050.00
	Second year	1335.00	1 068.00	93.00	1428.00	5.72	1 433.72	1 142.50
	Third year							
	First four months of experience	1459.00	1 167.00	102.00	1561.00	6.23	1 567.23	1 249.00
	Thereafter, the wage specified in (a), i.e.	1665.00	1 332.00	116.00	1781.00	7.09	1 788.09	1 425.00
Factory Clerk								
(a)	Qualified	1250.00	1 000.00	87.00	1337.00	5.37	1 342.37	1 069.50
(b)	Learner							
	First year	994.50	795.50	69.50	1064.00	4.32	1 068.32	851.00
	Second year	1060.00	848.00	74.00	1134.00	4.59	1 138.59	907.00
	Third year							
	First four months of experience	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
	Thereafter, the wage specified in (a), i.e.	1250.00	1 000.00	87.00	1337.00	5.37	1 342.37	1 069.50
- General								
	Boiler attendant	1186.50	949.00	83.00	1269.50	5.11	1 274.61	1 015.50
	Despatch packer	1224.00	979.00	85.50	1309.50	5.26	1 314.76	1 047.50
	General Worker	1146.00	917.00	80.00	1226.00	4.94	1 230.94	981.00
	Labourer	1158.00	926.50	81.00	1239.00	4.99	1 243.99	991.00
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	1224.00	979.00	85.50	1309.50	5.26	1 314.76	1 047.50
(b)	exceeds 1 360 but not 2 720 kg	1271.00	1 017.00	88.50	1359.50	5.46	1 364.96	1 087.50
(c)	exceeds 2 720 kg	1451.50	1 161.00	101.50	1553.00	6.20	1 559.20	1 242.50
	Supervisor, quality controller and instructor	1553.50	1 243.00	108.50	1662.00	6.62	1 668.62	1 329.50
	Traveller's driver	1271.00	1 017.00	88.50	1359.50	5.46	1 364.96	1 087.50
Watchman or caretaker, whose ordinary hours of work are -								
(a)	less than 60 hours per week	1321.50	1 057.00	92.00	1413.50	5.67	1 419.17	1 131.00
(b)	60 hours per week	1387.50	1 110.00	97.00	1484.50	5.94	1 490.44	1 187.50
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.								