

**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 2019 TO 31 AUGUST 2020**

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Ees 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	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)
		R	R	R	R	R
<b>Part A - Cutting Department</b>						
	Head Cutter	1,841.00	1,473.00	128.50	1,969.50	1,575.50
	Pattern Maker:					
	(a) Qualified	1,841.00	1,473.00	128.50	1,969.50	1,575.50
	(b) Learner					
	First year					
	First six months of experience	1,108.50	887.00	77.50	1,186.00	949.00
	Second six months of experience	1,204.50	963.50	84.00	1,288.50	1,031.00
	Second year					
	First six months of experience	1,305.50	1,044.50	91.00	1,396.50	1,117.00
	Second six months of experience	1,406.50	1,125.00	98.00	1,504.50	1,203.50
	Third year					
	First four months of experience	1,517.00	1,213.50	106.00	1,623.00	1,298.50
	Thereafter, the wage specified in (a), i.e.	1,841.00	1,473.00	128.50	1,969.50	1,575.50
	Pattern Grader					
	(a) Qualified	1,521.00	1,217.00	106.00	1,627.00	1,301.50
	(b) Learner					
	First year					
	First six months of experience	1,045.00	836.00	73.00	1,118.00	894.50
	Second six months of experience	1,108.50	887.00	77.50	1,186.00	949.00
	Second year					
	First six months of experience	1,169.00	935.00	81.50	1,250.50	1,000.50
	Second six months of experience	1,233.50	987.00	86.00	1,319.50	1,055.50
	Third year					
	First six months of experience	1,305.50	1,044.50	91.00	1,396.50	1,117.00
	Next four months of experience	1,376.00	1,101.00	96.00	1,472.00	1,177.50
	Thereafter, the wage specified in (a), i.e.	1,521.00	1,217.00	106.00	1,627.00	1,301.50
	Cutter, lay-maker:					
	(a) Qualified	1,470.00	1,176.00	102.50	1,572.50	1,258.00
	(b) Learner					
	First year					
	First six months of experience	958.50	767.00	67.00	1,025.50	850.00
	Second six months of experience	1,040.50	832.50	72.50	1,113.00	890.50
	Second year					
	First six months of experience	1,124.50	899.50	78.50	1,203.00	962.50
	Second six months of experience	1,211.50	969.00	84.50	1,296.00	1,037.00
	Third year					
	First six months of experience	1,313.50	1,051.00	91.50	1,405.00	1,124.00
	Next four months of experience	1,470.00	1,176.00	102.50	1,572.50	1,258.00
	Interlining cutter, trimmer, leather cutter and tie cutter					
	(a) Qualified	1,113.50	891.00	77.50	1,191.00	953.00
	(b) Learner					
	First year					
	First six months of experience	875.50	700.50	61.00	936.50	850.00
	Second six months of experience	914.50	731.50	64.00	978.50	850.00
	Second year					
	First six months of experience	955.50	764.50	66.50	1,022.00	850.00
	Second six months of experience	996.00	797.00	69.50	1,065.50	852.50
	Third year					
	First four months of experience	1,038.50	831.00	72.50	1,111.00	889.00

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		R	R	R	R	R
	Thereafter, the wage specified in (a) i.e.	1,113.50	891.00	77.50	1,191.00	953.00
(c)	If advanced to learner cutter:					
	First six months from date of	1,190.00	952.00	83.00	1,273.00	1,018.50
	Second six months from date of	1,313.50	1,051.00	91.50	1,405.00	1,124.00
	Thereafter, the wage specified for a	1,470.00	1,176.00	102.50	1,572.50	1,258.00
	Layer-up:					
(a)	Qualified	976.50	781.00	68.00	1,044.50	850.00
	First year					
	First six months of experience	853.50	683.00	59.50	913.00	850.00
	Second six months of experience	875.50	700.50	61.00	936.50	850.00
	Second year					
	First six months of experience	904.50	723.50	63.00	967.50	850.00
	Thereafter, the wage specified in (a), i.e.	976.50	781.00	68.00	1,044.50	850.00
(b)	If advanced to learner cutter:					
	First six months from date of	976.50	781.00	68.00	1,044.50	850.00
	Second six months from date of	1,124.50	899.50	78.50	1,203.00	962.50
	Third six months from date of	1,211.50	969.00	84.50	1,296.00	1,037.00
	Fourth six months from date of	1,313.50	1,051.00	91.50	1,405.00	1,124.00
	Thereafter, the wage specified for a	1,470.00	1,176.00	102.50	1,572.50	1,258.00
	Clicker:					
(a)	Qualified	1,142.50	914.00	79.50	1,222.00	977.50
(b)	Learner					
	First year of experience	896.00	717.00	62.50	958.50	850.00
	Second year of experience	996.00	797.00	69.50	1,065.50	852.50
	Thereafter, the wage specified in (a), i.e.	1,142.50	914.00	79.50	1,222.00	977.50
	Tracer:					
(a)	Qualified	1,082.00	865.50	75.50	1,157.50	926.00
(b)	Learner					
	First year					
	First six months of experience	896.00	717.00	62.50	958.50	850.00
	Second six months of experience	945.00	756.00	66.00	1,011.00	850.00
	Second year					
	First six months of experience	990.50	792.50	69.00	1,059.50	850.00
	Thereafter, the wage specified in (a), i.e.	1,082.00	865.50	75.50	1,157.50	926.00
	Part B - Factory Operatives					
	Clothing machine mechanic:					
(a)	Qualified	1,841.00	1,473.00	128.50	1,969.50	1,575.50
(b)	Learner					
	First year					
	First six months of experience	1,108.50	887.00	77.50	1,186.00	949.00
	Second six months of experience	1,204.50	963.50	84.00	1,288.50	1,031.00
	Second year					
	First six months of experience	1,305.50	1,044.50	91.00	1,396.50	1,117.00
	Second six months of experience	1,406.50	1,125.00	98.00	1,504.50	1,203.50
	Third year					
	First six months of experience	1,517.00	1,213.50	106.00	1,623.00	1,298.50
	Next four months of experience	1,626.50	1,301.00	113.50	1,740.00	1,392.00
	Thereafter, the wage specified in (a), i.e.	1,841.00	1,473.00	128.50	1,969.50	1,575.50
	Grade A employee:					
(a)	Qualified	1,204.50	963.50	84.00	1,288.50	1,031.00

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		R	R	R	R	R
(b)	Learner					
	First year					
	First six months of experience	899.00	719.00	62.50	961.50	850.00
	Second six months of experience	954.00	763.00	66.50	1,020.50	850.00
	Second year					
	First six months of experience	1,004.00	803.00	70.00	1,074.00	859.00
	Second six months of experience	1,054.50	843.50	73.50	1,128.00	902.50
	Third year					
	First four months of experience	1,113.50	891.00	77.50	1,191.00	953.00
	Thereafter, the wage specified in (a), i.e.	1,204.50	963.50	84.00	1,288.50	1,031.00
	Grade B employee:					
(a)	Qualified	1,020.50	816.50	71.00	1,091.50	873.00
(b)	Learner					
	First year					
	First six months of experience	899.00	719.00	62.50	961.50	850.00
	Second six months of experience	929.00	743.00	65.00	994.00	850.00
	Second year					
	First six months of experience	958.00	766.50	67.00	1,025.00	850.00
	Thereafter, the wage specified in (a), i.e.	1,020.50	816.50	71.00	1,091.50	873.00
(c)	If advanced to Grade A employee:					
	First six months from date of	1,020.50	816.50	71.00	1,091.50	873.00
	Second six months from date of	1,027.50	822.00	71.50	1,099.00	879.00
	Third six months from date of	1,072.50	858.00	75.00	1,147.50	918.00
	Thereafter, the wage specified for a	1,194.00	955.00	83.50	1,277.50	1,022.00
	Grade C employee:					
(a)	Qualified	954.00	763.00	66.50	1,020.50	850.00
(b)	Learner					
	First year					
	First six months of experience	872.50	698.00	61.00	933.50	850.00
	Second six months of experience	895.00	716.00	62.50	957.50	850.00
	Thereafter, the wage specified in (a), i.e.	954.00	763.00	66.50	1,020.50	850.00
(c)	If advanced to Grade B employee:					
	First six months from date of	954.00	763.00	66.50	1,020.50	850.00
	Second six months from date of	961.00	769.00	67.00	1,028.00	850.00
	Thereafter, the wage specified for a	1,045.00	836.00	73.00	1,118.00	894.50
	Underpresser, blocker:					
(a)	Qualified	961.00	769.00	67.00	1,028.00	850.00
(b)	Learner					
	First year					
	First six months of experience	853.50	683.00	59.50	913.00	850.00
	Second six months of experience	875.50	700.50	61.00	936.50	850.00
	Second year					
	First six months of experience	904.50	723.50	63.00	967.50	850.00
	Second six months of experience	961.00	769.00	67.00	1,028.00	850.00
(c)	If advanced to learner presser:					
	First six months from date of	961.00	769.00	67.00	1,028.00	850.00
	Second six months from date of	1,113.50	891.00	77.50	1,191.00	953.00
	Thereafter, the wage specified for a	1,204.50	963.50	84.00	1,288.50	1,031.00

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		R	R	R	R	R
<b>Part C - Clerical employees</b>						
<b>Clerk</b>						
(a)	Qualified	1,313.50	1,051.00	91.50	1,405.00	1,124.00
(b)	Learner					
	First year of experience	1,009.00	807.00	70.50	1,079.50	863.50
	Second year of experience	1,088.00	870.50	76.00	1,164.00	931.00
	Third year					
	First six months of experience	1,170.50	936.50	81.50	1,252.00	1,001.50
	Thereafter, the wage specified in (a), i.e.	1,313.50	1,051.00	91.50	1,405.00	1,124.00
<b>Factory Clerk</b>						
(a)	Qualified	1,024.50	819.50	71.50	1,096.00	877.00
(b)	Learner					
	First year of experience	852.50	682.00	59.50	912.00	850.00
	Second year of experience	896.50	717.00	62.50	959.00	850.00
	Third year					
	First six months of experience	951.50	761.00	66.50	1,018.00	850.00
	Thereafter, the wage specified in (a), i.e.	1,024.50	819.50	71.50	1,096.00	877.00
<b>Part D - General</b>						
Boiler attendant		979.50	783.50	68.50	1,048.00	850.00
Despatch packer		1,005.50	804.50	70.00	1,075.50	860.50
General Worker		950.00	760.00	66.50	1,016.50	850.00
Labourer		961.00	769.00	67.00	1,028.00	850.00
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	1,045.50	836.50	73.00	1,118.50	895.00
(b)	2 720 kg and over	1,169.00	935.00	81.50	1,250.50	1,000.50
Supervisor, quality controller and instructor		1,233.50	987.00	86.00	1,319.50	1,055.50
Traveller's driver		1,045.50	836.50	73.00	1,118.50	895.00
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week	1,077.50	862.00	75.00	1,152.50	922.00
(b)	60 hours per week	1,124.50	899.50	78.50	1,203.00	962.50
<b>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.</b>						