

**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 01 SEPTEMBER 2019 TO 31 AUGUST 2020**

| WAGE SCHEDULE  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) |   |   |   |   |   |
|--|---|--|---|---|---|---|---|
| DESCRIPTION  |   | Across the Board Increase of 7.5%                                      | 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   | R   |
| <b>Part A - Cutting Department</b>                         |   |  |   |   |   |   |   |
| Head Cutter  |   | 129.00   | 1,849.00                                      | 1,479.00  | 129.00  | 1,978.00                                      | 1,582.50  |
| Pattern Maker:   |   |  |   |   |   |   |   |
| (a)  | Qualified                                   | 129.00   | 1,849.00                                      | 1,479.00  | 129.00  | 1,978.00                                      | 1,582.50  |
| (b)  | Learner                                     |  |   |   |   |   |   |
|  | First year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 77.50  | 1,114.00                                      | 891.00  | 77.50   | 1,191.50                                      | 953.00  |
|  | Second six months of experience             | 84.50  | 1,210.00                                      | 968.00  | 84.50   | 1,294.50                                      | 1,035.50  |
|  | Second year                                 |  |   |   |   |   |   |
|  | First six months of experience              | 91.50  | 1,311.50                                      | 1,049.00  | 91.50   | 1,403.00                                      | 1,122.50  |
|  | Second six months of experience             | 98.50  | 1,412.00                                      | 1,129.50  | 98.50   | 1,510.50                                      | 1,208.50  |
|  | Third year                                  |  |   |   |   |   |   |
|  | First four months of experience             | 106.00   | 1,522.00                                      | 1,217.50  | 106.00  | 1,628.00                                      | 1,302.50  |
|  | Thereafter, the wage specified in (a), i.e. | 129.00   | 1,849.00                                      | 1,479.00  | 129.00  | 1,978.00                                      | 1,582.50  |
| Pattern Grader   |   |  |   |   |   |   |   |
| (a)  | Qualified                                   | 106.50   | 1,527.50                                      | 1,222.00  | 106.50  | 1,634.00                                      | 1,307.00  |
| (b)  | Learner                                     |  |   |   |   |   |   |
|  | First year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 73.00  | 1,049.00                                      | 839.00  | 73.00   | 1,122.00                                      | 897.50  |
|  | Second six months of experience             | 77.50  | 1,114.00                                      | 891.00  | 77.50   | 1,191.50                                      | 953.00  |
|  | Second year                                 |  |   |   |   |   |   |
|  | First six months of experience              | 82.00  | 1,174.00                                      | 939.00  | 82.00   | 1,256.00                                      | 1,005.00  |
|  | Second six months of experience             | 86.50  | 1,239.50                                      | 991.50  | 86.50   | 1,326.00                                      | 1,061.00  |
|  | Third year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 91.50  | 1,311.50                                      | 1,049.00  | 91.50   | 1,403.00                                      | 1,122.50  |
|  | Next four months of experience              | 96.50  | 1,381.00                                      | 1,105.00  | 96.50   | 1,477.50                                      | 1,182.00  |
|  | Thereafter, the wage specified in (a), i.e. | 106.50   | 1,527.50                                      | 1,222.00  | 106.50  | 1,634.00                                      | 1,307.00  |
| Cutter, lay-maker:   |   |  |   |   |   |   |   |
| (a)  | Qualified                                   | 103.00   | 1,477.50                                      | 1,182.00  | 103.00  | 1,580.50                                      | 1,264.50  |
| (b)  | Learner                                     |  |   |   |   |   |   |
|  | First year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 67.00  | 961.00  | 769.00  | 67.00   | 1,028.00                                      | 850.00  |
|  | Second six months of experience             | 73.00  | 1,045.00                                      | 836.00  | 73.00   | 1,118.00                                      | 894.50  |
|  | Second year                                 |  |   |   |   |   |   |
|  | First six months of experience              | 78.50  | 1,126.50                                      | 901.00  | 78.50   | 1,205.00                                      | 964.00  |
|  | Second six months of experience             | 85.00  | 1,217.50                                      | 974.00  | 85.00   | 1,302.50                                      | 1,042.00  |
|  | Third year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 92.00  | 1,318.50                                      | 1,055.00  | 92.00   | 1,410.50                                      | 1,128.50  |
|  | Next four months of experience              | 103.00   | 1,477.50                                      | 1,182.00  | 103.00  | 1,580.50                                      | 1,264.50  |
| Interlining cutter, trimmer, leather cutter and tie cutter |   |  |   |   |   |   |   |
| (a)  | Qualified                                   | 78.00  | 1,116.50                                      | 893.00  | 78.00   | 1,194.50                                      | 955.50  |
| (b)  | Learner                                     |  |   |   |   |   |   |
|  | First year                                  |  |   |   |   |   |   |
|  | First six months of experience              | 61.00  | 877.00  | 701.50  | 61.00   | 938.00  | 850.00  |
|  | Second six months of experience             | 64.00  | 916.50  | 733.00  | 64.00   | 980.50  | 850.00  |
|  | Second year                                 |  |   |   |   |   |   |
|  | First six months of experience              | 67.00  | 959.50  | 767.50  | 67.00   | 1,026.50                                      | 850.00  |
|  | Second six months of experience             | 69.50  | 998.00  | 798.50  | 69.50   | 1,067.50                                      | 854.00  |
|  | Third year                                  |  |   |   |   |   |   |
|  | First four months of experience             | 72.50  | 1,041.00                                      | 833.00  | 72.50   | 1,113.50                                      | 891.00  |

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| DESCRIPTION                 |   | Across the Board Increase of 7.5% | 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   | R   |
|                             | Thereafter, the wage specified in (a) i.e.  | 78.00                             | 1,116.50                                      | 893.00  | 78.00   | 1,194.50                                      | 955.50  |
| (c)                         | If advanced to learner cutter:              |                                   |   |   |   |   |   |
|                             | First six months from date of               | 83.50                             | 1,195.00                                      | 956.00  | 83.50   | 1,278.50                                      | 1,023.00  |
|                             | Second six months from date of              | 92.00                             | 1,318.50                                      | 1,055.00  | 92.00   | 1,410.50                                      | 1,128.50  |
|                             | Thereafter, the wage specified for a        | 103.00                            | 1,477.50                                      | 1,182.00  | 103.00  | 1,580.50                                      | 1,264.50  |
| Layer-up:                   |   |                                   |   |   |   |   |   |
| (a)                         | Qualified                                   | 68.50                             | 979.50  | 783.50  | 68.50   | 1,048.00                                      | 850.00  |
|                             | First year                                  |                                   |   |   |   |   |   |
|                             | First six months of experience              | 60.00                             | 857.00  | 685.50  | 60.00   | 917.00  | 850.00  |
|                             | Second six months of experience             | 61.00                             | 877.00  | 701.50  | 61.00   | 938.00  | 850.00  |
| Second year                 |   |                                   |   |   |   |   |   |
|                             | First six months of experience              | 63.50                             | 907.00  | 725.50  | 63.50   | 970.50  | 850.00  |
|                             | Thereafter, the wage specified in (a), i.e. | 68.50                             | 979.50  | 783.50  | 68.50   | 1,048.00                                      | 850.00  |
| (b)                         | If advanced to learner cutter:              |                                   |   |   |   |   |   |
|                             | First six months from date of               | 68.50                             | 979.50  | 783.50  | 68.50   | 1,048.00                                      | 850.00  |
|                             | Second six months from date of              | 78.50                             | 1,126.50                                      | 901.00  | 78.50   | 1,205.00                                      | 964.00  |
|                             | Third six months from date of               | 85.00                             | 1,217.50                                      | 974.00  | 85.00   | 1,302.50                                      | 1,042.00  |
|                             | Fourth six months from date of              | 92.00                             | 1,318.50                                      | 1,055.00  | 92.00   | 1,410.50                                      | 1,128.50  |
|                             | Thereafter, the wage specified for a        | 103.00                            | 1,477.50                                      | 1,182.00  | 103.00  | 1,580.50                                      | 1,264.50  |
| Clicker:                    |   |                                   |   |   |   |   |   |
| (a)                         | Qualified                                   | 80.00                             | 1,146.00                                      | 917.00  | 80.00   | 1,226.00                                      | 981.00  |
| (b)                         | Learner                                     |                                   |   |   |   |   |   |
|                             | First year of experience                    | 62.50                             | 897.50  | 718.00  | 62.50   | 960.00  | 850.00  |
|                             | Second year of experience                   | 69.50                             | 998.00  | 798.50  | 69.50   | 1,067.50                                      | 854.00  |
|                             | Thereafter, the wage specified in (a), i.e. | 80.00                             | 1,146.00                                      | 917.00  | 80.00   | 1,226.00                                      | 981.00  |
| Tracer:                     |   |                                   |   |   |   |   |   |
| (a)                         | Qualified                                   | 75.50                             | 1,085.00                                      | 868.00  | 75.50   | 1,160.50                                      | 928.50  |
| (b)                         | Learner                                     |                                   |   |   |   |   |   |
|                             | First year                                  |                                   |   |   |   |   |   |
|                             | First six months of experience              | 62.50                             | 897.50  | 718.00  | 62.50   | 960.00  | 850.00  |
|                             | Second six months of experience             | 66.00                             | 948.00  | 758.50  | 66.00   | 1,014.00                                      | 850.00  |
| Second year                 |   |                                   |   |   |   |   |   |
|                             | First six months of experience              | 69.50                             | 996.00  | 797.00  | 69.50   | 1,065.50                                      | 852.50  |
|                             | Thereafter, the wage specified in (a), i.e. | 75.50                             | 1,085.00                                      | 868.00  | 75.50   | 1,160.50                                      | 928.50  |
| Part B - Factory Operatives |   |                                   |   |   |   |   |   |
| Clothing machine mechanic:  |   |                                   |   |   |   |   |   |
| (a)                         | Qualified                                   | 129.00                            | 1,849.00                                      | 1,479.00  | 129.00  | 1,978.00                                      | 1,582.50  |
| (b)                         | Learner                                     |                                   |   |   |   |   |   |
|                             | First year                                  |                                   |   |   |   |   |   |
|                             | First six months of experience              | 77.50                             | 1,114.00                                      | 891.00  | 77.50   | 1,191.50                                      | 953.00  |
|                             | Second six months of experience             | 84.50                             | 1,210.00                                      | 968.00  | 84.50   | 1,294.50                                      | 1,035.50  |
| Second year                 |   |                                   |   |   |   |   |   |
|                             | First six months of experience              | 91.50                             | 1,311.50                                      | 1,049.00  | 91.50   | 1,403.00                                      | 1,122.50  |
|                             | Second six months of experience             | 98.50                             | 1,412.00                                      | 1,129.50  | 98.50   | 1,510.50                                      | 1,208.50  |
| Third year                  |   |                                   |   |   |   |   |   |
|                             | First six months of experience              | 106.00                            | 1,522.00                                      | 1,217.50  | 106.00  | 1,628.00                                      | 1,302.50  |
|                             | Next four months of experience              | 114.00                            | 1,632.00                                      | 1,305.50  | 114.00  | 1,746.00                                      | 1,397.00  |
|                             | Thereafter, the wage specified in (a), i.e. | 129.00                            | 1,849.00                                      | 1,479.00  | 129.00  | 1,978.00                                      | 1,582.50  |
| Grade A employee:           |   |                                   |   |   |   |   |   |
| (a)                         | Qualified                                   | 84.50                             | 1,210.00                                      | 968.00  | 84.50   | 1,294.50                                      | 1,035.50  |

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| DESCRIPTION |   | Across the Board Increase of 7.5% | 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   | R   |
| (b)         | Learner                                     |                                   |   |   |   |   |   |
|             | First year                                  |                                   |   |   |   |   |   |
|             | First six months of experience              | 63.00                             | 904.00  | 723.00  | 63.00   | 967.00  | 850.00  |
|             | Second six months of experience             | 67.00                             | 958.50  | 767.00  | 67.00   | 1,025.50                                      | 850.00  |
|             | Second year                                 |                                   |   |   |   |   |   |
|             | First six months of experience              | 70.50                             | 1,007.50                                      | 806.00  | 70.50   | 1,078.00                                      | 862.50  |
|             | Second six months of experience             | 74.00                             | 1,059.00                                      | 847.00  | 74.00   | 1,133.00                                      | 906.50  |
|             | Third year                                  |                                   |   |   |   |   |   |
|             | First four months of experience             | 78.00                             | 1,116.50                                      | 893.00  | 78.00   | 1,194.50                                      | 955.50  |
|             | Thereafter, the wage specified in (a), i.e. | 84.50                             | 1,210.00                                      | 968.00  | 84.50   | 1,294.50                                      | 1,035.50  |
|             | Grade B employee:                           |                                   |   |   |   |   |   |
| (a)         | Qualified                                   | 72.00                             | 1,034.00                                      | 827.00  | 72.00   | 1,106.00                                      | 885.00  |
| (b)         | Learner                                     |                                   |   |   |   |   |   |
|             | First year                                  |                                   |   |   |   |   |   |
|             | First six months of experience              | 62.50                             | 899.00  | 719.00  | 62.50   | 961.50  | 850.00  |
|             | Second six months of experience             | 65.00                             | 931.50  | 745.00  | 65.00   | 996.50  | 850.00  |
|             | Second year                                 |                                   |   |   |   |   |   |
|             | First six months of experience              | 67.00                             | 963.00  | 770.50  | 67.00   | 1,030.00                                      | 850.00  |
|             | Thereafter, the wage specified in (a), i.e. | 72.00                             | 1,034.00                                      | 827.00  | 72.00   | 1,106.00                                      | 885.00  |
| (c)         | If advanced to Grade A employee:            |                                   |   |   |   |   |   |
|             | First six months from date of               | 72.00                             | 1,034.00                                      | 827.00  | 72.00   | 1,106.00                                      | 885.00  |
|             | Second six months from date of              | 72.50                             | 1,040.50                                      | 832.50  | 72.50   | 1,113.00                                      | 890.50  |
|             | Third six months from date of               | 76.00                             | 1,090.00                                      | 872.00  | 76.00   | 1,166.00                                      | 933.00  |
|             | Thereafter, the wage specified for a        | 82.50                             | 1,185.50                                      | 948.50  | 82.50   | 1,268.00                                      | 1,014.50  |
|             | Grade C employee:                           |                                   |   |   |   |   |   |
| (a)         | Qualified                                   | 67.00                             | 958.50  | 767.00  | 67.00   | 1,025.50                                      | 850.00  |
| (b)         | Learner                                     |                                   |   |   |   |   |   |
|             | First year                                  |                                   |   |   |   |   |   |
|             | First six months of experience              | 61.00                             | 874.50  | 699.50  | 61.00   | 935.50  | 850.00  |
|             | Second six months of experience             | 62.50                             | 896.50  | 717.00  | 62.50   | 959.00  | 850.00  |
|             | Thereafter, the wage specified in (a), i.e. | 67.00                             | 958.50  | 767.00  | 67.00   | 1,025.50                                      | 850.00  |
| (c)         | If advanced to Grade B employee:            |                                   |   |   |   |   |   |
|             | First six months from date of               | 67.00                             | 958.50  | 767.00  | 67.00   | 1,025.50                                      | 850.00  |
|             | Second six months from date of              | 67.50                             | 965.00  | 772.00  | 67.50   | 1,032.50                                      | 850.00  |
|             | Thereafter, the wage specified for a        | 73.00                             | 1,049.00                                      | 839.00  | 73.00   | 1,122.00                                      | 897.50  |
|             | Underpresser, blocker:                      |                                   |   |   |   |   |   |
| (a)         | Qualified                                   | 67.50                             | 965.00  | 772.00  | 67.50   | 1,032.50                                      | 850.00  |
| (b)         | Learner                                     |                                   |   |   |   |   |   |
|             | First year                                  |                                   |   |   |   |   |   |
|             | First six months of experience              | 60.00                             | 857.00  | 685.50  | 60.00   | 917.00  | 850.00  |
|             | Second six months of experience             | 61.00                             | 877.00  | 701.50  | 61.00   | 938.00  | 850.00  |
|             | Second year                                 |                                   |   |   |   |   |   |
|             | First six months of experience              | 63.50                             | 907.00  | 725.50  | 63.50   | 970.50  | 850.00  |
|             | Second six months of experience             | 67.50                             | 965.00  | 772.00  | 67.50   | 1,032.50                                      | 850.00  |
| (c)         | If advanced to learner presser:             |                                   |   |   |   |   |   |
|             | First six months from date of               | 67.50                             | 965.00  | 772.00  | 67.50   | 1,032.50                                      | 850.00  |
|             | Second six months from date of              | 78.00                             | 1,116.50                                      | 893.00  | 78.00   | 1,194.50                                      | 955.50  |
|             | Thereafter, the wage specified for a        | 84.50                             | 1,210.00                                      | 968.00  | 84.50   | 1,294.50                                      | 1,035.50  |

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| DESCRIPTION   |   | Across the Board Increase of 7.5% | 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   | R   |
| <b>Part C - Clerical employees</b>  |   |                                   |   |   |   |   |   |
| <b>Clerk</b>  |   |                                   |   |   |   |   |   |
| (a)   | Qualified   | 92.00                             | 1,318.50                                      | 1,055.00  | 92.00   | 1,410.50                                      | 1,128.50  |
| (b)   | Learner   |                                   |   |   |   |   |   |
|   | First year of experience  | 70.50                             | 1,013.50                                      | 811.00  | 70.50   | 1,084.00                                      | 867.00  |
|   | Second year of experience   | 76.50                             | 1,094.00                                      | 875.00  | 76.50   | 1,170.50                                      | 936.50  |
|   | Third year  |                                   |   |   |   |   |   |
|   | First six months of experience  | 82.00                             | 1,177.00                                      | 941.50  | 82.00   | 1,259.00                                      | 1,007.00  |
|   | Thereafter, the wage specified in (a), i.e.   | 92.00                             | 1,318.50                                      | 1,055.00  | 92.00   | 1,410.50                                      | 1,128.50  |
| <b>Factory Clerk</b>  |   |                                   |   |   |   |   |   |
| (a)   | Qualified   | 71.50                             | 1,028.00                                      | 822.50  | 71.50   | 1,099.50                                      | 879.50  |
| (b)   | Learner   |                                   |   |   |   |   |   |
|   | First year of experience  | 59.50                             | 854.00  | 683.00  | 59.50   | 913.50  | 850.00  |
|   | Second year of experience   | 62.50                             | 899.00  | 719.00  | 62.50   | 961.50  | 850.00  |
|   | Third year  |                                   |   |   |   |   |   |
|   | First six months of experience  | 66.50                             | 954.00  | 763.00  | 66.50   | 1,020.50                                      | 850.00  |
|   | Thereafter, the wage specified in (a), i.e.   | 71.50                             | 1,028.00                                      | 822.50  | 71.50   | 1,099.50                                      | 879.50  |
| <b>Part D - General</b>   |   |                                   |   |   |   |   |   |
|   | Boiler attendant  | 68.50                             | 982.00  | 785.50  | 68.50   | 1,050.50                                      | 850.00  |
|   | Despatch packer   | 70.50                             | 1,009.00                                      | 807.00  | 70.50   | 1,079.50                                      | 863.50  |
|   | General Worker  | 67.00                             | 959.50  | 767.50  | 67.00   | 1,026.50                                      | 850.00  |
|   | Labourer  | 67.50                             | 965.00  | 772.00  | 67.50   | 1,032.50                                      | 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  | 73.00                             | 1,049.50                                      | 839.50  | 73.00   | 1,122.50                                      | 898.00  |
| (b)   | 2 720 kg and over   | 82.00                             | 1,174.00                                      | 939.00  | 82.00   | 1,256.00                                      | 1,005.00  |
|   | Supervisor, quality controller and instructor   | 86.50                             | 1,239.50                                      | 991.50  | 86.50   | 1,326.00                                      | 1,061.00  |
|   | Traveller's driver  | 73.00                             | 1,049.50                                      | 839.50  | 73.00   | 1,122.50                                      | 898.00  |
|   | Watchman or caretaker, whose ordinary hours of work are -   |                                   |   |   |   |   |   |
| (a)   | less than 60 hours per week   | 75.50                             | 1,082.50                                      | 866.00  | 75.50   | 1,158.00                                      | 926.50  |
| (b)   | 60 hours per week   | 78.50                             | 1,126.50                                      | 901.00  | 78.50   | 1,205.00                                      | 964.00  |
| <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> |   |                                   |   |   |   |   |   |