

**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 2022 TO 31 AUGUST 2023**

WAGE SCHEDULE		GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)				
DESCRIPTION		Wage per week from 01 Sept 2021 to 31 Aug 2022	New Ees on Incentivised Scheme Effective 1 Sept 2021 = 80%	Across-the-Board-Increase 7%	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Ees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the
		R	R	R	R	R
Part A - Cutting Department						
Head Cutter		2128,50	1703,00	149,00	2277,50	1822,00
Pattern Maker:						
	(a) Qualified	2128,50	1703,00	149,00	2277,50	1822,00
	(b) Learner					
	First year					
	First six months of experience	1281,50	1025,00	89,50	1371,00	1097,00
	Second six months of experience	1392,00	1113,50	97,50	1489,50	1191,50
	Second year					
	First six months of experience	1509,00	1207,00	105,50	1614,50	1291,50
	Second six months of experience	1625,50	1300,50	114,00	1739,50	1391,50
	Third year					
	First four months of experience	1753,50	1403,00	122,50	1876,00	1501,00
	Thereafter, the wage specified in (a), i.e.	2128,50	1703,00	149,00	2277,50	1822,00
Pattern Grader						
	(a) Qualified	1758,00	1406,50	123,00	1881,00	1505,00
	(b) Learner					
	First year					
	First six months of experience	1208,00	966,50	84,50	1292,50	1034,00
	Second six months of experience	1281,50	1025,00	89,50	1371,00	1097,00
	Second year					
	First six months of experience	1351,50	1081,00	94,50	1446,00	1157,00
	Second six months of experience	1426,00	1141,00	100,00	1526,00	1221,00
	Third year					
	First six months of experience	1509,00	1207,00	105,50	1614,50	1291,50
	Next four months of experience	1590,50	1272,50	111,50	1702,00	1361,50
	Thereafter, the wage specified in (a), i.e.	1758,00	1406,50	123,00	1881,00	1505,00
Cutter, lay-maker:						
	(a) Qualified	1699,00	1359,00	119,00	1818,00	1454,50
	(b) Learner					
	First year					
	First six months of experience	1108,00	922,00	77,50	1185,50	985,50
	Second six months of experience	1202,50	962,00	84,00	1286,50	1029,00
	Second year					
	First six months of experience	1300,00	1040,00	91,00	1391,00	1113,00
	Second six months of experience	1400,50	1120,50	98,00	1498,50	1199,00
	Third year					
	First six months of experience	1518,00	1214,50	106,50	1624,50	1299,50
	Next four months of experience	1699,00	1359,00	119,00	1818,00	1454,50
Interlining cutter, trimmer, leather cutter and tie cutter						

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		R	R	R	R	R
(a)	Qualified	1287,00	1029,50	90,00	1377,00	1101,50
(b)	Learner					
	First year					
	First six months of experience	1012,00	922,00	71,00	1083,00	985,50
	Second six months of experience	1057,00	922,00	74,00	1131,00	985,50
	Second year					
	First six months of experience	1104,50	922,00	77,50	1182,00	985,50
	Second six months of experience	1151,50	922,00	80,50	1232,00	985,50
	Third year					
	First four months of experience	1200,50	960,50	84,00	1284,50	1027,50
	Thereafter, the wage specified in (a) i.e.	1287,00	1029,50	90,00	1377,00	1101,50
(c)	If advanced to learner cutter:					
	First six months from date of	1375,50	1100,50	96,50	1472,00	1177,50
	Second six months from date of	1518,00	1214,50	106,50	1624,50	1299,50
	Thereafter, the wage specified for a	1699,00	1359,00	119,00	1818,00	1454,50
Layer-up:						
(a)	Qualified	1128,50	922,00	79,00	1207,50	985,50
	First year					
	First six months of experience	987,00	922,00	69,00	1056,00	985,50
	Second six months of experience	1012,00	922,00	71,00	1083,00	985,50
	Second year					
	First six months of experience	1045,50	922,00	73,00	1118,50	985,50
	Thereafter, the wage specified in (a), i.e.	1128,50	922,00	79,00	1207,50	985,50
(b)	If advanced to learner cutter:					
	First six months from date of	1128,50	922,00	79,00	1207,50	985,50
	Second six months from date of	1300,00	1040,00	91,00	1391,00	1113,00
	Third six months from date of	1400,50	1120,50	98,00	1498,50	1199,00
	Fourth six months from date of	1518,00	1214,50	106,50	1624,50	1299,50
	Thereafter, the wage specified for a	1699,00	1359,00	119,00	1818,00	1454,50
Clicker:						
(a)	Qualified	1320,00	1056,00	92,50	1412,50	1130,00
(b)	Learner					
	First year of experience	1035,50	922,00	72,50	1108,00	985,50
	Second year of experience	1151,50	922,00	80,50	1232,00	985,50
	Thereafter, the wage specified in (a), i.e.	1320,00	1056,00	92,50	1412,50	1130,00
Tracer:						
(a)	Qualified	1251,00	1001,00	87,50	1338,50	1071,00
(b)	Learner					
	First year					
	First six months of experience	1035,50	922,00	72,50	1108,00	985,50
	Second six months of experience	1092,50	922,00	76,50	1169,00	985,50
	Second year					

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			R	R	R	R	R
		First six months of experience	1144,50	922,00	80,00	1224,50	985,50
		Thereafter, the wage specified in (a), i.e.	1251,00	1001,00	87,50	1338,50	1071,00
Part B - Factory Operatives							
Clothing machine mechanic:							
(a)		Qualified	2128,50	1703,00	149,00	2277,50	1822,00
(b)		Learner					
		First year					
		First six months of experience	1281,50	1025,00	89,50	1371,00	1097,00
		Second six months of experience	1392,00	1113,50	97,50	1489,50	1191,50
		Second year					
		First six months of experience	1509,00	1207,00	105,50	1614,50	1291,50
		Second six months of experience	1625,50	1300,50	114,00	1739,50	1391,50
		Third year					
		First six months of experience	1753,50	1403,00	122,50	1876,00	1501,00
		Next four months of experience	1880,50	1504,50	131,50	2012,00	1609,50
		Thereafter, the wage specified in (a), i.e.	2128,50	1703,00	149,00	2277,50	1822,00
Grade A employee:							
(a)		Qualified	1392,00	1113,50	97,50	1489,50	1191,50
(b)		Learner					
		First year					
		First six months of experience	1039,00	922,00	72,50	1111,50	985,50
		Second six months of experience	1103,00	922,00	77,00	1180,00	985,50
		Second year					
		First six months of experience	1160,50	928,50	81,00	1241,50	993,00
		Second six months of experience	1218,50	975,00	85,50	1304,00	1043,00
		Third year					
		First four months of experience	1287,00	1029,50	90,00	1377,00	1101,50
		Thereafter, the wage specified in (a), i.e.	1392,00	1113,50	97,50	1489,50	1191,50
Grade B employee:							
(a)		Qualified	1179,50	943,50	82,50	1262,00	1009,50
(b)		Learner					
		First year					
		First six months of experience	1039,00	922,00	72,50	1111,50	985,50
		Second six months of experience	1074,50	922,00	75,00	1149,50	985,50
		Second year					
		First six months of experience	1107,50	922,00	77,50	1185,00	985,50
		Thereafter, the wage specified in (a), i.e.	1179,50	943,50	82,50	1262,00	1009,50
(c)		If advanced to Grade A employee:					
		First six months from date of	1179,50	943,50	82,50	1262,00	1009,50

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			R	R	R	R	R
		Second six months from date of	1187,50	950,00	83,00	1270,50	1016,50
		Third six months from date of	1240,00	992,00	87,00	1327,00	1061,50
		Thereafter, the wage specified for a	1380,50	1104,50	96,50	1477,00	1181,50
Grade C employee:							
(a)		Qualified	1103,00	922,00	77,00	1180,00	985,50
(b)		Learner					
		First year					
		First six months of experience	1008,50	922,00	70,50	1079,00	985,50
		Second six months of experience	1034,50	922,00	72,50	1107,00	985,50
		Thereafter, the wage specified in (a), i.e.	1103,00	922,00	77,00	1180,00	985,50
(c)		If advanced to Grade B employee:					
		First six months from date of	1103,00	922,00	77,00	1180,00	985,50
		Second six months from date of	1111,00	922,00	78,00	1189,00	985,50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1208,00	966,50	84,50	1292,50	1034,00
Underpresser, blocker:							
(a)		Qualified	1111,00	922,00	78,00	1189,00	985,50
(b)		Learner					
		First year					
		First six months of experience	987,00	922,00	69,00	1056,00	985,50
		Second six months of experience	1012,00	922,00	71,00	1083,00	985,50
		Second year					
		First six months of experience	1045,50	922,00	73,00	1118,50	985,50
		Second six months of experience	1111,00	922,00	78,00	1189,00	985,50
(c)		If advanced to learner presser:					
		First six months from date of	1111,00	922,00	78,00	1189,00	985,50
		Second six months from date of	1287,00	1029,50	90,00	1377,00	1101,50
		Thereafter, the wage specified for a	1392,00	1113,50	97,50	1489,50	1191,50
Part C - Clerical employees							
Clerk							
(a)		Qualified	1518,00	1214,50	106,50	1624,50	1299,50
(b)		Learner					
		First year of experience	1166,50	933,00	81,50	1248,00	998,50
		Second year of experience	1257,50	1006,00	88,00	1345,50	1076,50
		Third year					
		First six months of experience	1353,00	1082,50	94,50	1447,50	1158,00
		Thereafter, the wage specified in (a), i.e.	1518,00	1214,50	106,50	1624,50	1299,50
Factory Clerk							
(a)		Qualified	1184,00	947,00	83,00	1267,00	1013,50

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			R	R	R	R	R
(b)	Learner						
	First year of experience		985,00	922,00	69,00	1054,00	985,50
	Second year of experience		1036,50	922,00	72,50	1109,00	985,50
	Third year						
	First six months of experience		1100,00	922,00	77,00	1177,00	985,50
	Thereafter, the wage specified in (a), i.e.		1184,00	947,00	83,00	1267,00	1013,50
Part D - General							
	Boiler attendant		1132,50	922,00	79,50	1212,00	985,50
	Despatch packer		1162,50	930,00	81,50	1244,00	995,00
	General Worker		1098,50	922,00	77,00	1175,50	985,50
	Labourer		1111,00	922,00	78,00	1189,00	985,50
	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	1208,50	967,00	84,50	1293,00	1034,50
	(b)	2 720 kg and over	1351,50	1081,00	94,50	1446,00	1157,00
	Supervisor, quality controller and instructor		1426,00	1141,00	100,00	1526,00	1221,00
	Traveller's driver		1208,50	967,00	84,50	1293,00	1034,50
	Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1245,00	996,00	87,00	1332,00	1065,50
	(b)	60 hours per week	1300,00	1040,00	91,00	1391,00	1113,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2022, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 7%, Across-the-Board.							