

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT  
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>Part A - Cutting Department</b>					
Head Cutter		2277,50	149,00	2426,50	1941,00
Pattern Maker:					
(a)	Qualified	2277,50	149,00	2426,50	1941,00
(b)	Learner				
	First year				
	First six months of experience	1371,00	89,50	1460,50	1168,50
	Second six months of experience	1489,50	97,50	1587,00	1269,50
	Second year				
	First six months of experience	1614,50	105,50	1720,00	1376,00
	Second six months of experience	1739,50	114,00	1853,50	1483,00
	Third year				
	First four months of experience	1876,00	122,50	1998,50	1599,00
	Thereafter, the wage specified in (a), i.e.	2277,50	149,00	2426,50	1941,00
Pattern Grader					
(a)	Qualified	1881,00	123,00	2004,00	1603,00
(b)	Learner				
	First year				
	First six months of experience	1292,50	84,50	1377,00	1101,50
	Second six months of experience	1371,00	89,50	1460,50	1168,50
	Second year				
	First six months of experience	1446,00	94,50	1540,50	1232,50
	Second six months of experience	1526,00	100,00	1626,00	1301,00
	Third year				
	First six months of experience	1614,50	105,50	1720,00	1376,00
	Next four months of experience	1702,00	111,50	1813,50	1451,00
	Thereafter, the wage specified in (a), i.e.	1881,00	123,00	2004,00	1603,00
Cutter, lay-maker:					
(a)	Qualified	1818,00	119,00	1937,00	1549,50
(b)	Learner				
	First year				
	First six months of experience	1185,50	77,50	1263,00	1080,35
	Second six months of experience	1286,50	84,00	1370,50	1096,50
	Second year				
	First six months of experience	1391,00	91,00	1482,00	1185,50
	Second six months of experience	1498,50	98,00	1596,50	1277,00
	Third year				
	First six months of experience	1624,50	106,50	1731,00	1385,00
	Next four months of experience	1818,00	119,00	1937,00	1549,50
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	1377,00	90,00	1467,00	1173,50
(b)	Learner				
	First year				
	First six months of experience	1083,00	71,00	1154,00	1080,35
	Second six months of experience	1131,00	74,00	1205,00	1080,35
	Second year				
	First six months of experience	1182,00	77,50	1259,50	1080,35
	Second six months of experience	1232,00	80,50	1312,50	1080,35

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT  
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Third year				
	First four months of experience	1284,50	84,00	1368,50	1095,00
	Thereafter, the wage specified in (a) i.e.	1377,00	90,00	1467,00	1173,50
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1472,00	96,50	1568,50	1255,00
	Second six months from date of advancement	1624,50	106,50	1731,00	1385,00
	Thereafter, the wage specified for a qualified cutter, i.e.	1818,00	119,00	1937,00	1549,50
Layer-up:					
(a)	Qualified	1207,50	79,00	1286,50	1080,35
	First year				
	First six months of experience	1056,00	69,00	1125,00	1080,35
	Second six months of experience	1083,00	71,00	1154,00	1080,35
	Second year				
	First six months of experience	1118,50	73,00	1191,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1207,50	79,00	1286,50	1080,35
(b)	If advanced to learner cutter:				
	First six months	1207,50	79,00	1286,50	1080,35
	Second six months	1391,00	91,00	1482,00	1185,50
	Third six months	1498,50	98,00	1596,50	1277,00
	Fourth six months	1624,50	106,50	1731,00	1385,00
	Thereafter, the wage specified for a qualified cutter, i.e.	1818,00	119,00	1937,00	1549,50
Clicker:					
(a)	Qualified	1412,50	92,50	1505,00	1204,00
(b)	Learner				
	First year of experience	1108,00	72,50	1180,50	1080,35
	Second year of experience	1232,00	80,50	1312,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1412,50	92,50	1505,00	1204,00
Tracer:					
(a)	Qualified	1338,50	87,50	1426,00	1141,00
(b)	Learner				
	First year				
	First six months of experience	1108,00	72,50	1180,50	1080,35
	Second six months of experience	1169,00	76,50	1245,50	1080,35
	Second year				
	First six months of experience	1224,50	80,00	1304,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1338,50	87,50	1426,00	1141,00
<b>Part B - Factory Operatives</b>					
Clothing machine mechanic:					
(a)	Qualified	2277,50	149,00	2426,50	1941,00
(b)	Learner				
	First year				
	First six months of experience	1371,00	89,50	1460,50	1168,50
	Second six months of experience	1489,50	97,50	1587,00	1269,50
	Second year				
	First six months of experience	1614,50	105,50	1720,00	1376,00
	Second six months of experience	1739,50	114,00	1853,50	1483,00
	Third year				
	First six months of experience	1876,00	122,50	1998,50	1599,00
	Next four months of experience	2012,00	131,50	2143,50	1715,00
	Thereafter, the wage specified in (a), i.e.	2277,50	149,00	2426,50	1941,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT  
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Grade A employee:					
(a)	Qualified	1489,50	97,50	1587,00	1269,50
(b)	Learner				
	First year				
	First six months of experience	1111,50	72,50	1184,00	1080,35
	Second six months of experience	1180,00	77,00	1257,00	1080,35
	Second year				
	First six months of experience	1241,50	81,00	1322,50	1080,35
	Second six months of experience	1304,00	85,50	1389,50	1111,50
	Third year				
	First four months of experience	1377,00	90,00	1467,00	1173,50
	Thereafter, the wage specified in (a), i.e.	1489,50	97,50	1587,00	1269,50
Grade B employee:					
(a)	Qualified	1262,00	82,50	1344,50	1080,35
(b)	Learner				
	First year				
	First six months of experience	1111,50	72,50	1184,00	1080,35
	Second six months of experience	1149,50	75,00	1224,50	1080,35
	Second year				
	First six months of experience	1185,00	77,50	1262,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1262,00	82,50	1344,50	1080,35
(c)	If advanced to Grade A employee:				
	First six months	1262,00	82,50	1344,50	1080,35
	Second six months	1270,50	83,00	1353,50	1083,00
	Third six months	1327,00	87,00	1414,00	1131,00
	Thereafter, the wage specified for a qualified Grade A	1477,00	96,50	1573,50	1259,00
Grade C employee:					
(a)	Qualified	1180,00	77,00	1257,00	1080,35
(b)	Learner				
	First year				
	First six months of experience	1079,00	70,50	1149,50	1080,35
	Second six months of experience	1107,00	72,50	1179,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1180,00	77,00	1257,00	1080,35
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1180,00	77,00	1257,00	1080,35
	Second six months from date of advancement	1189,00	78,00	1267,00	1080,35
	Thereafter, the wage specified for a qualified Grade B	1292,50	84,50	1377,00	1101,50
Underpresser, blocker:					
(a)	Qualified	1189,00	78,00	1267,00	1080,35
(b)	Learner				
	First year				
	First six months of experience	1056,00	69,00	1125,00	1080,35
	Second six months of experience	1083,00	71,00	1154,00	1080,35
	Second year				
	First six months of experience	1118,50	73,00	1191,50	1080,35
	Second six months of experience	1189,00	78,00	1267,00	1080,35
(c)	If advanced to learner presser:				
	First six months	1189,00	78,00	1267,00	1080,35

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT  
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

DESCRIPTION	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Second six months	1377,00	90,00	1467,00	1173,50
Thereafter, the wage specified for a qualified Grade A	1489,50	97,50	1587,00	1269,50
<b>Part C - Clerical employees</b>				
Clerk				
(a) Qualified	1624,50	106,50	1731,00	1385,00
(b) Learner				
First year of experience	1248,00	81,50	1329,50	1080,35
Second year of experience	1345,50	88,00	1433,50	1147,00
Third year				
First six months of experience	1447,50	94,50	1542,00	1233,50
Thereafter, the wage specified in (a), i.e.	1624,50	106,50	1731,00	1385,00
Factory Clerk				
(a) Qualified	1267,00	83,00	1350,00	1080,35
(b) Learner				
First year of experience	1054,00	69,00	1123,00	1080,35
Second year of experience	1109,00	72,50	1181,50	1080,35
Third year				
First six months of experience	1177,00	77,00	1254,00	1080,35
Thereafter, the wage specified in (a), i.e.	1267,00	83,00	1350,00	1080,35
<b>Part D - General</b>				
Boiler attendant	1212,00	79,50	1291,50	1080,35
Despatch packer	1244,00	81,50	1325,50	1080,35
General Worker	1175,50	77,00	1252,50	1080,35
Labourer	1189,00	78,00	1267,00	1080,35
Motor vehicle driver of a vehicle, the unladen mass of which,				
(a) under 2 720 kg	1293,00	84,50	1377,50	1102,00
(b) 2 720 kg and over	1446,00	94,50	1540,50	1232,50
Supervisor, quality controller and instructor	1526,00	100,00	1626,00	1301,00
Traveller's driver	1293,00	84,50	1377,50	1102,00
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	1332,00	87,00	1419,00	1135,00
(b) 60 hours per week	1391,00	91,00	1482,00	1185,50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.</b>				