

**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 B (i.e employees NOT 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 Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R	R
Part A - Cutting Department							
Head Cutter			2137,00	1709,50	149,50	2286,50	1829,00
Pattern Maker:							
(a)	Qualified		2137,00	1709,50	149,50	2286,50	1829,00
(b)	Learner						
	First year						
		First six months of experience	1287,50	1030,00	90,00	1377,50	1102,00
		Second six months of experience	1399,00	1119,00	98,00	1497,00	1197,50
	Second year						
		First six months of experience	1516,00	1213,00	106,00	1622,00	1297,50
		Second six months of experience	1632,50	1306,00	114,50	1747,00	1397,50
	Third year						
		First four months of experience	1759,00	1407,00	123,00	1882,00	1505,50
		Thereafter, the wage specified in (a), i.e.	2137,00	1709,50	149,50	2286,50	1829,00
Pattern Grader							
(a)	Qualified		1765,50	1412,50	123,50	1889,00	1511,00
(b)	Learner						
	First year						
		First six months of experience	1212,50	970,00	85,00	1297,50	1038,00
		Second six months of experience	1287,50	1030,00	90,00	1377,50	1102,00
	Second year						
		First six months of experience	1357,00	1085,50	95,00	1452,00	1161,50
		Second six months of experience	1433,00	1146,50	100,50	1533,50	1227,00
	Third year						
		First six months of experience	1516,00	1213,00	106,00	1622,00	1297,50
		Next four months of experience	1596,50	1277,00	112,00	1708,50	1367,00
		Thereafter, the wage specified in (a), i.e.	1765,50	1412,50	123,50	1889,00	1511,00
Cutter, lay-maker:							
(a)	Qualified		1708,00	1366,50	119,50	1827,50	1462,00
(b)	Learner						
	First year						
		First six months of experience	1111,00	922,00	78,00	1189,00	985,50
		Second six months of experience	1208,00	966,50	84,50	1292,50	1034,00
	Second year						
		First six months of experience	1302,00	1041,50	91,00	1393,00	1114,50
		Second six months of experience	1407,00	1125,50	98,50	1505,50	1204,50
	Third year						
		First six months of experience	1524,00	1219,00	106,50	1630,50	1304,50
		Next four months of experience	1708,00	1366,50	119,50	1827,50	1462,00

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Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified	1290,50	1032,50	90,50	1381,00	1105,00
(b)	Learner					
	First year					
	First six months of experience	1013,50	922,00	71,00	1084,50	985,50
	Second six months of experience	1059,50	922,00	74,00	1133,50	985,50
	Second year					
	First six months of experience	1109,00	922,00	77,50	1186,50	985,50
	Second six months of experience	1153,50	923,00	80,50	1234,00	987,00
	Third year					
	First four months of experience	1203,00	962,50	84,00	1287,00	1029,50
	Thereafter, the wage specified in (a) i.e.	1290,50	1032,50	90,50	1381,00	1105,00
(c)	If advanced to learner cutter:					
	First six months from date of advancement	1381,50	1105,00	96,50	1478,00	1182,50
	Second six months from date of	1524,00	1219,00	106,50	1630,50	1304,50
	Thereafter, the wage specified for a	1708,00	1366,50	119,50	1827,50	1462,00
Layer-up:						
(a)	Qualified	1132,50	922,00	79,50	1212,00	985,50
	First year					
	First six months of experience	991,00	922,00	69,50	1060,50	985,50
	Second six months of experience	1013,50	922,00	71,00	1084,50	985,50
	Second year					
	First six months of experience	1049,00	922,00	73,50	1122,50	985,50
	Thereafter, the wage specified in (a), i.e.	1132,50	922,00	79,50	1212,00	985,50
(b)	If advanced to learner cutter:					
	First six months from date of advancement	1132,50	922,00	79,50	1212,00	985,50
	Second six months from date of	1302,00	1041,50	91,00	1393,00	1114,50
	Third six months from date of advancement	1407,00	1125,50	98,50	1505,50	1204,50
	Fourth six months from date of	1524,00	1219,00	106,50	1630,50	1304,50
	Thereafter, the wage specified for a	1708,00	1366,50	119,50	1827,50	1462,00
Clicker:						
(a)	Qualified	1325,00	1060,00	93,00	1418,00	1134,50
(b)	Learner					
	First year of experience	1037,50	922,00	72,50	1110,00	985,50
	Second year of experience	1153,50	923,00	80,50	1234,00	987,00
	Thereafter, the wage specified in (a), i.e.	1324,50	1059,50	92,50	1417,00	1133,50
Tracer:						
(a)	Qualified	1254,00	1003,00	88,00	1342,00	1073,50
(b)	Learner					
	First year					
	First six months of experience	1037,50	922,00	72,50	1110,00	985,50
	Second six months of experience	1095,50	922,00	76,50	1172,00	985,50

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	Second year					
	First six months of experience	1151,50	922,00	80,50	1232,00	985,50
	Thereafter, the wage specified in (a), i.e.	1254,00	1003,00	88,00	1342,00	1073,50
Part B - Factory Operatives						
Clothing machine mechanic:						
(a)	Qualified	2137,00	1709,50	149,50	2286,50	1829,00
(b)	Learner					
	First year					
	First six months of experience	1287,50	1030,00	90,00	1377,50	1102,00
	Second six months of experience	1399,00	1119,00	98,00	1497,00	1197,50
	Second year					
	First six months of experience	1516,00	1213,00	106,00	1622,00	1297,50
	Second six months of experience	1632,50	1306,00	114,50	1747,00	1397,50
	Third year					
	First six months of experience	1759,00	1407,00	123,00	1882,00	1505,50
	Next four months of experience	1886,50	1509,00	132,00	2018,50	1615,00
	Thereafter, the wage specified in (a), i.e.	2137,00	1709,50	149,50	2286,50	1829,00
Grade A employee:						
(a)	Qualified	1399,00	1119,00	98,00	1497,00	1197,50
(b)	Learner					
	First year					
	First six months of experience	1045,00	922,00	73,00	1118,00	985,50
	Second six months of experience	1108,00	922,00	77,50	1185,50	985,50
	Second year					
	First six months of experience	1165,00	932,00	81,50	1246,50	997,00
	Second six months of experience	1224,50	979,50	85,50	1310,00	1048,00
	Third year					
	First four months of experience	1290,50	1032,50	90,50	1381,00	1105,00
	Thereafter, the wage specified in (a), i.e.	1399,00	1119,00	98,00	1497,00	1197,50
Grade B employee:						
(a)	Qualified	1195,00	956,00	83,50	1278,50	1023,00
(b)	Learner					
	First year					
	First six months of experience	1039,00	922,00	72,50	1111,50	985,50
	Second six months of experience	1077,00	922,00	75,50	1152,50	985,50
	Second year					
	First six months of experience	1113,00	922,00	78,00	1191,00	985,50
	Thereafter, the wage specified in (a), i.e.	1195,00	956,00	83,50	1278,50	1023,00
(c)	If advanced to Grade A employee:					

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		First six months from date of advancement	1195,00	956,00	83,50	1278,50	1023,00
		Second six months from date of	1202,50	962,00	84,00	1286,50	1029,00
		Third six months from date of advancement	1260,00	1008,00	88,00	1348,00	1078,50
		Thereafter, the wage specified for a	1370,00	1096,00	96,00	1466,00	1173,00
Grade C employee:							
	(a)	Qualified	1108,00	922,00	77,50	1185,50	985,50
	(b)	Learner					
		First year					
		First six months of experience	1010,50	922,00	70,50	1081,00	985,50
		Second six months of experience	1035,50	922,00	72,50	1108,00	985,50
		Thereafter, the wage specified in (a), i.e.	1108,00	922,00	77,50	1185,50	985,50
	(c)	If advanced to Grade B employee:					
		First six months from date of advancement	1108,00	922,00	77,50	1185,50	985,50
		Second six months from date of	1115,50	922,00	78,00	1193,50	985,50
		Thereafter, the wage specified for a	1212,50	970,00	85,00	1297,50	1038,00
Underpresser, blocker:							
	(a)	Qualified	1115,50	922,00	78,00	1193,50	985,50
	(b)	Learner					
		First year					
		First six months of experience	991,00	922,00	69,50	1060,50	985,50
		Second six months of experience	1013,50	922,00	71,00	1084,50	985,50
		Second year					
		First six months of experience	1049,00	922,00	73,50	1122,50	985,50
		Second six months of experience	1115,50	922,00	78,00	1193,50	985,50
	(c)	If advanced to learner presser:					
		First six months from date of advancement	1115,50	922,00	78,00	1193,50	985,50
		Second six months from date of	1290,50	1032,50	90,50	1381,00	1105,00
		Thereafter, the wage specified for a	1399,00	1119,00	98,00	1497,00	1197,50
Part C - Clerical employees							
Clerk							
	(a)	Qualified	1524,00	1219,00	106,50	1630,50	1304,50
	(b)	Learner					
		First year of experience	1171,00	937,00	82,00	1253,00	1002,50
		Second year of experience	1265,00	1012,00	88,50	1353,50	1083,00
		Third year					
		First six months of experience	1360,50	1088,50	95,00	1455,50	1164,50
		Thereafter, the wage specified in (a), i.e.	1524,00	1219,00	106,50	1630,50	1304,50
Factory Clerk							
	(a)	Qualified	1188,00	950,50	83,00	1271,00	1017,00

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(b)	Learner						
	First year of experience		987,00	922,00	69,00	1056,00	985,50
	Second year of experience		1039,00	922,00	72,50	1111,50	985,50
	Third year						
	First six months of experience		1103,00	922,00	77,00	1180,00	985,50
	Thereafter, the wage specified in (a), i.e.		1188,00	950,50	83,00	1271,00	1017,00
Part D - General							
Boiler attendant			1135,50	922,00	79,50	1215,00	985,50
Despatch packer			1166,50	933,00	81,50	1248,00	998,50
General Worker			1109,00	922,00	77,50	1186,50	985,50
Labourer			1115,50	922,00	78,00	1193,50	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		1213,00	970,50	85,00	1298,00	1038,50
(b)	2 720 kg and over		1357,00	1085,50	95,00	1452,00	1161,50
Supervisor, quality controller and instructor			1433,00	1146,50	100,50	1533,50	1227,00
Traveller's driver			1213,00	970,50	85,00	1298,00	1038,50
Watchman or caretaker, whose ordinary hours of work are -							
(a)	less than 60 hours per week		1251,50	1001,00	87,50	1339,00	1071,00
(b)	60 hours per week		1302,00	1041,50	91,00	1393,00	1114,50
<p align="center">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.</p>							