

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

WAGE SCHEDULE				GROUP B (i.e employees NOT 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
Part A - Cutting Department							
Head Cutter				2286,50	149,50	2436,00	1949,00
Pattern Maker:							
	(a)	Qualified		2286,50	149,50	2436,00	1949,00
	(b)	Learner					
		First year					
			First six months of experience	1377,50	90,00	1467,50	1174,00
			Second six months of experience	1497,00	98,00	1595,00	1276,00
		Second year					
			First six months of experience	1622,00	106,00	1728,00	1382,50
			Second six months of experience	1747,00	114,50	1861,50	1489,00
		Third year					
			First four months of experience	1882,00	123,00	2005,00	1604,00
			Thereafter, the wage specified in (a), i.e.	2286,50	149,50	2436,00	1949,00
Pattern Grader							
	(a)	Qualified		1889,00	123,50	2012,50	1610,00
	(b)	Learner					
		First year					
			First six months of experience	1297,50	85,00	1382,50	1106,00
			Second six months of experience	1377,50	90,00	1467,50	1174,00
		Second year					
			First six months of experience	1452,00	95,00	1547,00	1237,50
			Second six months of experience	1533,50	100,50	1634,00	1307,00
		Third year					
			First six months of experience	1622,00	106,00	1728,00	1382,50
			Next four months of experience	1708,50	112,00	1820,50	1456,50
			Thereafter, the wage specified in (a), i.e.	1889,00	123,50	2012,50	1610,00
Cutter, lay-maker:							
	(a)	Qualified		1827,50	119,50	1947,00	1557,50
	(b)	Learner					
		First year					
			First six months of experience	1189,00	78,00	1267,00	1080,35
			Second six months of experience	1292,50	84,50	1377,00	1101,50
		Second year					
			First six months of experience	1393,00	91,00	1484,00	1187,00
			Second six months of experience	1505,50	98,50	1604,00	1283,00
		Third year					
			First six months of experience	1630,50	106,50	1737,00	1389,50
			Next four months of experience	1827,50	119,50	1947,00	1557,50
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified		1381,00	90,50	1471,50	1177,00
	(b)	Learner					

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	First year				
	First six months of experience	1084,50	71,00	1155,50	1080,35
	Second six months of experience	1133,50	74,00	1207,50	1080,35
	Second year				
	First six months of experience	1186,50	77,50	1264,00	1080,35
	Second six months of experience	1234,00	80,50	1314,50	1080,35
	Third year				
	First four months of experience	1287,00	84,00	1371,00	1097,00
	Thereafter, the wage specified in (a) i.e.	1381,00	90,50	1471,50	1177,00
(c)	If advanced to learner cutter:				
	First six months from date of	1478,00	96,50	1574,50	1259,50
	Second six months from date of	1630,50	106,50	1737,00	1389,50
	Thereafter, the wage specified for a	1827,50	119,50	1947,00	1557,50
	Layer-up:				
(a)	Qualified	1212,00	79,50	1291,50	1080,35
	First year				
	First six months of experience	1060,50	69,50	1130,00	1080,35
	Second six months of experience	1084,50	71,00	1155,50	1080,35
	Second year				
	First six months of experience	1122,50	73,50	1196,00	1080,35
	Thereafter, the wage specified in (a), i.e.	1212,00	79,50	1291,50	1080,35
(b)	If advanced to learner cutter:				
	First six months from date of	1212,00	79,50	1291,50	1080,35
	Second six months from date of	1393,00	91,00	1484,00	1187,00
	Third six months from date of	1505,50	98,50	1604,00	1283,00
	Fourth six months from date of	1630,50	106,50	1737,00	1389,50
	Thereafter, the wage specified for a qualified	1827,50	119,50	1947,00	1557,50
	Clicker:				
(a)	Qualified	1418,00	93,00	1511,00	1209,00
(b)	Learner				
	First year of experience	1110,00	72,50	1182,50	1080,35
	Second year of experience	1234,00	80,50	1314,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1417,00	92,50	1509,50	1207,50
	Tracer:				
(a)	Qualified	1342,00	88,00	1430,00	1144,00
(b)	Learner				
	First year				
	First six months of experience	1110,00	72,50	1182,50	1080,35
	Second six months of experience	1172,00	76,50	1248,50	1080,35
	Second year				
	First six months of experience	1232,00	80,50	1312,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1342,00	88,00	1430,00	1144,00

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Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	2286,50	149,50	2436,00	1949,00
(b)	Learner				
	First year				
	First six months of experience	1377,50	90,00	1467,50	1174,00
	Second six months of experience	1497,00	98,00	1595,00	1276,00
	Second year				
	First six months of experience	1622,00	106,00	1728,00	1382,50
	Second six months of experience	1747,00	114,50	1861,50	1489,00
	Third year				
	First six months of experience	1882,00	123,00	2005,00	1604,00
	Next four months of experience	2018,50	132,00	2150,50	1720,50
	Thereafter, the wage specified in (a), i.e.	2286,50	149,50	2436,00	1949,00
Grade A employee:					
(a)	Qualified	1497,00	98,00	1595,00	1276,00
(b)	Learner				
	First year				
	First six months of experience	1118,00	73,00	1191,00	1080,35
	Second six months of experience	1185,50	77,50	1263,00	1080,35
	Second year				
	First six months of experience	1246,50	81,50	1328,00	1080,35
	Second six months of experience	1310,00	85,50	1395,50	1116,50
	Third year				
	First four months of experience	1381,00	90,50	1471,50	1177,00
	Thereafter, the wage specified in (a), i.e.	1497,00	98,00	1595,00	1276,00
Grade B employee:					
(a)	Qualified	1278,50	83,50	1362,00	1089,50
(b)	Learner				
	First year				
	First six months of experience	1111,50	72,50	1184,00	1080,35
	Second six months of experience	1152,50	75,50	1228,00	1080,35
	Second year				
	First six months of experience	1191,00	78,00	1269,00	1080,35
	Thereafter, the wage specified in (a), i.e.	1278,50	83,50	1362,00	1089,50
(c)	If advanced to Grade A employee:				
	First six months from date of	1278,50	83,50	1362,00	1089,50
	Second six months from date of	1286,50	84,00	1370,50	1096,50
	Third six months from date of	1348,00	88,00	1436,00	1149,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1466,00	96,00	1562,00	1249,50

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Grade C employee:					
(a)	Qualified	1185,50	77,50	1263,00	1080,35
(b)	Learner				
	First year				
	First six months of experience	1081,00	70,50	1151,50	1080,35
	Second six months of experience	1108,00	72,50	1180,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1185,50	77,50	1263,00	1080,35
(c)	If advanced to Grade B employee:				
	First six months from date of	1185,50	77,50	1263,00	1080,35
	Second six months from date of	1193,50	78,00	1271,50	1080,35
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1297,50	85,00	1382,50	1106,00
Underpresser, blocker:					
(a)	Qualified	1193,50	78,00	1271,50	1080,35
(b)	Learner				
	First year				
	First six months of experience	1060,50	69,50	1130,00	1080,35
	Second six months of experience	1084,50	71,00	1155,50	1080,35
	Second year				
	First six months of experience	1122,50	73,50	1196,00	1080,35
	Second six months of experience	1193,50	78,00	1271,50	1080,35
(c)	If advanced to learner presser:				
	First six months from date of	1193,50	78,00	1271,50	1080,35
	Second six months from date of	1381,00	90,50	1471,50	1177,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1497,00	98,00	1595,00	1276,00
Part C - Clerical employees					
Clerk					
(a)	Qualified	1630,50	106,50	1737,00	1389,50
(b)	Learner				
	First year of experience	1253,00	82,00	1335,00	1080,35
	Second year of experience	1353,50	88,50	1442,00	1153,50
	Third year				
	First six months of experience	1455,50	95,00	1550,50	1240,50
	Thereafter, the wage specified in (a), i.e.	1630,50	106,50	1737,00	1389,50
Factory Clerk					
(a)	Qualified	1271,00	83,00	1354,00	1083,00
(b)	Learner				
	First year of experience	1056,00	69,00	1125,00	1080,35
	Second year of experience	1111,50	72,50	1184,00	1080,35

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		Third year				
		First six months of experience	1180,00	77,00	1257,00	1080,35
		Thereafter, the wage specified in (a), i.e.	1271,00	83,00	1354,00	1083,00
Part D - General						
		Boiler attendant	1215,00	79,50	1294,50	1080,35
		Despatch packer	1248,00	81,50	1329,50	1080,35
		General Worker	1186,50	77,50	1264,00	1080,35
		Labourer	1193,50	78,00	1271,50	1080,35
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	1298,00	85,00	1383,00	1106,50
	(b)	2 720 kg and over	1452,00	95,00	1547,00	1237,50
		Supervisor, quality controller and instructor	1533,50	100,50	1634,00	1307,00
		Traveller's driver	1298,00	85,00	1383,00	1106,50
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1339,00	87,50	1426,50	1141,00
	(b)	60 hours per week	1393,00	91,00	1484,00	1187,00
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.						