

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)**  
**MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES**  
**FOR THE PERIOD 01 SEPTEMBER 2022 TO 31 AUGUST 2023**

WAGE SCHEDULE		GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)						
DISCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2021 to 31 Aug 2022	New Employees on Incentivised Scheme Effective 1 Sept 2021 = 80%	Across the Board Increase 7%	Wage per week from 01 Sept 2022 to 31 Aug 2023	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National
Part A - Cutting Department								
Head Cutter		2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
Pattern Maker:								
(a)	Qualified	2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
(b)	Learner							
	First year							
	First six months of experience	1575,50	1260,50	110,50	1686,00	5,86	1691,86	1349,00
	Second six months of experience	1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
	Second year							
	First six months of experience	1903,00	1522,50	133,00	2036,00	7,04	2043,04	1629,00
	Second six months of experience	2077,50	1662,00	145,50	2223,00	7,67	2230,67	1778,50
	Third year							
	First six months of experience	2267,00	1813,50	158,50	2425,50	8,34	2433,84	1940,50
	Next four months of experience	2445,50	1956,50	171,00	2616,50	8,99	2625,49	2093,00
	Thereafter, the wage specified in (a), i.e.	2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
Pattern Grader								
(a)	Qualified	2269,00	1815,00	159,00	2428,00	8,35	2436,35	1942,50
(b)	Learner							
	First year							
	First six months of experience	1480,50	1184,50	103,50	1584,00	5,52	1589,52	1267,00
	Second six months of experience	1575,50	1260,50	110,50	1686,00	5,86	1691,86	1349,00
	Second year							
	First six months of experience	1667,50	1334,00	116,50	1784,00	6,20	1790,20	1427,00
	Second six months of experience	1787,50	1430,00	125,00	1912,50	6,62	1919,12	1530,00
	Third year							
	First six months of experience	1903,00	1522,50	133,00	2036,00	7,04	2043,04	1629,00
	Next four months of experience	2026,00	1621,00	142,00	2168,00	7,48	2175,48	1734,50
	Thereafter, the wage specified in (a), i.e.	2269,00	1815,00	159,00	2428,00	8,35	2436,35	1942,50
Cutter, lay-maker:								
(a)	Qualified	2189,00	1751,00	153,00	2342,00	8,07	2350,07	1873,50
(b)	Learner							
	First year							
	First six months of experience	1328,50	1063,00	93,00	1421,50	4,98	1426,48	1137,00
	Second six months of experience	1463,50	1171,00	102,50	1566,00	5,46	1571,46	1253,00
	Second year							
	First six months of experience	1596,00	1277,00	111,50	1707,50	5,94	1713,44	1366,00
	Second six months of experience	1746,00	1397,00	122,00	1868,00	6,48	1874,48	1494,50
	Third year							
	First four months of experience	1914,50	1531,50	134,00	2048,50	7,09	2055,59	1639,00
	Thereafter, the wage specified in (a), i.e.	2189,00	1751,00	153,00	2342,00	8,07	2350,07	1873,50
Interlining cutter, trimmer, leather cutter and tie cutter								
(a)	Qualified	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
(b)	Learner							
	First year							
	First six months of experience	1184,00	947,00	83,00	1267,00	4,46	1271,46	1013,50
	Second six months of experience	1255,50	1004,50	88,00	1343,50	4,71	1348,21	1075,00

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**FOR THE PERIOD 01 SEPTEMBER 2022 TO 31 AUGUST 2023**

DISCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2021 to 31 Aug 2022	New Employees on Incentivised Scheme Effective 1 Sept 2021 = 80%	Across the Board Increase 7%	Wage per week from 01 Sept 2022 to 31 Aug 2023	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National
								Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement
	Second year							
	First six months of experience	1320,00	1056,00	92,50	1412,50	4,95	1417,45	1130,00
	Second six months of experience	1390,50	1112,50	97,50	1488,00	5,20	1493,20	1190,50
	Third year							
	First four months of experience	1459,50	1167,50	102,00	1561,50	5,44	1566,94	1249,00
	Thereafter, the wage specified in (a), i.e.	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1709,00	1367,00	119,50	1828,50	6,34	1834,84	1463,00
	Second six months from date of advancement	1914,50	1531,50	134,00	2048,50	7,09	2055,59	1639,00
	Thereafter, the wage specified for a qualified	2189,00	1751,00	153,00	2342,00	8,07	2350,07	1873,50
Layer-up:								
(a)	Qualified	1360,00	1088,00	95,00	1455,00	5,09	1460,09	1164,00
(b)	Learner							
	First year							
	First six months of experience	1144,50	922,00	80,00	1224,50	4,32	1228,82	985,50
	Second six months of experience	1184,00	947,00	83,00	1267,00	4,46	1271,46	1013,50
	Second year							
	First six months of experience	1237,00	989,50	86,50	1323,50	4,65	1328,15	1059,00
	Thereafter, the wage specified in (a), i.e.	1360,00	1088,00	95,00	1455,00	5,09	1460,09	1164,00
(c)	If advanced to learner cutter:			0,00				
	First six months from date of advancement	1360,00	1088,00	95,00	1455,00	5,09	1460,09	1164,00
	Second six months from date of advancement	1596,00	1277,00	111,50	1707,50	5,94	1713,44	1366,00
	Third six months from date of advancement	1746,00	1397,00	122,00	1868,00	6,48	1874,48	1494,50
	Fourth six months from date of advancement	1914,50	1531,50	134,00	2048,50	7,09	2055,59	1639,00
	Thereafter, the wage specified for a qualified	2189,00	1751,00	153,00	2342,00	8,07	2350,07	1873,50
(d)	If advanced to learner interlining cutter, learner							
	First six months from date of advancement	1360,00	1088,00	95,00	1455,00	5,09	1460,09	1164,00
	Second six months from date of advancement	1459,50	1167,50	102,00	1561,50	5,44	1566,94	1249,00
	Thereafter, the wage specified for a qualified	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
(e)	If advanced to fitter-up:							
	First six months from date of advancement	1360,00	1088,00	95,00	1455,00	5,09	1460,09	1164,00
	Second six months from date of advancement	1410,00	1128,00	98,50	1508,50	5,26	1513,76	1207,00
	Third six months from date of advancement	1480,50	1184,50	103,50	1584,00	5,52	1589,52	1267,00
	Fourth six months from date of advancement	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
	Thereafter, the wage specified for fitter-up, i.e.	1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
Clicker:								
(a)	Qualified	1626,50	1301,00	114,00	1740,50	6,05	1746,55	1392,50
(b)	Learner							
	First year							
	First six months of experience	1219,50	975,50	85,50	1305,00	4,59	1309,59	1044,00
	Second six months of experience	1390,50	1112,50	97,50	1488,00	5,20	1493,20	1190,50
	Thereafter, the wage specified in (a) i.e.	1626,50	1301,00	114,00	1740,50	6,05	1746,55	1392,50
Tracer:								
(a)	Qualified	1526,50	1221,00	107,00	1633,50	5,68	1639,18	1307,00
(b)	Learner							
	First year							
	First six months of experience	1219,50	975,50	85,50	1305,00	4,59	1309,59	1044,00
	Second six months of experience	1305,50	1044,50	91,50	1397,00	4,90	1401,90	1117,50
	Second year							
	First six months of experience	1381,50	1105,00	96,50	1478,00	5,17	1483,17	1182,50

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				1526,50	1221,00	107,00	1633,50	5,68	1639,18	1307,00
Thereafter, the wage specified in (a), i.e.										
Part B - Factory Operatives										
Clothing machine mechanic:										
(a)	Qualified			2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
(b)	Learner									
	First year									
	First six months of experience			1575,50	1260,50	110,50	1686,00	5,86	1691,86	1349,00
	Second six months of experience			1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
	Second year									
	First six months of experience			1903,00	1522,50	133,00	2036,00	7,04	2043,04	1629,00
	Second six months of experience			2077,50	1662,00	145,50	2223,00	7,67	2230,67	1778,50
	Third year									
	First four months of experience			2267,00	1813,50	158,50	2425,50	8,34	2433,84	1940,50
	Second four months of experience			2445,50	1956,50	171,00	2616,50	8,99	2625,49	2093,00
	Thereafter, the wage specified in (a), i.e.			2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
Clothing technician:										
(a)	Qualified			2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
(b)	Learner									
	First year									
	First six months of experience			1575,50	1260,50	110,50	1686,00	5,86	1691,86	1349,00
	Second six months of experience			1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
	Second year									
	First six months of experience			1903,00	1522,50	133,00	2036,00	7,04	2043,04	1629,00
	Second six months of experience			2077,50	1662,00	145,50	2223,00	7,67	2230,67	1778,50
	Third year									
	First six months of experience			2267,00	1813,50	158,50	2425,50	8,34	2433,84	1940,50
	Next four months of experience			2445,50	1956,50	171,00	2616,50	8,99	2625,49	2093,00
	Thereafter, the wage specified in (a), i.e.			2813,50	2251,00	197,00	3010,50	10,30	3020,80	2408,50
Grade A employee:										
(a)	Qualified			1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
(b)	Learner									
	First year									
	First six months of experience			1224,50	979,50	85,50	1310,00	4,60	1314,60	1048,00
	Second six months of experience			1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
	Second year									
	First six months of experience			1410,00	1128,00	98,50	1508,50	5,26	1513,76	1207,00
	Second six months of experience			1480,50	1184,50	103,50	1584,00	5,52	1589,52	1267,00
	Third year									
	First four months of experience			1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
	Thereafter, the wage specified in (a), i.e.			1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
Grade B employee:										
(a)	Qualified			1486,50	1189,00	104,00	1590,50	5,54	1596,04	1272,50
(b)	Learner									
	First year									
	First six months of experience			1206,00	965,00	84,50	1290,50	4,53	1295,03	1032,50

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									Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement
		Second six months of experience	1269,00	1015,00	89,00	1358,00	4,76	1362,76	1086,50
		Second year							
		First six months of experience	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
		Thereafter, the wage specified in (a), i.e.	1486,50	1189,00	104,00	1590,50	5,54	1596,04	1272,50
	(c)	If advanced to Grade A employee:							
		First six months from date of advancement	1486,50	1189,00	104,00	1590,50	5,54	1596,04	1272,50
		Second six months from date of advancement	1530,50	1224,50	107,00	1637,50	5,70	1643,20	1310,00
		Third six months from date of advancement	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
Grade C employee:									
	(a)	Qualified	1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
	(b)	Learner							
		First year							
		First six months of experience	1182,00	945,50	82,50	1264,50	4,45	1268,95	1011,50
		Second six months of experience	1215,50	972,50	85,00	1300,50	4,57	1305,07	1040,50
		Thereafter, the wage specified in (a), i.e.	1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
	(c)	If advanced to Grade B employee:							
		First six months from date of advancement	1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
		Second six months from date of advancement	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1486,50	1189,00	104,00	1590,50	5,54	1596,04	1272,50
Underpresser, blocker:									
	(a)	Qualified	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
	(b)	Learner							
		First year							
		First six months of experience	1144,50	922,00	80,00	1224,50	4,32	1228,82	985,50
		Second six months of experience	1184,00	947,00	83,00	1267,00	4,46	1271,46	1013,50
		Second year							
		First six months of experience	1237,00	989,50	86,50	1323,50	4,65	1328,15	1059,00
		Thereafter, the wage specified in (a), i.e.	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
	(c)	If advanced to learner presser:							
		First six months from date of advancement	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
		Second six months from date of advancement	1577,00	1261,50	110,50	1687,50	5,87	1693,37	1350,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1740,00	1392,00	122,00	1862,00	6,45	1868,45	1489,50
Part C - Clerical employees									
Clerk									
	(a)	Qualified	1914,50	1531,50	134,00	2048,50	7,09	2055,59	1639,00
	(b)	Learner							
		First year	1414,00	1131,00	99,00	1513,00	5,28	1518,28	1210,50

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								Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement
	Second year	1536,00	1229,00	107,50	1643,50	5,72	1649,22	1315,00
	Third year							
	First four months of experience	1679,00	1343,00	117,50	1796,50	6,23	1802,73	1437,00
	Thereafter, the wage specified in (a), i.e.	1914,50	1531,50	134,00	2048,50	7,09	2055,59	1639,00
<b>Factory Clerk</b>								
(a)	Qualified	1436,50	1149,00	100,50	1537,00	5,37	1542,37	1229,50
(b)	Learner							
	First year	1144,50	922,00	80,00	1224,50	4,32	1228,82	985,50
	Second year	1219,50	975,50	85,50	1305,00	4,59	1309,59	1044,00
	Third year							
	First four months of experience	1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
	Thereafter, the wage specified in (a), i.e.	1436,50	1149,00	100,50	1537,00	5,37	1542,37	1229,50
<b>Part D - General</b>								
	Boiler attendant	1364,50	1091,50	95,50	1460,00	5,11	1465,11	1168,00
	Despatch packer	1410,00	1128,00	98,50	1508,50	5,26	1513,76	1207,00
	General Worker	1319,00	1055,00	92,50	1411,50	4,94	1416,44	1129,00
	Labourer	1333,00	1066,50	93,50	1426,50	4,99	1431,49	1141,00
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 -								
(a)	does not exceed 1 360 kg	1410,00	1128,00	98,50	1508,50	5,26	1513,76	1207,00
(b)	exceeds 1 360 but not 2 720 kg	1463,50	1171,00	102,50	1566,00	5,46	1571,46	1253,00
(c)	exceeds 2 720 kg	1667,50	1334,00	116,50	1784,00	6,20	1790,20	1427,00
	Supervisor, quality controller and instructor	1787,50	1430,00	125,00	1912,50	6,62	1919,12	1530,00
	Traveller's driver	1463,50	1171,00	102,50	1566,00	5,46	1571,46	1253,00
Watchman or caretaker, whose ordinary hours of work are -								
(a)	less than 60 hours per week	1521,00	1217,00	106,50	1627,50	5,67	1633,17	1302,00
(b)	60 hours per week	1596,00	1277,00	111,50	1707,50	5,94	1713,44	1366,00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2022. Increase the Weekly Wage for those employees by the agreed Wage Increase based on 7%, Across-the-Board.</b>								