

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)**  
**MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)**  
**FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGE SCHEDULE		GROUP A (i.e employees 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	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees 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)
Part A - Cutting Department							
Head Cutter		3010,50	197,00	3207,50	10,30	3217,80	2566,00
Pattern Maker:							
(a)	Qualified	3010,50	197,00	3207,50	10,30	3217,80	2566,00
(b)	Learner						
	First year						
	First six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second six months of experience	1862,00	122,00	1984,00	6,45	1990,45	1587,00
	Second year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Second six months of experience	2223,00	145,50	2368,50	7,67	2376,17	1895,00
	Third year						
	First six months of experience	2425,50	158,50	2584,00	8,34	2592,34	2067,00
	Next four months of experience	2616,50	171,00	2787,50	8,99	2796,49	2230,00
	Thereafter, the wage specified in (a), i.e.	3010,50	197,00	3207,50	10,30	3217,80	2566,00
Pattern Grader							
(a)	Qualified	2428,00	159,00	2587,00	8,35	2595,35	2069,50
(b)	Learner						
	First year						
	First six months of experience	1584,00	103,50	1687,50	5,52	1693,02	1350,00
	Second six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second year						
	First six months of experience	1784,00	116,50	1900,50	6,20	1906,70	1520,50
	Second six months of experience	1912,50	125,00	2037,50	6,62	2044,12	1630,00
	Third year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Next four months of experience	2168,00	142,00	2310,00	7,48	2317,48	1848,00
	Thereafter, the wage specified in (a), i.e.	2428,00	159,00	2587,00	8,35	2595,35	2069,50
Cutter, lay-maker:							
(a)	Qualified	2342,00	153,00	2495,00	8,07	2503,07	1996,00
(b)	Learner						
	First year						
	First six months of experience	1421,50	93,00	1514,50	4,98	1519,48	1211,50
	Second six months of experience	1566,00	102,50	1668,50	5,46	1673,96	1335,00
	Second year						
	First six months of experience	1707,50	111,50	1819,00	5,94	1824,94	1455,00
	Second six months of experience	1868,00	122,00	1990,00	6,48	1996,48	1592,00
	Third year						
	First four months of experience	2048,50	134,00	2182,50	7,09	2189,59	1746,00
	Thereafter, the wage specified in (a), i.e.	2342,00	153,00	2495,00	8,07	2503,07	1996,00
Interlining cutter, trimmer, leather cutter and tie cutter							
(a)	Qualified	1687,50	110,50	1798,00	5,87	1803,87	1438,50
(b)	Learner						
	First year						
	First six months of experience	1267,00	83,00	1350,00	4,46	1354,46	1080,35
	Second six months of experience	1343,50	88,00	1431,50	4,71	1436,21	1145,00
	Second year						
	First six months of experience	1412,50	92,50	1505,00	4,95	1509,95	1204,00
	Second six months of experience	1488,00	97,50	1585,50	5,20	1590,70	1268,50

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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	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees 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)
<b>Third year</b>							
	First four months of experience	1561,50	102,00	1663,50	5,44	1668,94	1331,00
	Thereafter, the wage specified in (a), i.e.	1687,50	110,50	1798,00	5,87	1803,87	1438,50
(c)	If advanced to learner cutter:						
	First six months from date of advancement	1828,50	119,50	1948,00	6,34	1954,34	1558,50
	Second six months from date of advancement	2048,50	134,00	2182,50	7,09	2189,59	1746,00
	Thereafter, the wage specified for a qualified	2342,00	153,00	2495,00	8,07	2503,07	1996,00
<b>Layer-up:</b>							
(a)	Qualified	1455,00	95,00	1550,00	5,09	1555,09	1240,00
(b)	Learner						
<b>First year</b>							
	First six months of experience	1224,50	80,00	1304,50	4,32	1308,82	1080,35
	Second six months of experience	1267,00	83,00	1350,00	4,46	1354,46	1080,35
<b>Second year</b>							
	First six months of experience	1323,50	86,50	1410,00	4,65	1414,65	1128,00
	Thereafter, the wage specified in (a), i.e.	1455,00	95,00	1550,00	5,09	1555,09	1240,00
(c)	If advanced to learner cutter:		0,00				
	First six months	1455,00	95,00	1550,00	5,09	1555,09	1240,00
	Second six months	1707,50	111,50	1819,00	5,94	1824,94	1455,00
	Third six months	1868,00	122,00	1990,00	6,48	1996,48	1592,00
	Fourth six months from date of advancement	2048,50	134,00	2182,50	7,09	2189,59	1746,00
	Thereafter, the wage specified for a qualified	2342,00	153,00	2495,00	8,07	2503,07	1996,00
(d)	If advanced to learner interlining cutter,						
	First six months	1455,00	95,00	1550,00	5,09	1555,09	1240,00
	Second six months	1561,50	102,00	1663,50	5,44	1668,94	1331,00
	Thereafter, the wage specified for a qualified	1687,50	110,50	1798,00	5,87	1803,87	1438,50
(e)	If advanced to fitter-up:						
	First six months	1455,00	95,00	1550,00	5,09	1555,09	1240,00
	Second six months	1508,50	98,50	1607,00	5,26	1612,26	1285,50
	Third six months	1584,00	103,50	1687,50	5,52	1693,02	1350,00
	Fourth six months	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified for fitter-up, i.e.	1862,00	122,00	1984,00	6,45	1990,45	1587,00
<b>Clicker:</b>							
(a)	Qualified	1740,50	114,00	1854,50	6,05	1860,55	1483,50
(b)	Learner						
	First year	1305,00	85,50	1390,50	4,59	1395,09	1112,50
	Second year	1488,00	97,50	1585,50	5,20	1590,70	1268,50
	Thereafter, the wage specified in (a) i.e.	1740,50	114,00	1854,50	6,05	1860,55	1483,50
<b>Tracer:</b>							
(a)	Qualified	1633,50	107,00	1740,50	5,68	1746,18	1392,50
(b)	Learner						
<b>First year</b>							
	First six months of experience	1305,00	85,50	1390,50	4,59	1395,09	1112,50
	Second six months of experience	1397,00	91,50	1488,50	4,90	1493,40	1191,00
<b>Second year</b>							
	First six months of experience	1478,00	96,50	1574,50	5,17	1579,67	1259,50
	Thereafter, the wage specified in (a), i.e.	1633,50	107,00	1740,50	5,68	1746,18	1392,50
<b>Part B - Factory Operatives</b>							
<b>Clothing machine mechanic:</b>							
(a)	Qualified	3010,50	197,00	3207,50	10,30	3217,80	2566,00
(b)	Learner						

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	First year						
	First six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second six months of experience	1862,00	122,00	1984,00	6,45	1990,45	1587,00
	Second year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Second six months of experience	2223,00	145,50	2368,50	7,67	2376,17	1895,00
	Third year						
	First four months of experience	2425,50	158,50	2584,00	8,34	2592,34	2067,00
	Second four months of experience	2616,50	171,00	2787,50	8,99	2796,49	2230,00
	Thereafter, the wage specified in (a), i.e.	3010,50	197,00	3207,50	10,30	3217,80	2566,00
Clothing technician:							
(a)	Qualified	3010,50	197,00	3207,50	10,30	3217,80	2566,00
(b)	Learner						
	First year						
	First six months of experience	1686,00	110,50	1796,50	5,86	1802,36	1437,00
	Second six months of experience	1862,00	122,00	1984,00	6,45	1990,45	1587,00
	Second year						
	First six months of experience	2036,00	133,00	2169,00	7,04	2176,04	1735,00
	Second six months of experience	2223,00	145,50	2368,50	7,67	2376,17	1895,00
	Third year						
	First six months of experience	2425,50	158,50	2584,00	8,34	2592,34	2067,00
	Next four months of experience	2616,50	171,00	2787,50	8,99	2796,49	2230,00
	Thereafter, the wage specified in (a), i.e.	3010,50	197,00	3207,50	10,30	3217,80	2566,00
Grade A employee:							
(a)	Qualified	1862,00	122,00	1984,00	6,45	1990,45	1587,00
(b)	Learner						
	First year						
	First six months of experience	1310,00	85,50	1395,50	4,60	1400,10	1116,50
	Second six months of experience	1411,50	92,50	1504,00	4,94	1508,94	1203,00
	Second year						
	First six months of experience	1508,50	98,50	1607,00	5,26	1612,26	1285,50
	Second six months of experience	1584,00	103,50	1687,50	5,52	1693,02	1350,00
	Third year						
	First four months of experience	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified in (a), i.e.	1862,00	122,00	1984,00	6,45	1990,45	1587,00
Grade B employee:							
(a)	Qualified	1590,50	104,00	1694,50	5,54	1700,04	1355,50
(b)	Learner						
	First year						
	First six months of experience	1290,50	84,50	1375,00	4,53	1379,53	1100,00
	Second six months of experience	1358,00	89,00	1447,00	4,76	1451,76	1157,50
	Second year						
	First six months of experience	1426,50	93,50	1520,00	4,99	1524,99	1216,00
	Thereafter, the wage specified in (a), i.e.	1590,50	104,00	1694,50	5,54	1700,04	1355,50
(c)	If advanced to Grade A employee:						
	First six months	1590,50	104,00	1694,50	5,54	1700,04	1355,50
	Second six months	1637,50	107,00	1744,50	5,70	1750,20	1395,50
	Third six months	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified for a qualified	1862,00	122,00	1984,00	6,45	1990,45	1587,00
Grade C employee:							
(a)	Qualified	1411,50	92,50	1504,00	4,94	1508,94	1203,00

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(b)	Learner						
	First year						
	First six months of experience	1264,50	82,50	1347,00	4,45	1351,45	1080,35
	Second six months of experience	1300,50	85,00	1385,50	4,57	1390,07	1108,50
	Thereafter, the wage specified in (a), i.e.	1411,50	92,50	1504,00	4,94	1508,94	1203,00
(c)	If advanced to Grade B employee:						
	First six months	1411,50	92,50	1504,00	4,94	1508,94	1203,00
	Second six months	1426,50	93,50	1520,00	4,99	1524,99	1216,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	104,00	1694,50	5,54	1700,04	1355,50
Underpresser, blocker:							
(a)	Qualified	1426,50	93,50	1520,00	4,99	1524,99	1216,00
(b)	Learner						
	First year						
	First six months of experience	1224,50	80,00	1304,50	4,32	1308,82	1080,35
	Second six months of experience	1267,00	83,00	1350,00	4,46	1354,46	1080,35
	Second year						
	First six months of experience	1323,50	86,50	1410,00	4,65	1414,65	1128,00
	Thereafter, the wage specified in (a), i.e.	1426,50	93,50	1520,00	4,99	1524,99	1216,00
(c)	If advanced to learner presser:						
	First six months	1426,50	93,50	1520,00	4,99	1524,99	1216,00
	Second six months	1687,50	110,50	1798,00	5,87	1803,87	1438,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	122,00	1984,00	6,45	1990,45	1587,00
Part C - Clerical employees							
Clerk							
(a)	Qualified	2048,50	134,00	2182,50	7,09	2189,59	1746,00
(b)	Learner						
	First year	1513,00	99,00	1612,00	5,28	1617,28	1289,50
	Second year	1643,50	107,50	1751,00	5,72	1756,72	1401,00
	Third year						
	First four months of experience	1796,50	117,50	1914,00	6,23	1920,23	1531,00
	Thereafter, the wage specified in (a), i.e.	2048,50	134,00	2182,50	7,09	2189,59	1746,00
Factory Clerk							
(a)	Qualified	1537,00	100,50	1637,50	5,37	1642,87	1310,00
(b)	Learner						
	First year	1224,50	80,00	1304,50	4,32	1308,82	1080,35
	Second year	1305,00	85,50	1390,50	4,59	1395,09	1112,50
	Third year						0,00
	First four months of experience	1411,50	92,50	1504,00	4,94	1508,94	1203,00
	Thereafter, the wage specified in (a), i.e.	1537,00	100,50	1637,50	5,37	1642,87	1310,00
Part D - General							
	Boiler attendant	1460,00	95,50	1555,50	5,11	1560,61	1244,50
	Despatch packer	1508,50	98,50	1607,00	5,26	1612,26	1285,50
	General Worker	1411,50	92,50	1504,00	4,94	1508,94	1203,00
	Labourer	1426,50	93,50	1520,00	4,99	1524,99	1216,00

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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	1508,50	98,50	1607,00	5,26	1612,26	1285,50
(b) exceeds 1 360 but not 2 720 kg	1566,00	102,50	1668,50	5,46	1673,96	1335,00
(c) exceeds 2 720 kg	1784,00	116,50	1900,50	6,20	1906,70	1520,50
Supervisor, quality controller and instructor	1912,50	125,00	2037,50	6,62	2044,12	1630,00
Traveller's driver	1566,00	102,50	1668,50	5,46	1673,96	1335,00
Watchman or caretaker, whose ordinary hours of work						
(a) less than 60 hours per week	1627,50	106,50	1734,00	5,67	1739,67	1387,00
(b) 60 hours per week	1707,50	111,50	1819,00	5,94	1824,94	1455,00
<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>						