

**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**

<b>WAGE SCHEDULE</b>		<b>GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)</b>						
<b>DESCRIPTION OF OCCUPATION</b>		<b>Wage per week from 01 Sept 2021 to 31 Aug 2022</b>	<b>New Employees on Incentivised Scheme Effective 1 Sept 2021 = 80%</b>	<b>Across the Board Increase 7%</b>	<b>Wage per week from 01 Sept 2022 to 31 Aug 2023</b>	<b>Plus "2001 Allowance" ("See note above)</b>	<b>Wage per week from 01 Sept 2022 to 31 Aug 2023</b>	<b>New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable)</b>
		R	R	R	R	R	R	R
Part A - Cutting Department								
Head Cutter		2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
Pattern Maker:								
(a)	Qualified	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
(b)	Learner							
	First year							
	First six months of experience	1581,00	1265,00	110,50	1691,50	5,86	1697,36	1353,00
	Second six months of experience	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
	Second year							
	First six months of experience	1912,00	1529,50	134,00	2046,00	7,04	2053,04	1637,00
	Second six months of experience	2088,00	1670,50	146,00	2234,00	7,67	2241,67	1787,00
	Third year							
	First six months of experience	2276,00	1821,00	159,50	2435,50	8,34	2443,84	1948,50
	Next four months of experience	2457,50	1966,00	172,00	2629,50	8,99	2638,49	2103,50
	Thereafter, the wage specified in (a), i.e.	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
Pattern Grader								
(a)	Qualified	2278,00	1822,50	159,50	2437,50	8,35	2445,85	1950,00
(b)	Learner							
	First year							
	First six months of experience	1489,50	1191,50	104,50	1594,00	5,52	1599,52	1275,00
	Second six months of experience	1581,00	1265,00	110,50	1691,50	5,86	1697,36	1353,00
	Second year							
	First six months of experience	1678,00	1342,50	117,50	1795,50	6,20	1801,70	1436,50
	Second six months of experience	1796,00	1437,00	125,50	1921,50	6,62	1928,12	1537,00
	Third year							
	First six months of experience	1912,00	1529,50	134,00	2046,00	7,04	2053,04	1637,00
	Next four months of experience	2036,00	1629,00	142,50	2178,50	7,48	2185,98	1743,00
	Thereafter, the wage specified in (a), i.e.	2278,00	1822,50	159,50	2437,50	8,35	2445,85	1950,00
Cutter, lay-maker:								
(a)	Qualified	2196,50	1757,00	154,00	2350,50	8,07	2358,57	1880,50
(b)	Learner							
	First year							
	First six months of experience	1336,50	1069,00	93,50	1430,00	4,98	1434,98	1144,00
	Second six months of experience	1469,00	1175,00	103,00	1572,00	5,46	1577,46	1257,50
	Second year							
	First six months of experience	1604,00	1283,00	112,50	1716,50	5,94	1722,44	1373,00
	Second six months of experience	1756,50	1405,00	123,00	1879,50	6,48	1885,98	1503,50
	Third year							
	First four months of experience	1924,50	1539,50	134,50	2059,00	7,09	2066,09	1647,00
	Thereafter, the wage specified in (a), i.e.	2196,50	1757,00	154,00	2350,50	8,07	2358,57	1880,50
Interlining cutter, trimmer, leather cutter and tie cutter								
(a)	Qualified	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
(b)	Learner							
	First year							
	First six months of experience	1188,00	950,50	83,00	1271,00	4,46	1275,46	1017,00
	Second six months of experience	1260,00	1008,00	88,00	1348,00	4,71	1352,71	1078,50
	Second year							
	First six months of experience	1327,00	1061,50	93,00	1420,00	4,95	1424,95	1136,00
	Second six months of experience	1398,50	1119,00	98,00	1496,50	5,20	1501,70	1197,00
	Third year							
	First six months of experience	1465,00	1172,00	102,50	1567,50	5,44	1572,94	1254,00
	Thereafter, the wage specified in (a), i.e.	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1717,50	1374,00	120,00	1837,50	6,34	1843,84	1470,00

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

DESCRIPTION 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	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable)
	Second six months from date of advancement	1924,50	1539,50	134,50	2059,00	7,09	2066,09	1647,00
	Thereafter, the wage specified for a qualified	2196,50	1757,00	154,00	2350,50	8,07	2358,57	1880,50
Layer-up:								
(a)	Qualified	1365,00	1092,00	95,50	1460,50	5,09	1465,59	1168,50
(b)	Learner							
	First year							
	First six months of experience	1150,00	922,00	80,50	1230,50	4,32	1234,82	985,50
	Second six months of experience	1188,00	950,50	83,00	1271,00	4,46	1275,46	1017,00
	Second year							
	First six months of experience	1243,00	994,50	87,00	1330,00	4,65	1334,65	1064,00
	Thereafter, the wage specified in (a), i.e.	1365,00	1092,00	95,50	1460,50	5,09	1465,59	1168,50
(c)	If advanced to learner cutter:							
	First six months from date of advancement	1365,00	1092,00	95,50	1460,50	5,09	1465,59	1168,50
	Second six months from date of advancement	1604,00	1283,00	112,50	1716,50	5,94	1722,44	1373,00
	Third six months from date of advancement	1756,50	1405,00	123,00	1879,50	6,48	1885,98	1503,50
	Fourth six months from date of advancement	1924,50	1539,50	134,50	2059,00	7,09	2066,09	1647,00
	Thereafter, the wage specified for a qualified	2196,50	1757,00	154,00	2350,50	8,07	2358,57	1880,50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:							
	First six months from date of advancement	1365,00	1092,00	95,50	1460,50	5,09	1465,59	1168,50
	Second six months from date of advancement	1465,00	1172,00	102,50	1567,50	5,44	1572,94	1254,00
	Thereafter, the wage specified for a qualified	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
(e)	If advanced to fitter-up:							
	First six months from date of advancement	1365,00	1092,00	95,50	1460,50	5,09	1465,59	1168,50
	Second six months from date of advancement	1415,00	1132,00	99,00	1514,00	5,26	1519,26	1211,00
	Third six months from date of advancement	1489,50	1191,50	104,50	1594,00	5,52	1599,52	1275,00
	Fourth six months from date of advancement	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
	Thereafter, the wage specified for fitter-up, i.e.	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
Clicker:								
(a)	Qualified	1634,50	1307,50	114,50	1749,00	6,05	1755,05	1399,00
(b)	Learner							
	First year	1225,50	980,50	86,00	1311,50	4,59	1316,09	1049,00
	Second year	1398,50	1119,00	98,00	1496,50	5,20	1501,70	1197,00
	Thereafter, the wage specified in (a) i.e.	1634,50	1307,50	114,50	1749,00	6,05	1755,05	1399,00
Tracer:								
(a)	Qualified	1532,50	1226,00	107,50	1640,00	5,68	1645,68	1312,00
(b)	Learner							
	First year							
	First six months of experience	1225,50	980,50	86,00	1311,50	4,59	1316,09	1049,00
	Second six months of experience	1311,50	1049,00	92,00	1403,50	4,90	1408,40	1123,00
	Second year							
	First six months of experience	1387,00	1109,50	97,00	1484,00	5,17	1489,17	1187,00
	Thereafter, the wage specified in (a), i.e.	1532,50	1226,00	107,50	1640,00	5,68	1645,68	1312,00
Part B - Factory Operatives								
Clothing machine mechanic:								
(a)	Qualified	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
(b)	Learner							
	First year							
	First six months of experience	1581,00	1265,00	110,50	1691,50	5,86	1697,36	1353,00
	Second six months of experience	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
	Second year							
	First six months of experience	1912,00	1529,50	134,00	2046,00	7,04	2053,04	1637,00
	Second six months of experience	2088,00	1670,50	146,00	2234,00	7,67	2241,67	1787,00
	Third year							

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	First four months of experience	2276,00	1821,00	159,50	2435,50	8,34	2443,84	1948,50
	Second four months of experience	2457,50	1966,00	172,00	2629,50	8,99	2638,49	2103,50
	Thereafter, the wage specified in (a), i.e.	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
<b>Clothing technician:</b>								
(a)	Qualified	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
(b)	Learner							
	First year							
	First six months of experience	1581,00	1265,00	110,50	1691,50	5,86	1697,36	1353,00
	Second six months of experience	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
	Second year							
	First six months of experience	1912,00	1529,50	134,00	2046,00	7,04	2053,04	1637,00
	Second six months of experience	2088,00	1670,50	146,00	2234,00	7,67	2241,67	1787,00
	Third year							
	First six months of experience	2276,00	1821,00	159,50	2435,50	8,34	2443,84	1948,50
	Next four months of experience	2457,50	1966,00	172,00	2629,50	8,99	2638,49	2103,50
	Thereafter, the wage specified in (a), i.e.	2824,50	2259,50	197,50	3022,00	10,30	3032,30	2417,50
<b>Grade A employee:</b>								
(a)	Qualified	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
(b)	Learner							
	First year							
	First six months of experience	1228,50	983,00	86,00	1314,50	4,60	1319,10	1051,50
	Second six months of experience	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
	Second year			0,00	0,00			
	First six months of experience	1415,00	1132,00	99,00	1514,00	5,26	1519,26	1211,00
	Second six months of experience	1489,50	1191,50	104,50	1594,00	5,52	1599,52	1275,00
	Third year							
	First four months of experience	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
	Thereafter, the wage specified in (a), i.e.	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
<b>Grade B employee:</b>								
(a)	Qualified	1492,00	1193,50	104,50	1596,50	5,54	1602,04	1277,00
(b)	Learner							
	First year							
	First six months of experience	1212,00	969,50	85,00	1297,00	4,53	1301,53	1037,50
	Second six months of experience	1274,50	1019,50	89,00	1363,50	4,76	1368,26	1091,00
	Second year							
	First six months of experience	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
	Thereafter, the wage specified in (a), i.e.	1492,00	1193,50	104,50	1596,50	5,54	1602,04	1277,00
(c)	If advanced to Grade A employee:							
	First six months from date of advancement	1492,00	1193,50	104,50	1596,50	5,54	1602,04	1277,00
	Second six months from date of advancement	1537,50	1230,00	107,50	1645,00	5,70	1650,70	1316,00
	Third six months from date of advancement	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
	Thereafter, the wage specified for a qualified	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
<b>Grade C employee:</b>								
(a)	Qualified	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
(b)	Learner							
	First year							
	First six months of experience	1187,00	949,50	83,00	1270,00	4,45	1274,45	1016,00
	Second six months of experience	1221,00	977,00	85,50	1306,50	4,57	1311,07	1045,00
	Thereafter, the wage specified in (a), i.e.	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
(c)	If advanced to Grade B employee:							
	First six months from date of advancement	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
	Second six months from date of advancement	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
	Thereafter, the wage specified for a qualified	1492,00	1193,50	104,50	1596,50	5,54	1602,04	1277,00
<b>Underpresser, blocker:</b>								
(a)	Qualified	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
(b)	Learner							

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	First year							
	First six months of experience	1150,00	922,00	80,50	1230,50	4,32	1234,82	985,50
	Second six months of experience	1188,00	950,50	83,00	1271,00	4,46	1275,46	1017,00
	Second year							
	First six months of experience	1243,00	994,50	87,00	1330,00	4,65	1334,65	1064,00
	Thereafter, the wage specified in (a), i.e.	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
(c)	If advanced to learner presser:							
	First six months from date of advancement	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
	Second six months from date of advancement	1584,00	1267,00	111,00	1695,00	5,87	1700,87	1356,00
	Thereafter, the wage specified for a qualified	1746,00	1397,00	122,00	1868,00	6,45	1874,45	1494,50
<b>Part C - Clerical employees</b>								
<b>Clerk</b>								
(a)	Qualified	1924,50	1539,50	134,50	2059,00	7,09	2066,09	1647,00
(b)	Learner							
	First year	1418,00	1134,50	99,50	1517,50	5,28	1522,78	1214,00
	Second year	1543,00	1234,50	108,00	1651,00	5,72	1656,72	1321,00
	Third year							
	First four months of experience	1687,00	1349,50	118,00	1805,00	6,23	1811,23	1444,00
	Thereafter, the wage specified in (a), i.e.	1924,50	1539,50	134,50	2059,00	7,09	2066,09	1647,00
<b>Factory Clerk</b>								
(a)	Qualified	1444,50	1155,50	101,00	1545,50	5,37	1550,87	1236,50
(b)	Learner							
	First year	1150,00	922,00	80,50	1230,50	4,32	1234,82	985,50
	Second year	1225,50	980,50	86,00	1311,50	4,59	1316,09	1049,00
	Third year							
	First four months of experience	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
	Thereafter, the wage specified in (a), i.e.	1444,50	1155,50	101,00	1545,50	5,37	1550,87	1236,50
<b>Part D - General</b>								
	Boiler attendant	1372,00	1097,50	96,00	1468,00	5,11	1473,11	1174,50
	Despatch packer	1415,00	1132,00	99,00	1514,00	5,26	1519,26	1211,00
	General Worker	1325,00	1060,00	93,00	1418,00	4,94	1422,94	1134,50
	Labourer	1339,00	1071,00	93,50	1432,50	4,99	1437,49	1146,00
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	1415,00	1132,00	99,00	1514,00	5,26	1519,26	1211,00
(b)	exceeds 1 360 but not 2 720 kg	1469,00	1175,00	103,00	1572,00	5,46	1577,46	1257,50
(c)	exceeds 2 720 kg	1678,00	1342,50	117,50	1795,50	6,20	1801,70	1436,50
	Supervisor, quality controller and instructor	1796,00	1437,00	125,50	1921,50	6,62	1928,12	1537,00
	Traveller's driver	1469,00	1175,00	103,00	1572,00	5,46	1577,46	1257,50
Watchman or caretaker, whose ordinary hours of work are -								
(a)	less than 60 hours per week	1527,50	1222,00	107,00	1634,50	5,67	1640,17	1307,50
(b)	60 hours per week	1604,00	1283,00	112,50	1716,50	5,94	1722,44	1373,00
<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>								