

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 B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)					
		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)
DESCRIPTION		R	R	R	R	R	R
Part A - Cutting Department							
Head Cutter		3022,00	197,50	3219,50	10,30	3229,80	2575,50
Pattern Maker:							
(a)	Qualified	3022,00	197,50	3219,50	10,30	3229,80	2575,50
(b)	Learner						
	First year						
	First six months of experience	1691,50	110,50	1802,00	5,86	1807,86	1441,50
	Second six months of experience	1868,00	122,00	1990,00	6,45	1996,45	1592,00
	Second year						
	First six months of experience	2046,00	134,00	2180,00	7,04	2187,04	1744,00
	Second six months of experience	2234,00	146,00	2380,00	7,67	2387,67	1904,00
	Third year						
	First six months of experience	2435,50	159,50	2595,00	8,34	2603,34	2076,00
	Next four months of experience	2629,50	172,00	2801,50	8,99	2810,49	2241,00
	Thereafter, the wage specified in (a), i.e.	3022,00	197,50	3219,50	10,30	3229,80	2575,50
Pattern Grader							
(a)	Qualified	2437,50	159,50	2597,00	8,35	2605,35	2077,50
(b)	Learner						
	First year						
	First six months of experience	1594,00	104,50	1698,50	5,52	1704,02	1359,00
	Second six months of experience	1691,50	110,50	1802,00	5,86	1807,86	1441,50
	Second year						
	First six months of experience	1795,50	117,50	1913,00	6,20	1919,20	1530,50
	Second six months of experience	1921,50	125,50	2047,00	6,62	2053,62	1637,50
	Third year						
	First six months of experience	2046,00	134,00	2180,00	7,04	2187,04	1744,00
	Next four months of experience	2178,50	142,50	2321,00	7,48	2328,48	1857,00
	Thereafter, the wage specified in (a), i.e.	2437,50	159,50	2597,00	8,35	2605,35	2077,50
Cutter, lay-maker:							
(a)	Qualified	2350,50	154,00	2504,50	8,07	2512,57	2003,50
(b)	Learner						
	First year						
	First six months of experience	1430,00	93,50	1523,50	4,98	1528,48	1219,00
	Second six months of experience	1572,00	103,00	1675,00	5,46	1680,46	1340,00
	Second year						
	First six months of experience	1716,50	112,50	1829,00	5,94	1834,94	1463,00
	Second six months of experience	1879,50	123,00	2002,50	6,48	2008,98	1602,00
	Third year						
	First four months of experience	2059,00	134,50	2193,50	7,09	2200,59	1755,00
	Thereafter, the wage specified in (a), i.e.	2350,50	154,00	2504,50	8,07	2512,57	2003,50
Interlining cutter, trimmer, leather cutter and tie cutter							
(a)	Qualified	1695,00	111,00	1806,00	5,87	1811,87	1445,00
(b)	Learner						
	First year						
	First six months of experience	1271,00	83,00	1354,00	4,46	1358,46	1083,00
	Second six months of experience	1348,00	88,00	1436,00	4,71	1440,71	1149,00
	Second year						
	First six months of experience	1420,00	93,00	1513,00	4,95	1517,95	1210,50
	Second six months of experience	1496,50	98,00	1594,50	5,20	1599,70	1275,50
	Third year						
	First six months of experience	1567,50	102,50	1670,00	5,44	1675,44	1336,00
	Thereafter, the wage specified in (a), i.e.	1695,00	111,00	1806,00	5,87	1811,87	1445,00
(c)	If advanced to learner cutter:						
	First six months	1837,50	120,00	1957,50	6,34	1963,84	1566,00
	Second six months	2059,00	134,50	2193,50	7,09	2200,59	1755,00
	Thereafter, the wage specified for a qualified cutter, i.e.	2350,50	154,00	2504,50	8,07	2512,57	2003,50

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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)
Layer-up:							
(a)	Qualified	1460,50	95,50	1556,00	5,09	1561,09	1245,00
(b)	Learner						
	First year						
	First six months of experience	1230,50	80,50	1311,00	4,32	1315,32	1080,35
	Second six months	1271,00	83,00	1354,00	4,46	1358,46	1083,00
	Second year						
	First six months of experience	1330,00	87,00	1417,00	4,65	1421,65	1133,50
	Thereafter, the wage specified in (a), i.e.	1460,50	95,50	1556,00	5,09	1561,09	1245,00
(c)	If advanced to learner cutter:						
	First six months	1460,50	95,50	1556,00	5,09	1561,09	1245,00
	Second six months	1716,50	112,50	1829,00	5,94	1834,94	1463,00
	Third six months	1879,50	123,00	2002,50	6,48	2008,98	1602,00
	Fourth six months	2059,00	134,50	2193,50	7,09	2200,59	1755,00
	Thereafter, the wage specified for a qualified	2350,50	154,00	2504,50	8,07	2512,57	2003,50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:						
	First six months	1460,50	95,50	1556,00	5,09	1561,09	1245,00
	Second six months	1567,50	102,50	1670,00	5,44	1675,44	1336,00
	Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1695,00	111,00	1806,00	5,87	1811,87	1445,00
(e)	If advanced to fitter-up:						
	First six months	1460,50	95,50	1556,00	5,09	1561,09	1245,00
	Second six months	1514,00	99,00	1613,00	5,26	1618,26	1290,50
	Third six months	1594,00	104,50	1698,50	5,52	1704,02	1359,00
	Fourth six months	1695,00	111,00	1806,00	5,87	1811,87	1445,00
	Thereafter, the wage specified for fitter-up, i.e.	1868,00	122,00	1990,00	6,45	1996,45	1592,00
Clicker:							
(a)	Qualified	1749,00	114,50	1863,50	6,05	1869,55	1491,00
(b)	Learner						
	First year	1311,50	86,00	1397,50	4,59	1402,09	1118,00
	Second year	1496,50	98,00	1594,50	5,20	1599,70	1275,50
	Thereafter, the wage specified in (a) i.e.	1749,00	114,50	1863,50	6,05	1869,55	1491,00
Tracer:							
(a)	Qualified	1640,00	107,50	1747,50	5,68	1753,18	1398,00
(b)	Learner						
	First year						
	First six months of experience	1311,50	86,00	1397,50	4,59	1402,09	1118,00
	Second six months of experience	1403,50	92,00	1495,50	4,90	1500,40	1196,50
	Second year						
	First six months of experience	1484,00	97,00	1581,00	5,17	1586,17	1265,00
	Thereafter, the wage specified in (a), i.e.	1640,00	107,50	1747,50	5,68	1753,18	1398,00
Part B - Factory Operatives							
Clothing machine mechanic:							
(a)	Qualified	3022,00	197,50	3219,50	10,30	3229,80	2575,50
(b)	Learner						
	First year						
	First six months of experience	1691,50	110,50	1802,00	5,86	1807,86	1441,50
	Second six months of experience	1868,00	122,00	1990,00	6,45	1996,45	1592,00
	Second year						
	First six months of experience	2046,00	134,00	2180,00	7,04	2187,04	1744,00
	Second six months of experience	2234,00	146,00	2380,00	7,67	2387,67	1904,00
	Third year						
	First four months of experience	2435,50	159,50	2595,00	8,34	2603,34	2076,00
	Second four months of experience	2629,50	172,00	2801,50	8,99	2810,49	2241,00
	Thereafter, the wage specified in (a), i.e.	3022,00	197,50	3219,50	10,30	3229,80	2575,50

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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)
Clothing technician:						
(a) Qualified	3022,00	197,50	3219,50	10,30	3229,80	2575,50
(b) Learner						
First year						
First six months of experience	1691,50	110,50	1802,00	5,86	1807,86	1441,50
Second six months of experience	1868,00	122,00	1990,00	6,45	1996,45	1592,00
Second year						
First six months of experience	2046,00	134,00	2180,00	7,04	2187,04	1744,00
Second six months of experience	2234,00	146,00	2380,00	7,67	2387,67	1904,00
Third year						
First six months of experience	2435,50	159,50	2595,00	8,34	2603,34	2076,00
Next four months of experience	2629,50	172,00	2801,50	8,99	2810,49	2241,00
Thereafter, the wage specified in (a), i.e.	3022,00	197,50	3219,50	10,30	3229,80	2575,50
Grade A employee:						
(a) Qualified	1868,00	122,00	1990,00	6,45	1996,45	1592,00
(b) Learner						
First year						
First six months of experience	1314,50	86,00	1400,50	4,60	1405,10	1120,50
Second six months of experience	1418,00	93,00	1511,00	4,94	1515,94	1209,00
Second year		0,00				
First six months of experience	1514,00	99,00	1613,00	5,26	1618,26	1290,50
Second six months of experience	1594,00	104,50	1698,50	5,52	1704,02	1359,00
Third year						
First four months of experience	1695,00	111,00	1806,00	5,87	1811,87	1445,00
Thereafter, the wage specified in (a), i.e.	1868,00	122,00	1990,00	6,45	1996,45	1592,00
Grade B employee:						
(a) Qualified	1596,50	104,50	1701,00	5,54	1706,54	1361,00
(b) Learner						
First year						
First six months of experience	1297,00	85,00	1382,00	4,53	1386,53	1105,50
Second six months of experience	1363,50	89,00	1452,50	4,76	1457,26	1162,00
Second year						
First six months of experience	1432,50	93,50	1526,00	4,99	1530,99	1221,00
Thereafter, the wage specified in (a), i.e.	1596,50	104,50	1701,00	5,54	1706,54	1361,00
(c) If advanced to Grade A employee:						
First six months	1596,50	104,50	1701,00	5,54	1706,54	1361,00
Second six months	1645,00	107,50	1752,50	5,70	1758,20	1402,00
Third six months	1695,00	111,00	1806,00	5,87	1811,87	1445,00
Thereafter, the wage specified for a qualified	1868,00	122,00	1990,00	6,45	1996,45	1592,00
Grade C employee:						
(a) Qualified	1418,00	93,00	1511,00	4,94	1515,94	1209,00
(b) Learner						
First year						
First six months of experience	1270,00	83,00	1353,00	4,45	1357,45	1082,50
Second six months of experience	1306,50	85,50	1392,00	4,57	1396,57	1113,50
Thereafter, the wage specified in (a), i.e.	1418,00	93,00	1511,00	4,94	1515,94	1209,00
(c) If advanced to Grade B employee:						
First six months	1418,00	93,00	1511,00	4,94	1515,94	1209,00
Second six months	1432,50	93,50	1526,00	4,99	1530,99	1221,00
Thereafter, the wage specified for a qualified	1596,50	104,50	1701,00	5,54	1706,54	1361,00
Underpresser, blocker:						
(a) Qualified	1432,50	93,50	1526,00	4,99	1530,99	1221,00
(b) Learner						
First year						
First six months of experience	1230,50	80,50	1311,00	4,32	1315,32	1080,35
Second six months of experience	1271,00	83,00	1354,00	4,46	1358,46	1083,00
Second year						
First six months of experience	1330,00	87,00	1417,00	4,65	1421,65	1133,50
Thereafter, the wage specified in (a), i.e.	1432,50	93,50	1526,00	4,99	1530,99	1221,00
(c) If advanced to learner presser:						
First six months	1432,50	93,50	1526,00	4,99	1530,99	1221,00
Second six months	1695,00	111,00	1806,00	5,87	1811,87	1445,00
Thereafter, the wage specified for a qualified	1868,00	122,00	1990,00	6,45	1996,45	1592,00

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Part C - Clerical employees						
Clerk						
(a) Qualified	2059,00	134,50	2193,50	7,09	2200,59	1755,00
(b) Learner						
First year	1517,50	99,50	1617,00	5,28	1622,28	1293,50
Second year	1651,00	108,00	1759,00	5,72	1764,72	1407,00
Third year						
First four months of experience	1805,00	118,00	1923,00	6,23	1929,23	1538,50
Thereafter, the wage specified in (a), i.e.	2059,00	134,50	2193,50	7,09	2200,59	1755,00
Factory Clerk						
(a) Qualified	1545,50	101,00	1646,50	5,37	1651,87	1317,00
(b) Learner						
First year	1230,50	80,50	1311,00	4,32	1315,32	1080,35
Second year	1311,50	86,00	1397,50	4,59	1402,09	1118,00
Third year						
First four months of experience	1418,00	93,00	1511,00	4,94	1515,94	1209,00
Thereafter, the wage specified in (a), i.e.	1545,50	101,00	1646,50	5,37	1651,87	1317,00
Part D - General						
Boiler attendant	1468,00	96,00	1564,00	5,11	1569,11	1251,00
Despatch packer	1514,00	99,00	1613,00	5,26	1618,26	1290,50
General Worker	1418,00	93,00	1511,00	4,94	1515,94	1209,00
Labourer	1432,50	93,50	1526,00	4,99	1530,99	1221,00
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	1514,00	99,00	1613,00	5,26	1618,26	1290,50
(b) exceeds 1 360 but not 2 720 kg	1572,00	103,00	1675,00	5,46	1680,46	1340,00
(c) exceeds 2 720 kg	1795,50	117,50	1913,00	6,20	1919,20	1530,50
Supervisor, quality controller and instructor	1921,50	125,50	2047,00	6,62	2053,62	1637,50
Traveller's driver	1572,00	103,00	1675,00	5,46	1680,46	1340,00
Watchman or caretaker, whose ordinary hours of work are -						
(a) less than 60 hours per week	1634,50	107,00	1741,50	5,67	1747,17	1393,00
(b) 60 hours per week	1716,50	112,50	1829,00	5,94	1834,94	1463,00
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.						