

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across-the-Board-Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% <i>(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</i>
		R	R	R	R
Part A - Cutting Department					
Head Cutter		2426,50	157,50	2584,00	2067,00
Pattern Maker:					
(a)	Qualified	2426,50	157,50	2584,00	2067,00
(b)	Learner				
	First year				
	First six months of experience	1460,50	95,00	1555,50	1244,50
	Second six months of experience	1587,00	103,00	1690,00	1352,00
	Second year				
	First six months of experience	1720,00	112,00	1832,00	1465,50
	Second six months of experience	1853,50	120,50	1974,00	1579,00
	Third year				
	First four months of experience	1998,50	130,00	2128,50	1703,00
	Thereafter, the wage specified in (a), i.e.	2426,50	157,50	2584,00	2067,00
Pattern Grader					
(a)	Qualified	2004,00	130,50	2134,50	1707,50
(b)	Learner				
	First year				
	First six months of experience	1377,00	89,50	1466,50	1173,00
	Second six months of experience	1460,50	95,00	1555,50	1244,50
	Second year				
	First six months of experience	1540,50	100,00	1640,50	1312,50
	Second six months of experience	1626,00	105,50	1731,50	1385,00
	Third year				
	First six months of experience	1720,00	112,00	1832,00	1465,50
	Next four months of experience	1813,50	118,00	1931,50	1545,00
	Thereafter, the wage specified in (a), i.e.	2004,00	130,50	2134,50	1707,50
Cutter, lay-maker:					
(a)	Qualified	1937,00	126,00	2063,00	1650,50
(b)	Learner				
	First year				
	First six months of experience	1263,00	82,00	1345,00	1172,15
	Second six months of experience	1370,50	89,00	1459,50	1172,15
	Second year				
	First six months of experience	1482,00	96,50	1578,50	1263,00
	Second six months of experience	1596,50	104,00	1700,50	1360,50
	Third year				
	First six months of experience	1731,00	112,50	1843,50	1475,00
	Next four months of experience	1937,00	126,00	2063,00	1650,50
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	1467,00	95,50	1562,50	1250,00
(b)	Learner				
	First year				
	First six months of experience	1154,00	75,00	1229,00	1172,15
	Second six months of experience	1205,00	78,50	1283,50	1172,15
	Second year				
	First six months of experience	1259,50	82,00	1341,50	1172,15
	Second six months of experience	1312,50	85,50	1398,00	1172,15
	Third year				

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		R	R	R	R
	First four months of experience	1368,50	89,00	1457,50	1172,15
	Thereafter, the wage specified in (a) i.e.	1467,00	95,50	1562,50	1250,00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1568,50	102,00	1670,50	1336,50
	Second six months from date of advancement	1731,00	112,50	1843,50	1475,00
	Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	126,00	2063,00	1650,50
Layer-up:					
(a)	Qualified	1286,50	83,50	1370,00	1172,15
	First year				
	First six months of experience	1125,00	73,00	1198,00	1172,15
	Second six months of experience	1154,00	75,00	1229,00	1172,15
	Second year				
	First six months of experience	1191,50	77,50	1269,00	1172,15
	Thereafter, the wage specified in (a), i.e.	1286,50	83,50	1370,00	1172,15
(b)	If advanced to learner cutter:				
	First six months	1286,50	83,50	1370,00	1172,15
	Second six months	1482,00	96,50	1578,50	1263,00
	Third six months	1596,50	104,00	1700,50	1360,50
	Fourth six months	1731,00	112,50	1843,50	1475,00
	Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	126,00	2063,00	1650,50
Clicker:					
(a)	Qualified	1505,00	98,00	1603,00	1282,50
(b)	Learner				
	First year of experience	1180,50	76,50	1257,00	1172,15
	Second year of experience	1312,50	85,50	1398,00	1172,15
	Thereafter, the wage specified in (a), i.e.	1505,00	98,00	1603,00	1282,50
Tracer:					
(a)	Qualified	1426,00	92,50	1518,50	1215,00
(b)	Learner				
	First year				
	First six months of experience	1180,50	76,50	1257,00	1172,15
	Second six months of experience	1245,50	81,00	1326,50	1172,15
	Second year				
	First six months of experience	1304,50	85,00	1389,50	1172,15
	Thereafter, the wage specified in (a), i.e.	1426,00	92,50	1518,50	1215,00
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	2426,50	157,50	2584,00	2067,00
(b)	Learner				
	First year				
	First six months of experience	1460,50	95,00	1555,50	1244,50
	Second six months of experience	1587,00	103,00	1690,00	1352,00
	Second year				
	First six months of experience	1720,00	112,00	1832,00	1465,50
	Second six months of experience	1853,50	120,50	1974,00	1579,00
	Third year				
	First six months of experience	1998,50	130,00	2128,50	1703,00
	Next four months of experience	2143,50	139,50	2283,00	1826,50
	Thereafter, the wage specified in (a), i.e.	2426,50	157,50	2584,00	2067,00

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		R	R	R	R
Grade A employee:					
(a)	Qualified	1587,00	103,00	1690,00	1352,00
(b)	Learner				
	First year				
	First six months of experience	1184,00	77,00	1261,00	1172,15
	Second six months of experience	1257,00	81,50	1338,50	1172,15
	Second year				
	First six months of experience	1322,50	86,00	1408,50	1172,15
	Second six months of experience	1389,50	90,50	1480,00	1184,00
	Third year				
	First four months of experience	1467,00	95,50	1562,50	1250,00
	Thereafter, the wage specified in (a), i.e.	1587,00	103,00	1690,00	1352,00
Grade B employee:					
(a)	Qualified	1344,50	87,50	1432,00	1172,15
(b)	Learner				
	First year				
	First six months of experience	1184,00	77,00	1261,00	1172,15
	Second six months of experience	1224,50	79,50	1304,00	1172,15
	Second year				
	First six months of experience	1262,50	82,00	1344,50	1172,15
	Thereafter, the wage specified in (a), i.e.	1344,50	87,50	1432,00	1172,15
(c)	If advanced to Grade A employee:				
	First six months	1344,50	87,50	1432,00	1172,15
	Second six months	1353,50	88,00	1441,50	1172,15
	Third six months	1414,00	92,00	1506,00	1205,00
	Thereafter, the wage specified for a qualified Grade A	1573,50	102,50	1676,00	1341,00
Grade C employee:					
(a)	Qualified	1257,00	81,50	1338,50	1172,15
(b)	Learner				
	First year				
	First six months of experience	1149,50	74,50	1224,00	1172,15
	Second six months of experience	1179,50	76,50	1256,00	1172,15
	Thereafter, the wage specified in (a), i.e.	1257,00	81,50	1338,50	1172,15
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1257,00	81,50	1338,50	1172,15
	Second six months from date of advancement	1267,00	82,50	1349,50	1172,15
	Thereafter, the wage specified for a qualified Grade B	1377,00	89,50	1466,50	1173,00
Underpresser, blocker:					
(a)	Qualified	1267,00	82,50	1349,50	1172,15
(b)	Learner				
	First year				
	First six months of experience	1125,00	73,00	1198,00	1172,15
	Second six months of experience	1154,00	75,00	1229,00	1172,15
	Second year				
	First six months of experience	1191,50	77,50	1269,00	1172,15
	Second six months of experience	1267,00	82,50	1349,50	1172,15
(c)	If advanced to learner presser:				

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				R	R	R	R
			First six months	1267,00	82,50	1349,50	1172,15
			Second six months	1467,00	95,50	1562,50	1250,00
			Thereafter, the wage specified for a qualified Grade A	1587,00	103,00	1690,00	1352,00
Part C - Clerical employees							
Clerk							
	(a)		Qualified	1731,00	112,50	1843,50	1475,00
	(b)		Learner				
			First year of experience	1329,50	86,50	1416,00	1172,15
			Second year of experience	1433,50	93,00	1526,50	1221,00
			Third year				
			First six months of experience	1542,00	100,00	1642,00	1313,50
			Thereafter, the wage specified in (a), i.e.	1731,00	112,50	1843,50	1475,00
Factory Clerk							
	(a)		Qualified	1350,00	88,00	1438,00	1172,15
	(b)		Learner				
			First year of experience	1123,00	73,00	1196,00	1172,15
			Second year of experience	1181,50	77,00	1258,50	1172,15
			Third year				
			First six months of experience	1254,00	81,50	1335,50	1172,15
			Thereafter, the wage specified in (a), i.e.	1350,00	88,00	1438,00	1172,15
Part D - General							
			Boiler attendant	1291,50	84,00	1375,50	1172,15
			Despatch packer	1325,50	86,00	1411,50	1172,15
			General Worker	1252,50	81,50	1334,00	1172,15
			Labourer	1267,00	82,50	1349,50	1172,15
Motor vehicle driver of a vehicle, the unladen mass of which,							
	(a)		under 2 720 kg	1377,50	89,50	1467,00	1173,50
	(b)		2 720 kg and over	1540,50	100,00	1640,50	1312,50
			Supervisor, quality controller and instructor	1626,00	105,50	1731,50	1385,00
			Traveller's driver	1377,50	89,50	1467,00	1173,50
Watchman or caretaker, whose ordinary hours of work are -							
	(a)		less than 60 hours per week	1419,00	92,00	1511,00	1209,00
	(b)		60 hours per week	1482,00	96,50	1578,50	1263,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.							