

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

WAGE		GROUP B (i.e employees NOT 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% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>Part A - Cutting Department</b>					
Head Cutter		2436,00	158,50	2594,50	2075,50
Pattern Maker:					
	(a) Qualified	2436,00	158,50	2594,50	2075,50
	(b) Learner				
	First year				
	First six months of experience	1467,50	95,50	1563,00	1250,50
	Second six months of experience	1595,00	103,50	1698,50	1359,00
	Second year				
	First six months of experience	1728,00	112,50	1840,50	1472,50
	Second six months of experience	1861,50	121,00	1982,50	1586,00
	Third year				
	First four months of experience	2005,00	130,50	2135,50	1708,50
	Thereafter, the wage specified in (a), i.e.	2436,00	158,50	2594,50	2075,50
Pattern Grader					
	(a) Qualified	2012,50	131,00	2143,50	1715,00
	(b) Learner				
	First year				
	First six months of experience	1382,50	90,00	1472,50	1178,00
	Second six months of experience	1467,50	95,50	1563,00	1250,50
	Second year				
	First six months of experience	1547,00	100,50	1647,50	1318,00
	Second six months of experience	1634,00	106,00	1740,00	1392,00
	Third year				
	First six months of experience	1728,00	112,50	1840,50	1472,50
	Next four months of experience	1820,50	118,50	1939,00	1551,00
	Thereafter, the wage specified in (a), i.e.	2012,50	131,00	2143,50	1715,00
Cutter, lay-maker:					
	(a) Qualified	1947,00	126,50	2073,50	1659,00
	(b) Learner				
	First year				
	First six months of experience	1267,00	82,50	1349,50	1172,15
	Second six months of experience	1377,00	89,50	1466,50	1173,00
	Second year				
	First six months of experience	1484,00	96,50	1580,50	1264,50
	Second six months of experience	1604,00	104,50	1708,50	1367,00
	Third year				
	First six months of experience	1737,00	113,00	1850,00	1480,00
	Next four months of experience	1947,00	126,50	2073,50	1659,00
Interlining cutter, trimmer, leather cutter and tie cutter					
	(a) Qualified	1471,50	95,50	1567,00	1253,50
	(b) Learner				
	First year				
	First six months of experience	1155,50	75,00	1230,50	1172,15
	Second six months of experience	1207,50	78,50	1286,00	1172,15
	Second year				
	First six months of experience	1264,00	82,00	1346,00	1172,15
	Second six months of experience	1314,50	85,50	1400,00	1172,15

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				R	R	R	R
Third year							
		First four months of experience		1371,00	89,00	1460,00	1172,15
		Thereafter, the wage specified in (a) i.e.		1471,50	95,50	1567,00	1253,50
	(c)	If advanced to learner cutter:					
		First six months from date of advancement		1574,50	102,50	1677,00	1341,50
		Second six months from date of advancement		1737,00	113,00	1850,00	1480,00
		Thereafter, the wage specified for a qualified		1947,00	126,50	2073,50	1659,00
Layer-up:							
	(a)	Qualified		1291,50	84,00	1375,50	1172,15
First year							
		First six months of experience		1130,00	73,50	1203,50	1172,15
		Second six months of experience		1155,50	75,00	1230,50	1172,15
Second year							
		First six months of experience		1196,00	77,50	1273,50	1172,15
		Thereafter, the wage specified in (a), i.e.		1291,50	84,00	1375,50	1172,15
	(b)	If advanced to learner cutter:					
		First six months from date of advancement		1291,50	84,00	1375,50	1172,15
		Second six months from date of advancement		1484,00	96,50	1580,50	1264,50
		Third six months from date of advancement		1604,00	104,50	1708,50	1367,00
		Fourth six months from date of advancement		1737,00	113,00	1850,00	1480,00
		Thereafter, the wage specified for a qualified cutter, i.e.		1947,00	126,50	2073,50	1659,00
Clicker:							
	(a)	Qualified		1511,00	98,00	1609,00	1287,00
	(b)	Learner					
		First year of experience		1182,50	77,00	1259,50	1172,15
		Second year of experience		1314,50	85,50	1400,00	1172,15
		Thereafter, the wage specified in (a), i.e.		1509,50	98,00	1607,50	1286,00
Tracer:							
	(a)	Qualified		1430,00	93,00	1523,00	1218,50
	(b)	Learner					
First year							
		First six months of experience		1182,50	77,00	1259,50	1172,15
		Second six months of experience		1248,50	81,00	1329,50	1172,15
Second year							
		First six months of experience		1312,50	85,50	1398,00	1172,15
		Thereafter, the wage specified in (a), i.e.		1430,00	93,00	1523,00	1218,50
<b>Part B - Factory Operatives</b>							
Clothing machine mechanic:							
	(a)	Qualified		2436,00	158,50	2594,50	2075,50
	(b)	Learner					
First year							
		First six months of experience		1467,50	95,50	1563,00	1250,50
		Second six months of experience		1595,00	103,50	1698,50	1359,00
Second year							
		First six months of experience		1728,00	112,50	1840,50	1472,50
		Second six months of experience		1861,50	121,00	1982,50	1586,00
Third year							
		First six months of experience		2005,00	130,50	2135,50	1708,50
		Next four months of experience		2150,50	140,00	2290,50	1832,50

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				R	R	R	R
Thereafter, the wage specified in (a), i.e.				2436,00	158,50	2594,50	2075,50
Grade A employee:							
(a)	Qualified			1595,00	103,50	1698,50	1359,00
(b)	Learner						
	First year						
	First six months of experience			1191,00	77,50	1268,50	1172,15
	Second six months of experience			1263,00	82,00	1345,00	1172,15
	Second year						
	First six months of experience			1328,00	86,50	1414,50	1172,15
	Second six months of experience			1395,50	90,50	1486,00	1189,00
	Third year						
	First four months of experience			1471,50	95,50	1567,00	1253,50
	Thereafter, the wage specified in (a), i.e.			1595,00	103,50	1698,50	1359,00
Grade B employee:							
(a)	Qualified			1362,00	88,50	1450,50	1172,15
(b)	Learner						
	First year						
	First six months of experience			1184,00	77,00	1261,00	1172,15
	Second six months of experience			1228,00	80,00	1308,00	1172,15
	Second year						
	First six months of experience			1269,00	82,50	1351,50	1172,15
	Thereafter, the wage specified in (a), i.e.			1362,00	88,50	1450,50	1172,15
(c)	If advanced to Grade A employee:						
	First six months from date of advancement			1362,00	88,50	1450,50	1172,15
	Second six months from date of advancement			1370,50	89,00	1459,50	1172,15
	Third six months from date of advancement			1436,00	93,50	1529,50	1223,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.			1562,00	101,50	1663,50	1331,00
Grade C employee:							
(a)	Qualified			1263,00	82,00	1345,00	1172,15
(b)	Learner						
	First year						
	First six months of experience			1151,50	75,00	1226,50	1172,15
	Second six months of experience			1180,50	76,50	1257,00	1172,15
	Thereafter, the wage specified in (a), i.e.			1263,00	82,00	1345,00	1172,15
(c)	If advanced to Grade B employee:						
	First six months from date of advancement			1263,00	82,00	1345,00	1172,15
	Second six months from date of advancement			1271,50	82,50	1354,00	1172,15
	Thereafter, the wage specified for a qualified Grade B employee, i.e.			1382,50	90,00	1472,50	1178,00
Underpresser, blocker:							
(a)	Qualified			1271,50	82,50	1354,00	1172,15
(b)	Learner						

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		R	R	R	R
	First year				
	First six months of experience	1130,00	73,50	1203,50	1172,15
	Second six months of experience	1155,50	75,00	1230,50	1172,15
	Second year				
	First six months of experience	1196,00	77,50	1273,50	1172,15
	Second six months of experience	1271,50	82,50	1354,00	1172,15
	(c) If advanced to learner presser:				
	First six months from date of advancement	1271,50	82,50	1354,00	1172,15
	Second six months from date of advancement	1471,50	95,50	1567,00	1253,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1595,00	103,50	1698,50	1359,00
<b>Part C - Clerical employees</b>					
Clerk					
	(a) Qualified	1737,00	113,00	1850,00	1480,00
	(b) Learner				
	First year of experience	1335,00	87,00	1422,00	1172,15
	Second year of experience	1442,00	93,50	1535,50	1228,50
	Third year				
	First six months of experience	1550,50	101,00	1651,50	1321,00
	Thereafter, the wage specified in (a), i.e.	1737,00	113,00	1850,00	1480,00
Factory Clerk					
	(a) Qualified	1354,00	88,00	1442,00	1172,15
	(b) Learner				
	First year of experience	1125,00	73,00	1198,00	1172,15
	Second year of experience	1184,00	77,00	1261,00	1172,15
	Third year				
	First six months of experience	1257,00	81,50	1338,50	1172,15
	Thereafter, the wage specified in (a), i.e.	1354,00	88,00	1442,00	1172,15
<b>Part D - General</b>					
	Boiler attendant	1294,50	84,00	1378,50	1172,15
	Despatch packer	1329,50	86,50	1416,00	1172,15
	General Worker	1264,00	82,00	1346,00	1172,15
	Labourer	1271,50	82,50	1354,00	1172,15
	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 is as follows -				
	(a) under 2 720 kg	1383,00	90,00	1473,00	1178,50
	(b) 2 720 kg and over	1547,00	100,50	1647,50	1318,00
	Supervisor, quality controller and instructor	1634,00	106,00	1740,00	1392,00
	Traveller's driver	1383,00	90,00	1473,00	1178,50
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	1426,50	92,50	1519,00	1215,00
	(b) 60 hours per week	1484,00	96,50	1580,50	1264,50
<b>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.</b>					