

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
 MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
 FOR THE PERIOD 01 SEPTEMBER 2024 TO 31 AUGUST 2025**

WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)					New Employees 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)
		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	Plus "2001 Allowance " (*See note above)	Wage per week from 01 Sept 2024 to 31 Aug 2025	
DESCRIPTION		R	R	R	R	R	R
Part A - Cutting Department							
Head Cutter		3207,50	208,50	3416,00	10,30	3426,30	2733,00
Pattern Maker:							
(a)	Qualified	3207,50	208,50	3416,00	10,30	3426,30	2733,00
(b)	Learner						
	First year						
	First six months of experience	1796,50	117,00	1913,50	5,86	1919,36	1531,00
	Second six months of experience	1984,00	129,00	2113,00	6,45	2119,45	1690,50
	Second year						
	First six months of experience	2169,00	141,00	2310,00	7,04	2317,04	1848,00
	Second six months of experience	2368,50	154,00	2522,50	7,67	2530,17	2018,00
	Third year						
	First six months of experience	2584,00	168,00	2752,00	8,34	2760,34	2201,50
	Next four months of experience	2787,50	181,00	2968,50	8,99	2977,49	2375,00
	Thereafter, the wage specified in (a), i.e.	3207,50	208,50	3416,00	10,30	3426,30	2733,00
Pattern Grader							
(a)	Qualified	2587,00	168,00	2755,00	8,35	2763,35	2204,00
(b)	Learner						
	First year						
	First six months of experience	1687,50	109,50	1797,00	5,52	1802,52	1437,50
	Second six months of experience	1796,50	117,00	1913,50	5,86	1919,36	1531,00
	Second year						
	First six months of experience	1900,50	123,50	2024,00	6,20	2030,20	1619,00
	Second six months of experience	2037,50	132,50	2170,00	6,62	2176,62	1736,00
	Third year						
	First six months of experience	2169,00	141,00	2310,00	7,04	2317,04	1848,00
	Next four months of experience	2310,00	150,00	2460,00	7,48	2467,48	1968,00
	Thereafter, the wage specified in (a), i.e.	2587,00	168,00	2755,00	8,35	2763,35	2204,00
Cutter, lay-maker:							
(a)	Qualified	2495,00	162,00	2657,00	8,07	2665,07	2125,50
(b)	Learner						
	First year						
	First six months of experience	1514,50	98,50	1613,00	4,98	1617,98	1290,50
	Second six months of experience	1668,50	108,50	1777,00	5,46	1782,46	1421,50
	Second year						
	First six months of experience	1819,00	118,00	1937,00	5,94	1942,94	1549,50
	Second six months of experience	1990,00	129,50	2119,50	6,48	2125,98	1695,50
	Third year						
	First four months of experience	2182,50	142,00	2324,50	7,09	2331,59	1859,50
	Thereafter, the wage specified in (a), i.e.	2495,00	162,00	2657,00	8,07	2665,07	2125,50
Interlining cutter, trimmer, leather cutter and tie cutter							
(a)	Qualified	1798,00	117,00	1915,00	5,87	1920,87	1532,00
(b)	Learner						
	First year						
	First six months of experience	1350,00	88,00	1438,00	4,46	1442,46	1172,15
	Second six months of experience	1431,50	93,00	1524,50	4,71	1529,21	1219,50
	Second year						
	First six months of experience	1505,00	98,00	1603,00	4,95	1607,95	1282,50
	Second six months of experience	1585,50	103,00	1688,50	5,20	1693,70	1351,00
	Third year						
	First four months of experience	1663,50	108,00	1771,50	5,44	1776,94	1417,00
	Thereafter, the wage specified in (a), i.e.	1798,00	117,00	1915,00	5,87	1920,87	1532,00
(c)	If advanced to learner cutter:						
	First six months from date of advancement	1948,00	126,50	2074,50	6,34	2080,84	1659,50
	Second six months from date of advancement	2182,50	142,00	2324,50	7,09	2331,59	1859,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2495,00	162,00	2657,00	8,07	2665,07	2125,50
Layer-up:							
(a)	Qualified	1550,00	101,00	1651,00	5,09	1656,09	1321,00

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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	Plus "2001 Allowance" (*See note above)	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Employees 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	R	R
(b)	Learner						
	First year						
	First six months of experience	1304,50	85,00	1389,50	4,32	1393,82	1172,15
	Second six months of experience	1350,00	88,00	1438,00	4,46	1442,46	1172,15
	Second year						
	First six months of experience	1410,00	91,50	1501,50	4,65	1506,15	1201,00
	Thereafter, the wage specified in (a), i.e.	1550,00	101,00	1651,00	5,09	1656,09	1321,00
(c)	If advanced to learner cutter:						
	First six months	1550,00	101,00	1651,00	5,09	1656,09	1321,00
	Second six months	1819,00	118,00	1937,00	5,94	1942,94	1549,50
	Third six months	1990,00	129,50	2119,50	6,48	2125,98	1695,50
	Fourth six months from date of advancement	2182,50	142,00	2324,50	7,09	2331,59	1859,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2495,00	162,00	2657,00	8,07	2665,07	2125,50
(d)	If advanced to learner interlining cutter, learner trimmer,						
	First six months	1550,00	101,00	1651,00	5,09	1656,09	1321,00
	Second six months	1663,50	108,00	1771,50	5,44	1776,94	1417,00
	Thereafter, the wage specified for a qualified interlining	1798,00	117,00	1915,00	5,87	1920,87	1532,00
(e)	If advanced to fitter-up:						
	First six months	1550,00	101,00	1651,00	5,09	1656,09	1321,00
	Second six months	1607,00	104,50	1711,50	5,26	1716,76	1369,00
	Third six months	1687,50	109,50	1797,00	5,52	1802,52	1437,50
	Fourth six months	1798,00	117,00	1915,00	5,87	1920,87	1532,00
	Thereafter, the wage specified for fitter-up, i.e.	1984,00	129,00	2113,00	6,45	2119,45	1690,50
	Clicker:						
(a)	Qualified	1854,50	120,50	1975,00	6,05	1981,05	1580,00
(b)	Learner						
	First year	1390,50	90,50	1481,00	4,59	1485,59	1185,00
	Second year	1585,50	103,00	1688,50	5,20	1693,70	1351,00
	Thereafter, the wage specified in (a) i.e.	1854,50	120,50	1975,00	6,05	1981,05	1580,00
	Tracer:						
(a)	Qualified	1740,50	113,00	1853,50	5,68	1859,18	1483,00
(b)	Learner						
	First year						
	First six months of experience	1390,50	90,50	1481,00	4,59	1485,59	1185,00
	Second six months of experience	1488,50	97,00	1585,50	4,90	1590,40	1268,50
	Second year						
	First six months of experience	1574,50	102,50	1677,00	5,17	1682,17	1341,50
	Thereafter, the wage specified in (a), i.e.	1740,50	113,00	1853,50	5,68	1859,18	1483,00
	Part B - Factory Operatives						
	Clothing machine mechanic:						
(a)	Qualified	3207,50	208,50	3416,00	10,30	3426,30	2733,00
(b)	Learner						
	First year						
	First six months of experience	1796,50	117,00	1913,50	5,86	1919,36	1531,00
	Second six months of experience	1984,00	129,00	2113,00	6,45	2119,45	1690,50
	Second year						
	First six months of experience	2169,00	141,00	2310,00	7,04	2317,04	1848,00
	Second six months of experience	2368,50	154,00	2522,50	7,67	2530,17	2018,00
	Third year						
	First four months of experience	2584,00	168,00	2752,00	8,34	2760,34	2201,50
	Second four months of experience	2787,50	181,00	2968,50	8,99	2977,49	2375,00
	Thereafter, the wage specified in (a), i.e.	3207,50	208,50	3416,00	10,30	3426,30	2733,00
	Clothing technician:						
(a)	Qualified	3207,50	208,50	3416,00	10,30	3426,30	2733,00
(b)	Learner						
	First year						
	First six months of experience	1796,50	117,00	1913,50	5,86	1919,36	1531,00
	Second six months of experience	1984,00	129,00	2113,00	6,45	2119,45	1690,50
	Second year						
	First six months of experience	2169,00	141,00	2310,00	7,04	2317,04	1848,00

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		R	R	R	R	R	R
	Second six months of experience	2368,50	154,00	2522,50	7,67	2530,17	2018,00
	Third year						
	First six months of experience	2584,00	168,00	2752,00	8,34	2760,34	2201,50
	Next four months of experience	2787,50	181,00	2968,50	8,99	2977,49	2375,00
	Thereafter, the wage specified in (a), i.e.	3207,50	208,50	3416,00	10,30	3426,30	2733,00
Grade A employee:							
(a)	Qualified	1984,00	129,00	2113,00	6,45	2119,45	1690,50
(b)	Learner						
	First year						
	First six months of experience	1395,50	90,50	1486,00	4,60	1490,60	1189,00
	Second six months of experience	1504,00	98,00	1602,00	4,94	1606,94	1281,50
	Second year						
	First six months of experience	1607,00	104,50	1711,50	5,26	1716,76	1369,00
	Second six months of experience	1687,50	109,50	1797,00	5,52	1802,52	1437,50
	Third year						
	First four months of experience	1798,00	117,00	1915,00	5,87	1920,87	1532,00
	Thereafter, the wage specified in (a), i.e.	1984,00	129,00	2113,00	6,45	2119,45	1690,50
Grade B employee:							
(a)	Qualified	1694,50	110,00	1804,50	5,54	1810,04	1443,50
(b)	Learner						
	First year						
	First six months of experience	1375,00	89,50	1464,50	4,53	1469,03	1172,15
	Second six months of experience	1447,00	94,00	1541,00	4,76	1545,76	1233,00
	Second year						
	First six months of experience	1520,00	99,00	1619,00	4,99	1623,99	1295,00
	Thereafter, the wage specified in (a), i.e.	1694,50	110,00	1804,50	5,54	1810,04	1443,50
(c)	If advanced to Grade A employee:						
	First six months	1694,50	110,00	1804,50	5,54	1810,04	1443,50
	Second six months	1744,50	113,50	1858,00	5,70	1863,70	1486,50
	Third six months	1798,00	117,00	1915,00	5,87	1920,87	1532,00
	Thereafter, the wage specified for a qualified Grade A	1984,00	129,00	2113,00	6,45	2119,45	1690,50
Grade C employee:							
(a)	Qualified	1504,00	98,00	1602,00	4,94	1606,94	1281,50
(b)	Learner						
	First year						
	First six months of experience	1347,00	87,50	1434,50	4,45	1438,95	1172,15
	Second six months of experience	1385,50	90,00	1475,50	4,57	1480,07	1180,50
	Thereafter, the wage specified in (a), i.e.	1504,00	98,00	1602,00	4,94	1606,94	1281,50
(c)	If advanced to Grade B employee:						
	First six months	1504,00	98,00	1602,00	4,94	1606,94	1281,50
	Second six months	1520,00	99,00	1619,00	4,99	1623,99	1295,00
	employee, i.e.	1694,50	110,00	1804,50	5,54	1810,04	1443,50
Underpresser, blocker:							
(a)	Qualified	1520,00	99,00	1619,00	4,99	1623,99	1295,00
(b)	Learner						
	First year						
	First six months of experience	1304,50	85,00	1389,50	4,32	1393,82	1172,15
	Second six months of experience	1350,00	88,00	1438,00	4,46	1442,46	1172,15
	Second year						
	First six months of experience	1410,00	91,50	1501,50	4,65	1506,15	1201,00
	Thereafter, the wage specified in (a), i.e.	1520,00	99,00	1619,00	4,99	1623,99	1295,00
(c)	If advanced to learner presser:						
	First six months	1520,00	99,00	1619,00	4,99	1623,99	1295,00
	Second six months	1798,00	117,00	1915,00	5,87	1920,87	1532,00
	Thereafter, the wage specified for a qualified Grade A	1984,00	129,00	2113,00	6,45	2119,45	1690,50
Part C - Clerical employees							
Clerk							
(a)	Qualified	2182,50	142,00	2324,50	7,09	2331,59	1859,50
(b)	Learner						
	First year	1612,00	105,00	1717,00	5,28	1722,28	1373,50

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	R	R	R	R	R	R
Second year	1751,00	114,00	1865,00	5,72	1870,72	1492,00
Third year						
First four months of experience	1914,00	124,50	2038,50	6,23	2044,73	1631,00
Thereafter, the wage specified in (a), i.e.	2182,50	142,00	2324,50	7,09	2331,59	1859,50
Factory Clerk						
(a) Qualified	1637,50	106,50	1744,00	5,37	1749,37	1395,00
(b) Learner						
First year	1304,50	85,00	1389,50	4,32	1393,82	1172,15
Second year	1390,50	90,50	1481,00	4,59	1485,59	1185,00
Third year						
First four months of experience	1504,00	98,00	1602,00	4,94	1606,94	1281,50
Thereafter, the wage specified in (a), i.e.	1637,50	106,50	1744,00	5,37	1749,37	1395,00
Part D - General						
Boiler attendant	1555,50	101,00	1656,50	5,11	1661,61	1325,00
Despatch packer	1607,00	104,50	1711,50	5,26	1716,76	1369,00
General Worker	1504,00	98,00	1602,00	4,94	1606,94	1281,50
Labourer	1520,00	99,00	1619,00	4,99	1623,99	1295,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by						
(a) does not exceed 1 360 kg	1607,00	104,50	1711,50	5,26	1716,76	1369,00
(b) exceeds 1 360 but not 2 720 kg	1668,50	108,50	1777,00	5,46	1782,46	1421,50
(c) exceeds 2 720 kg	1900,50	123,50	2024,00	6,20	2030,20	1619,00
Supervisor, quality controller and instructor	2037,50	132,50	2170,00	6,62	2176,62	1736,00
Traveller's driver	1668,50	108,50	1777,00	5,46	1782,46	1421,50
Watchman or caretaker, whose ordinary hours of work are -						
(a) less than 60 hours per week	1734,00	112,50	1846,50	5,67	1852,17	1477,00
(b) 60 hours per week	1819,00	118,00	1937,00	5,94	1942,94	1549,50
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.						