

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 B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)					
		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)
DESCRIPTION		R	R	R	R	R	R
Part A - Cutting Department							
	Head Cutter	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
	Pattern Maker:						
	(a) Qualified	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
	(b) Learner						
	First year						
	First six months of experience	1802,00	117,00	1919,00	5,86	1 924,86	1535,00
	Second six months of experience	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
	Second year						
	First six months of experience	2180,00	141,50	2321,50	7,04	2 328,54	1857,00
	Second six months of experience	2380,00	154,50	2534,50	7,67	2 542,17	2027,50
	Third year						
	First six months of experience	2595,00	168,50	2763,50	8,34	2 771,84	2211,00
	Next four months of experience	2801,50	182,00	2983,50	8,99	2 992,49	2387,00
	Thereafter, the wage specified in (a), i.e.	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
	Pattern Grader						
	(a) Qualified	2597,00	169,00	2766,00	8,35	2 774,35	2213,00
	(b) Learner						
	First year						
	First six months of experience	1698,50	110,50	1809,00	5,52	1 814,52	1447,00
	Second six months of experience	1802,00	117,00	1919,00	5,86	1 924,86	1535,00
	Second year						
	First six months of experience	1913,00	124,50	2037,50	6,20	2 043,70	1630,00
	Second six months of experience	2047,00	133,00	2180,00	6,62	2 186,62	1744,00
	Third year						
	First six months of experience	2180,00	141,50	2321,50	7,04	2 328,54	1857,00
	Next four months of experience	2321,00	151,00	2472,00	7,48	2 479,48	1977,50
	Thereafter, the wage specified in (a), i.e.	2597,00	169,00	2766,00	8,35	2 774,35	2213,00
	Cutter, lay-maker:						
	(a) Qualified	2504,50	163,00	2667,50	8,07	2 675,57	2134,00
	(b) Learner						
	First year						
	First six months of experience	1523,50	99,00	1622,50	4,98	1 627,48	1298,00
	Second six months of experience	1675,00	109,00	1784,00	5,46	1 789,46	1427,00
	Second year						
	First six months of experience	1829,00	119,00	1948,00	5,94	1 953,94	1558,50
	Second six months of experience	2002,50	130,00	2132,50	6,48	2 138,98	1706,00
	Third year						
	First four months of experience	2193,50	142,50	2336,00	7,09	2 343,09	1869,00
	Thereafter, the wage specified in (a), i.e.	2504,50	163,00	2667,50	8,07	2 675,57	2134,00
	Interlining cutter, trimmer, leather cutter and tie cutter						
	(a) Qualified	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
	(b) Learner						
	First year						
	First six months of experience	1354,00	88,00	1442,00	4,46	1 446,46	1172,15
	Second six months of experience	1436,00	93,50	1529,50	4,71	1 534,21	1223,50
	Second year						
	First six months of experience	1513,00	98,50	1611,50	4,95	1 616,45	1289,00
	Second six months of experience	1594,50	103,50	1698,00	5,20	1 703,20	1358,50
	Third year						
	First six months of experience	1670,00	108,50	1778,50	5,44	1 783,94	1423,00
	Thereafter, the wage specified in (a), i.e.	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
	(c) If advanced to learner cutter:						
	First six months	1957,50	127,00	2084,50	6,34	2 090,84	1667,50
	Second six months	2193,50	142,50	2336,00	7,09	2 343,09	1869,00
	Thereafter, the wage specified for a qualified cutter, i.e.	2504,50	163,00	2667,50	8,07	2 675,57	2134,00
	Layer-up:						
	(a) Qualified	1556,00	101,00	1657,00	5,09	1 662,09	1325,50
	(b) Learner						
	First year						

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			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)
DESCRIPTION			R	R	R	R	R	R
		First six months of experience	1311,00	85,00	1396,00	4,32	1 400,32	1172,15
		Second six months	1354,00	88,00	1442,00	4,46	1 446,46	1172,15
		Second year						
		First six months of experience	1417,00	92,00	1509,00	4,65	1 513,65	1207,00
		Thereafter, the wage specified in (a), i.e.	1556,00	101,00	1657,00	5,09	1 662,09	1325,50
	(c)	If advanced to learner cutter:						
		First six months	1556,00	101,00	1657,00	5,09	1 662,09	1325,50
		Second six months	1829,00	119,00	1948,00	5,94	1 953,94	1558,50
		Third six months	2002,50	130,00	2132,50	6,48	2 138,98	1706,00
		Fourth six months	2193,50	142,50	2336,00	7,09	2 343,09	1869,00
		Thereafter, the wage specified for a qualified cutter, i.e.	2504,50	163,00	2667,50	8,07	2 675,57	2134,00
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:						
		First six months	1556,00	101,00	1657,00	5,09	1 662,09	1325,50
		Second six months	1670,00	108,50	1778,50	5,44	1 783,94	1423,00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
	(e)	If advanced to fitter-up:						
		First six months	1556,00	101,00	1657,00	5,09	1 662,09	1325,50
		Second six months	1613,00	105,00	1718,00	5,26	1 723,26	1374,50
		Third six months	1698,50	110,50	1809,00	5,52	1 814,52	1447,00
		Fourth six months	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
		Thereafter, the wage specified for fitter-up, i.e.	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Clicker:						
	(a)	Qualified	1863,50	121,00	1984,50	6,05	1 990,55	1587,50
	(b)	Learner						
		First year	1397,50	91,00	1488,50	4,59	1 493,09	1191,00
		Second year	1594,50	103,50	1698,00	5,20	1 703,20	1358,50
		Thereafter, the wage specified in (a) i.e.	1863,50	121,00	1984,50	6,05	1 990,55	1587,50
		Tracer:						
	(a)	Qualified	1747,50	113,50	1861,00	5,68	1 866,68	1489,00
	(b)	Learner						
		First year						
		First six months of experience	1397,50	91,00	1488,50	4,59	1 493,09	1191,00
		Second six months of experience	1495,50	97,00	1592,50	4,90	1 597,40	1274,00
		Second year						
		First six months of experience	1581,00	103,00	1684,00	5,17	1 689,17	1347,00
		Thereafter, the wage specified in (a), i.e.	1747,50	113,50	1861,00	5,68	1 866,68	1489,00
		Part B - Factory Operatives						
		Clothing machine mechanic:						
	(a)	Qualified	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
	(b)	Learner						
		First year						
		First six months of experience	1802,00	117,00	1919,00	5,86	1 924,86	1535,00
		Second six months of experience	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Second year						
		First six months of experience	2180,00	141,50	2321,50	7,04	2 328,54	1857,00
		Second six months of experience	2380,00	154,50	2534,50	7,67	2 542,17	2027,50
		Third year						
		First four months of experience	2595,00	168,50	2763,50	8,34	2 771,84	2211,00
		Second four months of experience	2801,50	182,00	2983,50	8,99	2 992,49	2387,00
		Thereafter, the wage specified in (a), i.e.	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
		Clothing technician:						
	(a)	Qualified	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
	(b)	Learner						
		First year						
		First six months of experience	1802,00	117,00	1919,00	5,86	1 924,86	1535,00

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DESCRIPTION			R	R	R	R	R	R
		Second six months of experience	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Second year						
		First six months of experience	2180,00	141,50	2321,50	7,04	2 328,54	1857,00
		Second six months of experience	2380,00	154,50	2534,50	7,67	2 542,17	2027,50
		Third year						
		First six months of experience	2595,00	168,50	2763,50	8,34	2 771,84	2211,00
		Next four months of experience	2801,50	182,00	2983,50	8,99	2 992,49	2387,00
		Thereafter, the wage specified in (a), i.e.	3219,50	209,50	3429,00	10,30	3 439,30	2743,00
		Grade A employee:						
	(a)	Qualified	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
	(b)	Learner						
		First year						
		First six months of experience	1400,50	91,00	1491,50	4,60	1 496,10	1193,00
		Second six months of experience	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
		Second year						
		First six months of experience	1613,00	105,00	1718,00	5,26	1 723,26	1374,50
		Second six months of experience	1698,50	110,50	1809,00	5,52	1 814,52	1447,00
		Third year						
		First four months of experience	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
		Thereafter, the wage specified in (a), i.e.	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Grade B employee:						
	(a)	Qualified	1701,00	110,50	1811,50	5,54	1 817,04	1449,00
	(b)	Learner						
		First year						
		First six months of experience	1382,00	90,00	1472,00	4,53	1 476,53	1177,50
		Second six months of experience	1452,50	94,50	1547,00	4,76	1 551,76	1237,50
		Second year						
		First six months of experience	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
		Thereafter, the wage specified in (a), i.e.	1701,00	110,50	1811,50	5,54	1 817,04	1449,00
	(c)	If advanced to Grade A employee:						
		First six months	1701,00	110,50	1811,50	5,54	1 817,04	1449,00
		Second six months	1752,50	114,00	1866,50	5,70	1 872,20	1493,00
		Third six months	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
		Thereafter, the wage specified for a qualified Grade A employee,	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Grade C employee:						
	(a)	Qualified	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
	(b)	Learner						
		First year						
		First six months of experience	1353,00	88,00	1441,00	4,45	1 445,45	1172,15
		Second six months of experience	1392,00	90,50	1482,50	4,57	1 487,07	1186,00
		Thereafter, the wage specified in (a), i.e.	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
	(c)	If advanced to Grade B employee:						
		First six months	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
		Second six months	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
		Thereafter, the wage specified for a qualified Grade B employee,	1701,00	110,50	1811,50	5,54	1 817,04	1449,00
		Underpresser, blocker:						
	(a)	Qualified	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
	(b)	Learner						
		First year						
		First six months of experience	1311,00	85,00	1396,00	4,32	1 400,32	1172,15
		Second six months of experience	1354,00	88,00	1442,00	4,46	1 446,46	1172,15
		Second year						
		First six months of experience	1417,00	92,00	1509,00	4,65	1 513,65	1207,00
		Thereafter, the wage specified in (a), i.e.	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
	(c)	If advanced to learner presser:						
		First six months	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
		Second six months	1806,00	117,50	1923,50	5,87	1 929,37	1539,00
		Thereafter, the wage specified for a qualified Grade A employee,	1990,00	129,50	2119,50	6,45	2 125,95	1695,50
		Part C - Clerical employees						
		Clerk						

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		R	R	R	R	R	R
(a)	Qualified	2193,50	142,50	2336,00	7,09	2 343,09	1869,00
(b)	Learner						
	First year	1617,00	105,00	1722,00	5,28	1 727,28	1377,50
	Second year	1759,00	114,50	1873,50	5,72	1 879,22	1499,00
	Third year						
	First four months of experience	1923,00	125,00	2048,00	6,23	2 054,23	1638,50
	Thereafter, the wage specified in (a), i.e.	2193,50	142,50	2336,00	7,09	2 343,09	1869,00
Factory Clerk							
(a)	Qualified	1646,50	107,00	1753,50	5,37	1 758,87	1403,00
(b)	Learner						
	First year	1311,00	85,00	1396,00	4,32	1 400,32	1172,15
	Second year	1397,50	91,00	1488,50	4,59	1 493,09	1191,00
	Third year						
	First four months of experience	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
	Thereafter, the wage specified in (a), i.e.	1646,50	107,00	1753,50	5,37	1 758,87	1403,00
Part D - General							
	Boiler attendant	1564,00	101,50	1665,50	5,11	1 670,61	1332,50
	Despatch packer	1613,00	105,00	1718,00	5,26	1 723,26	1374,50
	General Worker	1511,00	98,00	1609,00	4,94	1 613,94	1287,00
	Labourer	1526,00	99,00	1625,00	4,99	1 629,99	1300,00
	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	1613,00	105,00	1718,00	5,26	1 723,26	1374,50
(b)	exceeds 1 360 but not 2 720 kg	1675,00	109,00	1784,00	5,46	1 789,46	1427,00
(c)	exceeds 2 720 kg	1913,00	124,50	2037,50	6,20	2 043,70	1630,00
	Supervisor, quality controller and instructor	2047,00	133,00	2180,00	6,62	2 186,62	1744,00
	Traveller's driver	1675,00	109,00	1784,00	5,46	1 789,46	1427,00
Watchman or caretaker, whose ordinary hours of work are -							
(a)	less than 60 hours per week	1741,50	113,00	1854,50	5,67	1 860,17	1483,50
(b)	60 hours per week	1829,00	119,00	1948,00	5,94	1 953,94	1558,50
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.							