

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
MAIN COLLECTIVE AGREEMENT FOR THE WESTERN CAPE REGION (CLOTHING)
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2008 TO 31 AUGUST 2009

4. WAGES

(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(13) of the Main Agreement)

	Wage per week at 31-Aug-08 (excl allow)	Across the Board Increase (rounded) 8.5%	Wage per week from 01-Sep-08 (excl allow)	Plus "2001 Allowance" (*See note above)	Wage per week from 01-Sep-08
	R	R	R	R	R
Part A - Cutting Department					
Head Cutter	1,124.00	95.50	1,219.50	10.30	1,229.80
Pattern Maker:					
(a) Qualified	1,124.00	95.50	1,219.50	10.30	1,229.80
(b) Learner					
First year					
First six months of experience	629.50	53.50	683.00	5.86	688.86
Second six months of experience	695.00	59.00	754.00	6.45	760.45
Second year					
First six months of experience	761.00	64.50	825.50	7.04	832.54
Second six months of experience	831.00	70.50	901.50	7.67	909.17
Third year					
First six months of experience	905.50	77.00	982.50	8.34	990.84
Next four months of experience	978.00	83.00	1,061.00	8.99	1,069.99
Thereafter, the wage specified in (a), i.e.	1,124.00	95.50	1,219.50	10.30	1,229.80
Pattern Grader					
(a) Qualified	907.00	77.00	984.00	8.35	992.35
(b) Learner					
First year					
First six months of experience	592.50	50.50	643.00	5.52	648.52
Second six months of experience	629.50	53.50	683.00	5.86	688.86
Second year					
First six months of experience	667.00	56.50	723.50	6.20	729.70
Second six months of experience	714.50	60.50	775.00	6.62	781.62
Third year					
First six months of experience	761.00	64.50	825.50	7.04	832.54
Next four months of experience	810.00	69.00	879.00	7.48	886.48
Thereafter, the wage specified in (a), i.e.	907.00	77.00	984.00	8.35	992.35
Cutter, lay-maker:					
(a) Qualified	874.50	74.50	949.00	8.07	957.07
(b) Learner					
First year					
First six months of experience	531.50	45.00	576.50	4.98	581.48
Second six months of experience	585.00	49.50	634.50	5.46	639.96
Second year					
First six months of experience	638.00	54.00	692.00	5.94	697.94
Second six months of experience	698.00	59.50	757.50	6.48	763.98
Third year					
First four months of experience	765.50	65.00	830.50	7.09	837.59
Thereafter, the wage specified in (a), i.e.	874.50	74.50	949.00	8.07	957.07
Interlining cutter, trimmer, leather cutter and tie cutter					
(a) Qualified	630.50	53.50	684.00	5.87	689.87
(b) Learner					
First year					
First six months of experience	473.50	40.00	513.50	4.46	517.96
Second six months of experience	501.50	42.50	544.00	4.71	548.71
Second year					
First six months of experience	528.00	45.00	573.00	4.95	577.95
Second six months of experience	556.00	47.50	603.50	5.20	608.70
Third year					

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	R	R	R	R	R
First four months of experience	583.00	49.50	632.50	5.44	637.94
Thereafter, the wage specified in (a), i.e.	630.50	53.50	684.00	5.87	689.87
(c) If advanced to learner cutter:					
First six months from date of advancement	683.50	58.00	741.50	6.34	747.84
Second six months from date of advancement	765.50	65.00	830.50	7.09	837.59
Thereafter, the wage specified for a qualified cutter, i.e.	874.50	74.50	949.00	8.07	957.07
Layer-up:					
(a) Qualified	543.50	46.00	589.50	5.09	594.59
(b) Learner					
First year					
First six months of experience	457.50	39.00	496.50	4.32	500.82
Second six months of experience	473.50	40.00	513.50	4.46	517.96
Second year					
First six months of experience	494.50	42.00	536.50	4.65	541.15
Thereafter, the wage specified in (a), i.e.	543.50	46.00	589.50	5.09	594.59
(c) If advanced to learner cutter:					
First six months from date of advancement	543.50	46.00	589.50	5.09	594.59
Second six months from date of advancement	638.00	54.00	692.00	5.94	697.94
Third six months from date of advancement	698.00	59.50	757.50	6.48	763.98
Fourth six months from date of advancement	765.50	65.00	830.50	7.09	837.59
Thereafter, the wage specified for a qualified cutter, i.e.	874.50	74.50	949.00	8.07	957.07
(d) If advanced to learner interlining cutter, learner trimmer,					
First six months from date of advancement	543.50	46.00	589.50	5.09	594.59
Second six months from date of advancement	583.00	49.50	632.50	5.44	637.94
Thereafter, the wage specified for a qualified interlining	630.50	53.50	684.00	5.87	689.87
(e) If advanced to fitter-up:					
First six months from date of advancement	543.50	46.00	589.50	5.09	594.59
Second six months from date of advancement	563.00	48.00	611.00	5.26	616.26
Third six months from date of advancement	592.50	50.50	643.00	5.52	648.52
Fourth six months from date of advancement	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified for fitter-up, i.e.	695.00	59.00	754.00	6.45	760.45
Clicker:					
(a) Qualified	650.50	55.50	706.00	6.05	712.05
(b) Learner					
First year					
First six months of experience	487.50	41.50	529.00	4.59	533.59
Second six months of experience	556.00	47.50	603.50	5.20	608.70
Thereafter, the wage specified in (a) i.e.	650.50	55.50	706.00	6.05	712.05
Tracer:					
(a) Qualified	610.00	52.00	662.00	5.68	667.68
(b) Learner					
First year					
First six months of experience	487.50	41.50	529.00	4.59	533.59
Second six months of experience	522.00	44.50	566.50	4.90	571.40
Second year					
First six months of experience	552.00	47.00	599.00	5.17	604.17
Thereafter, the wage specified in (a), i.e.	610.00	52.00	662.00	5.68	667.68
Part B - Factory Operatives					
Clothing machine mechanic:					
(a) Qualified	1,124.00	95.50	1,219.50	10.30	1,229.80
(b) Learner					
First year					
First six months of experience	629.50	53.50	683.00	5.86	688.86
Second six months of experience	695.00	59.00	754.00	6.45	760.45
Second year					
First six months of experience	761.00	64.50	825.50	7.04	832.54

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	R	R	R	R	R
Second six months of experience	831.00	70.50	901.50	7.67	909.17
Third year					
First four months of experience	905.50	77.00	982.50	8.34	990.84
Second four months of experience	978.00	83.00	1,061.00	8.99	1,069.99
Thereafter, the wage specified in (a), i.e.	1,124.00	95.50	1,219.50	10.30	1,229.80
Clothing technician:					
(a) Qualified	1,124.00	95.50	1,219.50	10.30	1,229.80
(b) Learner					
First year					
First six months of experience	629.50	53.50	683.00	5.86	688.86
Second six months of experience	695.00	59.00	754.00	6.45	760.45
Second year					
First six months of experience	761.00	64.50	825.50	7.04	832.54
Second six months of experience	831.00	70.50	901.50	7.67	909.17
Third year					
First six months of experience	905.50	77.00	982.50	8.34	990.84
Next four months of experience	978.00	83.00	1,061.00	8.99	1,069.99
Thereafter, the wage specified in (a), i.e.	1,124.00	95.50	1,219.50	10.30	1,229.80
Grade A employee:					
(a) Qualified	695.00	59.00	754.00	6.45	760.45
(b) Learner					
First year					
First six months of experience	489.00	41.50	530.50	4.60	535.10
Second six months of experience	527.00	45.00	572.00	4.94	576.94
Second year					
First six months of experience	563.00	48.00	611.00	5.26	616.26
Second six months of experience	592.50	50.50	643.00	5.52	648.52
Third year					
First four months of experience	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified in (a), i.e.	695.00	59.00	754.00	6.45	760.45
Grade B employee:					
(a) Qualified	594.00	50.50	644.50	5.54	650.04
(b) Learner					
First year					
First six months of experience	482.00	41.00	523.00	4.53	527.53
Second six months of experience	507.00	43.00	550.00	4.76	554.76
Second year					
First six months of experience	532.50	45.50	578.00	4.99	582.99
Thereafter, the wage specified in (a), i.e.	594.00	50.50	644.50	5.54	650.04
(c) If advanced to Grade A employee:					
First six months from date of advancement	594.00	50.50	644.50	5.54	650.04
Second six months from date of advancement	611.50	52.00	663.50	5.70	669.20
Third six months from date of advancement	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified for a qualified Grade A	695.00	59.00	754.00	6.45	760.45
Grade C employee:					
(a) Qualified	527.00	45.00	572.00	4.94	576.94
(b) Learner					
First year					
First six months of experience	472.50	40.00	512.50	4.45	516.95
Second six months of experience	486.00	41.50	527.50	4.57	532.07
Thereafter, the wage specified in (a), i.e.	527.00	45.00	572.00	4.94	576.94
(c) If advanced to Grade B employee:					
First six months from date of advancement	527.00	45.00	572.00	4.94	576.94
Second six months from date of advancement	532.50	45.50	578.00	4.99	582.99
Thereafter, the wage specified for a qualified Grade B employee, i.e.	594.00	50.50	644.50	5.54	650.04
Underpresser, blocker:					
(a) Qualified	532.50	45.50	578.00	4.99	582.99
(b) Learner					

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	R	R	R	R	R
First year					
First six months of experience	457.50	39.00	496.50	4.32	500.82
Second six months of experience	473.50	40.00	513.50	4.46	517.96
Second year					
First six months of experience	494.50	42.00	536.50	4.65	541.15
Thereafter, the wage specified in (a), i.e.	532.50	45.50	578.00	4.99	582.99
(c) If advanced to learner presser:					
First six months from date of advancement	532.50	45.50	578.00	4.99	582.99
Second six months from date of advancement	630.50	53.50	684.00	5.87	689.87
Thereafter, the wage specified for a qualified Grade A employee, i.e.	695.00	59.00	754.00	6.45	760.45
Part C - Clerical employees					
Clerk					
(a) Qualified	765.50	65.00	830.50	7.09	837.59
(b) Learner					
First year	564.50	48.00	612.50	5.28	617.78
Second year	614.00	52.00	666.00	5.72	671.72
Third year					
First four months of experience	671.00	57.00	728.00	6.23	734.23
Thereafter, the wage specified in (a), i.e.	765.50	65.00	830.50	7.09	837.59
Factory Clerk					
(a) Qualified	575.00	49.00	624.00	5.37	629.37
(b) Learner					
First year	457.50	39.00	496.50	4.32	500.82
Second year	487.50	41.50	529.00	4.59	533.59
Third year					
First four months of experience	527.00	45.00	572.00	4.94	576.94
Thereafter, the wage specified in (a), i.e.	575.00	49.00	624.00	5.37	629.37
Part D - General					
Boiler attendant	545.50	46.50	592.00	5.11	597.11
Despatch packer	563.00	48.00	611.00	5.26	616.26
General Worker	527.00	45.00	572.00	4.94	576.94
Labourer	532.50	45.50	578.00	4.99	582.99
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	563.00	48.00	611.00	5.26	616.26
(b) exceeds 1 360 but not 2 720 kg	585.00	49.50	634.50	5.46	639.96
(c) exceeds 2 720 kg	667.00	56.50	723.50	6.20	729.70
Supervisor, quality controller and instructor	714.50	60.50	775.00	6.62	781.62
Traveller's driver	585.00	49.50	634.50	5.46	639.96
Watchman or caretaker, whose ordinary hours of work are -					
(a) less than 60 hours per week	608.00	51.50	659.50	5.67	665.17
(b) 60 hours per week	638.00	54.00	692.00	5.94	697.94