

**PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT  
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:

		Wage per week	Across the Board Increase 10% (rounded)	Wage per week
		at 31-Aug-08		from 01-Sep-08
		R	R	R
<b>Part A - Cutting Department</b>				
Head Cutter		<b>814.00</b>	81.50	<b>895.50</b>
Pattern Maker:				
(a)	Qualified	<b>814.00</b>	81.50	<b>895.50</b>
(b)	Learner			
	First year			
	First six months of experience	<b>462.00</b>	46.00	<b>508.00</b>
	Second six months of experience	<b>508.00</b>	51.00	<b>559.00</b>
	Second year			
	First six months of experience	<b>556.50</b>	55.50	<b>612.00</b>
	Second six months of experience	<b>605.00</b>	60.50	<b>665.50</b>
	Third year			
	First four months of experience	<b>658.00</b>	66.00	<b>724.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>814.00</b>	81.50	<b>895.50</b>
Pattern Grader				
(a)	Qualified	<b>660.00</b>	66.00	<b>726.00</b>
(b)	Learner			
	First year			
	First six months of experience	<b>431.00</b>	43.00	<b>474.00</b>
	Second six months of experience	<b>462.00</b>	46.00	<b>508.00</b>
	Second year			
	First six months of experience	<b>490.50</b>	49.00	<b>539.50</b>
	Second six months of experience	<b>522.00</b>	52.00	<b>574.00</b>
	Third year			
	First six months of experience	<b>556.50</b>	55.50	<b>612.00</b>
	Next four months of experience	<b>590.00</b>	59.00	<b>649.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>660.00</b>	66.00	<b>726.00</b>
Cutter, lay-maker:				
(a)	Qualified	<b>636.00</b>	63.50	<b>699.50</b>
(b)	Learner			
	First year			
	First six months of experience	<b>389.00</b>	39.00	<b>428.00</b>
	Second six months of experience	<b>429.00</b>	43.00	<b>472.00</b>
	Second year			
	First six months of experience	<b>469.00</b>	47.00	<b>516.00</b>
	Second six months of experience	<b>511.50</b>	51.00	<b>562.50</b>
	Third year			
	First six months of experience	<b>560.00</b>	56.00	<b>616.00</b>
	Next four months of experience	<b>636.00</b>	63.50	<b>699.50</b>
Interlining cutter, trimmer, leather cutter and tie cutter				
(a)	Qualified	<b>463.50</b>	46.50	<b>510.00</b>
(b)	Learner	-		
	First year			
	First six months of experience	<b>349.50</b>	35.00	<b>384.50</b>
	Second six months of experience	<b>368.00</b>	37.00	<b>405.00</b>
	Second year			
	First six months of experience	<b>388.00</b>	39.00	<b>427.00</b>
	Second six months of experience	<b>407.00</b>	40.50	<b>447.50</b>

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		Wage per week	Across the Board Increase 10% (rounded)	Wage per week from 01-Sep-08
		at 31-Aug-08		
		R	R	R
Third year				
	First four months of experience	<b>427.50</b>	43.00	<b>470.50</b>
	Thereafter, the wage specified in (a) i.e.	<b>463.50</b>	46.50	<b>510.00</b>
(c)	If advanced to learner cutter:			
	First six months from date of advancement	<b>501.00</b>	50.00	<b>551.00</b>
	Second six months from date of advancement	<b>560.00</b>	56.00	<b>616.00</b>
	Thereafter, the wage specified for a qualified cutter, i.e.	<b>636.00</b>	63.50	<b>699.50</b>
Layer-up:				
(a)	Qualified	<b>397.50</b>	40.00	<b>437.50</b>
	First year			
	First six months of experience	<b>339.00</b>	34.00	<b>373.00</b>
	Second six months of experience	<b>349.50</b>	35.00	<b>384.50</b>
Second year				
	First six months of experience	<b>363.00</b>	36.50	<b>399.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>397.50</b>	40.00	<b>437.50</b>
(b)	If advanced to learner cutter:			
	First six months from date of advancement	<b>397.50</b>	40.00	<b>437.50</b>
	Second six months from date of advancement	<b>469.00</b>	47.00	<b>516.00</b>
	Third six months from date of advancement	<b>511.50</b>	51.00	<b>562.50</b>
	Fourth six months from date of advancement	<b>560.00</b>	56.00	<b>616.00</b>
	Thereafter, the wage specified for a qualified cutter, i.e.	<b>636.00</b>	63.50	<b>699.50</b>
Clicker:				
(a)	Qualified	<b>477.50</b>	48.00	<b>525.50</b>
(b)	Learner			
	First year of experience	<b>359.00</b>	36.00	<b>395.00</b>
	Second year of experience	<b>407.00</b>	40.50	<b>447.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>477.50</b>	48.00	<b>525.50</b>
Tracer:				
(a)	Qualified	<b>448.50</b>	45.00	<b>493.50</b>
(b)	Learner			
	First year			
	First six months of experience	<b>359.00</b>	36.00	<b>395.00</b>
	Second six months of experience	<b>382.50</b>	38.50	<b>421.00</b>
	Second year			
	First six months of experience	<b>405.00</b>	40.50	<b>445.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>448.50</b>	45.00	<b>493.50</b>
Part B - Factory Operatives				
Clothing machine mechanic:				
(a)	Qualified	<b>814.00</b>	81.50	<b>895.50</b>
(b)	Learner			
	First year			
	First six months of experience	<b>462.00</b>	46.00	<b>508.00</b>
	Second six months of experience	<b>508.00</b>	51.00	<b>559.00</b>
	Second year			
	First six months of experience	<b>556.50</b>	55.50	<b>612.00</b>
	Second six months of experience	<b>605.00</b>	60.50	<b>665.50</b>
	Third year			
	First six months of experience	<b>658.00</b>	66.00	<b>724.00</b>
	Next four months of experience	<b>710.50</b>	71.00	<b>781.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>814.00</b>	81.50	<b>895.50</b>

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		Wage per week	Across the Board Increase 10% (rounded)	Wage per week
		at 31-Aug-08		from 01-Sep-08
		R	R	R
<b>Grade A employee:</b>				
(a)	Qualified	<b>508.00</b>	51.00	<b>559.00</b>
(b)	Learner			
	First year			
	First six months of experience	<b>361.00</b>	36.00	<b>397.00</b>
	Second six months of experience	<b>387.50</b>	39.00	<b>426.50</b>
	Second year			
	First six months of experience	<b>411.50</b>	41.00	<b>452.50</b>
	Second six months of experience	<b>435.50</b>	43.50	<b>479.00</b>
	Third year			
	First four months of experience			
	Thereafter, the wage specified in (a), i.e.	<b>508.00</b>	51.00	<b>559.00</b>
<b>Grade B employee:</b>				
(a)	Qualified	<b>431.00</b>	43.00	<b>474.00</b>
(b)	Learner			
	First year			
	First six months of experience	<b>354.50</b>	35.50	<b>390.00</b>
	Second six months of experience	<b>373.00</b>	37.50	<b>410.50</b>
	Second year			
	First six months of experience	<b>391.00</b>	39.00	<b>430.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>431.00</b>	43.00	<b>474.00</b>
(c)	If advanced to Grade A employee:	-		
	First six months from date of advancement	<b>431.00</b>	43.00	<b>474.00</b>
	Second six months from date of advancement	<b>435.50</b>	43.50	<b>479.00</b>
	Third six months from date of advancement	<b>463.50</b>	46.50	<b>510.00</b>
	Thereafter, the wage specified for a qualified Grade A	<b>508.00</b>	51.00	<b>559.00</b>
<b>Grade C employee:</b>				
(a)	Qualified	<b>387.50</b>	39.00	<b>426.50</b>
(b)	Learner			
	First year			
	First six months of experience	<b>347.50</b>	35.00	<b>382.50</b>
	Second six months of experience	<b>358.00</b>	36.00	<b>394.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>387.50</b>	39.00	<b>426.50</b>
(c)	If advanced to Grade B employee:			
	First six months from date of advancement	<b>387.50</b>	39.00	<b>426.50</b>
	Second six months from date of advancement	<b>391.00</b>	39.00	<b>430.00</b>
	Thereafter, the wage specified for a qualified Grade B	<b>431.00</b>	43.00	<b>474.00</b>
<b>Underpresser, blocker:</b>				
(a)	Qualified	<b>391.00</b>	39.00	<b>430.00</b>
(b)	Learner			
	First year			
	First six months of experience	<b>339.00</b>	34.00	<b>373.00</b>
	Second six months of experience	<b>349.50</b>	35.00	<b>384.50</b>
	Second year			
	First six months of experience	<b>363.00</b>	36.50	<b>399.50</b>
	Second six months of experience	<b>391.00</b>	39.00	<b>430.00</b>
(c)	If advanced to learner presser:			
	First six months from date of advancement	<b>391.00</b>	39.00	<b>430.00</b>
	Second six months from date of advancement	<b>463.50</b>	46.50	<b>510.00</b>

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		<b>Wage per week</b>	<b>Across the Board Increase 10% (rounded)</b>	<b>Wage per week</b>
		<b>at 31-Aug-08</b>		<b>from 01-Sep-08</b>
		<b>R</b>	<b>R</b>	<b>R</b>
	Thereafter, the wage specified for a qualified Grade A	<b>508.00</b>	51.00	<b>559.00</b>
<b>Part C - Clerical employees</b>				
<b>Clerk</b>				
(a)	Qualified	<b>560.00</b>	56.00	<b>616.00</b>
(b)	Learner			
	First year of experience	<b>414.00</b>	41.50	<b>455.50</b>
	Second year of experience	<b>452.00</b>	45.00	<b>497.00</b>
	Third year			
	First six months of experience	<b>492.00</b>	49.00	<b>541.00</b>
	Thereafter, the wage specified in (a), i.e.	<b>560.00</b>	56.00	<b>616.00</b>
<b>Factory Clerk</b>				
(a)	Qualified	<b>421.00</b>	42.00	<b>463.00</b>
(b)	Learner			
	First year of experience	<b>338.00</b>	34.00	<b>372.00</b>
	Second year of experience	<b>359.50</b>	36.00	<b>395.50</b>
	Third year			
	First six months of experience	<b>386.00</b>	38.50	<b>424.50</b>
	Thereafter, the wage specified in (a), i.e.	<b>421.00</b>	42.00	<b>463.00</b>
<b>Part D - General</b>				
	Boiler attendant	<b>399.00</b>	40.00	<b>439.00</b>
	Despatch packer	<b>412.00</b>	41.00	<b>453.00</b>
	General Worker	<b>386.00</b>	38.50	<b>424.50</b>
	Labourer	<b>391.00</b>	39.00	<b>430.00</b>
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	<b>431.50</b>	43.00	<b>474.50</b>
(b)	2 720 kg and over	<b>490.50</b>	49.00	<b>539.50</b>
	Supervisor, quality controller and instructor	<b>522.00</b>	52.00	<b>574.00</b>
	Traveller's driver	<b>431.50</b>	43.00	<b>474.50</b>
Watchman or caretaker, whose ordinary hours of work are -				
(a)	less than 60 hours per week	<b>447.00</b>	44.50	<b>491.50</b>
(b)	60 hours per week	<b>469.00</b>	47.00	<b>516.00</b>