

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 2009 TO 31 AUGUST 2010

WAGES - GROUP A (ie employers contributing to the Productivity Incentive Scheme)						
(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:					* R40 + R5 for machinists & General Workers wef 1 Sep 09 and 1 Jan 10 respectively	
				Wage per week	Across the Board Increase	Wage per week
				at	9% * refer note above (rounded)	from
				31-Aug-09		01-Sep-09
				R	R	R
Part A - Cutting Department						
Head Cutter				895.50	80.50	976.00
Pattern Maker:						
	(a)	Qualified		895.50	80.50	976.00
	(b)	Learner				
		First year				
		First six months of experience		508.00	45.50	553.50
		Second six months of experience		559.00	50.50	609.50
		Second year				
		First six months of experience		612.00	55.00	667.00
		Second six months of experience		665.50	60.00	725.50
		Third year				
		First four months of experience		724.00	65.00	789.00
		Thereafter, the wage specified in (a), i.e.		895.50	80.50	976.00
Pattern Grader						
	(a)	Qualified		726.00	65.50	791.50
	(b)	Learner				
		First year				
		First six months of experience		474.00	42.50	516.50
		Second six months of experience		508.00	45.50	553.50
		Second year				
		First six months of experience		539.50	48.50	588.00
		Second six months of experience		574.00	51.50	625.50
		Third year				
		First six months of experience		612.00	55.00	667.00
		Next four months of experience		649.00	58.50	707.50
		Thereafter, the wage specified in (a), i.e.		726.00	65.50	791.50
Cutter, lay-maker:						
	(a)	Qualified		699.50	63.00	762.50
	(b)	Learner				
		First year				
		First six months of experience		428.00	38.50	466.50
		Second six months of experience		472.00	42.50	514.50
		Second year				
		First six months of experience		516.00	46.50	562.50
		Second six months of experience		562.50	50.50	613.00
		Third year				
		First six months of experience		616.00	55.50	671.50
		Next four months of experience		699.50	63.00	762.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified		510.00	46.00	556.00
	(b)	Learner				
		First year				
		First six months of experience		384.50	34.50	419.00
		Second six months of experience		405.00	36.50	441.50
		Second year				

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			Wage per week	Across the Board Increase 9% * refer note above	Wage per week
			at 31-Aug-09	(rounded)	from 01-Sep-09
			R	R	R
		First six months of experience	427.00	38.50	465.50
		Second six months of experience	447.50	40.50	488.00
		Third year			
		First four months of experience	470.50	42.50	513.00
		Thereafter, the wage specified in (a) i.e.	510.00	46.00	556.00
	(c)	If advanced to learner cutter:			
		First six months from date of advancement	551.00	49.50	600.50
		Second six months from date of advancement	616.00	55.50	671.50
		Thereafter, the wage specified for a qualified cutter, i.e.	699.50	63.00	762.50
		Layer-up:			
	(a)	Qualified	437.50	39.50	477.00
		First year			
		First six months of experience	373.00	33.50	406.50
		Second six months of experience	384.50	34.50	419.00
		Second year			
		First six months of experience	399.50	36.00	435.50
		Thereafter, the wage specified in (a), i.e.	437.50	39.50	477.00
	(b)	If advanced to learner cutter:			
		First six months from date of advancement	437.50	39.50	477.00
		Second six months from date of advancement	516.00	46.50	562.50
		Third six months from date of advancement	562.50	50.50	613.00
		Fourth six months from date of advancement	616.00	55.50	671.50
		Thereafter, the wage specified for a qualified cutter, i.e.	699.50	63.00	762.50
		Clicker:			
	(a)	Qualified	525.50	47.50	573.00
	(b)	Learner			
		First year of experience	395.00	35.50	430.50
		Second year of experience	447.50	40.50	488.00
		Thereafter, the wage specified in (a), i.e.	525.50	47.50	573.00
		Tracer:			
	(a)	Qualified	493.50	44.50	538.00
	(b)	Learner			
		First year			
		First six months of experience	395.00	35.50	430.50
		Second six months of experience	421.00	38.00	459.00
		Second year			
		First six months of experience	445.50	40.00	485.50
		Thereafter, the wage specified in (a), i.e.	493.50	44.50	538.00
		Part B - Factory Operatives			
		Clothing machine mechanic:			
	(a)	Qualified	895.50	80.50	976.00
	(b)	Learner			
		First year			
		First six months of experience	508.00	45.50	553.50
		Second six months of experience	559.00	50.50	609.50
		Second year			
		First six months of experience	612.00	55.00	667.00
		Second six months of experience	665.50	60.00	725.50
		Third year			
		First six months of experience	724.00	65.00	789.00
		Next four months of experience	781.50	70.50	852.00
		Thereafter, the wage specified in (a), i.e.	895.50	80.50	976.00

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			at 31-Aug-09	(rounded)	from 01-Sep-09
			R	R	R
Grade A employee:					
(a)	Qualified		559.00	50.50	609.50
(b)	Learner				
	First year				
	First six months of experience		397.00	35.50	432.50
	Second six months of experience		426.50	38.50	465.00
	Second year				
	First six months of experience		452.50	40.50	493.00
	Second six months of experience		479.00	43.00	522.00
	Third year				
	First four months of experience		510.00	46.00	556.00
	Thereafter, the wage specified in (a), i.e.		559.00	50.50	609.50
Grade B employee:					
<u>wef 1 September 2009</u>					
(a)	Qualified		474.00	40.00	514.00
(b)	Learner				
	First year				
	First six months of experience		390.00	40.00	430.00
	Second six months of experience		410.50	40.00	450.50
	Second year				
	First six months of experience		430.00	40.00	470.00
	Thereafter, the wage specified in (a), i.e.		474.00	40.00	514.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement		474.00	40.00	514.00
	Second six months from date of advancement		479.00	40.00	519.00
	Third six months from date of advancement		510.00	40.00	550.00
	Thereafter, the wage specified for a qualified Grade A		559.00	40.00	599.00
<u>wef 1 January 2010</u>					
(a)	Qualified		514.00	5.00	519.00
(b)	Learner				
	First year				
	First six months of experience		430.00	5.00	435.00
	Second six months of experience		450.50	5.00	455.50
	Second year				
	First six months of experience		470.00	5.00	475.00
	Thereafter, the wage specified in (a), i.e.		514.00	5.00	519.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement		514.00	5.00	519.00
	Second six months from date of advancement		519.00	5.00	524.00
	Third six months from date of advancement		550.00	5.00	555.00
	Thereafter, the wage specified for a qualified Grade A		599.00	5.00	604.00
Grade C employee:					
(a)	Qualified		426.50	38.50	465.00
(b)	Learner				
	First year				
	First six months of experience		382.50	34.50	417.00
	Second six months of experience		394.00	35.50	429.50
	Thereafter, the wage specified in (a), i.e.		426.50	38.50	465.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement		426.50	38.50	465.00

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			at 31-Aug-09	R	R
		Second six months from date of advancement	430.00	38.50	468.50
		Thereafter, the wage specified for a qualified Grade B	474.00	42.50	516.50
Underpresser, blocker:					
	(a)	Qualified	430.00	38.50	468.50
	(b)	Learner			
		First year			
		First six months of experience	373.00	33.50	406.50
		Second six months of experience	384.50	34.50	419.00
		Second year			
		First six months of experience	399.50	36.00	435.50
		Second six months of experience	430.00	38.50	468.50
	(c)	If advanced to learner presser:	-		
		First six months from date of advancement	430.00	38.50	468.50
		Second six months from date of advancement	510.00	46.00	556.00
		Thereafter, the wage specified for a qualified Grade A	559.00	50.50	609.50
Part C - Clerical employees					
Clerk					
	(a)	Qualified	616.00	55.50	671.50
	(b)	Learner			
		First year of experience	455.50	41.00	496.50
		Second year of experience	497.00	44.50	541.50
		Third year			
		First six months of experience	541.00	48.50	589.50
		Thereafter, the wage specified in (a), i.e.	616.00	55.50	671.50
Factory Clerk					
	(a)	Qualified	463.00	41.50	504.50
	(b)	Learner			
		First year of experience	372.00	33.50	405.50
		Second year of experience	395.50	35.50	431.00
		Third year			
		First six months of experience	424.50	38.00	462.50
		Thereafter, the wage specified in (a), i.e.	463.00	41.50	504.50
Part D - General					
		Boiler attendant	439.00	39.50	478.50
		Despatch packer	453.00	41.00	494.00
		General Worker - wef 1 September 2009	424.50	40.00	464.50
		General Worker - wef 1 January 2009	464.50	5.00	469.50
		Labourer	430.00	38.50	468.50
		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	474.50	42.50	517.00
	(b)	2 720 kg and over	539.50	48.50	588.00
		Supervisor, quality controller and instructor	574.00	51.50	625.50
		Traveller's driver	474.50	42.50	517.00
		Watchman or caretaker, whose ordinary hours of work are -			
	(a)	less than 60 hours per week	491.50	44.00	535.50
	(b)	60 hours per week	516.00	46.50	562.50