

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 B (ie employers NOT 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	Across the Board Increase	Wage per week
					at	unrounded	9% * refer note above (rounded)	from
					31-Aug-09	9%		01-Sep-09
					R		R	R
Part A - Cutting Department								
Head Cutter					899.50	80.96	81.00	980.50
Pattern Maker:					-	0.00		
(a)	Qualified				899.50	80.96	81.00	980.50
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			510.50	45.95	46.00	556.50
		Second six months of experience			561.50	50.54	50.50	612.00
	Second year				-	0.00		
		First six months of experience			615.00	55.35	55.50	670.50
		Second six months of experience			668.50	60.17	60.00	728.50
	Third year				-	0.00		
		First four months of experience			727.00	65.43	65.50	792.50
		Thereafter, the wage specified in (a), i.e.			899.50	80.96	81.00	980.50
Pattern Grader					-	0.00		
(a)	Qualified				729.50	65.66	65.50	795.00
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			476.50	42.89	43.00	519.50
		Second six months of experience			510.50	45.95	46.00	556.50
	Second year				-	0.00		
		First six months of experience			542.00	48.78	49.00	591.00
		Second six months of experience			577.00	51.93	52.00	629.00
	Third year				-	0.00		
		First six months of experience			615.00	55.35	55.50	670.50
		Next four months of experience			652.00	58.68	58.50	710.50
		Thereafter, the wage specified in (a), i.e.			729.50	65.66	65.50	795.00
Cutter, lay-maker:					-	0.00		
(a)	Qualified				703.00	63.27	63.50	766.50
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			430.00	38.70	38.50	468.50
		Second six months of experience			474.00	42.66	42.50	516.50
	Second year				-	0.00		
		First six months of experience			518.00	46.62	46.50	564.50
		Second six months of experience			565.00	50.85	51.00	616.00
	Third year				-	0.00		
		First six months of experience			619.00	55.71	55.50	674.50
		Next four months of experience			703.00	63.27	63.50	766.50
Interlining cutter, trimmer, leather cutter and tie cutter					-	0.00		
(a)	Qualified				512.00	46.08	46.00	558.00
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			386.00	34.74	34.50	420.50
		Second six months of experience			406.50	36.59	36.50	443.00
	Second year				-	0.00		
		First six months of experience			428.50	38.57	38.50	467.00

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			Wage per week	Across the board Increase	Across the Board Increase 9% * refer note above (rounded)	Wage per week
			at 31-Aug-09	unrounded 9%		from 01-Sep-09
			R		R	R
		Second six months of experience	449.50	40.46	40.50	490.00
		Third year	-	0.00		
		First four months of experience	472.50	42.53	42.50	515.00
		Thereafter, the wage specified in (a) i.e.	512.00	46.08	46.00	558.00
(c)		If advanced to learner cutter:	-	0.00		
		First six months from date of advancement	553.50	49.82	50.00	603.50
		Second six months from date of advancement	619.00	55.71	55.50	674.50
		Thereafter, the wage specified for a qualified cutter, i.e.	703.00	63.27	63.50	766.50
Layer-up:			-	0.00		
(a)		Qualified	439.00	39.51	39.50	478.50
		First year	-	0.00		
		First six months of experience	374.50	33.71	33.50	408.00
		Second six months of experience	386.00	34.74	34.50	420.50
Second year			-	0.00		
		First six months of experience	401.00	36.09	36.00	437.00
		Thereafter, the wage specified in (a), i.e.	439.00	39.51	39.50	478.50
(b)		If advanced to learner cutter:	-	0.00		
		First six months from date of advancement	439.00	39.51	39.50	478.50
		Second six months from date of advancement	518.00	46.62	46.50	564.50
		Third six months from date of advancement	565.00	50.85	51.00	616.00
		Fourth six months from date of advancement	619.00	55.71	55.50	674.50
		Thereafter, the wage specified for a qualified cutter, i.e.	703.00	63.27	63.50	766.50
Clicker:			-	0.00		
(a)		Qualified	527.50	47.48	47.50	575.00
(b)		Learner	-	0.00		
		First year of experience	396.50	35.69	35.50	432.00
		Second year of experience	449.50	40.46	40.50	490.00
		Thereafter, the wage specified in (a), i.e.	527.50	47.48	47.50	575.00
Tracer:			-	0.00		
(a)		Qualified	495.50	44.60	44.50	540.00
(b)		Learner	-	0.00		
		First year	-	0.00		
		First six months of experience	396.50	35.69	35.50	432.00
		Second six months of experience	422.50	38.03	38.00	460.50
Second year			-	0.00		
		First six months of experience	447.50	40.28	40.50	488.00
		Thereafter, the wage specified in (a), i.e.	495.50	44.60	44.50	540.00
Part B - Factory Operatives			-	0.00		
Clothing machine mechanic:			-	0.00		
(a)		Qualified	899.50	80.96	81.00	980.50
(b)		Learner	-	0.00		
		First year	-	0.00		
		First six months of experience	510.50	45.95	46.00	556.50
		Second six months of experience	561.50	50.54	50.50	612.00
Second year			-	0.00		
		First six months of experience	615.00	55.35	55.50	670.50
		Second six months of experience	668.50	60.17	60.00	728.50
Third year			-	0.00		
		First six months of experience	727.00	65.43	65.50	792.50
		Next four months of experience	785.00	70.65	70.50	855.50
		Thereafter, the wage specified in (a), i.e.	899.50	80.96	81.00	980.50
Grade A employee:			-	0.00		

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		Wage per week	Across the board Increase	Across the Board Increase 9% * refer note above (rounded)	Wage per week
		at 31-Aug-09	unrounded 9%		from 01-Sep-09
		R		R	R
(a)	Qualified	561.50	50.54	50.50	612.00
(b)	Learner	-	0.00		
	First year	-	0.00		
	First six months of experience	399.00	35.91	36.00	435.00
	Second six months of experience	428.00	38.52	38.50	466.50
	Second year	-	0.00		
	First six months of experience	454.50	40.91	41.00	495.50
	Second six months of experience	481.00	43.29	43.50	524.50
	Third year	-	0.00		
	First four months of experience	512.00	46.08	46.00	558.00
	Thereafter, the wage specified in (a), i.e.	561.50	50.54	50.50	612.00
Grade B employee:					
wef 1 September 2009					
(a)	Qualified	476.50	40.00	40.00	516.50
(b)	Learner				
	First year				
	First six months of experience	391.50	40.00	40.00	431.50
	Second six months of experience	412.00	40.00	40.00	452.00
	Second year				
	First six months of experience	432.00	40.00	40.00	472.00
	Thereafter, the wage specified in (a), i.e.	476.50	40.00	40.00	516.50
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	476.50	40.00	40.00	516.50
	Second six months from date of advancement	481.00	40.00	40.00	521.00
	Third six months from date of advancement	512.00	40.00	40.00	552.00
	Thereafter, the wage specified for a qualified Grade A	561.50	50.54	50.50	612.00
wef 1 January 2010					
(a)	Qualified	516.50	5.00	5.00	521.50
(b)	Learner				
	First year				
	First six months of experience	431.50	5.00	5.00	436.50
	Second six months of experience	452.00	5.00	5.00	457.00
	Second year				
	First six months of experience	472.00	5.00	5.00	477.00
	Thereafter, the wage specified in (a), i.e.	516.50	5.00	5.00	521.50
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	516.50	5.00	5.00	521.50
	Second six months from date of advancement	521.00	5.00	5.00	526.00
	Third six months from date of advancement	552.00	5.00	5.00	557.00
	Thereafter, the wage specified for a qualified Grade A	561.50	50.54	50.50	612.00
Grade C employee:					
(a)	Qualified	428.00	38.52	38.50	466.50
(b)	Learner	-	0.00		
	First year	-	0.00		
	First six months of experience	384.00	34.56	34.50	418.50
	Second six months of experience	395.50	35.60	35.50	431.00
	Thereafter, the wage specified in (a), i.e.	428.00	38.52	38.50	466.50
(c)	If advanced to Grade B employee:	-	0.00		
	First six months from date of advancement	428.00	38.52	38.50	466.50
	Second six months from date of advancement	432.00	38.88	39.00	471.00
	Thereafter, the wage specified for a qualified Grade B	476.50	42.89	43.00	519.50
		-	0.00		

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				Wage per	Across the	Across the	Wage per
				week	board	Board Increase	week
				at	Increase	9% * refer note above	from
				31-Aug-09	unrounded	(rounded)	01-Sep-09
				R		R	R
Underpresser, blocker:				-	0.00		
(a)	Qualified			432.00	38.88	39.00	471.00
(b)	Learner			-	0.00		
	First year			-	0.00		
		First six months of experience		374.50	33.71	33.50	408.00
		Second six months of experience		386.00	34.74	34.50	420.50
	Second year			-	0.00		
		First six months of experience		401.00	36.09	36.00	437.00
		Second six months of experience		432.00	38.88	39.00	471.00
(c)	If advanced to learner presser:			-	0.00		
		First six months from date of advancement		432.00	38.88	39.00	471.00
		Second six months from date of advancement		512.00	46.08	46.00	558.00
		Thereafter, the wage specified for a qualified Grade A		561.50	50.54	50.50	612.00
				-	0.00		
Part C - Clerical employees				-	0.00		
Clerk				-	0.00		
(a)	Qualified			619.00	55.71	55.50	674.50
(b)	Learner			-	0.00		
	First year of experience			457.50	41.18	41.00	498.50
	Second year of experience			499.50	44.96	45.00	544.50
	Third year			-	0.00		
		First six months of experience		543.50	48.92	49.00	592.50
		Thereafter, the wage specified in (a), i.e.		619.00	55.71	55.50	674.50
Factory Clerk				-	0.00		
(a)	Qualified			465.00	41.85	42.00	507.00
(b)	Learner			-	0.00		
	First year of experience			373.50	33.62	33.50	407.00
	Second year of experience			397.00	35.73	35.50	432.50
	Third year			-	0.00		
		First six months of experience		426.50	38.39	38.50	465.00
		Thereafter, the wage specified in (a), i.e.		465.00	41.85	42.00	507.00
				-	0.00		
Part D - General				-	0.00		
Boiler attendant				441.00	39.69	39.50	480.50
Despatch packer				455.50	41.00	41.00	496.50
General Worker - wef 1 September 2009				426.50	40.00	40.00	466.50
General Worker - wef 1 January 2009				466.50	5.00	5.00	471.50
Labourer				432.00	38.88	39.00	471.00
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 is as follows -				-	0.00		
(a)	under 2 720 kg			477.00	42.93	43.00	520.00
(b)	2 720 kg and over			542.00	48.78	49.00	591.00
Supervisor, quality controller and instructor				577.00	51.93	52.00	629.00
Traveller's driver				477.00	42.93	43.00	520.00
Watchman or caretaker, whose ordinary hours of work are -				-	0.00		
(a)	less than 60 hours per week			494.00	44.46	44.50	538.50
(b)	60 hours per week			518.00	46.62	46.50	564.50