

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
Part A - Cutting Department				
Head Cutter		814.00	81.50	895.50
Pattern Maker:				
(a)	Qualified	814.00	81.50	895.50
(b)	Learner			
	First year			
	First six months of experience 6	462.00	46.00	508.00
	Second six months of experience 12	508.00	51.00	559.00
	Second year			
	First six months of experience 18	556.50	55.50	612.00
	Second six months of experience 24	605.00	60.50	665.50
	Third year			
	First four months of experience	658.00	66.00	724.00
	Thereafter, the wage specified in (a), i.e.	814.00	81.50	895.50
Pattern Grader				
(a)	Qualified	660.00	66.00	726.00
(b)	Learner			
	First year			
	First six months of experience	431.00	43.00	474.00
	Second six months of experience	462.00	46.00	508.00
	Second year			
	First six months of experience	490.50	49.00	539.50
	Second six months of experience	522.00	52.00	574.00
	Third year			
	First six months of experience	556.50	55.50	612.00
	Next four months of experience	590.00	59.00	649.00
	Thereafter, the wage specified in (a), i.e.	660.00	66.00	726.00
Cutter, lay-maker:				
(a)	Qualified	636.00	63.50	699.50
(b)	Learner			
	First year			
	First six months of experience	389.00	39.00	428.00
	Second six months of experience	429.00	43.00	472.00
	Second year			
	First six months of experience	469.00	47.00	516.00
	Second six months of experience	511.50	51.00	562.50
	Third year			
	First six months of experience	560.00	56.00	616.00
	Next four months of experience	636.00	63.50	699.50
Interlining cutter, trimmer, leather cutter and tie cutter				
(a)	Qualified	463.50	46.50	510.00
(b)	Learner	-		
	First year			
	First six months of experience	349.50	35.00	384.50
	Second six months of experience	368.00	37.00	405.00
	Second year			
	First six months of experience	388.00	39.00	427.00
	Second six months of experience	407.00	40.50	447.50

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

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

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