

No. R. 762

14 September 2012

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION TO NON-PARTIES OF THE NATIONAL MAIN COLLECTIVE
AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from ...~~24 September 2012~~..... and for the period ending 31 August 2015.

M N OLIPHANT
MINISTER OF LABOUR

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING

MANUFACTURING INDUSTRY

NATIONAL MAIN COLLECTIVE AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made

and entered into by and between the

Cape Clothing Association

Coastal Clothing Manufacturers' Association

Eastern Province Clothing Manufacturers' Association

Free State and Northern Cape Clothing Manufacturers' Association

Natal Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations")

of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry,

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

(b) by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

(2) Clauses 1 (1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and the trade union respectively.

2. PERIOD OF OPERATION OF THIS AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 31 August 2015. This Agreement shall bind the Parties and their members and shall remain effective beyond the expiry date determined by the Minister or until the Parties agree otherwise.

3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

1. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
(a)	Foreman		1303.00	912.00	1309.50	916.50
(b)	Designer:					
	(i)	Qualified:	1661.00	1162.50	1669.00	1168.50
	(ii)	Learners:				
		first six months of experience	566.50	396.50	569.00	398.50
		second six months of experience	660.00	462.00	662.50	463.50
		third six months of experience	790.00	553.00	794.00	556.00
		fourth six months of experience	880.00	616.00	884.00	619.00
		fifth six months of experience	978.50	685.00	983.50	688.50
		sixth six months of experience	1061.50	743.00	1066.00	746.00
		seventh six months of experience	1155.00	808.50	1161.00	812.50
		eighth six months of experience	1248.00	873.50	1254.00	878.00
		next four months of experience	1324.50	927.00	1329.50	930.50
		Thereafter, the wage specified in (b)(i) i.e.	1661.00	1162.50	1669.00	1168.50
(c)	Grader:					
	(i)	Qualified:	1193.50	835.50	1198.00	838.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	611.00	427.50	613.50	429.50
		third six months of experience	664.50	465.00	668.00	467.50
		fourth six months of experience	696.50	487.50	699.50	489.50
		fifth six months of experience	805.00	563.50	809.00	566.50
		sixth six months of experience	862.00	603.50	866.50	606.50
		seventh six months of experience	909.50	636.50	914.00	640.00
		eighth six months of experience	956.00	669.00	960.00	672.00
		next four months of experience	1017.00	712.00	1022.00	715.50
		Thereafter, the wage specified in (c)(i) i.e.	1193.50	835.50	1198.00	838.50
(d)	Marker-in:					
	(i)	Qualified:	909.50	636.50	914.00	640.00

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	601.00	420.50	604.50	423.00
	third six months of experience	642.00	449.50	645.00	451.50
	fourth six months of experience	684.50	479.00	687.50	481.00
	next four months of experience	765.00	535.50	768.50	538.00
	Thereafter, the wage specified in (d)(i) i.e.	909.50	636.50	914.00	640.00
(e)	Band-knife cutter:				
	Qualified	909.50	636.50	914.00	640.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
	(i) Qualified:	804.00	563.00	808.00	565.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	588.50	412.00	591.00	413.50
	third six months of experience	607.50	425.50	610.00	427.00
	fourth six months of experience	629.50	440.50	632.00	442.50
	next four months of experience	656.50	459.50	660.00	462.00
	Thereafter, the wage specified in (f)(i) i.e.	804.00	563.00	808.00	565.50
(g)	Layer-up:				
	(i) Qualified:	630.00	441.00	633.00	443.00
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	574.00	402.00	576.50	403.50
	third six months of experience	583.50	408.50	587.00	411.00
	fourth six months of experience	592.50	415.00	596.00	417.00
	Thereafter, the wage specified in (g)(i) i.e.	630.00	441.00	633.00	443.00
(h)	Specialised presser:				
	(i) Qualified:	876.50	613.50	881.50	617.00
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	584.50	409.00	588.00	411.50
	third six months of experience	605.50	424.00	608.50	426.00
	fourth six months of experience	629.50	440.50	632.00	442.50
	fifth six months of experience	655.00	458.50	657.50	460.00
	sixth six months of experience	677.00	474.00	679.50	475.50
	seventh six months of experience	740.00	518.00	744.00	521.00
	eighth six months of experience	767.00	537.00	770.50	539.50
	next four months of experience	784.00	549.00	787.50	551.50

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
		Thereafter, the wage specified in (h)(i) i.e.	876.50	613.50	881.50	617.00
(i)	Examiner:					
	(i)	Qualified:	751.00	525.50	753.50	527.50
	(ii)	Learners:				
		first six months of experience	629.50	440.50	632.00	442.50
		Thereafter, the wage specified in (i)(i) i.e.	751.00	525.50	753.50	527.50
(j)(a)	Machinist:					
	(i)	Qualified:	736.00	515.00	739.00	517.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	574.50	402.00	577.00	404.00
		third six months of experience	591.50	414.00	595.00	416.50
		Thereafter, the wage specified in (j)(i) i.e.	736.00	515.00	739.00	517.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	736.00	515.00	739.00	517.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	574.50	402.00	577.00	404.00
		third six months of experience	591.50	414.00	595.00	416.50
		fourth six months of experience	612.00	428.50	614.00	430.00
		next four months of experience	627.50	439.50	630.50	441.50
		Thereafter, the wage specified in (j)(i) i.e.	736.00	515.00	739.00	517.50
(k)	Progress examiner:					
	(i)	Qualified:	744.00	521.00	747.50	523.50
	(ii)	Learners:				
		first six months of experience	590.00	413.00	592.00	414.50
		Thereafter, the wage specified in (k)(i) i.e.	744.00	521.00	747.50	523.50
(l)	Dispatcher:					
	(i)	Qualified:	704.50	493.00	707.50	495.00
	(ii)	Learners:				
		first six months of experience	595.00	416.50	597.00	418.00
		Thereafter, the wage specified in (l)(i) i.e.	704.50	493.00	707.50	495.00
(m)	Checker in the Knitting section:					
	(i)	Qualified:	626.00	438.00	629.00	440.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
		second six months of experience	574.00	402.00	576.50	403.50
		third six months of experience	588.50	412.00	591.00	413.50
		Thereafter, the wage specified in (m)(i) i.e.	626.00	438.00	629.00	440.50
(n)	General Worker:					
	(i)	Qualified:	607.00	425.00	609.50	426.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	574.00	402.00	576.50	403.50
		Thereafter, the wage specified in (n)(i) i.e.	607.00	425.00	609.50	426.50
(o)	Steambox pleater:					
	(i)	Qualified:	715.50	501.00	719.00	503.50
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	587.50	411.50	590.00	413.00
		third six months of experience	605.50	424.00	608.50	426.00
		fourth six months of experience	629.00	440.50	631.50	442.00
		Thereafter, the wage specified in (o)(i) i.e.	715.50	501.00	719.00	503.50
(p)	Plain sewer:					
	(i)	Qualified:	629.00	440.50	631.50	442.00
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	568.00	397.50	570.50	399.50
		third six months of experience	574.50	402.00	577.00	404.00
		fourth six months of experience	583.50	408.50	587.00	411.00
		next four months of experience	595.00	416.50	597.00	418.00
		Thereafter, the wage specified in (p)(i) i.e.	629.00	440.50	631.50	442.00
(q)	General assistant		687.50	481.00	690.50	483.50
(r)	Cleaner		612.00	428.50	614.00	430.00
(s)	Tea maker		612.00	428.50	614.00	430.00
(t)	Watchman		744.00	521.00	747.50	523.50
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	742.00	519.50	744.50	521.00
		(ab) exceeds 453 kg but does not exceed 2 722 kg	797.50	558.50	801.50	561.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	882.00	617.50	885.00	619.50
		(ad) exceeds 4 536 kg	1031.50	722.00	1037.00	726.00
	(ii)	Part-time driver of a motor vehicle	688.00	481.50	691.00	483.50

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
(v)	Clicker:					
	(i)	Qualified:	1204.00	843.00	1210.00	847.00
	(ii)	Learners:				
		first six months of experience	561.50	393.00	564.50	395.00
		second six months of experience	607.50	425.50	610.00	427.00
		third six months of experience	657.00	460.00	660.50	462.50
		fourth six months of experience	743.00	520.00	745.50	522.00
		fifth six months of experience	799.00	559.50	802.50	562.00
		sixth six months of experience	842.50	590.00	846.00	592.00
		seventh six months of experience	893.00	625.00	898.00	628.50
		eighth six months of experience	941.00	658.50	944.50	661.00
		next four months of experience	991.50	694.00	996.00	697.00
		Thereafter, the wage specified in (v)(i) i.e.	1204.00	843.00	1210.00	847.00
(w)	Beader		751.00	525.50	753.50	527.50
(x)	Chlorinator		675.00	472.50	678.50	475.00
(y)	Componder		799.00	559.50	802.50	562.00
(z)	Dipper					
	(i)	Qualified:				
		Category A	799.00	559.50	802.50	562.00
		Category B	817.00	572.00	820.50	574.50
		Category C	843.50	590.50	847.00	593.00
	(ii)	Learners:				
		first six months of experience to Category A	608.00	425.50	611.00	427.50
		first six months of experience to Category B	799.00	559.50	802.50	562.00
		first six months of experience to Category C	817.00	572.00	820.50	574.50
(aa)	Glove turner		969.00	678.50	973.50	681.50
(ab)	Mouldmaker		768.00	537.50	771.00	539.50
(ac)	Packer		645.00	451.50	648.00	453.50
(ad)	Quality product co-ordinator		1013.50	709.50	1017.50	712.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					

2. In clause 6.1(2), substitute the existing wage schedule with the following
new wage schedule (for garment knitting establishments:

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
Pattern Maker					
(a)	Qualified	1 401.50	981.00	1407.00	985.00
(b)	Learner				
	First year				
	First six months of experience	785.00	549.50	788.00	551.50
	Second six months of experience	866.50	606.50	870.00	609.00
	Second year				
	First six months of experience	948.50	664.00	953.00	667.00
	Second six months of experience	1 035.50	725.00	1040.50	728.50
	Third year				
	First six months of experience	1 128.50	790.00	1134.00	794.00
	Next four months of experience	1 219.50	853.50	1224.00	857.00
	Thereafter, the wage specified in (a), i.e.	1 401.50	981.00	1407.00	985.00
Pattern Grader					
(a)	Qualified	1 130.50	791.50	1136.00	795.00
(b)	Learner				
	First year				
	First six months of experience	739.00	517.50	742.50	520.00
	Second six months of experience	785.00	549.50	788.00	551.50
	Second year				
	First six months of experience	831.00	581.50	835.00	584.50
	Second six months of experience	890.50	623.50	895.00	626.50
	Third year				
	First six months of experience	948.50	664.00	953.00	667.00
	Next four months of experience	1 009.50	706.50	1014.50	710.00
	Thereafter, the wage specified in (a), i.e.	1 130.50	791.50	1136.00	795.00
Football Jersey Cutter					
(a)	Qualified	786.00	550.00	789.00	552.50
(b)	Learner				
	First year				
	First six months of experience	590.00	413.00	592.50	415.00
	Second six months of experience	625.00	437.50	628.00	439.50
	Second year				

	First six months of experience	658.00	460.50	661.50	463.00
	Second six months of experience	693.50	485.50	696.00	487.00
	Third year				
	First four months of experience	727.00	509.00	730.00	511.00
	Thereafter, the wage specified in (a), i.e.	786.00	550.00	789.00	552.50
Layer-up					
(a)	Qualified	677.50	474.00	681.00	476.50
(b)	Learner				
	First year				
	First six months of experience	570.50	399.50	573.00	401.00
	Second six months of experience	590.00	413.00	592.50	415.00
	Second year				
	First six months of experience	616.50	431.50	619.50	433.50
	Thereafter, the wage specified in (a), i.e.	677.50	474.00	681.00	476.50
Part B - Factory Operatives					
Grade A employee					
(a)	Qualified	866.50	606.50	870.00	609.00
(b)	Learner				
	First year				
	First six months of experience	609.50	426.50	612.50	429.00
	Second six months of experience	657.00	460.00	660.50	462.50
	Second year				
	First six months of experience	702.00	491.50	705.00	493.50
	Second six months of experience	738.50	517.00	742.50	520.00
	Third year				
	First four months of experience	786.00	550.00	789.00	552.50
	Thereafter, the wage specified in (a), i.e.	866.50	606.50	870.00	609.00
Grade B employee					
(a)	Qualified	740.00	518.00	744.00	521.00
(b)	Learner				
	First year				
	First six months of experience	600.50	420.50	604.00	423.00
	Second six months of experience	631.50	442.00	634.50	444.00
	Second year				
	First six months of experience	664.00	465.00	666.50	466.50
	Thereafter, the wage specified in (a), i.e.	740.00	518.00	744.00	521.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	740.00	518.00	744.00	521.00
	Second six months from date of advancement	762.00	533.50	765.50	536.00
	Third six months from date of advancement	786.00	550.00	789.00	552.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	866.50	606.50	870.00	609.00
Grade C employee					
(a)	Qualified	657.00	460.00	660.50	462.50
(b)	Learner				
	First year				
	First six months of experience	588.50	412.00	591.50	414.00
	Second six months of experience	606.00	424.00	608.50	426.00
	Thereafter, the wage specified in (a), i.e.	657.00	460.00	660.50	462.50
(c)	If advanced to Grade B employee:				

	First six months from date of advancement	657.00	460.00	660.50	462.50
	Second six months from date of advancement	664.00	465.00	666.50	466.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	740.00	518.00	744.00	521.00
Part C - Clerical Employees					
Clerk					
(a)	Qualified	953.50	667.50	959.00	671.50
(b)	Learner				
	First year	704.00	493.00	707.00	495.00
	Second year	765.00	535.50	769.50	538.50
	Third year				
	First four months of experience	836.00	585.00	840.50	588.50
	Thereafter, the wage specified in (a), i.e.	953.50	667.50	959.00	671.50
Factory Clerk					
(a)	Qualified	717.50	502.00	720.50	504.50
(b)	Learner				
	First year	570.50	399.50	573.00	401.00
	Second year	608.00	425.50	610.00	427.00
	Third year				
	First four months of experience	657.00	460.00	660.50	462.50
	Thereafter, the wage specified in (a), i.e.	717.50	502.00	720.50	504.50
Part D - General					
Boiler attendant		680.00	476.00	683.00	478.00
Despatch packer		702.00	491.50	705.00	493.50
General Worker		657.00	460.00	660.50	462.50
Labourer		664.00	465.00	666.50	466.50
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 -					
(a)	does not exceed 1 360 kg	702.00	491.50	705.00	493.50
(b)	exceeds 1 360 but not 2 720 kg	729.00	510.50	732.00	512.50
(c)	exceeds 2 720 kg	831.00	581.50	835.00	584.50
Supervisor, quality controller and instructor		890.50	623.50	895.00	626.50
Traveller's driver		729.00	510.50	732.00	512.50
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	757.50	530.50	761.00	532.50
(b)	60 hours per week	795.00	556.50	799.50	559.50

3. In clause 6.1(1) and (2), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 18.”

4. In clause 6.1, insert the following new sub-clause 6.1(3):

“(3) New Employees

3.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

3.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

3.1.2 The provision is only applicable to compliant companies.

3.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the

industry of at least 15% as at 31st March 2014,
monitored on a bi-annual basis.

3.1.3(b) The bi-annual benchmark monitoring shall be
measured against the following schedule of new
employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

3.1.4 It is only applicable to those compliant companies
who were in existence and operational as at 1 June
2011.

3.1.5 All other provisions of the main agreement shall be
applicable to new employees.

3.1.6 The closed shop shall be applicable to all new
employees.

3.1.7(a) The employee strength to determine whether or not
there has been an increase in employee strength will

be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 3.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months* following the implementation of this *Agreement*.

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 3.1.3* above, the provisions of the new-entry wage provision will terminate.

(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.*

- 3.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 3.1.3 (a) above.
- 3.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 3.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 3.1.1.
- 3.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

5. In clause 6.1(3), substitute the existing sub-clause (3) and (4)(a) and (b), to read (4), (5)(a) and (b) respectively.

6. Delete the existing sub-clause 6.1(4), and substitute it with the following new sub-clause 6.1(4):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”

7. In clause 6.3(2), substitute the expression “1 September 2011” for the expression “1 September 2010”.

8. In clause 12.1(3)(b), substitute the expression “79 cents per week” for the expression “74 cents per week”.

9. In clause 12.2, substitute the expression “27c per week” for the expression “25c per week”.

10. In sub-clause 14.1(1), substitute the expression “R1,73 per week,” for the expression “R1,62 per week”.

11. In sub-clause 14.1(2), substitute the expression "R2,78 per week," for the expression "R2,61 per week,".
12. In clause 15(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
13. In clause 17(3)(b), delete the following expression, "shall".
14. In clause 17(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
15. In clause 19(5), substitute the expression "11 cents per week" for the expression "10 cents per week".

**4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN
CAPE REGION)**

1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2161.50	1513.00	2171.00	1519.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	883.00	618.00	887.50	621.50
	(ii) Learners				
	first six months of experience	606.00	424.00	609.00	426.50
	second six months of experience	724.00	507.00	727.00	509.00
	Thereafter, the wage specified in (ii)(i) i.e.	883.00	618.00	887.50	621.50
	(c) Cloakroom Supervisor/Watchman	615.50	431.00	617.50	432.50
	(d) Mechanic	2027.00	1419.00	2037.00	1426.00
	(e) Unqualified Mechanic	755.50	529.00	759.50	531.50
	(f) Watchman	615.50	431.00	617.50	432.50
	(g) Labourer	481.00	336.50	483.00	338.00
	(h) Boiler Attendant	529.00	370.50	531.00	371.50
(ii)	Pattern Grader				
	(i) Qualified	1145.00	801.50	1150.00	805.00
	(ii) Learners				
	first six months of experience	442.00	309.50	444.50	311.00
	second six months of experience	530.00	371.00	532.00	372.50
	third six months of experience	617.00	432.00	620.00	434.00
	fourth six months of experience	706.50	494.50	710.00	497.00
	fifth six months of experience	793.00	555.00	796.50	557.50
	sixth six months of experience	880.00	616.00	884.50	619.00
	seventh six months of experience	968.00	677.50	972.50	681.00
	next four months of experience	1055.50	739.00	1059.50	741.50
	Thereafter, the wage specified in (ii)(i) i.e.	1145.00	801.50	1150.00	805.00
(iii)	Marker-In				
	(i) Qualified	883.00	618.00	887.50	621.50
	(ii) Learners				
	first six months of experience	442.00	309.50	444.50	311.00
	second six months of experience	496.00	347.00	498.50	349.00
	third six months of experience	554.50	388.00	556.50	389.50
	fourth six months of experience	608.00	425.50	610.00	427.00
	fifth six months of experience	663.50	464.50	666.00	466.00
	sixth six months of experience	717.50	502.00	720.50	504.50