

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%
			seventh six months of experience	773.00	541.00	777.00	544.00
			next four months of experience	827.00	579.00	830.50	581.50
			Thereafter, the wage specified in (iii)(i) i.e.	883.00	618.00	887.50	621.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out						
		(i)	Qualified	708.00	495.50	711.50	498.00
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00
			second six months of experience	468.50	328.00	470.00	329.00
			third six months of experience	517.50	362.50	520.50	364.50
			fourth six months of experience	564.50	395.00	566.50	396.50
			fifth six months of experience	612.00	428.50	615.50	431.00
			next four months of experience	660.50	462.50	663.00	464.00
			Thereafter, the wage specified in (iv)(i) i.e.	708.00	495.50	711.50	498.00
(v)	Checker, Examiner and/or Passer						
		(i)	Qualified	615.50	431.00	617.50	432.50
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00
			second six months of experience	468.50	328.00	470.00	329.00
			third six months of experience	517.50	362.50	520.50	364.50
			next four months of experience	565.00	395.50	567.00	397.00
			Thereafter, the wage specified in (v)(i) i.e.	615.50	431.00	617.50	432.50
(vi)	(a) Invoice Clerk						
		(i)	Qualified	883.00	618.00	887.50	621.50
		(ii)	Learners				
			first six months of experience	636.50	445.50	639.00	447.50
			Thereafter, the wage specified in (vi)(a)(i) i.e.	883.00	618.00	887.50	621.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk						
		(i)	Qualified	647.00	453.00	649.50	454.50
		(ii)	Learners				
			first six months of experience	464.50	325.00	466.50	326.50
			second six months of experience	555.50	389.00	557.50	390.50
			Thereafter, the wage specified in (vi)(b)(i) i.e.	647.00	453.00	649.50	454.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:						
		(i)	Qualified	697.00	488.00	699.50	489.50
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00

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%
			second six months of experience	466.00	326.00	468.50	328.00
			third six months of experience	511.00	357.50	513.50	359.50
			fourth six months of experience	557.50	390.50	559.50	391.50
			fifth six months of experience	603.50	422.50	607.00	425.00
			next four months of experience	651.00	455.50	654.00	458.00
			Thereafter, the wage specified in (vii)(i) i.e.	697.00	488.00	699.50	489.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:						
		(a)	Does not exceed 2 722 kg	762.50	534.00	765.50	536.00
		(b)	Exceeds 2 722 kg	886.00	620.00	889.50	622.50
(ix)	Part-time Driver of a Motor Vehicle			693.50	485.50	697.00	488.00
(x)	Knitting Machine Operator						
		(i)	Qualified	907.50	635.50	912.00	638.50
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00
			second six months of experience	502.50	352.00	505.00	353.50
			third six months of experience	582.50	408.00	585.00	409.50
			fourth six months of experience	664.00	465.00	666.50	466.50
			fifth six months of experience	744.50	521.00	748.00	523.50
			next four months of experience	827.50	579.50	831.00	581.50
			Thereafter, the wage specified in (x)(i) i.e.	907.50	635.50	912.00	638.50
(xi)	Maintenance hand						
		(i)	Qualified	520.50	364.50	522.50	366.00
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00
			second six months of experience	440.00	308.00	442.00	309.50
			third six months of experience	457.00	320.00	459.50	321.50
			fourth six months of experience	478.50	335.00	481.50	337.00
			next four months of experience	502.00	351.50	504.50	353.00
			Thereafter, the wage specified in (xi)(i) i.e.	520.50	364.50	522.50	366.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD							
(i) (a)	Sewing Machinist						
		(i)	Qualified	615.50	431.00	617.50	432.50
		(ii)	Learners				
			first six months of experience	420.00	294.00	422.50	296.00
			second six months of experience	452.50	317.00	455.00	318.50
			third six months of experience	484.50	339.00	486.00	340.00
			Thereafter, the wage specified in (i)(i) i.e.	615.50	431.00	617.50	432.50

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%
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(i) Qualified	615.50	431.00	617.50	432.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	452.50	317.00	455.00	318.50
	third six months of experience	484.50	339.00	486.00	340.00
	fourth six months of experience	517.50	362.50	520.50	364.50
	fifth six months of experience	549.50	384.50	552.00	386.50
	next four months of experience	582.00	407.50	584.50	409.00
	Thereafter, the wage specified in (i)(i) i.e.	615.50	431.00	617.50	432.50
	Set Leader and/or Team Leader	654.00	458.00	656.50	459.50
(ii)	General Worker/Pleater				
	(i) Qualified	464.50	325.00	466.50	326.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	441.50	309.00	443.00	310.00
	Thereafter, the wage specified in (ii)(i) i.e.	464.50	325.00	466.50	326.50
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	480.50	336.50	482.50	338.00
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	450.00	315.00	452.00	316.50
	Thereafter, the wage specified in (iii)(i) i.e.	480.50	336.50	482.50	338.00
(iv)	Plain Sewer				
	(i) Qualified	502.50	352.00	505.00	353.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	Thereafter, the wage specified in (iv)(i) i.e.	502.50	352.00	505.00	353.50
(v)	Sample Machinist	699.50	489.50	703.00	492.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i) (a)	Sewing Machinist				
	(i) Qualified:	571.50	400.00	573.50	401.50
	(ii) Learners:				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	422.50	296.00	425.00	297.50
	third six months of experience	452.50	317.00	454.00	318.00
	Thereafter, the wage specified in	571.50	400.00	573.50	401.50

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%
		(i)(a)(i) i.e.				
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:		571.50	400.00	573.50	401.50
	(ii) Learners:					
		first six months of experience	392.50	275.00	395.00	276.50
		second six months of experience	422.50	296.00	425.00	297.50
		third six months of experience	452.50	317.00	454.00	318.00
		fourth six months of experience	482.00	337.50	485.00	339.50
		fifth six months of experience	511.00	357.50	513.50	359.50
		Next four months of experience	540.50	378.50	543.00	380.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	571.50	400.00	573.50	401.50
	Set Leader and/or Team Leader		608.00	425.50	610.50	427.50
(ii)	General Worker/Pleater					
	(i) Qualified		440.00	308.00	442.00	309.50
	(ii) Learners					
		first six months of experience	392.50	275.00	395.00	276.50
		second six months of experience	417.00	292.00	418.50	293.00
		Thereafter, the wage specified in (ii)(i) i.e.	440.00	308.00	442.00	309.50
(iii)	Dispatch Packer					
	(i) Qualified		460.50	322.50	462.50	324.00
	(ii) Learners					
		first six months of experience	392.50	275.00	395.00	276.50
		second six months of experience	426.50	298.50	428.50	300.00
		Thereafter, the wage specified in (iii)(i) i.e.	460.50	322.50	462.50	324.00
(iv)	Layer-Up					
	(i) Qualified		454.00	318.00	456.00	319.00
	(ii) Learners					
		first six months of experience	392.50	275.00	395.00	276.50
		second six months of experience	423.50	296.50	425.50	298.00
		Thereafter, the wage specified in (iii)(i) i.e.	454.00	318.00	456.00	319.00
(v)	Plain Sewer					
	(i) Qualified		476.00	333.00	478.50	335.00
	(ii) Learners					
		first six months of experience	395.00	276.50	398.00	278.50
		Thereafter, the wage specified in (iv)(i) i.e.	476.00	333.00	478.50	335.00
(vi)	Sample Machinist		649.00	454.50	649.00	454.50

2. In clause 4.1(1), 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 38.”

3. In clause 4, insert the following new sub-clause 4(2):

“(2) New Employees

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

2.1.1 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.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(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.

- (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

- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(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 2.1.3*, 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 2.1.3* 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.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ

employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 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.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 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."

4. In clause 4, substitute the existing sub-clause (2)(a), (b), (c) (d) and (e); (3); (4); (5) and (6) by renumbering them, to read (3)(a), (b), (c), (d) and (e); (4); (5); (6) and (7) respectively.

5. Delete the existing sub-clause 4(7), and substitute it with the following new sub-clause 4(7):

“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.”

6. In clause 17(2)(d), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 4866, Johannesburg, 2000”.
7. In sub-clause 20 (1)(a), substitute the expression “R1,71 per week “ for the expression “R1,61 per week”.
8. In clause 20(2)(a), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 4866, Johannesburg, 2000”.
9. In sub-clause 20(1)(b), substitute the expression “R1,85 per week” for the expression “R1,74 per week”.
10. In clause 21(2), substitute the expression “R7,00” for the expression “R6,57”.
11. In clause 21(3), substitute the expression “R9,84” for the expression “R9,24”.

12. In clause 21(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
13. In clause 18, insert the following new sub-clause (6):

“(6) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted.”
14. In clause 23, substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000", wherever it appears.
15. In clause 23D(1), substitute the expression, "27 cents" for the expression "25 cents".
16. In clause 23E(2), substitute the expression, "39 cents" for the expression "37 cents".
17. In clause 23F(3)(b), delete the following expression, "shall".

18. In clause 23F(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."
19. In clause 29(3)(a), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
20. In clause 35(5), substitute the expression, "contribute an amount of 12 cents per week" for the expression "contribute an equal amount per week".
21. In clause 36(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".

5. PART C (PROVISIONS FOR THE KWAZULU-NATAL REGION)

1. In clause 4.1(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

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
Part A - Cutting Department						
GRADE 1						
	(a)	Qualified	784.35	549.05	788.00	551.60
	(b)	Learner				
		0 - 6 months	517.70	362.40	520.15	364.10
		7 - 12 months	572.70	400.90	575.35	402.75
		13 - 18 months **	627.55	439.30	630.50	441.35
		Thereafter, the qualifying wage applies	784.35	549.05	788.00	551.60
GRADE 2						
	(a)	Qualified	681.75	477.25	684.90	479.45
	(b)	Learner				
		0 - 6 months	514.95	360.45	517.40	362.20
		Thereafter, the qualifying wage applies	681.70	477.25	684.90	479.45
GRADE A						
	(a)	Qualified	698.50	488.95	701.70	491.20
	(b)	Learner				
		0 - 6 months	542.55	379.80	545.10	381.55
		Thereafter, the qualifying wage applies	698.50	488.95	701.70	491.20
HEAD CUTTER			1 251.40	876.00	1257.20	880.05
ASSISTANT HEAD CUTTER			1 001.05	700.75	1005.70	704.00
CUTTER/TRIMMER						
	(a)	Qualified	786.30	550.40	789.90	552.95
	(b)	Learner				
		0 - 6 months	493.20	345.25	495.55	346.90
		7 - 12 months	551.05	385.75	553.50	387.45
		13 - 18 months	606.55	424.60	609.35	426.55
		19 - 22 months	672.55	470.80	675.60	472.90
		Thereafter, the qualifying wage applies	786.30	550.40	789.90	552.95
BAND KNIFE CUTTER						
	(a)	Qualified	827.45	579.20	831.30	581.90
	(b)	Learner				
		0 - 6 months	551.80	386.25	554.30	388.00

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
			7 - 12 months	612.75	428.95	615.60	430.90
			13 - 18 months	668.65	468.05	671.80	470.25
			19 - 22 months	732.25	512.60	735.65	514.95
			Thereafter, the qualifying wage applies	827.45	579.20	831.30	581.90
MECHANIC							
	(a)	Qualified		1 344.85	941.40	1351.10	945.75
	(b)	Learner					
			0 - 6 months	620.50	434.35	623.35	436.35
			7 - 12 months	712.55	498.80	715.85	501.10
			13 - 18 months	817.75	572.45	821.65	575.15
			19 - 24 months	923.00	646.10	927.30	649.10
			25 - 30 months	1 035.20	724.65	1040.05	728.05
			31 - 36 months	1 138.35	796.85	1143.60	800.50
			37 - 40 months	1 239.80	867.85	1245.60	871.90
			Thereafter, the qualifying wage applies	1 344.85	941.40	1351.10	945.75
CLERK *							
	(a)	Qualified		840.55	588.40	844.45	591.10
	(b)	Learner					
			0 - 6 months	571.50	400.05	574.15	401.90
			7 - 12 months	645.30	451.70	648.25	453.75
			13 - 18 months	705.90	494.15	709.20	496.45
			Thereafter, the qualifying wage applies	840.55	588.40	844.45	591.10
WATCHMAN				704.50	493.15	707.75	495.45
DRIVER 1				661.70	463.20	664.85	465.40
DRIVER 2				723.10	506.15	726.45	508.50
DRIVER 3				843.10	590.15	847.05	592.95
DRIVER 4				1 018.35	712.85	1023.10	716.15
FOREPERSON				964.10	674.85	968.55	678.00
* Provided a registered productivity incentive scheme is in place.							
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.							

2. In clause 4(1) (a) and (b), 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 41.”

3. In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

DESCRIPTION OF OCCUPATION			Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
(i)	Foreman:		1472.35	1030.65	1479.20	1035.45
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	1417.25	992.10	1423.80	996.65
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	738.30	516.80	741.70	519.20
		third six months of experience	964.75	675.35	969.20	678.45
		next four months of experience	1191.00	833.70	1196.45	837.50
		Thereafter, the wage specified in (iii)(i) i.e.	1417.25	992.10	1423.80	996.65
(iv)	Mechanic/Dyer:					
	(i)	Qualified:	1472.35	1030.65	1479.20	1035.45
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	607.90	425.55	610.80	427.55
		third six months of experience	704.00	492.80	707.30	495.10
		fourth six months of experience	800.15	560.10	803.80	562.65
		fifth six months of experience	896.25	627.40	900.40	630.30
		sixth six months of experience	991.95	694.35	996.55	697.60
		seventh six months of experience	1088.25	761.80	1093.35	765.35

DESCRIPTION OF OCCUPATION			Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		eighth six months of experience	1184.25	829.00	1189.75	832.85
		ninth six months of experience	1280.20	896.15	1286.15	900.30
		next four months of experience	1376.50	963.55	1382.85	968.00
		Thereafter, the wage specified in (iv)(i) i.e.	1472.35	1030.65	1479.20	1035.45
(v)	Mechanic's Assistant:					
	(i)	Qualified:	964.45	675.10	968.95	678.25
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	556.80	389.75	559.40	391.60
		third six months of experience	602.70	421.90	605.45	423.80
		fourth six months of experience	647.40	453.20	650.40	455.30
		fifth six months of experience	692.95	485.05	696.20	487.35
		sixth six months of experience	738.40	516.90	741.85	519.30
		seventh six months of experience	783.40	548.40	787.05	550.95
		eighth six months of experience	828.85	580.20	832.65	582.85
		ninth six months of experience	873.90	611.75	877.95	614.55
		next four months of experience	919.25	643.50	923.45	646.40
		Thereafter, the wage specified in (v)(i) i.e.	964.45	675.10	968.95	678.25
(vi)	Supervisor:		1019.60	713.70	1024.30	717.00
(vii)	Final Examiner of fully-fashioned garments:		946.85	662.80	951.20	665.85
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	927.10	648.95	931.35	651.95
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	615.70	431.00	618.60	433.00
		third six months of experience	719.50	503.65	722.80	505.95
		next four months of experience	823.45	576.40	827.25	579.10
		Thereafter, the wage specified in (viii)(i) i.e.	927.10	648.95	931.35	651.95
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	927.10	648.95	931.35	651.95
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	581.05	406.75	583.75	408.65
		third six months of experience	650.10	455.05	653.10	457.15
		fourth six months of experience	719.50	503.65	722.90	506.05
		fifth six months of experience	788.65	552.05	792.25	554.60
		next four months of experience	858.00	600.60	861.95	603.40

DESCRIPTION OF OCCUPATION			Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		Thereafter, the wage specified in (ix)(i) i.e.	927.10	648.95	931.35	651.95
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i)	Qualified:	808.90	566.25	812.75	568.95
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	586.00	410.20	588.75	412.15
		third six months of experience	660.25	462.20	663.30	464.30
		next four months of experience	621.30	434.90	738.10	516.65
		Thereafter, the wage specified in (x)(i) i.e.	808.90	566.25	812.75	568.95
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					0.00
		(a) does not exceed 453,5 kg	773.35	541.35	776.90	543.85
		(b) exceeds 453,5 kg but not 2 721 kg	913.10	639.15	917.30	642.10
		(c) exceeds 2 721 kg but not 4 535 kg	972.30	680.60	976.80	683.75
		(d) exceeds 4 535 kg	1055.10	738.55	1060.00	742.00
(xii)	Security Officer:		1181.10	826.75	1186.60	830.60
(xiii)	Watchman:		911.50	638.05	915.75	641.05
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	948.95	664.25	953.35	667.35
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	621.05	434.75	624.00	436.80
		third six months of experience	730.60	511.40	734.00	513.80
		next four months of experience	839.65	587.75	843.55	590.50
		thereafter, the wage specified in (xiv)(i) i.e.	948.95	664.25	953.35	667.35

DESCRIPTION OF OCCUPATION			Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i)	Qualified:	665.00	465.50	668.15	467.70
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	562.85	394.00	565.50	395.85
		third six months of experience	614.30	430.00	617.10	431.95
		Thereafter, the wage specified in (xv) (i) i.e.	665.00	465.50	668.15	467.70
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		665.00	465.50	668.15	467.70
(xvii)	General Worker (Knitting)		772.50	540.75	776.10	543.25

4. In clause 4, insert the following new sub-clause 4(2):

“(2) New Employees

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

2.1.1 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.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(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.

(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

- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(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 2.1.3, 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 2.1.3* 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.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 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.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 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 4, substitute the existing sub-clause (2); (3); (4)(a), (b); (5)(a), (b) and (6) by renumbering them, to read (3); (4); (5)(a), (b); (6)(a), (b) and (7) respectively.
6. Delete the existing sub-clause 4(7), and substitute it with the following new sub-clause 4(7):

"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 25(1), substitute the expression "R2,04 per week" for the expression "R1,91 per week".
8. In clause 25(2), substitute the expression "R2,76 per week" for the expression "R2,59 per week".

9. In clause 26(1), substitute the expression "25 cents" for the expression "23 cents".
10. In clause 26(2), substitute the expression "37 cents" for the expression "35 cents".
11. In clause 40(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".

**6. PART D (PROVISIONS FOR THE NORTHERN REGION
(CLOTHING))**

1. In clause 4A(1), substitute the expression "31 August 2010 for the expression "31 August 2009" in the preamble to this sub-clause.
2. In clause 4A(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 the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1423.30	996.30	1429.90	1000.90
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	663.50	464.50	666.60	466.60
	third six months of experience	816.40	571.50	820.30	574.20
	fourth six months of experience	955.70	669.00	960.10	672.10
	fifth six months of experience	1121.60	785.10	1126.90	788.80
	next four months of experience	1273.80	891.70	1279.80	895.90
	Thereafter, the wage specified in (A)(i) i.e.	1423.30	996.30	1429.90	1000.90
(B)	Marker-In:				
	(i) Qualified:	1181.70	827.20	1187.30	831.10
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	623.20	436.20	626.20	438.30
	third six months of experience	735.10	514.60	738.50	516.90
	fourth six months of experience	846.80	592.80	850.80	595.60
	fifth six months of experience	958.50	670.90	963.10	674.20
	next four months of experience	1070.40	749.30	1075.40	752.80
	Thereafter, the wage specified in (B)(i) i.e.	1181.70	827.20	1187.30	831.10
(C)	Mechanic:				
	(i) Qualified:	1152.60	806.80	1158.00	810.60
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	582.60	407.80	585.20	409.60
	third six months of experience	654.00	457.80	657.10	460.00
	fourth six months of experience	725.30	507.70	728.70	510.10
	fifth six months of experience	796.90	557.80	800.70	560.50
	sixth six months of experience	867.50	607.30	871.50	610.00
	seventh six months of experience	939.20	657.40	943.60	660.50
	eight six months of experience	1010.40	707.30	1015.20	710.60
	next four months of experience	1081.80	757.30	1086.90	760.80
	Thereafter, the wage specified in (C)(i) i.e.	1152.60	806.80	1158.00	810.60
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	856.00	599.20	860.10	602.10
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	597.80	418.50	600.60	420.40
	third six months of experience	684.20	478.90	687.50	481.20

	DESCRIPTION OF OCCUPATION	Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	next four months of experience	771.20	539.80	774.80	542.40
	Thereafter, the wage specified in (D)(i) i.e.	856.00	599.20	860.10	602.10
*(E1)	Sample Machinist:	851.30	595.90	855.20	598.60
(E)(a)	Sewing Machinist:				
	(i) Qualified:	739.90	517.90	743.40	520.40
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	568.70	398.10	571.40	400.00
	third six months of experience	624.80	437.40	627.80	439.50
	Thereafter, the wage specified in (E)(i) i.e.	739.90	517.90	743.40	520.40
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	739.90	517.90	743.40	520.40
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	568.70	398.10	571.40	400.00
	third six months of experience	624.80	437.40	627.80	439.50
	next four months of experience	684.40	479.10	687.60	481.30
	Thereafter, the wage specified in (E)(i) i.e.	739.90	517.90	743.40	520.40
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	879.40	615.60	883.50	618.40
	(ii) Learners:				
	first six months of experience	739.90	517.90	743.40	520.40
	second six months of experience	788.00	551.60	791.70	554.20
	third six months of experience.	834.40	584.10	838.40	586.90
	Thereafter, the wage specified in (F1)(i) i.e	879.40	615.60	883.50	618.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	879.40	615.60	883.50	618.40
	(ii) Learners:				