

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	1094.00	766.00	1099.50	769.50
			Third year				
			First six months of experience	1193.00	835.00	1197.50	838.50
			Next four months of experience	1288.00	901.50	1293.50	905.50
			Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
Pattern Grader							
	(a)		Qualified	1194.50	836.00	1199.00	839.50
	(b)		Learner				
			First year				
			First six months of experience	780.00	546.00	784.00	549.00
			Second six months of experience	829.00	580.50	832.50	583.00
			Second year				
			First six months of experience	878.00	614.50	882.50	618.00
			Second six months of experience	941.00	658.50	945.00	661.50
			Third year				
			First six months of experience	1002.00	701.50	1006.50	704.50
			Next four months of experience	1066.50	746.50	1072.00	750.50
			Thereafter, the wage specified in (a), i.e.	1194.50	836.00	1199.00	839.50
Cutter, lay-maker:							
	(a)		Qualified	1152.00	806.50	1156.50	809.50
	(b)		Learner				
			First year				
			First six months of experience	699.50	489.50	703.50	492.50
			Second six months of experience	770.00	539.00	773.50	541.50
			Second year				
			First six months of experience	840.00	588.00	844.00	591.00
			Second six months of experience	919.00	643.50	924.00	647.00
			Third year				
			First four months of experience	1008.00	705.50	1013.00	709.00
			Thereafter, the wage specified in (a), i.e.	1152.00	806.50	1156.50	809.50
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)		Qualified	830.00	581.00	834.00	584.00
	(b)		Learner				
			First year				
			First six months of experience	623.00	436.00	626.00	438.00
			Second six months of experience	660.50	462.50	663.50	464.50
			Second year				
			First six months of experience	695.50	487.00	698.50	489.00
			Second six months of experience	732.00	512.50	735.50	515.00
			Third year				
			First four months of experience	768.00	537.50	771.00	539.50
			Thereafter, the wage specified in (a), i.e.	830.00	581.00	834.00	584.00
	(c)		If advanced to learner cutter:				

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
			First six months from date of advancement	900.00	630.00	904.00	633.00
			Second six months from date of advancement	1008.00	705.50	1013.00	709.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1152.00	806.50	1156.50	809.50
Layer-up:							
	(a)		Qualified	715.50	501.00	719.00	503.50
	(b)		Learner				
			First year				
			First six months of experience	603.00	422.00	605.00	423.50
			Second six months of experience	623.00	436.00	626.00	438.00
			Second year				
			First six months of experience	651.00	455.50	654.00	458.00
			Thereafter, the wage specified in (a), i.e.	715.50	501.00	719.00	503.50
	(c)		If advanced to learner cutter:				
			First six months from date of advancement	715.50	501.00	719.00	503.50
			Second six months from date of advancement	840.00	588.00	844.00	591.00
			Third six months from date of advancement	919.00	643.50	924.00	647.00
			Fourth six months from date of advancement	1008.00	705.50	1013.00	709.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1152.00	806.50	1156.50	809.50
	(d)		If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
			First six months from date of advancement	715.50	501.00	719.00	503.50
			Second six months from date of advancement	768.00	537.50	771.00	539.50
			Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	830.00	581.00	834.00	584.00
	(e)		If advanced to fitter-up:				
			First six months from date of advancement	715.50	501.00	719.00	503.50
			Second six months from date of advancement	742.00	519.50	744.50	521.00
			Third six months from date of advancement	780.00	546.00	784.00	549.00
			Fourth six months from date of advancement	830.00	581.00	834.00	584.00
			Thereafter, the wage specified for fitter-up, i.e.	915.50	641.00	919.00	643.50
Clicker:							
	(a)		Qualified	857.00	600.00	860.50	602.50
	(b)		Learner				
			First year	642.00	449.50	645.00	451.50

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
			Second year	732.00	512.50	735.50	515.00
			Thereafter, the wage specified in (a) i.e.	857.00	600.00	860.50	602.50
			Tracer:				
	(a)		Qualified	803.50	562.50	806.50	564.50
	(b)		Learner				
			First year				
			First six months of experience	642.00	449.50	645.00	451.50
			Second six months of experience	687.50	481.00	690.50	483.50
			Second year				
			First six months of experience	727.00	509.00	730.00	511.00
			Thereafter, the wage specified in (a), i.e.	803.50	562.50	806.50	564.50
			<b>Part B - Factory Operatives</b>				
			Clothing machine mechanic:				
	(a)		Qualified	1480.50	1036.50	1486.50	1040.50
	(b)		Learner				
			First year				
			First six months of experience	829.00	580.50	832.50	583.00
			Second six months of experience	915.50	641.00	919.00	643.50
			Second year				
			First six months of experience	1002.00	701.50	1006.50	704.50
			Second six months of experience	1094.00	766.00	1099.50	769.50
			Third year				
			First four months of experience	1193.00	835.00	1197.50	838.50
			Second four months of experience	1288.00	901.50	1293.50	905.50
			Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
			Clothing technician:				
	(a)		Qualified	1480.50	1036.50	1486.50	1040.50
	(b)		Learner				
			First year				
			First six months of experience	829.00	580.50	832.50	583.00
			Second six months of experience	915.50	641.00	919.00	643.50
			Second year				
			First six months of experience	1002.00	701.50	1006.50	704.50
			Second six months of experience	1094.00	766.00	1099.50	769.50
			Third year				
			First six months of experience	1193.00	835.00	1197.50	838.50
			Next four months of experience	1288.00	901.50	1293.50	905.50
			Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
			Grade A employee:				
	(a)		Qualified	915.50	641.00	919.00	643.50
	(b)		Learner				

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
			First year				
			First six months of experience	644.00	451.00	647.00	453.00
			Second six months of experience	694.50	486.00	697.00	488.00
			Second year				
			First six months of experience	742.00	519.50	744.50	521.00
			Second six months of experience	780.00	546.00	784.00	549.00
			Third year				
			First four months of experience	830.00	581.00	834.00	584.00
			Thereafter, the wage specified in (a), i.e.	915.50	641.00	919.00	643.50
			Grade B employee:				
	(a)		Qualified	782.00	547.50	786.00	550.00
	(b)		Learner				
			First year				
			First six months of experience	634.50	444.00	638.00	446.50
			Second six months of experience	668.00	467.50	670.50	469.50
			Second year				
			First six months of experience	701.50	491.00	704.50	493.00
			Thereafter, the wage specified in (a), i.e.	782.00	547.50	786.00	550.00
	(c)		If advanced to Grade A employee:				
			First six months from date of advancement	782.00	547.50	786.00	550.00
			Second six months from date of advancement	805.00	563.50	809.00	566.50
			Third six months from date of advancement	830.00	581.00	834.00	584.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
			Grade C employee:				
	(a)		Qualified	694.50	486.00	697.00	488.00
	(b)		Learner				
			First year				
			First six months of experience	622.00	435.50	625.00	437.50
			Second six months of experience	640.00	448.00	642.50	449.50
			Thereafter, the wage specified in (a), i.e.	694.50	486.00	697.00	488.00
	(c)		If advanced to Grade B employee:				
			First six months from date of advancement	694.50	486.00	697.00	488.00
			Second six months from date of advancement	701.50	491.00	704.50	493.00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	782.00	547.50	786.00	550.00
			Underpresser, blocker:				
	(a)		Qualified	701.50	491.00	704.50	493.00
	(b)		Learner		0.00		
			First year		0.00		
			First six months of experience	603.00	422.00	605.00	423.50

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
			Second six months of experience	623.00	436.00	626.00	438.00
			Second year				
			First six months of experience	651.00	455.50	654.00	458.00
			Thereafter, the wage specified in (a), i.e.	701.50	491.00	704.50	493.00
	(c)		If advanced to learner presser:				
			First six months from date of advancement	701.50	491.00	704.50	493.00
			Second six months from date of advancement	830.00	581.00	834.00	584.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
<b>Part C - Clerical employees</b>							
Clerk							
	(a)		Qualified	1008.00	705.50	1013.00	709.00
	(b)		Learner				
			First year	743.50	520.50	747.00	523.00
			Second year	808.50	566.00	812.50	569.00
			Third year				
			First four months of experience	883.50	618.50	887.50	621.50
			Thereafter, the wage specified in (a), i.e.	1008.00	705.50	1013.00	709.00
Factory Clerk							
	(a)		Qualified	757.00	530.00	761.00	532.50
	(b)		Learner				
			First year	603.00	422.00	605.00	423.50
			Second year	642.00	449.50	645.00	451.50
			Third year				
			First four months of experience	694.50	486.00	697.00	488.00
			Thereafter, the wage specified in (a), i.e.	757.00	530.00	761.00	532.50
<b>Part D - General</b>							
Boiler attendant				718.50	503.00	721.50	505.00
Despatch packer				742.00	519.50	744.50	521.00
General Worker				694.50	486.00	697.00	488.00
Labourer				701.50	491.00	704.50	493.00
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 -							
	(a)		does not exceed 1 360 kg	742.00	519.50	744.50	521.00
	(b)		exceeds 1 360 but not 2 720 kg	770.00	539.00	773.50	541.50
	(c)		exceeds 2 720 kg	878.00	614.50	882.50	618.00

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
			Supervisor, quality controller and instructor	941.00	658.50	945.00	661.50
			Traveller's driver	770.00	539.00	773.50	541.50
			Watchman or caretaker, whose ordinary hours of work are -				
	(a)		less than 60 hours per week	800.50	560.50	804.00	563.00
	(b)		60 hours per week	840.00	588.00	844.00	591.00

(3) In clause 4(1)(a), 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 45.”

(4) In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

DESCRIPTION				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
			Blocker				
	(a)		Qualified	730.50	511.50	734.50	514.00
	(b)		Learner				

DESCRIPTION			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
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	564.50	395.00	566.50	396.50
		Second year				
		First six months of experience	617.50	432.50	620.50	434.50
		Second six months of experience	674.50	472.00	678.00	474.50
		Thereafter, the wage specified in (a), i.e.	730.50	511.50	734.50	514.00
		Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
	(a)	Qualified	603.50	422.50	605.50	424.00
	(b)	Learner				
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	525.50	368.00	528.00	369.50
		Second year				
		First six months of experience	543.50	380.50	546.50	382.50
		Second six months of experience	565.00	395.50	567.00	397.00
		Third year				
		First four months of experience	583.00	408.00	586.50	410.50
		Thereafter, the wage specified in (a), i.e.	603.50	422.50	605.50	424.00
		Clerk				
	(a)	Qualified	1 008.00	705.50	1 013.00	709.00
	(b)	Learner				
		First year	743.50	520.50	747.00	523.00
		Second year	808.50	566.00	812.50	569.00
		Third year				
		First four months of experience	883.50	618.50	887.50	621.50
		Thereafter, the wage specified in (a), i.e.	1 008.00	705.50	1 013.00	709.00
		General Worker (Millinery)	596.50	417.50	599.50	419.50
		Grade 1 Employee (Millinery):				
	(a)	Qualified	590.50	413.50	593.00	415.00
	(b)	Learner				
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	526.50	368.50	529.50	370.50
		Second year				
		First six months of experience	556.50	389.50	558.50	391.00
		Thereafter, the wage specified in (a), i.e.	590.50	413.50	593.00	415.00
		Milliner:				

DESCRIPTION			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
	(a)	Qualified	638.50	447.00	641.50	449.00
	(b)	Learner				
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	537.50	376.50	539.50	377.50
		Second year				
		First six months of experience	539.00	377.50	541.00	378.50
		Second six months of experience	564.00	395.00	566.00	396.00
		Third year				
		First six months of experience	588.50	412.00	591.00	413.50
		Next four months of experience	617.50	432.50	620.50	434.50
		Thereafter, the wage specified in (a) i.e.	638.50	447.00	641.50	449.00
Millinery Machinist:						
	(a)	Qualified	645.00	451.50	648.00	453.50
	(b)	Learner				
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	551.00	385.50	553.50	387.50
		Second year				
		First six months of experience	584.00	409.00	587.50	411.50
		Thereafter, the wage specified in (a), i.e.	645.00	451.50	648.00	453.50
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)	does not exceed 2268 kg	765.50	536.00	769.50	538.50
	(b)	exceeds 2268	809.00	566.50	813.00	569.00
Plain Sewer (Millinery):						
	(a)	Qualified	603.50	422.50	605.50	424.00
	(b)	Learner				
		First year				
		First six months of experience	505.50	354.00	508.00	355.50
		Second six months of experience	532.50	373.00	535.00	374.50
		Second year				
		First six months of experience	566.50	396.50	569.00	398.50
		Thereafter, the wage specified in (a), i.e.	603.50	422.50	605.50	424.00
Supervisor (Millinery)			865.00	605.50	868.50	608.00
Watchman or Caretaker (Millinery)			873.00	611.00	876.00	613.00

(5) In clause 4(1)(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 45."

- (6) In clause 4, insert the following new sub-clause (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 31<sup>st</sup> August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31<sup>st</sup> 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 *1<sup>st</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> 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 1<sup>st</sup> 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."

(7) In clause 4, substitute the existing sub-clause (2); (3); (4)(a), (b) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); (13) and (14) respectively.

(8) In clause 4(11) substitute the year "2011" for the year "2010".

- (9) Delete the existing sub-clause 4(13), and substitute it with the following new sub-clause 4(13):

“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.”

- (10) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :

“(i) The Western Cape shall pay one additional day’s paid leave for the 27<sup>th</sup> December 2010.

“(ii) The cost of the additional paid leave day falling on 27<sup>th</sup> December 2010 will not form part of the total labour cost for 2010/2011.”

- (11) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):

“(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.

- (ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days' paid leave for the 2011/2012 annual leave period."
- (12) In sub-clause 22(2)(a), substitute the expression "R1,73 per week." for the expression "an amount of R1,62 per week."
- (13) In sub-clause 22(2)(b), substitute the expression "R2,78 per week" for the expression "R2,61 per week".
- (14) In clause 26(4)(b) in Group 1, substitute the expression "R7,19" for the expression "R6,74" under Group 1 and the expression "R8,58" for the expression "R8,05" under Group 2.
- (15) In clause 27(3), substitute the expression "27 cents per week" for the expression "25 cents per week".
- (16) In clause 27(4), substitute the expression "39 cents per week" for the expression "37 cents per week".
- (17) In clause 38(5), substitute the expression "17 cents per week" for the expression "16 cents per week".
- (18) In clause 39(3), substitute the expression "32 cents per week" for the expression "30 cents per week".

- (19) In clause 41(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".
- (20) In clause 44(3)(b), delete the following expression, "shall".
- (21) In clause 44(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."

**9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION  
(COUNTRY AREAS))**

- (1) In clause 1(2)(b), substitute the expression "R60 986,00 per annum" for the expression "R54 804,00 per annum".
- (2) In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

	Wage per week GROUP A (ie employers	New Employees 80%	Wage per week GROUP B (ie employers	New Employees 80%
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				contributing to the Productivity Incentive Scheme)		NOT contributing to the Productivity Incentive Scheme)	
				R	R	R	R
Part A - Cutting Department							
Head Cutter				1 173.00	938.50	1178.50	943.00
Pattern Maker:							
	(a)	Qualified		1 173.00	938.50	1178.50	943.00
	(b)	Learner					
		First year					
			First six months of experience	665.00	532.00	669.00	535.00
			Second six months of experience	732.00	585.50	735.50	588.50
		Second year					
			First six months of experience	801.50	641.00	806.00	645.00
			Second six months of experience	872.00	697.50	875.00	700.00
		Third year					
			First four months of experience	948.50	759.00	952.00	761.50
			Thereafter, the wage specified in (a), i.e.	1 173.00	938.50	1178.50	943.00
Pattern Grader							
	(a)	Qualified		951.00	761.00	955.50	764.50
	(b)	Learner					
		First year					
			First six months of experience	621.00	497.00	624.00	499.00
			Second six months of experience	665.00	532.00	669.00	535.00
		Second year					
			First six months of experience	706.50	565.00	710.50	568.50
			Second six months of experience	752.00	601.50	755.50	604.50
		Third year					
			First six months of experience	801.50	641.00	806.00	645.00
			Next four months of experience	850.50	680.50	854.00	683.00
			Thereafter, the wage specified in (a), i.e.	951.00	761.00	955.50	764.50
Cutter, lay-maker:							
	(a)	Qualified		916.00	733.00	921.00	737.00
	(b)	Learner					
		First year					
			First six months of experience	560.50	448.50	563.00	450.50
			Second six months of experience	618.00	494.50	621.00	497.00
		Second year					
			First six months of experience	676.00	541.00	678.00	542.50
			Second six months of experience	736.50	589.00	740.50	592.50
		Third year					
			First six months of experience	807.00	645.50	811.00	649.00
			Next four months of experience	916.00	733.00	921.00	737.00
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified		668.50	535.00	670.50	536.50
	(b)	Learner					
		First year					
			First six months of experience	503.50	403.00	505.00	404.00
			Second six months of experience	530.50	424.50	532.50	426.00
		Second year					



				Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
				R	R	R	R
			First six months of experience	559.50	447.50	561.50	449.00
			Second six months of experience	586.50	469.00	588.50	471.00
			Third year				
			First four months of experience	616.50	493.00	618.50	495.00
			Thereafter, the wage specified in (a) i.e.	668.50	535.00	670.50	536.50
	(c)		If advanced to learner cutter:				
			First six months from date of advancement	722.00	577.50	725.00	580.00
			Second six months from date of advancement	807.00	645.50	811.00	649.00
			Thereafter, the wage specified for a qualified cutter, i.e.	916.00	733.00	921.00	737.00
Layer-up:							
	(a)		Qualified	573.50	459.00	575.50	460.50
			First year				
			First six months of experience	488.50	391.00	490.50	392.50
			Second six months of experience	503.50	403.00	505.00	404.00
Second year							
			First six months of experience	523.50	419.00	525.50	420.50
			Thereafter, the wage specified in (a), i.e.	573.50	459.00	575.50	460.50
	(b)		If advanced to learner cutter:				
			First six months from date of advancement	573.50	459.00	575.50	460.50
			Second six months from date of advancement	676.00	541.00	678.00	542.50
			Third six months from date of advancement	736.50	589.00	740.50	592.50
			Fourth six months from date of advancement	807.00	645.50	811.00	649.00
			Thereafter, the wage specified for a qualified cutter, i.e.	916.00	733.00	921.00	737.00
Clicker:							
	(a)		Qualified	689.00	551.00	691.00	553.00
	(b)		Learner				
			First year of experience	517.50	414.00	519.00	415.00
			Second year of experience	586.50	469.00	588.50	471.00
			Thereafter, the wage specified in (a), i.e.	689.00	551.00	691.00	553.00
Tracer:							
	(a)		Qualified	646.50	517.00	648.50	519.00
	(b)		Learner				
			First year				
			First six months of experience	517.50	414.00	519.00	415.00
			Second six months of experience	552.00	441.50	553.50	443.00
			Second year				
			First six months of experience	583.50	467.00	586.50	469.00
			Thereafter, the wage specified in (a), i.e.	646.50	517.00	648.50	519.00
Part B - Factory Operatives							

				Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
				R	R	R	R
Clothing machine mechanic:							
	(a)	Qualified		1 173.00	938.50	1178.50	943.00
	(b)	Learner					
		First year					
		First six months of experience		665.00	532.00	669.00	535.00
		Second six months of experience		732.00	585.50	735.50	588.50
		Second year					
		First six months of experience		801.50	641.00	806.00	645.00
		Second six months of experience		872.00	697.50	875.00	700.00
		Third year					
		First six months of experience		948.50	759.00	952.00	761.50
		Next four months of experience		1 024.50	819.50	1028.00	822.50
		Thereafter, the wage specified in (a), i.e.		1 173.00	938.50	1178.50	943.00
Grade A employee:							
	(a)	Qualified		732.00	585.50	735.50	588.50
	(b)	Learner					
		First year					
		First six months of experience		520.00	416.00	523.00	418.50
		Second six months of experience		558.50	447.00	560.50	448.50
		Second year					
		First six months of experience		592.50	474.00	595.00	476.00
		Second six months of experience		627.50	502.00	630.50	504.50
		Third year					
		First four months of experience		668.50	535.00	670.50	536.50
		Thereafter, the wage specified in (a), i.e.		732.00	585.50	735.50	588.50
Grade B employee:							
	(a)	Qualified		604.00	483.00	613.50	491.00
	(b)	Learner					
		First year					
		First six months of experience		520.00	416.00	520.00	416.00
		Second six months of experience		540.50	432.50	542.50	434.00
		Second year					
		First six months of experience		560.00	448.00	564.50	451.50
		Thereafter, the wage specified in (a), i.e.		604.00	483.00	613.50	491.00
	(c)	If advanced to Grade A employee:					
		First six months from date of advancement		604.00	483.00	613.50	491.00
		Second six months from date of advancement		609.00	487.00	618.00	494.50
		Third six months from date of advancement		640.00	512.00	652.50	522.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.		724.00	579.00	718.50	575.00

			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
			R	R	R	R
Grade C employee:						
	(a)	Qualified	558.50	447.00	560.50	448.50
	(b)	Learner				
		First year				
		First six months of experience	501.00	401.00	503.00	402.50
		Second six months of experience	516.50	413.00	518.00	414.50
		Thereafter, the wage specified in (a), i.e.	558.50	447.00	560.50	448.50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	558.50	447.00	560.50	448.50
		Second six months from date of advancement	563.00	450.50	565.50	452.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	621.00	497.00	624.00	499.00
Underpresser, blocker:						
	(a)	Qualified	563.00	450.50	565.50	452.50
	(b)	Learner				
		First year				
		First six months of experience	488.50	391.00	490.50	392.50
		Second six months of experience	503.50	403.00	505.00	404.00
		Second year				
		First six months of experience	523.50	419.00	525.50	420.50
		Second six months of experience	563.00	450.50	565.50	452.50
	(c)	If advanced to learner presser:				
		First six months from date of advancement	563.00	450.50	565.50	452.50
		Second six months from date of advancement	668.50	535.00	670.50	536.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	732.00	585.50	735.50	588.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	807.00	645.50	811.00	649.00
	(b)	Learner				
		First year of experience	596.00	477.00	599.50	479.50
		Second year of experience	651.00	521.00	654.50	523.50
		Third year				
		First six months of experience	708.00	566.50	712.50	570.00
		Thereafter, the wage specified in (a), i.e.	807.00	645.50	811.00	649.00
Factory Clerk						
	(a)	Qualified	606.50	485.00	609.50	487.50
	(b)	Learner				
		First year of experience	487.50	390.00	489.00	391.00
		Second year of experience	518.00	414.50	520.00	416.00

			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
			R	R	R	R
		Third year				
		First six months of experience	556.00	445.00	558.50	447.00
		Thereafter, the wage specified in (a), i.e.	606.50	485.00	609.50	487.50
		Part D - General				
		Boiler attendant	575.50	460.50	577.50	462.00
		Despatch packer	593.50	475.00	596.00	477.00
		General Worker	554.50	443.50	561.50	449.00
		Labourer	563.00	450.50	565.50	452.50
		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	621.50	497.00	624.50	499.50
	(b)	2 720 kg and over	706.50	565.00	710.50	568.50
		Supervisor, quality controller and instructor	752.00	601.50	755.50	604.50
		Traveller's driver	621.50	497.00	624.50	499.50
		Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week	643.50	515.00	647.00	517.50
	(b)	60 hours per week	676.00	541.00	678.00	542.50

(3) In clause 4(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 45.”

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

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other 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 31<sup>st</sup> August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31<sup>st</sup> 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 *1<sup>st</sup> 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 *31<sup>st</sup> 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 31<sup>st</sup> 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 1<sup>st</sup> 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) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); and (13) respectively.

(6) In clause 4(11) substitute the year "2011" for the year "2010".

(7) Delete the existing sub-clause 4(13), and substitute it with the following new sub-clause 4(13):

"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."

(8) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :



“(i) The Western Cape shall pay one additional day's paid leave for the 27<sup>th</sup> December 2010.

(ii) The cost of the additional paid leave day falling on 27<sup>th</sup> December 2010 will not form part of the total labour cost for 2010/2011.”

(9) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):

“(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.

(ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days' paid leave for the 2011/2012 annual leave period.”

(10) In sub-clause 22(2)(a), substitute the expression “R1,79 per week.” for the expression “an amount of R1,64 per week.”.

(11) In sub-clause 22(2)(b), substitute the expression “R2,88 per week” for the expression “R2,64 per week”.