

No. 279

12 April 2013

**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) read with section 32(5)(a) and (b) 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 **22 April 2013** and for the period ending 31 August 2016.

MN 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

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 2016. 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			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
( a )	<b>Foreman</b>		1387.50	1110.00	1394.50	1115.50
( b )	<b>Designer:</b>					
	(i)	Qualified:	1769.00	1415.00	1777.50	1422.00
	(ii)	Learners:				
		first six months of experience	603.50	483.00	606.00	485.00
		second six months of experience	703.00	562.50	705.50	564.50
		third six months of experience	841.50	673.00	845.50	676.50
		fourth six months of experience	937.00	749.50	941.50	753.00
		fifth six months of experience	1042.00	833.50	1047.50	838.00
		sixth six months of experience	1130.50	904.50	1135.50	908.50
		seventh six months of experience	1230.00	984.00	1236.50	989.00
		eighth six months of experience	1329.00	1063.00	1335.50	1068.50
		next four months of experience	1410.50	1128.50	1416.00	1133.00
		Thereafter, the wage specified in (b)(i) i.e.	1769.00	1415.00	1777.50	1422.00
( c )	<b>Grader:</b>					
	(i)	Qualified:	1271.00	1017.00	1276.00	1021.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	650.50	520.50	653.50	523.00
		third six months of experience	707.50	566.00	711.50	569.00
		fourth six months of experience	742.00	593.50	745.00	596.00
		fifth six months of experience	857.50	686.00	861.50	689.00
		sixth six months of experience	918.00	734.50	923.00	738.50
		seventh six months of experience	968.50	775.00	973.50	779.00
		eighth six months of experience	1018.00	814.50	1022.50	818.00
		next four months of experience	1083.00	866.50	1088.50	871.00
		Thereafter, the wage specified in (c)(i) i.e.	1271.00	1017.00	1276.00	1021.00
( d )	<b>Marker-in:</b>					
	(i)	Qualified:	968.50	775.00	973.50	779.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	640.00	512.00	644.00	515.00
		third six months of experience	683.50	547.00	687.00	549.50
		fourth six months of experience	729.00	583.00	732.00	585.50
		next four months of experience	814.50	651.50	818.50	655.00
		Thereafter, the wage specified in (d)(i) i.e.	968.50	775.00	973.50	779.00
( e )	<b>Band-knife cutter:</b>					
		Qualified	968.50	775.00	973.50	779.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
( f )	<b>Cutter-out:</b>					
	(i)	Qualified:	856.50	685.00	860.50	688.50
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	627.00	501.50	629.50	503.50
		third six months of experience	647.00	517.50	649.50	519.50
		fourth six months of experience	670.50	536.50	673.00	538.50
		next four months of experience	699.00	559.00	703.00	562.50
		Thereafter, the wage specified in (f)(i) i.e.	856.50	685.00	860.50	688.50
( g )	<b>Layer-up:</b>					
	(i)	Qualified:	671.00	537.00	674.00	539.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	611.50	489.00	614.00	491.00
		third six months of experience	621.50	497.00	625.00	500.00
		fourth six months of experience	631.00	505.00	634.50	507.50
		Thereafter, the wage specified in (g)(i) i.e.	671.00	537.00	674.00	539.00
( h )	<b>Specialised presser:</b>					
	(i)	Qualified:	933.50	747.00	939.00	751.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	622.50	498.00	626.00	501.00
		third six months of experience	645.00	516.00	648.00	518.50
		fourth six months of experience	670.50	536.50	673.00	538.50
		fifth six months of experience	697.50	558.00	700.00	560.00
		sixth six months of experience	721.00	577.00	723.50	579.00
		seventh six months of experience	788.00	630.50	792.50	634.00
		eighth six months of experience	817.00	653.50	820.50	656.50
		next four months of experience	835.00	668.00	838.50	671.00
		Thereafter, the wage specified in (h)(i) i.e.	933.50	747.00	939.00	751.00
( i )	<b>Examiner:</b>					
	(i)	Qualified:	800.00	640.00	802.50	642.00
	(ii)	Learners:				
		first six months of experience	670.50	536.50	673.00	538.50
		Thereafter, the wage specified in (i)(i) i.e.	800.00	640.00	802.50	642.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
(j)(a)	<b>Machinist:</b>				
	(i) Qualified:	784.00	627.00	787.00	629.50
	(ii) Learners:				
	first six months of experience	598.00	478.50	601.00	481.00
	second six months of experience	612.00	489.50	614.50	491.50
	third six months of experience	630.00	504.00	633.50	507.00
	Thereafter, the wage specified in (j)(i) i.e.	784.00	627.00	787.00	629.50
(j)(b)	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>				
	(i) Qualified:	784.00	627.00	787.00	629.50
	(ii) Learners:				
	first six months of experience	598.00	478.50	601.00	481.00
	second six months of experience	612.00	489.50	614.50	491.50
	third six months of experience	630.00	504.00	633.50	507.00
	fourth six months of experience	652.00	521.50	654.00	523.00
	next four months of experience	668.50	535.00	671.50	537.00
	Thereafter, the wage specified in (j)(i) i.e.	784.00	627.00	787.00	629.50
(k)	<b>Progress examiner:</b>				
	(i) Qualified:	792.50	634.00	796.00	637.00
	(ii) Learners:				
	first six months of experience	628.50	503.00	630.50	504.50
	Thereafter, the wage specified in (k)(i) i.e.	792.50	634.00	796.00	637.00
(l)	<b>Despatcher:</b>				
	(i) Qualified:	750.50	600.50	753.50	603.00
	(ii) Learners:				
	first six months of experience	633.50	507.00	636.00	509.00
	Thereafter, the wage specified in (l)(i) i.e.	750.50	600.50	753.50	603.00
(m)	<b>Checker in the Knitting section:</b>				
	(i) Qualified:	666.50	533.00	670.00	536.00
	(ii) Learners:				
	first six months of experience	598.00	478.50	601.00	481.00
	second six months of experience	611.50	489.00	614.00	491.00
	third six months of experience	627.00	501.50	629.50	503.50
	Thereafter, the wage specified in (m)(i) i.e.	666.50	533.00	670.00	536.00
(n)	<b>General Worker:</b>				
	(i) Qualified:	646.50	517.00	649.00	519.00
	(ii) Learners:				
	first six months of experience	598.00	478.50	601.00	481.00
	second six months of experience	611.50	489.00	614.00	491.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		Thereafter, the wage specified in (n)(i) i.e.	646.50	517.00	649.00	519.00
( o )	<b>Steambox pleater:</b>					
	(i)	Qualified:	762.00	609.50	765.50	612.50
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	625.50	500.50	628.50	503.00
		third six months of experience	645.00	516.00	648.00	518.50
		fourth six months of experience	670.00	536.00	672.50	538.00
		Thereafter, the wage specified in (o)(i) i.e.	762.00	609.50	765.50	612.50
( p )	<b>Plain sewer:</b>					
	(i)	Qualified:	670.00	536.00	672.50	538.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	605.00	484.00	607.50	486.00
		third six months of experience	612.00	489.50	614.50	491.50
		fourth six months of experience	621.50	497.00	625.00	500.00
		next four months of experience	633.50	507.00	636.00	509.00
		Thereafter, the wage specified in (p)(i) i.e.	670.00	536.00	672.50	538.00
( q )	<b>General assistant</b>		732.00	585.50	735.50	588.50
( r )	<b>Cleaner</b>		652.00	521.50	654.00	523.00
( s )	<b>Tea maker</b>		652.00	521.50	654.00	523.00
( t )	<b>Watchman</b>		792.50	634.00	796.00	637.00
( u )	<b>Motor vehicle driver:</b>					
	(i)	(aa) does not exceed 453 kg	790.00	632.00	793.00	634.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	849.50	679.50	853.50	683.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	939.50	751.50	942.50	754.00
		(ad) exceeds 4 536 kg	1098.50	879.00	1104.50	883.50
	(ii)	Part-time driver of a motor vehicle	732.50	586.00	736.00	589.00
( v )	<b>Clicker:</b>					
	(i)	Qualified:	1282.50	1026.00	1288.50	1031.00
	(ii)	Learners:				
		first six months of experience	598.00	478.50	601.00	481.00
		second six months of experience	647.00	517.50	649.50	519.50
		third six months of experience	699.50	559.50	703.50	563.00
		fourth six months of experience	791.50	633.00	794.00	635.00
		fifth six months of experience	851.00	681.00	854.50	683.50
		sixth six months of experience	897.50	718.00	901.00	721.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		seventh six months of experience	951.00	761.00	956.50	765.00
		eighth six months of experience	1002.00	801.50	1006.00	805.00
		next four months of experience	1056.00	845.00	1060.50	848.50
		Thereafter, the wage specified in (v)(i) i.e.	1282.50	1026.00	1288.50	1031.00
( w )	Beader		800.00	640.00	802.50	642.00
( x )	Chlorinator		719.00	575.00	722.50	578.00
( y )	Componder		851.00	681.00	854.50	683.50
( z )	Dipper					
	(i)	Qualified:				
		Category A	851.00	681.00	854.50	683.50
		Category B	870.00	696.00	874.00	699.00
		Category C	898.50	719.00	902.00	721.50
	(ii)	Learners:				
		first six months of experience to Category A	647.50	518.00	650.50	520.50
		first six months of experience to Category B	851.00	681.00	854.50	683.50
		first six months of experience to Category C	870.00	696.00	874.00	699.00
( aa )	Glove turner		1032.00	825.50	1037.00	829.50
( ab )	Mouldmaker		818.00	654.50	821.00	657.00
( ac )	Packer		687.00	549.50	690.00	552.00
( ad )	Quality product co-ordinator		1079.50	863.50	1083.50	867.00
( ae )	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1/3</sup> 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.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.5% Across-the-Board.						

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

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R	R	R	R	R
<b>Part A - Cutting Department</b>									
<b>Pattern Maker</b>									
(a)	Qualified	1498.00	1 198.50	1480.50	1 184.50	1504.00	1 203.00	1486.50	1 189.00
(b)	Learner								
	First year								
	First six months of experience	838.50	671.00	828.50	663.00	842.50	674.00	832.50	666.00
	Second six months of experience	926.00	741.00	915.00	732.00	929.50	743.50	918.50	735.00
	Second year								
	First six months of experience	1014.00	811.00	1002.00	801.50	1018.00	814.50	1006.00	805.00
	Second six months of experience	1107.00	885.50	1094.00	875.00	1112.50	890.00	1099.50	879.50
	Third year								
	First six months of experience	1207.00	965.50	1193.00	954.50	1211.50	969.00	1197.00	957.50
	Next four months of experience	1303.00	1 042.50	1287.50	1 030.00	1309.00	1 047.00	1293.50	1 035.00
	Thereafter, the wage specified in (a), i.e.	1498.00	1 198.50	1480.50	1 184.50	1504.00	1 203.00	1486.50	1 189.00
<b>Pattern Grader</b>									
(a)	Qualified	1209.00	967.00	1195.00	956.00	1213.00	970.50	1198.50	959.00
(b)	Learner								
	First year								
	First six months of experience	789.00	631.00	779.50	623.50	793.50	635.00	784.00	627.00
	Second six months of experience	838.50	671.00	828.50	663.00	842.50	674.00	832.50	666.00
	Second year								
	First six months of experience	888.00	710.50	877.50	702.00	893.00	714.50	882.50	706.00
	Second six months of experience	952.00	761.50	941.00	753.00	956.50	765.00	945.00	756.00
	Third year								
	First six months of experience	1014.00	811.00	1002.00	801.50	1018.00	814.50	1006.00	805.00
	Next four months of experience	1079.00	863.00	1066.50	853.00	1084.50	867.50	1071.50	857.00
	Thereafter, the wage specified in (a), i.e.	1209.00	967.00	1195.00	956.00	1213.00	970.50	1198.50	959.00
<b>Football Jersey Cutter</b>									



		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R	R	R	R	R
(a)	Qualified	840.00	672.00	830.00	664.00	844.00	675.00	834.00	667.00
(b)	Learner								
	First year								
	First six months of experience	630.50	504.50	623.00	498.50	633.00	506.50	625.50	500.50
	Second six months of experience	668.50	535.00	660.50	528.50	671.50	537.00	663.50	531.00
	Second year								
	First six months of experience	703.50	563.00	695.00	556.00	706.50	565.00	698.00	558.50
	Second six months of experience	740.50	592.50	732.00	585.50	744.00	595.00	735.00	588.00
	Third year								
	First four months of experience	777.00	621.50	768.00	614.50	780.00	624.00	771.00	617.00
	Thereafter, the wage specified in (a), i.e.	840.00	672.00	830.00	664.00	844.00	675.00	834.00	667.00
Layer-up									
(a)	Qualified	723.50	579.00	715.00	572.00	727.50	582.00	719.00	575.00
(b)	Learner								
	First year								
	First six months of experience	610.00	488.00	603.00	482.50	612.50	490.00	605.50	484.50
	Second six months of experience	630.50	504.50	623.00	498.50	633.00	506.50	625.50	500.50
	Second year								
	First six months of experience	658.50	527.00	651.00	521.00	662.00	529.50	654.00	523.00
	Thereafter, the wage specified in (a), i.e.	723.50	579.00	715.00	572.00	727.50	582.00	719.00	575.00
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	926.00	741.00	915.00	732.00	929.50	743.50	918.50	735.00
(b)	Learner								
	First year								
	First six months of experience	652.00	521.50	644.50	515.50	654.50	523.50	647.00	517.50
	Second six months of experience	703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
	Second year								

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R	R	R	R	R
	First six months of experience	751.00	601.00	742.00	593.50	753.50	603.00	744.50	595.50
	Second six months of experience	789.00	631.00	779.50	623.50	793.50	635.00	784.00	627.00
	Third year								
	First four months of experience	840.00	672.00	830.00	664.00	844.00	675.00	834.00	667.00
	Thereafter, the wage specified in (a), i.e.	926.00	741.00	915.00	732.00	929.50	743.50	918.50	735.00
<b>Grade B employee</b>									
(a)	Qualified	791.50	633.00	782.00	625.50	795.00	636.00	785.50	628.50
(b)	Learner								
	First year								
	First six months of experience	642.00	513.50	634.50	507.50	645.50	516.50	638.00	510.50
	Second six months of experience	675.50	540.50	667.50	534.00	678.50	543.00	670.50	536.50
	Second year								
	First six months of experience	710.00	568.00	701.50	561.00	713.00	570.50	704.50	563.50
	Thereafter, the wage specified in (a), i.e.	791.50	633.00	782.00	625.50	795.00	636.00	785.50	628.50
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	791.50	633.00	782.00	625.50	795.00	636.00	785.50	628.50
	Second six months from date of advancement	814.50	651.50	805.00	644.00	818.50	655.00	809.00	647.00
	Third six months from date of advancement	840.00	672.00	830.00	664.00	844.00	675.00	834.00	667.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	926.00	741.00	915.00	732.00	929.50	743.50	918.50	735.00
<b>Grade C employee</b>									
(a)	Qualified	703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
(b)	Learner								
	First year								
	First six months of experience	629.50	503.50	622.00	497.50	632.50	506.00	625.00	500.00
	Second six months of experience	647.50	518.00	640.00	512.00	650.00	520.00	642.50	514.00
	Thereafter, the wage specified in (a), i.e.	703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
(c)	If advanced to Grade B employee:								

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R	R	R	R	R
	First six months from date of advancement	703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
	Second six months from date of advancement	710.00	568.00	701.50	561.00	713.00	570.50	704.50	563.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	791.50	633.00	782.00	625.50	795.00	636.00	785.50	628.50
<b>Part C - Clerical Employees</b>									
<b>Clerk</b>									
(a)	Qualified	1019.50	815.50	1007.50	806.00	1025.00	820.00	1013.00	810.50
(b)	Learner								
	First year	752.50	602.00	743.50	595.00	755.50	604.50	746.50	597.00
	Second year	818.00	654.50	808.50	647.00	822.00	657.50	812.50	650.00
	Third year								
	First four months of experience	894.00	715.00	883.50	707.00	898.00	718.50	887.50	710.00
	Thereafter, the wage specified in (a), i.e.	1019.50	815.50	1007.50	806.00	1025.00	820.00	1013.00	810.50
<b>Factory Clerk</b>									
(a)	Qualified	765.50	612.50	756.50	605.00	770.00	616.00	761.00	609.00
(b)	Learner								
	First year	610.00	488.00	603.00	482.50	612.50	490.00	605.50	484.50
	Second year	649.50	519.50	642.00	513.50	653.00	522.50	645.50	516.50
	Third year								
	First four months of experience	703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
	Thereafter, the wage specified in (a), i.e.	765.50	612.50	756.50	605.00	770.00	616.00	761.00	609.00
<b>Part D - General</b>									
<b>Boiler attendant</b>		727.00	581.50	718.50	575.00	730.00	584.00	721.50	577.00
<b>Despatch packer</b>		751.00	601.00	742.00	593.50	753.50	603.00	744.50	595.50
<b>General Worker</b>		703.00	562.50	694.50	555.50	705.00	564.00	696.50	557.00
<b>Labourer</b>		710.00	568.00	701.50	561.00	713.00	570.50	704.50	563.50
<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with</b>									

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R	R	R	R	R
the unladen mass of any trailer or trailers drawn by such vehicle -									
(a)	does not exceed 1 360 kg	751.00	601.00	742.00	593.50	753.50	603.00	744.50	595.50
(b)	exceeds 1 360 but not 2 720 kg	779.00	623.00	770.00	616.00	783.00	626.50	774.00	619.00
(c)	exceeds 2 720 kg	888.00	710.50	877.50	702.00	893.00	714.50	882.50	706.00
Supervisor, quality controller and instructor		952.00	761.50	941.00	753.00	956.50	765.00	945.00	756.00
Traveller's driver		779.00	623.00	770.00	616.00	783.00	626.50	774.00	619.00
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	810.00	648.00	800.50	640.50	813.50	651.00	804.00	643.00
(b)	60 hours per week	850.00	680.00	840.00	672.00	854.00	683.00	844.00	675.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.5% Across-the-Board.									

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

**"(4) Incentivised Wage Rates**

The "new entry wage rates" provisions as specified in clause 6.1(3), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

- 4.1 With effect from the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:
- 4.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer.
- 4.3 The guaranteed wage rate as specified in sub-clause 4.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.



4.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 4.5 below.

4.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

- 4.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.
- 4.7 The closed shop shall be applicable to all new employees.
- 4.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 4.1 above.
- 4.9 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.
- 4.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 4.2 above.
- 4.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.5%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.



4.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

4.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 4.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

4.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.



4.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 4.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

4.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties."

4. In clause 6.1, substitute the existing sub-clause (4) and (5)(a) and (b), to read (5)(i), (6)(a) and (b) respectively.

5. In clause 6.1, insert the following new sub-clause (5)(ii):

"(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level" and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand



equivalent for non-metro areas with effect from 1 September each year”

6. In clause 6.3(2), substitute the expression “1 September 2012” for the expression “1 September 2011”.
7. In clause 12.1(3)(b), substitute the expression “84 cents per week” for the expression “79 cents per week”.
8. In clause 12.2, substitute the expression “29c per week” for the expression “27c per week”.
9. In clause 12.4, substitute the expression “42c per week” for the expression “39c per week”.
10. In sub-clause 14.1(1), substitute the expression “R1,84 per week,” for the expression “R1,73 per week”.
11. In sub-clause 14.1(2), substitute the expression “R2,96 per week,” for the expression “R2,78 per week,”.
12. In sub-clause 14.6, insert the following new sub-clause 14.6(8):



**“(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2. All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3. The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4. The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.



- 8.5. The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6. At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7. The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8. Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9. The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
13. In clause 15(1), substitute the expression “31 August 2013” for the expression “31 August 2012” and the expression “1 September 2012” for the expression “1 September 2011”.



14. In clause 19(5), substitute the expression "12 cents per week" for the expression "11 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		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
<b>A. ALL AREAS</b>					
(i)	(a) Foreman	2 296.00	1 837.00	2306.50	1845.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	938.00	750.50	943.00	754.50
	(ii) Learners				
	first six months of experience	644.00	515.00	647.00	517.50
	second six months of experience	769.00	615.00	772.50	618.00
	Thereafter, the wage specified in (ii)(i) i.e.	938.00	750.50	943.00	754.50
	(c) Cloakroom Supervisor/Watchman	654.00	523.00	656.00	525.00
	(d) Mechanic	2 153.50	1 723.00	2164.00	1731.00
	(e) Unqualified Mechanic	802.50	642.00	807.00	645.50
	(f) Watchman	654.00	523.00	656.00	525.00
	(g) Labourer	511.00	409.00	513.00	410.50
	(h) Boiler Attendant	562.00	449.50	564.00	451.00
(ii)	Pattern Grader				
	(i) Qualified	1 216.50	973.00	1221.50	977.00
	(ii) Learners				
	first six months of experience	469.50	375.50	472.00	377.50
	second six months of experience	563.00	450.50	565.00	452.00
	third six months of experience	655.50	524.50	658.50	527.00
	fourth six months of experience	750.50	600.50	754.00	603.00
	fifth six months of experience	842.50	674.00	846.00	677.00

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		sixth six months of experience	935.00	748.00	939.50	751.50
		seventh six months of experience	1 028.50	823.00	1033.00	826.50
		next four months of experience	1 121.50	897.00	1125.50	900.50
		Thereafter, the wage specified in (ii)(i) i.e.	1 216.50	973.00	1221.50	977.00
(iii)	<b>Marker-In</b>					
	(i)	Qualified	938.00	750.50	943.00	754.50
	(ii)	Learners				
		first six months of experience	469.50	375.50	472.00	377.50
		second six months of experience	527.00	421.50	529.50	423.50
		third six months of experience	589.00	471.00	591.00	473.00
		fourth six months of experience	646.00	517.00	648.00	518.50
		fifth six months of experience	705.00	564.00	707.50	566.00
		sixth six months of experience	762.00	609.50	765.50	612.50
		seventh six months of experience	821.00	657.00	825.50	660.50
		next four months of experience	878.50	703.00	882.00	705.50
		Thereafter, the wage specified in (iii)(i) i.e.	938.00	750.50	943.00	754.50
(iv)	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>					
	(i)	Qualified	752.00	601.50	756.00	605.00
	(ii)	Learners				
		first six months of experience	446.00	357.00	449.00	359.00
		second six months of experience	497.50	398.00	499.50	399.50
		third six months of experience	549.50	439.50	553.00	442.50
		fourth six months of experience	599.50	479.50	602.00	481.50
		fifth six months of experience	650.00	520.00	654.00	523.00
		next four months of experience	701.50	561.00	704.50	563.50
		Thereafter, the wage specified in (iv)(i) i.e.	752.00	601.50	756.00	605.00
(v)	<b>Checker, Examiner and/or Passer</b>					
	(i)	Qualified	654.00	523.00	656.00	525.00
	(ii)	Learners				
		first six months of experience	446.00	357.00	449.00	359.00
		second six months of experience	497.50	398.00	499.50	399.50
		third six months of experience	549.50	439.50	553.00	442.50
		next four months of experience	600.00	480.00	602.50	482.00
		Thereafter, the wage specified in (v)(i) i.e.	654.00	523.00	656.00	525.00
(vi)	<b>(a) Invoice Clerk</b>					
	(i)	Qualified	938.00	750.50	943.00	754.50
	(ii)	Learners				
		first six months of experience	676.00	541.00	679.00	543.00
		Thereafter, the wage specified in (vi)(a)(i) i.e.	938.00	750.50	943.00	754.50
	<b>(b) Despatch Clerk, Factory Clerk and/or Stores Clerk</b>					
	(i)	Qualified	687.50	550.00	690.00	552.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
	(ii) Learners				
	first six months of experience	493.50	395.00	495.50	396.50
	second six months of experience	590.00	472.00	592.00	473.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	687.50	550.00	690.00	552.00
(vii)	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>				
	(i) Qualified	740.50	592.50	743.00	594.50
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	495.00	396.00	497.50	398.00
	third six months of experience	543.00	434.50	545.50	436.50
	fourth six months of experience	592.00	473.50	594.50	475.50
	fifth six months of experience	641.00	513.00	645.00	516.00
	next four months of experience	691.50	553.00	694.50	555.50
	Thereafter, the wage specified in (vii)(i) i.e.	740.50	592.50	743.00	594.50
(viii)	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>				
	(a) Does not exceed 2 722 kg	810.00	648.00	813.00	650.50
	(b) Exceeds 2 722 kg	941.00	753.00	945.00	756.00
(ix)	<b>Part-time Driver of a Motor Vehicle</b>	736.50	589.00	740.50	592.50
(x)	<b>Knitting Machine Operator</b>				
	(i) Qualified	964.00	771.00	969.00	775.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	534.00	427.00	536.50	429.00
	third six months of experience	619.00	495.00	621.50	497.00
	fourth six months of experience	705.50	564.50	708.00	566.50
	fifth six months of experience	791.00	633.00	794.50	635.50
	next four months of experience	879.00	703.00	883.00	706.50
	Thereafter, the wage specified in (x)(i) i.e.	964.00	771.00	969.00	775.00
(xi)	<b>Maintenance hand</b>				
	(i) Qualified	553.00	442.50	555.00	444.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	467.50	374.00	469.50	375.50
	third six months of experience	485.50	388.50	488.00	390.50
	fourth six months of experience	508.50	407.00	511.50	409.00
	next four months of experience	533.50	427.00	536.00	429.00
	Thereafter, the wage specified in (xi)(i) i.e.	553.00	442.50	555.00	444.00
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
(i)	<b>Sewing Machinist</b>				
(a)					

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
	(i) Qualified	654.00	523.00	656.00	525.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	480.50	384.50	483.50	387.00
	third six months of experience	514.50	411.50	516.50	413.00
	Thereafter, the wage specified in (i)(i) i.e.	654.00	523.00	656.00	525.00
(i) (b)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>				
	(i) Qualified	654.00	523.00	656.00	525.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	480.50	384.50	483.50	387.00
	third six months of experience	514.50	411.50	516.50	413.00
	fourth six months of experience	549.50	439.50	553.00	442.50
	fifth six months of experience	583.50	467.00	586.50	469.00
	next four months of experience	618.50	495.00	621.00	497.00
	Thereafter, the wage specified in (i)(i) i.e.	654.00	523.00	656.00	525.00
	<b>Set Leader and/or Team Leader</b>	694.50	555.50	697.50	558.00
(ii)	<b>General Worker/Pleater</b>				
	(i) Qualified	493.50	395.00	495.50	396.50
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	469.00	375.00	470.50	376.50
	Thereafter, the wage specified in (ii)(i) i.e.	493.50	395.00	495.50	396.50
(iii)	<b>Despatch Packer and Layer-up</b>				
	(i) Qualified	510.50	408.50	512.50	410.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	second six months of experience	478.00	382.50	480.00	384.00
	Thereafter, the wage specified in (iii)(i) i.e.	510.50	408.50	512.50	410.00
(iv)	<b>Plain Sewer</b>				
	(i) Qualified	534.00	427.00	536.50	429.00
	(ii) Learners				
	first six months of experience	446.00	357.00	449.00	359.00
	Thereafter, the wage specified in (iv)(i) i.e.	534.00	427.00	536.50	429.00
(v)	<b>Sample Machinist</b>	743.00	594.50	747.00	597.50
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>					
(i) (a)	<b>Sewing Machinist</b>				
	(i) Qualified:	610.00	488.00	612.00	489.50
	(ii) Learners:				
	first six months of experience	418.50	335.00	421.50	337.00
	second six months of experience	450.50	360.50	453.50	363.00

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		third six months of experience	482.50	386.00	484.50	387.50
		Thereafter, the wage specified in (i)(a)(i) i.e.	610.00	488.00	612.00	489.50
(i) (b)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>					
		(i) Qualified:	610.00	488.00	612.00	489.50
		(ii) Learners:				
		first six months of experience	418.50	335.00	421.50	337.00
		second six months of experience	450.50	360.50	453.50	363.00
		third six months of experience	482.50	386.00	484.50	387.50
		fourth six months of experience	514.00	411.00	517.50	414.00
		fifth six months of experience	545.00	436.00	548.00	438.50
		Next four months of experience	577.00	461.50	579.50	463.50
		Thereafter, the wage specified in (i)(b)(i) i.e.	610.00	488.00	612.00	489.50
	<b>Set Leader and/or Team Leader</b>		648.50	519.00	651.50	521.00
(ii)	<b>General Worker/Pleater</b>					
		(i) Qualified	469.00	375.00	471.00	377.00
		(ii) Learners				
		first six months of experience	418.50	335.00	421.50	337.00
		second six months of experience	444.50	355.50	446.00	357.00
		Thereafter, the wage specified in (ii)(i) i.e.	469.00	375.00	471.00	377.00
(iii)	<b>Despatch Packer</b>					
		(i) Qualified	490.50	392.50	492.50	394.00
		(ii) Learners				
		first six months of experience	418.50	335.00	421.50	337.00
		second six months of experience	454.50	363.50	456.50	365.00
		Thereafter, the wage specified in (iii)(i) i.e.	490.50	392.50	492.50	394.00
(iv)	<b>Layer-Up</b>					
		(i) Qualified	485.50	388.50	487.50	390.00
		(ii) Learners				
		first six months of experience	418.50	335.00	421.50	337.00
		second six months of experience	455.00	364.00	457.00	365.50
		Thereafter, the wage specified in (iii)(i) i.e.	497.50	398.00	500.00	400.00
(v)	<b>Plain Sewer</b>					
		(i) Qualified	507.50	406.00	510.00	408.00
		(ii) Learners				
		first six months of experience	421.00	337.00	424.50	339.50
		Thereafter, the wage specified in (iv)(i)	507.50	406.00	510.00	408.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
	i.e.				
(vi)	Sample Machinist	692.50	554.00	696.50	557.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.23% Across-the-Board.					

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

**“(3) INCENTIVISED WAGE RATES**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:

- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer

3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 3.5 below.

3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:



- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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

3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.

3.9 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.



3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.

3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.

3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage



provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties."

3. In clause 4, substitute the existing sub-clause (3)(a), (b), (c) (d) and (e); (4); (5); (6) and (7) by renumbering them, to read (4)(a), (b), (c), (d) and (e); (5); (6); (7) and (8)(i) respectively.



4. In clause 4, insert the following new sub-clause (8)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”

5. In sub-clause 20 (1)(a), substitute the expression “R1,82 per week “ for the expression “R1,71 per week”.
6. In sub-clause 20(1)(b), substitute the expression “R1,97 per week” for the expression “R1,85 per week”.
7. In clause 21(3), substitute the expression “R12,15” for the expression “R9,84”.
8. In clause 23D(1), substitute the expression, “29 cents” for the expression “27 cents”.



9. In clause 23E(2), substitute the expression, “42 cents” for the expression “39 cents”.

10. In clause 34, insert the following new sub-clause 34(8):

**“(8) Compliance Promotion**

8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.

8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.

8.3 The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.

8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a



maximum eighteen (18) months repayment period with effect from 1 November 2012.

- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
11. In clause 35(5), substitute the expression, “contribute an amount of 13 cents per week” for the expression “12 cents per week”.



12. In clause 36(1), substitute the expression "31 August 2013" for the expression "31 August 2012" and the expression "1 September 2012" for the expression "1 September 2011".

## 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			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
Part A - Cutting Department			R	R	R	R
<b>GRADE 1</b>						
	(a)	Qualified	835.35	668.30	839.20	671.35
	(b)	Learner				
		0 - 6 months	551.35	441.10	553.95	443.15
		7 - 12 months	609.95	487.95	612.75	490.20
		13 - 18 months **	668.35	534.70	671.50	537.20
		Thereafter, the qualifying wage applies	835.35	668.30	839.20	671.35
<b>GRADE 2</b>						
	(a)	Qualified	726.05	580.85	729.40	583.50
	(b)	Learner				
		0 - 6 months	548.40	438.70	551.05	440.85
		Thereafter, the qualifying wage applies	726.05	580.85	729.40	583.50
<b>GRADE A</b>						
	(a)	Qualified	743.90	595.10	747.30	597.85
	(b)	Learner				
		0 - 6 months	577.80	462.25	580.55	464.45
		Thereafter, the qualifying wage applies	743.90	595.10	747.30	597.85
<b>HEAD CUTTER</b>			1332.75	1066.20	1338.90	1071.10
<b>ASSISTANT HEAD CUTTER</b>			1066.10	852.90	1071.05	856.85

Description of Occupation			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
<b>CUTTER/TRIMMER</b>						
	(a)	Qualified	837.40	669.90	841.25	673.00
	(b)	Learner				
		0 - 6 months	525.25	420.20	527.75	422.20
		7 - 12 months	586.85	469.50	589.50	471.60
		13 - 18 months	646.00	516.80	648.95	519.15
		19 - 22 months	716.25	573.00	719.50	575.60
		Thereafter, the qualifying wage applies	837.40	669.90	841.25	673.00
<b>BAND KNIFE CUTTER</b>						
	(a)	Qualified	881.25	705.00	885.35	708.30
	(b)	Learner				
		0 - 6 months	587.65	470.10	590.35	472.30
		7 - 12 months	652.60	522.10	655.60	524.50
		13 - 18 months	712.10	569.70	715.45	572.35
		19 - 22 months	779.85	623.90	783.45	626.75
		Thereafter, the qualifying wage applies	881.25	705.00	885.35	708.30
<b>MECHANIC</b>						
	(a)	Qualified	1432.25	1145.80	1438.90	1151.10
	(b)	Learner				
		0 - 6 months	660.85	528.70	663.85	531.10
		7 - 12 months	758.85	607.10	762.40	609.90
		13 - 18 months	870.90	696.70	875.05	700.05
		19 - 24 months	983.00	786.40	987.55	790.05
		25 - 30 months	1102.50	882.00	1107.65	886.10
		31 - 36 months	1212.35	969.90	1217.95	974.35
		37 - 40 months	1320.40	1056.30	1326.55	1061.25
		Thereafter, the qualifying wage applies	1432.25	1145.80	1438.90	1151.10
<b>CLERK *</b>						
	(a)	Qualified	895.20	716.15	899.35	719.50
	(b)	Learner				
		0 - 6 months	608.65	486.90	611.45	489.15
		7 - 12 months	687.25	549.80	690.40	552.30
		13 - 18 months	751.80	601.45	755.30	604.25
		Thereafter, the qualifying wage applies	895.20	716.15	899.35	719.50
<b>WATCHMAN</b>			750.30	600.25	753.75	603.00
<b>DRIVER 1</b>			704.70	563.75	708.05	566.45
<b>DRIVER 2</b>			770.10	616.10	773.65	618.90
<b>DRIVER 3</b>			897.90	718.30	902.10	721.70

Description of Occupation	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
<b>DRIVER 4</b>	<b>1084.55</b>	<b>867.65</b>	<b>1089.60</b>	<b>871.70</b>
<b>FOREPERSON</b>	<b>1026.75</b>	<b>821.40</b>	<b>1031.50</b>	<b>825.20</b>

\* 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.

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, increase the Weekly Wage for those employees by 6.5% Across-the-Board.

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

DESCRIPTION OF OCCUPATION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVI TY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISE D SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVI TY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
(i)	<b>Foreman:</b>	<b>1568.05</b>	<b>1254.45</b>	<b>1575.35</b>	<b>1260.30</b>
(ii)	<b>Dyer: (See (iv) below)</b>				
(iii)	<b>Storeman:</b>				
(i)	Qualified:	<b>1509.35</b>	<b>1207.50</b>	<b>1516.35</b>	<b>1213.10</b>
(ii)	Learners:				
	first six months of experience	<b>545.35</b>	<b>436.30</b>	<b>547.85</b>	<b>438.30</b>
	second six months of experience	<b>786.30</b>	<b>629.05</b>	<b>789.90</b>	<b>631.90</b>
	third six months of experience	<b>1027.45</b>	<b>821.95</b>	<b>1032.20</b>	<b>825.75</b>
	next four months of experience	<b>1268.40</b>	<b>1014.70</b>	<b>1274.20</b>	<b>1019.35</b>
	Thereafter, the wage specified in (iii)(i) i.e.	<b>1509.35</b>	<b>1207.50</b>	<b>1516.35</b>	<b>1213.10</b>
(iv)	<b>Mechanic/Dyer:</b>				
(i)	Qualified:	<b>1568.05</b>	<b>1254.45</b>	<b>1575.35</b>	<b>1260.30</b>
(ii)	Learners:				
	first six months of experience	<b>545.35</b>	<b>436.30</b>	<b>547.85</b>	<b>438.30</b>
	second six months of experience	<b>647.40</b>	<b>517.90</b>	<b>650.50</b>	<b>520.40</b>
	third six months of experience	<b>749.75</b>	<b>599.80</b>	<b>753.25</b>	<b>602.60</b>
	fourth six months of experience	<b>852.15</b>	<b>681.70</b>	<b>856.05</b>	<b>684.85</b>

DESCRIPTION OF OCCUPATION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIV- ITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISE D SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIV- ITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
		fifth six months of experience	954.50	763.60	958.95	767.15
		sixth six months of experience	1056.45	845.15	1061.35	849.10
		seventh six months of experience	1159.00	927.20	1164.40	931.50
		eighth six months of experience	1261.25	1009.00	1267.10	1013.70
		ninth six months of experience	1363.40	1090.70	1369.75	1095.80
		next four months of experience	1465.95	1172.75	1472.75	1178.20
		Thereafter, the wage specified in (iv)(i) i.e.	1568.05	1254.45	1575.35	1260.30
(v)	<b>Mechanic's Assistant:</b>					
	(i)	Qualified:	1027.15	821.70	1031.95	825.55
	(ii)	Learners:				
		first six months of experience	545.35	436.30	547.85	438.30
		second six months of experience	593.00	474.40	595.75	476.60
		third six months of experience	641.90	513.50	644.80	515.85
		fourth six months of experience	689.50	551.60	692.70	554.15
		fifth six months of experience	738.00	590.40	741.45	593.15
		sixth six months of experience	786.40	629.10	790.05	632.05
		seventh six months of experience	834.30	667.45	838.20	670.55
		eighth six months of experience	882.75	706.20	886.75	709.40
		ninth six months of experience	930.70	744.55	935.00	748.00
		next four months of experience	979.00	783.20	983.45	786.75
		Thereafter, the wage specified in (v)(i) i.e.	1027.15	821.70	1031.95	825.55
(vi)	<b>Supervisor:</b>		1085.85	868.70	1090.90	872.70
(vii)	<b>Final Examiner of fully-fashioned garments:</b>		1008.40	806.70	1013.05	810.45
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i)	Qualified:	987.35	789.90	991.90	793.50
	(ii)	Learners:				
		first six months of experience	545.35	436.30	547.85	438.30
		second six months of experience	655.70	524.55	658.80	527.05
		third six months of experience	766.25	613.00	769.80	615.85
		next four months of experience	876.95	701.55	881.00	704.80
		Thereafter, the wage specified in (viii)(i) i.e.	987.35	789.90	991.90	793.50
(ix)	<b>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:</b>					
	(i)	Qualified:	987.35	789.90	991.90	793.50
	(ii)	Learners:				
		first six months of experience	545.35	436.30	547.85	438.30
		second six months of experience	618.80	495.05	621.70	497.35
		third six months of experience	692.35	553.90	695.55	556.45
		fourth six months of experience	766.25	613.00	769.90	615.90

DESCRIPTION OF OCCUPATION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
		fifth six months of experience	839.90	671.90	843.75	675.00
		next four months of experience	913.75	731.00	918.00	734.40
		Thereafter, the wage specified in (ix)(i) i.e.	987.35	789.90	991.90	793.50
(x)	<b>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:</b>					
	(i)	Qualified:	861.50	689.20	865.60	692.50
	(ii)	Learners:				
		first six months of experience	545.35	436.30	547.85	438.30
		second six months of experience	624.10	499.30	627.00	501.60
		third six months of experience	703.15	562.50	706.40	565.10
		next four months of experience	661.70	529.35	786.10	628.90
		Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	865.60	692.50
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>					
		(a) does not exceed 453,5 kg	823.60	658.90	827.40	661.90
		(b) exceeds 453,5 kg but not 2 721 kg	972.45	777.95	976.90	781.50
		(c) exceeds 2 721 kg but not 4 535 kg	1035.50	828.40	1040.30	832.25
		(d) exceeds 4 535 kg	1123.70	898.95	1128.90	903.10
(xii)	<b>Security Officer:</b>		1257.85	1006.30	1263.75	1011.00
(xiii)	<b>Watchman:</b>		970.75	776.60	975.25	780.20
(xiv)	<b>Employee not elsewhere specified:</b>					
	(i)	Qualified:	1010.65	808.50	1015.30	812.25
	(ii)	Learners:				
		first six months of experience	545.35	436.30	547.85	438.30
		second six months of experience	661.40	529.10	664.55	531.65
		third six months of experience	778.10	622.50	781.70	625.35
		next four months of experience	894.25	715.40	898.40	718.70
		thereafter, the wage specified in (xiv)(i) i.e.	1010.65	808.50	1015.30	812.25

DESCRIPTION OF OCCUPATION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
(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:	708.25	566.60	711.60	569.30
	(ii) Learners:				
	first six months of experience	545.35	436.30	547.85	438.30
	second six months of experience	599.45	479.55	602.25	481.80
	third six months of experience	654.25	523.40	657.20	525.75
	Thereafter, the wage specified in (xv) (i) i.e.	708.25	566.60	711.60	569.30
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	708.25	566.60	711.60	569.30
(xvii)	General Worker (Knitting)	822.70	658.15	826.55	661.25
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.5% Across-the-Board.					

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

**“(3) INCENTIVISED WAGE RATES**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**



- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:
- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.
- 3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining



Council for the Clothing Manufacturing Industry of South Africa,  
subject further to sub-clause 3.5 below.

3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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



- 3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.
- 3.9 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.
- 3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.
- 3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increases of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.
- 3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.



3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

4. In clause 4, substitute the existing sub-clause (3); (4)(a), (b); (5)(a), (b), (6) and (7) by renumbering them, to read (4); (5)(a), (b); (6)(a), (b); (7) and (8)(i) respectively.

5. In clause 4, insert the following new sub-clause (8)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”

6. In clause 25(1), substitute the expression “R2,15 per week” for the expression “R2,04 per week”.

7. In clause 25(2), substitute the expression "R2,94 per week" for the expression "R2,76 per week".
8. In clause 26(1), substitute the expression "27 cents" for the expression "25 cents".
9. In clause 26(2), substitute the expression "39 cents" for the expression "37 cents".
10. In clause 38, insert the following new sub-clause 38(8):

**"(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining



council. They should also sign a legally enforceable acknowledgement of debt.

8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.

8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.

8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.

8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.

8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.

8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”



11. In clause 40(1), substitute the expression "31 August 2013" for the expression "31 August 2012" and the expression "1 September 2012" for the expression "1 September 2011".

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

1. In clause 4A(1), substitute the expression "31 August 2011 for the expression "31 August 2010" in the preamble to this sub-clause.
2. In clause 4A(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
		R	R	R	R
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>				
	(i) Qualified:	1512.00	1209.60	1519.00	1215.20
	(ii) Learners:				
	first six months of experience	544.50	435.60	547.00	437.60
	second six months of experience	704.80	563.80	708.10	566.50
	third six months of experience	867.30	693.80	871.40	697.10
	fourth six months of experience	1015.20	812.20	1019.90	815.90
	fifth six months of experience	1191.50	953.20	1197.10	957.70
	next four months of experience	1353.20	1082.60	1359.50	1087.60
	Thereafter, the wage specified in	1512.00	1209.60	1519.00	1215.20

DESCRIPTION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
			R	R	R	R
		(A)(i) i.e.				
<b>(B)</b>	<b>Marker-In:</b>					
	(i) Qualified:		1255.30	1004.20	1261.30	1009.00
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	662.00	529.60	665.20	532.20
		third six months of experience	780.90	624.70	784.50	627.60
		fourth six months of experience	899.60	719.70	903.80	723.00
		fifth six months of experience	1018.20	814.60	1023.10	818.50
		next four months of experience	1137.10	909.70	1142.40	913.90
		Thereafter, the wage specified in (B)(i) i.e.	1255.30	1004.20	1261.30	1009.00
<b>(C)</b>	<b>Mechanic:</b>					
	(i) Qualified:		1224.40	979.50	1230.10	984.10
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	618.90	495.10	621.70	497.40
		third six months of experience	694.70	555.80	698.00	558.40
		fourth six months of experience	770.50	616.40	774.10	619.30
		fifth six months of experience	846.50	677.20	850.60	680.50
		sixth six months of experience	921.50	737.20	925.80	740.60
		seventh six months of experience	997.70	798.20	1002.40	801.90
		eighth six months of experience	1073.30	858.60	1078.40	862.70
		next four months of experience	1149.20	919.40	1154.60	923.70
		Thereafter, the wage specified in (C)(i) i.e.	1224.40	979.50	1230.10	984.10
<b>(D)</b>	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>					
	(i) Qualified:		909.30	727.40	913.70	731.00
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	635.00	508.00	638.00	510.40
		third six months of experience	726.80	581.40	730.30	584.20
		next four months of experience	819.20	655.40	823.10	658.50
		Thereafter, the wage specified in (D)(i) i.e.	909.30	727.40	913.70	731.00
<b>*(E1)</b>	<b>Sample Machinist:</b>		904.30	723.40	908.50	726.80
<b>(E)(a)</b>	<b>Sewing Machinist:</b>					
	(i) Qualified:		786.00	628.80	789.70	631.80
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	604.10	483.30	607.00	485.60

DESCRIPTION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
			R	R	R	R
		third six months of experience	663.70	531.00	666.90	533.50
		Thereafter, the wage specified in (E)(i) i.e.	786.00	628.80	789.70	631.80
(E)(b)	<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:</b>					
	(i) Qualified:		786.00	628.80	789.70	631.80
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	604.10	483.30	607.00	485.60
		third six months of experience	663.70	531.00	666.90	533.50
		next four months of experience	727.00	581.60	730.40	584.30
		Thereafter, the wage specified in (E)(i) i.e.	786.00	628.80	789.70	631.80
(F1)	<b>Machinist promoted to Assistant Supervisor:</b>					
	(i) Qualified:		934.20	747.40	938.50	750.80
	(ii) Learners:					
		first six months of experience	786.00	628.80	789.70	631.80
		second six months of experience	837.10	669.70	841.00	672.80
		third six months of experience.	886.40	709.10	890.60	712.50
		Thereafter, the wage specified in (F1)(i) i.e	934.20	747.40	938.50	750.80
(F)	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>					
	(i) Qualified:		934.20	747.40	938.50	750.80
	(ii) Learners:					
		first six months of experience	544.50	435.60	547.00	437.60
		second six months of experience	641.60	513.30	644.60	515.70
		third six months of experience	739.30	591.40	742.80	594.20
		next four months of experience	837.80	670.20	841.80	673.40
		Thereafter, the wage specified in (F)(i) i.e.	934.20	747.40	938.50	750.80

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME)	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2012 = 80%
		R	R	R	R
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	652.10	521.70	655.10	524.10
	(ii) Learners:				
	first six months of experience	544.50	435.60	547.00	437.60
	second six months of experience	570.90	456.70	573.40	458.70
	third six months of experience	597.60	478.10	600.50	480.40
	next four months of experience	624.50	499.60	627.30	501.80
	Thereafter, the wage specified in (G)(i) i.e.	652.10	521.70	655.10	524.10
(H1)	Foreman:	2062.70	1650.20	2072.40	1657.90
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1125.00	900.00	1130.30	904.20
(H3)	Artisan:	2354.80	1883.80	2365.70	1892.60
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	724.60	579.70	728.00	582.40
(H5)	Watchman:	837.30	669.80	841.20	673.00
(H6)	Driver (Light Motor Vehicle):	825.40	660.30	829.20	663.40
(H7)	Driver (Medium Motor Vehicle):	882.50	706.00	886.50	709.20
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with with the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.23% Across-the-Board.					

3. In clause 4A(2)(b), substitute the following table for the existing table:

Category	Wage – Group A			Wage Group B		
	Column 1 (R)	Column 2 (R)	New Employees on Incentivise d Scheme = 80%	Column 1 (R)	Column 2 (R)	New Employees on Incentivise d Scheme = 80%
A	1512.00	88.70	1209.60	1519.00	89.10	1215.20
B	1255.30	73.60	1004.20	1261.30	74.00	1009.00
C	1224.40	71.80	979.50	1230.10	72.10	984.10
D	909.30	53.30	727.40	913.70	53.60	731.00
E1	904.30	53.00	723.40	908.50	53.30	726.80
E (a)	786.00	46.10	628.80	789.70	46.30	631.80
E (b)	786.00	46.10	628.80	789.70	46.30	631.80
F1	934.20	54.80	747.40	938.50	55.00	750.80
F	934.20	54.80	747.40	938.50	55.00	750.80
G	652.10	38.20	521.70	655.10	38.40	524.10
H1	2062.70	121.00	1650.20	2072.40	121.50	1657.90
H2	1125.00	66.00	900.00	113.30	66.30	904.20
H3	2354.80	138.10	1883.80	2365.70	138.70	1892.60
H4	724.60	42.50	579.70	728.00	42.70	582.40
H5	837.20	49.10	669.80	841.20	49.30	673.00
H6	825.40	48.40	660.30	829.20	48.60	663.40
H7	882.50	51.80	706.00	886.50	52.00	709.20

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



**“(4) INCENTIVISED WAGE RATES**

The “new entry wage rates” provisions as specified in clause 4A(3), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

- 4.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:
- 4.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 4.3 The guaranteed wage rate as specified in sub-clause 4.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive



shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

4.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 4.5 below.

4.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees



in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

4.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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

4.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 4.1 above.

4.9 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.

4.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 4.2 above.

4.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies



at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.

4.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

4.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

4.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end



of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

4.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 4.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

4.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

5. In clause 4A, substitute the existing sub-clause (4)(a), (b), (c), (d) and (e); (5), (6), (7) and (8), to read (5)(a), (b), (c), (d) and (e); (6); (7); (8) and (9)(i) respectively.

6. In clause 4, insert the following new sub-clause (9)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or



All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year"

7. In clause 4B(8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):



DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
(a)	<b>Supervisor:</b>	1269.00	1015.20	1272.00	1017.60
(b)	<b>Milliner (Upgrade to Trimmer):</b>				
	(i) Qualified	1006.50	805.20	1009.00	807.20
	(ii) Learners:				
	first six months of experience	713.10	570.50	714.80	571.80
	second six months of experience	779.70	623.80	781.50	625.20
	third six months of experience	856.10	684.90	858.10	686.50
	next four months of experience	949.40	759.50	951.70	761.40
	Thereafter, the wage specified in (b)(i) i.e.	1006.50	805.20	1009.00	807.20
(c)	<b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b>				
	(i) Qualified:	847.00	677.60	849.00	679.20
	(ii) Learners:				
	first six months of experience	702.00	561.60	703.70	563.00
	second six months of experience	724.70	579.80	726.40	581.10
	third six months of experience	770.50	616.40	772.30	617.80
	next four months of experience	806.30	645.00	808.20	646.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	847.00	677.60	849.00	679.20
	<b>(2) Driver:</b>	847.00	677.60	849.00	679.20
(d)	<b>Machine Operator &amp; Chopper-Out:</b>				
	(i) Qualified:	783.70	627.00	785.60	628.50
	(ii) Learners:				
	first six months of experience	494.20	395.40	495.40	396.30
	second six months of experience	564.70	451.80	566.00	452.80
	third six months of experience	604.70	483.80	606.10	484.90
	next four months of experience	698.00	558.40	699.60	559.70
	Thereafter, the wage specified in (d)(i) i.e.	783.70	627.00	785.60	628.50
(e)	<b>Trimmer/General Worker/Labourer/Assistant Blocker:</b>				
	(i) Qualified:	668.00	534.40	669.60	535.70
	(ii) Learners:				
	first six months of experience	494.20	395.40	495.40	396.30
	second six months of experience	541.60	433.30	542.90	434.30
	third six months of experience	581.60	465.30	583.10	466.50
	next four months of experience	625.80	500.60	627.20	501.80
	Thereafter, the wage specified in (e)(i) i.e.	668.00	534.40	669.60	535.70
(f)	<b>Boiler Attendant &amp; Watchman:</b>	730.60	584.50	732.50	586.00

**NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.23% Across-the-Board.**

8. In clause 22, insert the following new sub-clause 22(8):

**“(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.



- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
9. In clause 27(1), substitute the expression “31 August 2013” for the expression “31 August 2012” and the expression “1 September 2012” for the expression “1 September 2011”.



10. In clause 30(5), substitute the expression, "14 cents" for the expression "13 cents".
11. In sub-clause 33 (1)(a), substitute the expression "up to a maximum of R1.82 per week " for the expression "up to a maximum of R1,71 per week".
12. In sub-clause 33(1)(b), substitute the expression "up to a maximum of R1,97 per week " for the expression "up to a maximum of R1,85 per week".

## **7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))**

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

Provided that-

- (i) any trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall, on the first pay day following the date of coming into operation of this part of the Agreement and on each subsequent pay day, be paid as a weekly wage the next higher wage prescribed for an employee of his class; and any such increase granted to a trainee on such dates

shall not affect the actual experience of such trainee for the purpose of granting further increases;

- (ii) the wage of an employee other than a trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall be increased with effect from the first pay day following the date of coming into operation of this part of the Agreement by an amount equal to the increase which an employee of his class would receive if he earned the prescribed wage, as from the said date;
- (iii) an employee, other than a trainee, in receipt of a wage higher than that prescribed for an employee of his class, who was employed for a period of 13 weeks or more prior to the incremental date, shall be entitled to the prescribed increase, notwithstanding the provisions of clause 4 (1)(b):

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
(i)	Foreman:			1568.50	1254.80	1575.80	1260.60
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
		(i) Qualified:		1509.80	1207.80	1516.80	1213.40
		(ii) Learners:					

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	786.30	629.00	789.90	631.90
			third six months of experience	1027.50	822.00	1032.30	825.80
			next four months of experience	1268.70	1015.00	1274.50	1019.60
			Thereafter, the wage specified in (iii)(i) i.e.	1509.80	1207.80	1516.80	1213.40
<b>(iv)</b>	<b>Mechanic/Dyer:</b>						
			(i) Qualified:	1568.50	1254.80	1575.80	1260.60
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	647.30	517.80	650.20	520.20
			third six months of experience	749.70	599.80	753.10	602.50
			fourth six months of experience	852.10	681.70	855.90	684.70
			fifth six months of experience	954.50	763.60	958.90	767.10
			sixth six months of experience	1056.50	845.20	1061.50	849.20
			seventh six months of experience	1159.10	927.30	1164.50	931.60
			eighth six months of experience	1261.40	1009.10	1267.30	1013.80
			ninth six months of experience	1363.60	1090.90	1369.80	1095.80
			next four months of experience	1466.50	1173.20	1473.20	1178.60
			Thereafter, the wage specified in (iv)(i) i.e.	1568.50	1254.80	1575.80	1260.60
<b>(v)</b>	<b>Mechanic's Assistant:</b>						
			(i) Qualified:	1027.10	821.70	1031.80	825.40
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	592.80	474.20	595.30	476.20
			third six months of experience	630.20	504.20	644.60	515.70
			fourth six months of experience	689.40	551.50	692.60	554.10
			fifth six months of experience	737.90	590.30	741.40	593.10
			sixth six months of experience	786.40	629.10	790.00	632.00
			seventh six months of experience	834.20	667.40	838.20	670.60
			eighth six months of experience	882.70	706.20	886.60	709.30
			ninth six months of experience	930.70	744.60	934.90	747.90
			next four months of experience	979.10	783.30	983.60	786.90
			Thereafter, the wage specified in (v)(i) i.e.	1027.10	821.70	1031.80	825.40
<b>(vi)</b>	<b>Supervisor:</b>			1086.00	868.80	1091.10	872.90
<b>(vii)</b>	<b>Final Examiner of fully-fashioned garments:</b>			1008.30	806.60	1013.10	810.50
<b>(viii)</b>	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>						
			(i) Qualified	987.40	789.90	992.10	793.70
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
			second six months of experience	655.50	524.40	658.50	526.80
			third six months of experience	766.10	612.90	769.60	615.70
			next four months of experience	876.90	701.50	881.00	704.80
			Thereafter, the wage specified in (viii)(i) i.e.	987.40	789.90	992.10	793.70
(ix)			<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>				
			(i) Qualified:	987.40	789.90	992.10	793.70
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	618.60	494.90	621.30	497.00
			third six months of experience	692.20	553.80	695.30	556.20
			fourth six months of experience	766.10	612.90	769.60	615.70
			fifth six months of experience	839.70	671.80	843.80	675.00
			next four months of experience	913.60	730.90	917.80	734.20
			Thereafter, the wage specified in (ix)(i) i.e.	987.40	789.90	992.10	793.70
(x) (a)			<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>				
			(i) Qualified:	861.50	689.20	865.50	692.40
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	623.80	499.00	626.70	501.40
			third six months of experience	703.00	562.40	706.30	565.00
			next four months of experience	782.50	626.00	786.00	628.80
			Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	865.50	692.40
(x) (b)			<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>				
			(i) Qualified:	861.50	689.20	865.50	692.40
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	623.80	499.00	626.70	501.40
			third six months of experience	703.00	562.40	706.30	565.00
			Thereafter, the wage specified in (x)(i) i.e.	861.50	689.20	865.50	692.40
(xi)			<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>				

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
			(a) does not exceed 453,5 kg	823.60	658.90	827.30	661.80
			(b) exceeds 453,5 kg but not 2 721 kg	972.40	777.90	976.90	781.50
			(c) exceeds 2 721 kg but not 4 535 kg	1035.50	828.40	1040.30	832.20
			(d) exceeds 4 535 kg	1123.80	899.00	1129.10	903.30
(xii)	<b>Security Officer:</b>			1258.10	1006.50	1263.80	1011.00
(xiii)	<b>Watchman:</b>			970.70	776.60	975.20	780.20
(xiv)	<b>Employee not elsewhere specified:</b>						
			(i) Qualified:	1010.70	808.60	1015.30	812.20
			(ii) Learners:				
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	661.30	529.00	664.30	531.40
			third six months of experience	777.90	622.30	781.50	625.20
			next four months of experience	894.10	715.30	898.30	718.60
			Thereafter, the wage specified in (xiv)(i) i.e.	1010.70	808.60	1015.30	812.20
(xv)	<b>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 calender, 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 off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:</b>			822.60	658.10	826.40	661.10
(xvi)	<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>			708.10	566.50	711.40	569.10
(xvii)	<b>All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:</b>						
			(i) Qualified:	708.10	566.50	711.40	569.10
			(ii) Learners:				

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
			first six months of experience	545.10	436.10	547.60	438.10
			second six months of experience	599.10	479.30	602.00	481.60
			third six months of experience	654.00	523.20	656.90	525.50
			Thereafter, the wage specified in (xvii) (i) i.e.	708.10	566.50	711.40	569.10
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.23% Across-the-Board.</b>							

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

**“(3) Incentivised Wage Rates**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only**:

- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:

- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.
- 3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 3.5 below.



3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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

3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.

- 3.9 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.
- 3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.
- 3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.
- 3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a



facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

3. In clause 4, renumber sub-clause, “(3)(a), (b) and (c); (4); (5); (6); (7)(a) and (b) and (8)”, to read, “(4)(a), (b) and (c); (5); (6); (7); 8(a) and (b) and (9)(i)”, respectively.
4. In clause 4, insert the following new sub-clause (9)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”

5. In sub-clause 11(2)(a), substitute the expression “up to a maximum of R1.82 per week “ for the expression “up to a maximum of R1,71 per week”.

6. In sub-clause 11(2)(b), substitute the expression “up to a maximum of R1,97 per week ” for the expression “up to a maximum of R1,85 per week”.
7. In clause 13E(1), substitute the expression, “28 cents” for the expression “26 cents”.
8. In clause 13F(2), substitute the expression, “42 cents” for the expression “39 cents”.
9. In clause 19(4), substitute the expression “R12,68 per employee per week” for the expression “R8,91”.
10. In clause 19(5), substitute the expression “R12,68” for the expression “R9,84”.
11. In clause 20(2)(b), substitute the expression “R2,80” for the expression “R2,63”.
12. In clause 26(3)(i), substitute the expression “R266,25” for the expression “R250,00”.
13. In clause 26(3)(ii), substitute the expression “R4,53” for the expression “R4,25”.



14. In clause 28, insert the following new sub-clause 28(8):

**“(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.



- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
15. In clause 30(5), substitute the expression “14 cents per week” for the expression “12 cents per week”.



16. In clause 31(1), substitute the expression "31 August 2013" for the expression "31 August 2012" and the expression "1 September 2012" for the expression "1 September 2011".

## 8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))

3. In clause 1(2)(b), substitute the expression "R82 314,00 per annum" for the expression "R76 980,00 per annum".
4. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
<b>Part A - Cutting Department</b>						
Head Cutter			1576.50	1261.00	1583.00	1266.50
Pattern Maker:						
	(a)	Qualified	1576.50	1261.00	1583.00	1266.50
	(b)	Learner				
		First year				
		First six months of experience	883.00	706.50	886.50	709.00
		Second six months of experience	975.00	780.00	978.50	783.00
		Second year				
		First six months of experience	1067.00	853.50	1072.00	857.50

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
				R	R	R	R
			Second six months of experience	1165.00	932.00	1171.00	937.00
			Third year				
			First six months of experience	1270.50	1016.50	1275.50	1020.50
			Next four months of experience	1371.50	1097.00	1377.50	1102.00
			Thereafter, the wage specified in (a), i.e.	1576.50	1261.00	1583.00	1266.50
			Pattern Grader				
	(a)		Qualified	1272.00	1017.50	1277.00	1021.50
	(b)		Learner				
			First year				
			First six months of experience	830.50	664.50	835.00	668.00
			Second six months of experience	883.00	706.50	886.50	709.00
			Second year				
			First six months of experience	935.00	748.00	940.00	752.00
			Second six months of experience	1002.00	801.50	1006.50	805.00
			Third year				
			First six months of experience	1067.00	853.50	1072.00	857.50
			Next four months of experience	1136.00	909.00	1141.50	913.00
			Thereafter, the wage specified in (a), i.e.	1272.00	1017.50	1277.00	1021.50
			Cutter, lay-maker:				
	(a)		Qualified	1227.00	981.50	1231.50	985.00
	(b)		Learner				
			First year				
			First six months of experience	745.00	596.00	749.00	599.00
			Second six months of experience	820.00	656.00	824.00	659.00
			Second year				
			First six months of experience	894.50	715.50	899.00	719.00
			Second six months of experience	978.50	783.00	984.00	787.00
			Third year				
			First four months of experience	1073.50	859.00	1079.00	863.00
			Thereafter, the wage specified in (a), i.e.	1227.00	981.50	1231.50	985.00
			Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)		Qualified	884.00	707.00	888.00	710.50
	(b)		Learner				
			First year				
			First six months of experience	663.50	531.00	666.50	533.00
			Second six months of experience	703.50	563.00	706.50	565.00
			Second year				
			First six months of experience	740.50	592.50	744.00	595.00
			Second six months of experience	779.50	623.50	783.50	627.00
			Third year				
			First four months of experience	818.00	654.50	821.00	657.00
			Thereafter, the wage specified in (a), i.e.	884.00	707.00	888.00	710.50
	(c)		If advanced to learner cutter:				
			First six months from date of	958.50	767.00	963.00	770.50

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		advancement				
		Second six months from date of advancement	1073.50	859.00	1079.00	863.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1227.00	981.50	1231.50	985.00
Layer-up:						
	(a)	Qualified	762.00	609.50	765.50	612.50
	(b)	Learner				
		First year				
		First six months of experience	642.00	513.50	644.50	515.50
		Second six months of experience	663.50	531.00	666.50	533.00
		Second year				
		First six months of experience	693.50	555.00	696.50	557.00
		Thereafter, the wage specified in (a), i.e.	762.00	609.50	765.50	612.50
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	762.00	609.50	765.50	612.50
		Second six months from date of advancement	894.50	715.50	899.00	719.00
		Third six months from date of advancement	978.50	783.00	984.00	787.00
		Fourth six months from date of advancement	1073.50	859.00	1079.00	863.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1227.00	981.50	1231.50	985.00
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	762.00	609.50	765.50	612.50
		Second six months from date of advancement	818.00	654.50	821.00	657.00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	884.00	707.00	888.00	710.50
	(e)	If advanced to fitter-up:				
		First six months from date of advancement	762.00	609.50	765.50	612.50
		Second six months from date of advancement	790.00	632.00	793.00	634.50
		Third six months from date of advancement	830.50	664.50	835.00	668.00
		Fourth six months from date of advancement	884.00	707.00	888.00	710.50
		Thereafter, the wage specified for fitter-up, i.e.	975.00	780.00	978.50	783.00
Clicker:						
	(a)	Qualified	912.50	730.00	916.50	733.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
	(b)	Learner				
		First year	683.50	547.00	687.00	549.50
		Second year	779.50	623.50	783.50	627.00
		Thereafter, the wage specified in (a) i.e.	912.50	730.00	916.50	733.00
Tracer:						
	(a)	Qualified	855.50	684.50	859.00	687.00
	(b)	Learner				
		First year				
		First six months of experience	683.50	547.00	687.00	549.50
		Second six months of experience	732.00	585.50	735.50	588.50
		Second year				
		First six months of experience	774.50	619.50	777.50	622.00
		Thereafter, the wage specified in (a), i.e.	855.50	684.50	859.00	687.00
<b>Part B - Factory Operatives</b>						
Clothing machine mechanic:						
	(a)	Qualified	1576.50	1261.00	1583.00	1266.50
	(b)	Learner				
		First year				
		First six months of experience	883.00	706.50	886.50	709.00
		Second six months of experience	975.00	780.00	978.50	783.00
		Second year				
		First six months of experience	1067.00	853.50	1072.00	857.50
		Second six months of experience	1165.00	932.00	1171.00	937.00
		Third year				
		First four months of experience	1270.50	1016.50	1275.50	1020.50
		Second four months of experience	1371.50	1097.00	1377.50	1102.00
		Thereafter, the wage specified in (a), i.e.	1576.50	1261.00	1583.00	1266.50
Clothing technician:						
	(a)	Qualified	1576.50	1261.00	1583.00	1266.50
	(b)	Learner				
		First year				
		First six months of experience	883.00	706.50	886.50	709.00
		Second six months of experience	975.00	780.00	978.50	783.00
		Second year				
		First six months of experience	1067.00	853.50	1072.00	857.50
		Second six months of experience	1165.00	932.00	1171.00	937.00
		Third year				
		First six months of experience	1270.50	1016.50	1275.50	1020.50
		Next four months of experience	1371.50	1097.00	1377.50	1102.00
		Thereafter, the wage specified in (a), i.e.	1576.50	1261.00	1583.00	1266.50
Grade A employee:						
	(a)	Qualified	975.00	780.00	978.50	783.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
(b)	Learner					
	First year					
		First six months of experience	686.00	549.00	689.00	551.00
		Second six months of experience	739.50	591.50	742.50	594.00
	Second year					
		First six months of experience	790.00	632.00	793.00	634.50
		Second six months of experience	830.50	664.50	835.00	668.00
	Third year					
		First four months of experience	884.00	707.00	888.00	710.50
		Thereafter, the wage specified in (a), i.e.	975.00	780.00	978.50	783.00
Grade B employee:						
(a)	Qualified		833.00	666.50	837.00	669.50
(b)	Learner					
	First year					
		First six months of experience	675.50	540.50	679.50	543.50
		Second six months of experience	711.50	569.00	714.00	571.00
	Second year					
		First six months of experience	747.00	597.50	750.50	600.50
		Thereafter, the wage specified in (a), i.e.	833.00	666.50	837.00	669.50
(c)	If advanced to Grade A employee:					
		First six months from date of advancement	833.00	666.50	837.00	669.50
		Second six months from date of advancement	857.50	686.00	861.50	689.00
		Third six months from date of advancement	884.00	707.00	888.00	710.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	975.00	780.00	978.50	783.00
Grade C employee:						
(a)	Qualified		739.50	591.50	742.50	594.00
(b)	Learner					
	First year					
		First six months of experience	662.50	530.00	665.50	532.50
		Second six months of experience	681.50	545.00	684.50	547.50
		Thereafter, the wage specified in (a), i.e.	739.50	591.50	742.50	594.00
(c)	If advanced to Grade B employee:					
		First six months from date of advancement	739.50	591.50	742.50	594.00
		Second six months from date of advancement	747.00	597.50	750.50	600.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	833.00	666.50	837.00	669.50
Underpresser, blocker:						
(a)	Qualified		747.00	597.50	750.50	600.50
(b)	Learner					

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
			R	R	R	R
		First year				
		First six months of experience	642.00	513.50	644.50	515.50
		Second six months of experience	663.50	531.00	666.50	533.00
		Second year				
		First six months of experience	693.50	555.00	696.50	557.00
		Thereafter, the wage specified in (a), i.e.	747.00	597.50	750.50	600.50
	(c)	If advanced to learner presser:				
		First six months from date of advancement	747.00	597.50	750.50	600.50
		Second six months from date of advancement	884.00	707.00	888.00	710.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	975.00	780.00	978.50	783.00
<b>Part C - Clerical employees</b>						
	Clerk					
	(a)	Qualified	1073.50	859.00	1079.00	863.00
	(b)	Learner				
		First year	792.00	633.50	795.50	636.50
		Second year	861.00	689.00	865.50	692.50
		Third year				
		First four months of experience	941.00	753.00	945.00	756.00
		Thereafter, the wage specified in (a), i.e.	1073.50	859.00	1079.00	863.00
	Factory Clerk					
	(a)	Qualified	806.00	645.00	810.50	648.50
	(b)	Learner				
		First year	642.00	513.50	644.50	515.50
		Second year	683.50	547.00	687.00	549.50
		Third year				
		First four months of experience	739.50	591.50	742.50	594.00
		Thereafter, the wage specified in (a), i.e.	806.00	645.00	810.50	648.50
<b>Part D - General</b>						
		Boiler attendant	765.00	612.00	768.50	615.00
		Despatch packer	790.00	632.00	793.00	634.50
		General Worker	739.50	591.50	742.50	594.00
		Labourer	747.00	597.50	750.50	600.50
		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	790.00	632.00	793.00	634.50
	(b)	exceeds 1 360 but not 2 720 kg	820.00	656.00	824.00	659.00
	(c)	exceeds 2 720 kg	935.00	748.00	940.00	752.00
		Supervisor, quality controller and instructor	1002.00	801.50	1006.50	805.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
		R	R	R	R
	Traveller's driver	820.00	656.00	824.00	659.00
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	852.50	682.00	856.50	685.00
	(b) 60 hours per week	894.50	715.50	899.00	719.00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, increase the Weekly Wage for those employees by 6.5% Across-the-Board.</b>					

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

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
	Blocker				
	(a) Qualified	778.00	622.50	782.00	625.50
	(b) Learner				
	First year				
	First six months of experience	538.50	431.00	541.00	433.00
	Second six months of experience	601.00	481.00	603.50	483.00
	Second year				
	First six months of experience	657.50	526.00	661.00	529.00
	Second six months of experience	718.50	575.00	722.00	577.50
	Thereafter, the wage specified in (a), i.e.	778.00	622.50	782.00	625.50
	Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
	(a) Qualified	642.50	514.00	645.00	516.00
	(b) Learner				
	First year				
	First six months of experience	538.50	431.00	541.00	433.00

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
	Second six months of experience	559.50	447.50	562.50	450.00
	Second year				
	First six months of experience	579.00	463.00	582.00	465.50
	Second six months of experience	601.50	481.00	604.00	483.00
	Third year				
	First four months of experience	621.00	497.00	624.50	499.50
	Thereafter, the wage specified in (a), i.e.	642.50	514.00	645.00	516.00
Clerk					
(a)	Qualified	1 073.50	859.00	1 079.00	863.00
(b)	Learner				
	First year	792.00	633.50	795.50	636.50
	Second year	861.00	689.00	865.50	692.50
	Third year				
	First four months of experience	941.00	753.00	945.00	756.00
	Thereafter, the wage specified in (a), i.e.	1 073.50	859.00	1 079.00	863.00
	General Worker (Millinery)	635.50	508.50	638.50	511.00
	Grade 1 Employee (Millinery):				
(a)	Qualified	629.00	503.00	631.50	505.00
(b)	Learner				
	First year				
	First six months of experience	538.50	431.00	541.00	433.00
	Second six months of experience	560.50	448.50	564.00	451.00
	Second year				
	First six months of experience	592.50	474.00	595.00	476.00
	Thereafter, the wage specified in (a), i.e.	629.00	503.00	631.50	505.00
Milliner:					
(a)	Qualified	680.00	544.00	683.00	546.50
(b)	Learner				
	First year				
	First six months of experience	538.50	431.00	541.00	433.00
	Second six months of experience	572.50	458.00	574.50	459.50
	Second year				
	First six months of experience	574.00	459.00	576.00	461.00
	Second six months of experience	600.50	480.50	603.00	482.50
	Third year				
	First six months of experience	627.00	501.50	629.50	503.50
	Next four months of experience	657.50	526.00	661.00	529.00
	Thereafter, the wage specified in (a) i.e.	680.00	544.00	683.00	546.50
Millinery Machinist:					
(a)	Qualified	687.00	549.50	690.00	552.00
(b)	Learner				

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
	First year				
	First six months of experience	538.50	431.00	541.00	433.00
	Second six months of experience	587.00	469.50	589.50	471.50
	Second year				
	First six months of experience	622.00	497.50	625.50	500.50
	Thereafter, the wage specified in (a), i.e.	687.00	549.50	690.00	552.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	does not exceed 2268 kg	815.50	652.50	819.50	655.50
(b)	exceeds 2268	861.50	689.00	866.00	693.00
Plain Sewer (Millinery):					
(a)	Qualified	642.50	514.00	645.00	516.00
(b)	Learner				
	First year				
	First six months of experience	538.50	431.00	541.00	433.00
	Second six months of experience	567.00	453.50	570.00	456.00
	Second year				
	First six months of experience	603.50	483.00	606.00	485.00
	Thereafter, the wage specified in (a), i.e.	642.50	514.00	645.00	516.00
Supervisor (Millinery)		921.00	737.00	925.00	740.00
Watchman or Caretaker (Millinery)		929.50	743.50	933.00	746.50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by 6.5% Across-the-Board.</b>					

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

**“(3) Incentivised Wage Rates**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only**:

- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:
- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September



2012, once a national framework agreement governing the incentive portion has been agreed.

3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 3.5 below.

3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.



- 3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.
- 3.7 The closed shop shall be applicable to all new employees.
- 3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.
- 3.9 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.
- 3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.
- 3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.



3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.



3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

7. In clause 4, substitute the existing sub-clause (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); (13) and (14) by renumbering them, to read (4); (5); (6)(a), (b) and (c); (7) (8)(a), (b)(i) and (ii); (9); (10); (11); (12); (13)(i); (14) and (15) respectively.

8. In clause 4, insert the following new sub-clause (13)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level



shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”

9. In clause 4(11) substitute the year “2012” for the year “2011”.
10. In clause 19A(10), insert the following new expression, “, except in the case of Embroidery Employers.”, after the wording “this part of the Agreement”.
11. In sub-clause 22(2)(a), substitute the expression “R1,84 per week.” for the expression “an amount of R1,73 per week.”.
12. In sub-clause 22(2)(b), substitute the expression “R2,96 per week” for the expression “R2,78 per week”.
13. In clause 26(4)(b) in Group 1, substitute the expression “R7,65” for the expression “R7,19” under Group 1 and the expression “R9,13” for the expression “R8,58” under Group 2 and the expression “R9,36”.
14. In clause 27(3), substitute the expression “29 cents per week” for the expression “27 cents per week”.
15. In clause 27(4), substitute the expression “42 cents per week” for the expression “39 cents per week”.
16. In clause 37, insert the following new sub-clause 37(8):



**“(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.



- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
17. In clause 38(5), substitute the expression “18 cents per week” for the expression “17 cents per week”.
18. In clause 39(3), substitute the expression “34 cents per week” for the expression “32 cents per week”.



19. In clause 41(1), substitute the expression "31 August 2013" for the expression "31 August 2012" and the expression "1 September 2012" for the expression "1 September 2011".

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

1. In clause 1(2)(b), substitute the expression "R63 624.00 per annum" for the expression "R60 986,00 per annum".
2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
<b>Part A - Cutting Department</b>						
		Head Cutter	1 218.00	974.50	1223.50	979.00
		Pattern Maker:				
	(a)	Qualified	1 218.00	974.50	1223.50	979.00
	(b)	Learner				
		First year				
		First six months of experience	710.00	568.00	714.00	571.00
		Second six months of experience	777.00	621.50	780.50	624.50
		Second year				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
		First six months of experience	846.50	677.00	851.00	681.00
		Second six months of experience	917.00	733.50	920.00	736.00
		Third year				
		First four months of experience	993.50	795.00	997.00	797.50
		Thereafter, the wage specified in (a), i.e.	1 218.00	974.50	1223.50	979.00
		Pattern Grader				
	(a)	Qualified	996.00	797.00	1000.50	800.50
	(b)	Learner				
		First year				
		First six months of experience	666.00	533.00	669.00	535.00
		Second six months of experience	710.00	568.00	714.00	571.00
		Second year				
		First six months of experience	751.50	601.00	755.50	604.50
		Second six months of experience	797.00	637.50	800.50	640.50
		Third year				
		First six months of experience	846.50	677.00	851.00	681.00
		Next four months of experience	895.50	716.50	899.00	719.00
		Thereafter, the wage specified in (a), i.e.	996.00	797.00	1000.50	800.50
		Cutter, lay-maker:				
	(a)	Qualified	961.00	769.00	966.00	773.00
	(b)	Learner				
		First year				
		First six months of experience	605.50	484.50	608.00	486.50
		Second six months of experience	663.00	530.50	666.00	533.00
		Second year				
		First six months of experience	721.00	577.00	723.00	578.50
		Second six months of experience	781.50	625.00	785.50	628.50
		Third year				
		First six months of experience	852.00	681.50	856.00	685.00
		Next four months of experience	961.00	769.00	966.00	773.00
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	713.50	571.00	715.50	572.50
	(b)	Learner				
		First year				
		First six months of experience	548.50	439.00	550.00	440.00
		Second six months of experience	575.50	460.50	577.50	462.00
		Second year				
		First six months of experience	604.50	483.50	606.50	485.00

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
	Second six months of experience	631.50	505.00	633.50	507.00
	Third year				
	First four months of experience	661.50	529.00	663.50	531.00
	Thereafter, the wage specified in (a) i.e.	713.50	571.00	715.50	572.50
(c)	If advanced to learner cutter:				
	First six months from date of advancement	767.00	613.50	770.00	616.00
	Second six months from date of advancement	852.00	681.50	856.00	685.00
	Thereafter, the wage specified for a qualified cutter, i.e.	961.00	769.00	966.00	773.00
Layer-up:					
(a)	Qualified	618.50	495.00	620.50	496.50
	First year				
	First six months of experience	533.50	427.00	535.50	428.50
	Second six months of experience	548.50	439.00	550.00	440.00
Second year					
	First six months of experience	568.50	455.00	570.50	456.50
	Thereafter, the wage specified in (a), i.e.	618.50	495.00	620.50	496.50
(b)	If advanced to learner cutter:				
	First six months from date of advancement	618.50	495.00	620.50	496.50
	Second six months from date of advancement	721.00	577.00	723.00	578.50
	Third six months from date of advancement	781.50	625.00	785.50	628.50
	Fourth six months from date of advancement	852.00	681.50	856.00	685.00
	Thereafter, the wage specified for a qualified cutter, i.e.	961.00	769.00	966.00	773.00
Clicker:					
(a)	Qualified	734.00	587.00	736.00	589.00
(b)	Learner				
	First year of experience	562.50	450.00	564.00	451.00
	Second year of experience	631.50	505.00	633.50	507.00
	Thereafter, the wage specified in (a), i.e.	734.00	587.00	736.00	589.00
Tracer:					
(a)	Qualified	691.50	553.00	693.50	555.00
(b)	Learner				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
		First year				
		First six months of experience	562.50	450.00	564.00	451.00
		Second six months of experience	597.00	477.50	598.50	479.00
		Second year				
		First six months of experience	628.50	503.00	631.50	505.00
		Thereafter, the wage specified in (a), i.e.	691.50	553.00	693.50	555.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	1 218.00	974.50	1223.50	979.00
	(b)	Learner				
		First year				
		First six months of experience	710.00	568.00	714.00	571.00
		Second six months of experience	777.00	621.50	780.50	624.50
		Second year				
		First six months of experience	846.50	677.00	851.00	681.00
		Second six months of experience	917.00	733.50	920.00	736.00
		Third year				
		First six months of experience	993.50	795.00	997.00	797.50
		Next four months of experience	1 069.50	855.50	1073.00	858.50
		Thereafter, the wage specified in (a), i.e.	1 218.00	974.50	1223.50	979.00
Grade A employee:						
	(a)	Qualified	777.00	621.50	780.50	624.50
	(b)	Learner				
		First year				
		First six months of experience	565.00	452.00	568.00	454.50
		Second six months of experience	603.50	483.00	605.50	484.50
		Second year				
		First six months of experience	637.50	510.00	640.00	512.00
		Second six months of experience	672.50	538.00	675.50	540.50
		Third year				
		First four months of experience	713.50	571.00	715.50	572.50
		Thereafter, the wage specified in (a), i.e.	777.00	621.50	780.50	624.50
Grade B employee:						
	(a)	Qualified	649.00	519.00	658.50	527.00
	(b)	Learner				

DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
				R	R	R	R
			First year				
			First six months of experience	565.00	452.00	565.00	452.00
			Second six months of experience	585.50	468.50	587.50	470.00
			Second year				
			First six months of experience	605.00	484.00	609.50	487.50
			Thereafter, the wage specified in (a), i.e.	649.00	519.00	658.50	527.00
	(c)		If advanced to Grade A employee:				
			First six months from date of advancement	649.00	519.00	658.50	527.00
			Second six months from date of advancement	654.00	523.00	663.00	530.50
			Third six months from date of advancement	685.00	548.00	697.50	558.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	769.00	615.00	763.50	611.00
			Grade C employee:				
	(a)		Qualified	603.50	483.00	605.50	484.50
	(b)		Learner				
			First year				
			First six months of experience	546.00	437.00	548.00	438.50
			Second six months of experience	561.50	449.00	563.00	450.50
			Thereafter, the wage specified in (a), i.e.	603.50	483.00	605.50	484.50
	(c)		If advanced to Grade B employee:				
			First six months from date of advancement	603.50	483.00	605.50	484.50
			Second six months from date of advancement	608.00	486.50	610.50	488.50
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	666.00	533.00	669.00	535.00
			Underpresser, blocker:				
	(a)		Qualified	608.00	486.50	610.50	488.50
	(b)		Learner				
			First year				
			First six months of experience	533.50	427.00	535.50	428.50
			Second six months of experience	548.50	439.00	550.00	440.00
			Second year				
			First six months of experience	568.50	455.00	570.50	456.50
			Second six months of experience	608.00	486.50	610.50	488.50

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
	(c)	If advanced to learner presser:				
		First six months from date of advancement	608.00	486.50	610.50	488.50
		Second six months from date of advancement	713.50	571.00	715.50	572.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	777.00	621.50	780.50	624.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	852.00	681.50	856.00	685.00
	(b)	Learner				
		First year of experience	641.00	513.00	644.50	515.50
		Second year of experience	696.00	557.00	699.50	559.50
		Third year				
		First six months of experience	753.00	602.50	757.50	606.00
		Thereafter, the wage specified in (a), i.e.	852.00	681.50	856.00	685.00
Factory Clerk						
	(a)	Qualified	651.50	521.00	654.50	523.50
	(b)	Learner				
		First year of experience	532.50	426.00	534.00	427.00
		Second year of experience	563.00	450.50	565.00	452.00
		Third year				
		First six months of experience	601.00	481.00	603.50	483.00
		Thereafter, the wage specified in (a), i.e.	651.50	521.00	654.50	523.50
Part D - General						
Boiler attendant			620.50	496.50	622.50	498.00
Despatch packer			638.50	511.00	641.00	513.00
General Worker			599.50	479.50	606.50	485.00
Labourer			608.00	486.50	610.50	488.50
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	666.50	533.00	669.50	535.50
	(b)	2 720 kg and over	751.50	601.00	755.50	604.50
Supervisor, quality controller and instructor			797.00	637.50	800.50	640.50
Traveller's driver			666.50	533.00	669.50	535.50

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	688.50	551.00	692.00	553.50
	(b)	60 hours per week	721.00	577.00	723.00	578.50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by R45.00 Across-the-Board.</b>						

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

**"(3) Incentivised Wage Rates**

The "new entry wage rates" provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage



categories applicable to current employees, subject to the following provisions:

- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.
- 3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 3.5 below.



3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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



- 3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.
- 3.9 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.
- 3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.
- 3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.
- 3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.



3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

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

5. In clause 4, insert the following new sub-clause (14)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year”

6. In clause 4(11) substitute the year “2012” for the year “2011”.



7. In clause 19A(10), insert the following new expression, “, except in the case of Embroidery Employers.”, after the wording “this part of the Agreement”.
  8. In sub-clause 22(2)(a), substitute the expression “R1,92 per week.” for the expression “an amount of R1,79 per week.”.
  9. In sub-clause 22(2)(b), substitute the expression “R3,09 per week” for the expression “R2,88 per week”.
  10. In clause 27(3), substitute the expression “28 cents per week” for the expression “26 cents per week”.
  11. In clause 27(4), substitute the expression “42 cents per week” for the expression “39 cents per week”.
- (10) In clause 37, insert the following new sub-clause 37(8):

**“(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.



- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.
- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new



compliance provisions envisaged in this agreement, unless the parties agree otherwise.

8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.

8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”

12. In clause 38(5), substitute the expression “18 cents per week” for the expression “17 cents per week”.

13. In clause 39(3), substitute the expression “36 cents per week” for the expression “34 cents per week”.

14. In clause 41(1), substitute the expression “31 August 2013” for the expression “31 August 2012” and the expression “1 September 2012” for the expression “1 September 2011”.

## **10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))**



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

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
<b>Part A - Cutting Department</b>					
Pattern Maker:					
(a)	Qualified	1 576.50	1 261.00	1583.00	1266.50
(b)	Learner				
	First year				
	First six months of experience	883.00	706.50	886.50	709.00
	Second six months of experience	975.00	780.00	978.50	783.00
	Second year				
	First six months of experience	1 067.00	853.50	1072.00	857.50
	Second six months of experience	1 165.00	932.00	1171.00	937.00
	Third year				
	First six months of experience	1 270.50	1 016.50	1275.50	1020.50
	Next four months of experience	1 371.50	1 097.00	1377.50	1102.00
	Thereafter, the wage specified in (a), i.e.	1 576.50	1 261.00	1583.00	1266.50
Pattern Grader					
(a)	Qualified	1 272.00	1 017.50	1277.00	1021.50
(b)	Learner				
	First year				
	First six months of experience	830.50	664.50	835.00	668.00
	Second six months of experience	883.00	706.50	886.50	709.00
	Second year				
	First six months of experience	935.00	748.00	940.00	752.00
	Second six months of experience	1 002.00	801.50	1006.50	805.00
	Third year				
	First six months of experience	1 067.00	853.50	1072.00	857.50
	Next four months of experience	1 136.00	909.00	1141.50	913.00
	Thereafter, the wage specified in (a), i.e.	1 272.00	1 017.50	1277.00	1021.50
Football Jersey Cutter					
(a)	Qualified	884.00	707.00	888.00	710.50
(b)	Learner				
	First year				
	First six months of experience	663.50	531.00	666.50	533.00
	Second six months of experience	703.50	563.00	706.50	565.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
		Second year				
		First six months of experience	740.50	592.50	744.00	595.00
		Second six months of experience	779.50	623.50	783.50	627.00
		Third year				
		First four months of experience	818.00	654.50	821.00	657.00
		Thereafter, the wage specified in (a), i.e.	884.00	707.00	888.00	710.50
		Layer-up				
	(a)	Qualified	762.00	609.50	765.50	612.50
	(b)	Learner				
		First year				
		First six months of experience	642.00	513.50	644.50	515.50
		Second six months of experience	663.50	531.00	666.50	533.00
		Second year				
		First six months of experience	693.50	555.00	696.50	557.00
		Thereafter, the wage specified in (a), i.e.	762.00	609.50	765.50	612.50
		<b>Part B - Factory Operatives</b>				
		Grade A employee:				
	(a)	Qualified	975.00	780.00	978.50	783.00
	(b)	Learner				
		First year				
		First six months of experience	686.00	549.00	689.00	551.00
		Second six months of experience	739.50	591.50	742.50	594.00
		Second year				
		First six months of experience	790.00	632.00	793.00	634.50
		Second six months of experience	830.50	664.50	835.00	668.00
		Third year				
		First four months of experience	884.00	707.00	888.00	710.50
		Thereafter, the wage specified in (a), i.e.	975.00	780.00	978.50	783.00
		Grade B employee:				
	(a)	Qualified	833.00	666.50	837.00	669.50
	(b)	Learner				
		First year				
		First six months of experience	675.50	540.50	679.50	543.50
		Second six months of experience	711.50	569.00	714.00	571.00
		Second year				
		First six months of experience	747.00	597.50	750.50	600.50
		Thereafter, the wage specified in (a), i.e.	833.00	666.50	837.00	669.50
	(c)	If advanced to Grade A employee:				
		First six months from date of	833.00	666.50	837.00	669.50

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
			R	R	R	R
		advancement				
		Second six months from date of advancement	857.50	686.00	861.50	689.00
		Third six months from date of advancement	884.00	707.00	888.00	710.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	975.00	780.00	978.50	783.00
Grade C employee:						
	(a)	Qualified	739.50	591.50	742.50	594.00
	(b)	Learner				
		First year				
		First six months of experience	662.50	530.00	665.50	532.50
		Second six months of experience	681.50	545.00	684.50	547.50
		Thereafter, the wage specified in (a), i.e.	739.50	591.50	742.50	594.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	739.50	591.50	742.50	594.00
		Next six months from date of advancement	747.00	597.50	750.50	600.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	833.00	666.50	837.00	669.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1 073.50	859.00	1079.00	863.00
	(b)	Learner				
		First year	792.00	633.50	795.50	636.50
		Second year	861.00	689.00	865.50	692.50
		Third year				
		First four months of experience	941.00	753.00	945.00	756.00
		Thereafter, the wage specified in (a), i.e.	1 073.50	859.00	1079.00	863.00
Factory Clerk						
	(a)	Qualified	806.00	645.00	810.50	648.50
	(b)	Learner				
		First year	642.00	513.50	644.50	515.50
		Second year	683.50	547.00	687.00	549.50
		Third year				
		First four months of experience	739.50	591.50	742.50	594.00
		Thereafter, the wage specified in (a), i.e.	806.00	645.00	810.50	648.50
Part D - General						

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New employees on Incentivised Scheme effective 1 September 2012 = 80%
		R	R	R	R
	Boiler attendant	765.00	612.00	768.50	615.00
	Despatch packer	790.00	632.00	793.00	634.50
	General Worker	739.50	591.50	742.50	594.00
	Labourer	747.00	597.50	750.50	600.50
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	790.00	632.00	793.00	634.50
(b)	exceeds 1 360 but not 2 720 kg	820.00	656.00	824.00	659.00
(c)	exceeds 2 720 kg	935.00	748.00	940.00	752.00
	Supervisor, quality controller and instructor	1 002.00	801.50	1006.50	805.00
	Traveller's driver	820.00	656.00	824.00	659.00
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	852.50	682.00	856.50	685.00
(b)	60 hours per week	894.50	715.50	899.00	719.00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, increase the Weekly Wage for those employees by 6.5% Across-the-Board.</b>					

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

**“(3) Incentivised Wage Rates**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

- 3.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal

gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:

- 3.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer
- 3.3 The guaranteed wage rate as specified in sub-clause 3.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.
- 3.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 3.5 below.



3.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.

During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

3.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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

3.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 3.1 above.



3.9 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.

3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2 above.

3.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.

3.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.



3.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.

3.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

3.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 3.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

3.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not



resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

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

4. In clause 4, insert the following new sub-clause (13)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or

All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year.”

5. In clause 4(11) substitute the year “2012” for the year “2011”.
6. In clause 19A(10), insert the following new expression, “, except in the case of Embroidery Employers.”, after the wording “this part of the Agreement”.



7. In sub-clause 22(2)(a), substitute the expression "R1,84 per week." for the expression "an amount of R1,73 per week."
8. In sub-clause 22(2)(b), substitute the expression "R2,96 per week" for the expression "R2,78 per week".
9. In clause 26(4)(b) in Group 1, substitute the expression "R7,65" for the expression "R7,19" under Group 1 and the expression "R9,13" for the expression "R8,58" under Group 2.
10. In clause 27(3), substitute the expression "29 cents per week" for the expression "27 cents per week".
11. In clause 27(4), substitute the expression "42 cents per week" for the expression "39 cents per week".
12. In clause 37, insert the following new sub-clause 37(8):

#### **"(8) Compliance Promotion**

8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.

8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which



full compliance enforcement including the execution of writs shall apply to them.

- 8.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.
- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.



8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.

8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”

13. In clause 38(5), substitute the expression “18 cents per week” for the expression “17 cents per week”.

14. In clause 39(3), substitute the expression “34 cents per week” for the expression “32 cents per week”.

15. In clause 41(1), substitute the expression “31 August 2013” for the expression “31 August 2012” and the expression “1 September 2012” for the expression “1 September 2011”.

## **11. PART I (PROVISIONS FOR THE NON-METRO AREAS)**

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



Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				All Other Areas			
		Wage rate per week from 01 Sep 2011 to 31 Aug 2012	Increase % R45 Across-the-Board	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Wage rate per week from 01 Sep 2011 to 31 Aug 2012	Increase % R45 Across-the-Board	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
<b>Category A</b>									
	0 - 6 months	524.00	45.00	569.00	455.00	463.00	45.00	508.00	406.50
	Thereafter	567.50	45.00	612.50	490.00	496.00	45.00	541.00	433.00
<b>Category B</b>									
	0 - 6 months	522.50	45.00	567.50	454.00	461.50	45.00	506.50	405.00
	7 - 12 months	553.00	45.00	598.00	478.50	484.00	45.00	529.00	423.00
	13 - 18 months	583.50	45.00	628.50	503.00	506.00	45.00	551.00	441.00
	Thereafter	623.50	45.00	668.50	535.00	534.00	45.00	579.00	463.00
<b>Category C</b>									
	0 - 6 months	544.00	45.00	589.00	471.00	465.50	45.00	510.50	408.50
	7 - 12 months	609.00	45.00	654.00	523.00	512.00	45.00	557.00	445.50
	13 - 18 months	674.00	45.00	719.00	575.00	560.00	45.00	605.00	484.00
	19 - 22 months	738.00	45.00	783.00	626.50	611.50	45.00	656.50	525.00
	Thereafter	802.00	45.00	847.00	677.50	663.50	45.00	708.50	567.00
<b>Category D</b>									
	0 - 6 months	544.00	45.00	589.00	471.00	465.50	45.00	510.50	408.50
	7 - 12 months	592.00	45.00	637.00	509.50	500.50	45.00	545.50	436.50
	13 - 18 months	656.00	45.00	701.00	561.00	535.50	45.00	580.50	464.50
	19 - 22 months	687.00	45.00	732.00	585.50	571.00	45.00	616.00	493.00
	Thereafter	787.00	45.00	832.00	665.50	652.00	45.00	697.00	557.50
<b>Category E</b>									
	0 - 6 months	576.00	45.00	621.00	497.00	489.00	45.00	534.00	427.00
	7 - 12 months	652.00	45.00	697.00	557.50	545.50	45.00	590.50	472.50
	13 - 18 months	738.50	45.00	783.50	627.00	612.50	45.00	657.50	526.00
	19 - 22 months	824.00	45.00	869.00	695.00	682.50	45.00	727.50	582.00
	Thereafter	917.50	45.00	962.50	770.00	755.50	45.00	800.50	640.50
<b>Band Knife Cutter</b>									
	0 - 6 months	519.00	45.00	564.00	451.00	447.00	45.00	492.00	393.50
	7 - 12 months	567.50	45.00	612.50	490.00	482.00	45.00	527.00	421.50
	13 - 18 months	614.00	45.00	659.00	527.00	517.00	45.00	562.00	449.50

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				All Other Areas			
		Wage rate per week from 01 Sep 2011 to 31 Aug 2012	Increase % R45 Across-the-Board	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%	Wage rate per week from 01 Sep 2011 to 31 Aug 2012	Increase % R45 Across-the-Board	Wage rate per week from 01 Sep 2012 to 31 Aug 2013	New Employees on Incentivised Scheme Effective 1 September 2012 = 80%
	19 - 22 months	665.00	45.00	710.00	568.00	554.00	45.00	599.00	479.00
	Thereafter	742.50	45.00	787.50	630.00	616.50	45.00	661.50	529.00
<b>Clerical</b>									
	0 - 6 months	534.50	45.00	579.50	463.50	458.50	45.00	503.50	403.00
	7 - 12 months	595.50	45.00	640.50	512.50	503.50	45.00	548.50	439.00
	13 - 18 months	644.50	45.00	689.50	551.50	539.50	45.00	584.50	467.50
	Thereafter	755.50	45.00	800.50	640.50	625.50	45.00	670.50	536.50
<b>Assistant Head Cutter</b>		886.50	45.00	931.50	745.00	732.00	45.00	777.00	621.50
<b>Head Cutter</b>		1092.50	45.00	1 137.50	910.00	897.50	45.00	942.50	754.00
<b>Foreperson</b>		969.00	45.00	1 014.00	811.00	827.00	45.00	872.00	697.50
<b>Watchperson</b>		641.50	45.00	686.50	549.00	536.50	45.00	581.50	465.00
<b>Driver 1 (454kg)</b>		606.50	45.00	651.50	521.00	511.00	45.00	556.00	445.00
<b>Driver 2 (454 - 2722kg)</b>		657.00	45.00	702.00	561.50	548.00	45.00	593.00	474.50
<b>Driver 3 (2722 -4540kg)</b>		754.50	45.00	799.50	639.50	625.00	45.00	670.00	536.00
<b>Driver 4 (4540kg)</b>		898.50	45.00	943.50	755.00	741.50	45.00	786.50	629.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into operation of this agreement, Increase the Weekly Wage for those employees by R45.00 Across-the-Board.									

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

“(2) The metro and non-metro B wage differential shall be narrowed, relative to the KZN metro qualified machinist rate (not the incentivised wage), as follows:

with effect from 1 September 2013: to 71%

with effect from 1 September 2014: to 73%

with effect from 1 September 2015 and thereafter): to 75%”

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

**“(4) Incentivised Wage Rates**

The “new entry wage rates” provisions as specified in clause 4(2), shall be abolished and be replaced with the following incentivised wage rate provisions, **applicable to new employees only:**

4.1 With the coming into operation of this agreement, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate of ALL wage categories applicable to current employees, subject to the following provisions:

4.2 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 minimum period of 3 years, unless the applicant employee agrees otherwise with his/her prospective employer



4.3 The guaranteed wage rate as specified in sub-clause 4.1 above shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the qualified rate, provided that the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall be applicable to all new employees engaged under the incentivised wage provisions and employed after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

4.4 The incentivised wage rate provisions are only applicable to companies which are registered with the National Bargaining Council for the Clothing Manufacturing Industry of South Africa, subject further to sub-clause 4.5 below.

4.5 The provisions are only applicable to those current compliant companies which were in existence and operational as at 1 June 2011.

It is **NOT** applicable to those companies who:

- are members of an employer association which have not signed the wage agreement and/or
- have not implemented the wage increases envisaged in the agreement.



During the first year of operation of the incentivised wage provisions, the parties will engage to explore mechanisms which will protect current companies and current employees in the event of it being agreed that this provision be extended to new companies which enter the industry for the first time.

4.6 All other provisions of the Industry's Main Agreement shall be applicable to new employees.

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

4.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to re-employ employees at the rates specified in sub-clause 4.1 above.

4.9 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.

4.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 4.2 above.

4.11 Current employees employed in terms of the new entry rate provision envisaged in the 2011/2012 party to party agreement and



who were so employed prior to 1 September 2012 shall by exemption be ring-fenced on those rates plus the annual increase of 6.23%, and subject to the companies at which they are employed meeting the compliant employment growth targets as set out in the 2011/2012 wage agreement.

4.12 Effective 1<sup>st</sup> September 2012, all retrenched employees will, within a period of 12 months of having being 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.

4.13 The parties shall negotiate a national framework agreement at National Bargaining Council level, to give enabling effects to the plant level incentivised wage component as contemplated in sub-clause 3.3 above. This shall be finalised within a period of 4 months with effect from 1 October 2012 (excluding the annual shutdown period). Thereafter, companies who qualify for the incentivised wage provisions and who wish to implement it shall have a 2 month period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement.



4.14 The deadlock breaking mechanism for the national framework agreement is either binding interest arbitration or, at the end of the prescribed period, the entire 80% dispensation falls away, unless other forms of deadlock breaking mechanisms are agreed between the parties.

4.15 Should the 80% dispensation fall away in consequence of the provision in sub-clause 4.14 above, new employees employed on the incentive wage provisions should be paid 100% of the applicable agreed rate.

4.16 The deadlock breaking mechanism for operationalising the incentive component at plant level shall consist firstly of a facilitation process by a panel of experts jointly appointed by the employer and trade union parties to this agreement and if not resolved, by an advisory award by the panel, unless other forms of deadlock breaking mechanisms are agreed to between the parties.”

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

6. In clause 4, insert the following new sub-clause (11)(ii):

“(ii) All employers covered by the registered scope of the NBC shall implement the wage increases agreed to at NBC level” and/or



All employers covered by the registered scope of the NBC who have not implemented the wage increases agreed to at NBC level shall implement a 10% wage increase for metro areas and the rand equivalent for non-metro areas with effect from 1 September each year.”

7. In the new clause 4(9), substitute the year “2012” for the year “2011”.
8. In sub-clause 32 (2), substitute the following table for the existing table:

“

<b>Employees</b>	<b>Employers</b>
Payable by THE EMPLOYEE by means of a deduction from an employee's wages:  Calculated at 0,37% of a qualified machinist's rate of pay in “other areas” as defined in the attached wage schedule (This equates to R2,14 with effect from 1 <sup>st</sup> September 2012)	Payable by THE EMPLOYER:  Calculated at 0,47% of a qualified machinist's rate of pay in “other areas” as defined in the attached wage schedule (This equates to R2,72 with effect from 1 <sup>st</sup> September 2012)

”



9. In clause 40(1), substitute the expression "31 August 2013" for the expression "31 August 2012" and the expression "1 September 2012" for the expression "1 September 2011".

#### **4 COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION**

- (1) In clause 4(1)(a), substitute the expression, "R1,82", for the expression, "R1,41".
- (2) In clause 4(1)(b), substitute the expression, "R1,97", for the expression, "R1,53".
- (3) In clause 5A(2) (b), substitute the expression, " R14,19" for the existing expression, "R11,44".
- (4) In clause 5B(2) (b), substitute the expression, " R14,19" for the existing expression, "R11,44".
- (5) In clause 6(5), substitute the expression, "14 cents" for the existing expression, "13 cents".
- (6) In clause 7A(2)(b), substitute the expression, "R5,99", for the existing expression, "R5,62".



- (7) In clause 7B(2)(b), substitute the expression, "R5,99", for the existing expression, "R5,62".
- (8) In clause 16(1), substitute the new expression, "29 cents", for the existing expression, "27 cents".
- (9) In clause 16(2), substitute the new expression, "42 cents", for the existing expression, "39 cents".
- (10) In Clause 13, insert the following new subclause 13(7):

***"(7) Non-Compliance***

- (a) Outsourcing to non-compliant companies shall not be permitted in the industry.
- (b) The parties shall enter into agreements with all Provincial and Local governments which shall have the effect that their sourcing from the Industry shall include a requirement to only source from companies which hold a valid Certificate of Compliance from the bargaining council."
- (11) In clause 13, insert the following new sub-clause 13(8):



**“(8) Compliance Promotion**

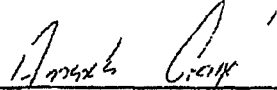


- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a ‘suspense account’ at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.



- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.
- 8.6 At every future meeting of the NBC, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The NBC General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in the agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of the agreement.”



Signed at CAPE TOWN on behalf of the Parties this 22ND day of JANUARY  
2013.

  
\_\_\_\_\_  
AMANDA CRONJE  
Chairperson  
\_\_\_\_\_  
FREDA OOSTHYSEN  
Vice-Chairperson  
\_\_\_\_\_  
SICELO NDUNA  
General Secretary













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