


No. R. 231

20 March 2015

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY:
EXTENSION OF PERIOD OF OPERATION OF THE NATIONAL MAIN
COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R.252 of 14 April 2014, by a further period ending 31 August 2018.


MINISTER OF LABOUR
26/02/2015

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

South African Clothing Manufacturers' Association

Eastern Province 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,

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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

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

2. PERIOD OF OPERATION OF THIS AGREEMENT

- (1) This agreement is binding on the parties hereto from 1 September 2014 until 31 August 2018 unless the parties agree otherwise in writing.
- (2) The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazette and extended to non-parties until 31 August 2018, unless the parties agree otherwise in writing.

3. PREAMBLE

1. In the Preamble to the National Main Collective Agreement, insert the following new clause 3:

"3. SPECIAL PROVISIONS

The provisions contained in clauses 11.1(1) and (5), 14.6(5) of Part A; clauses 23A (1) and (5) and 34 (5) of Part B; clauses 4 (7), 27 (1) and (4) and 38 (5) of Part C; clauses 22 (5), 25 (1) and 26A (1) and (2) of Part D; clauses 13A (1) and (2) and 28 (5) of Part E; clauses 14 (1) and (5) and 37 (5) of Part F; clauses 14 (1) and (5) and 37 (5) of Part G; clauses 14(1) and (5) and 37 (5) of Part H and clauses 34 (5) and 46 of Part I of the Agreement published under Government Notice R. 252 of 14 April 2014 (hereafter

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refer to as the “Former Agreement”) , shall apply to employers and employees who are members of the parties to the collective agreement.”

2. In the Preamble to the National Main Collective Agreement, insert the following new clause 4:

“4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 11.1 (2) to (4), 11.1 (2) to 14.4A, 14.5 to 14.6 (4) and 14.6 (6) to 18, 22 of Part A; clauses 3 to 19A, 20 to 22, 23A (2) to (4), 24 to 34 (4) and 34 (6) to 41 of Part B; clauses 3 to 4 (6), 4 (8) to 23A, 24 to 26, 27 (2) and (3), 27 (5) to 38 (4) and 38 (6) to 46 of Part C; clauses 3 to 19A, 20 to 22 (4), 22 (6) to 24, 25 (2) to (12) and 26A (3) to 34 of Part D; clauses 3 to 12, 13A (3) to 16A, 17 to 28 (4) and 28 (6) to 36 of Part E; clauses 3 to 11 (4)(a), 11 (5) to 13, 14 (2) to (4), 15 to 37 (4) and 37 (6) to 48 of Part F; clauses 3 to 11 (4)(a), 11 (5) to 13, 14 (2) to (4), 15 to 19A, 20 to 37 (4) and 37 (6) to 48 of Part G; clauses 3 to 11 (4)(a), 11(5) to 13, 14 (2) to (4), 15 to 19A, 20 to 37 (4) and 37 (6) to 48 of Part H; clauses 3 to 34 (4) and 34 (6) to 45 and 47 of Part I of the Former Agreement, shall apply to employers and employees.”

4. 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) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
(a)	Foreman		1596.00	1277.00	1604.00	1283.00
(b)	Designer:					
	(i)	Qualified:	2035.00	1628.00	2044.50	1635.50
	(ii)	Learners:				
		first six months of experience	694.00	555.00	697.00	557.50
		second six months of experience	808.50	647.00	811.50	649.00
		third six months of experience	968.00	774.50	972.50	778.00
		fourth six months of experience	1077.50	862.00	1083.00	866.50
		fifth six months of experience	1198.50	959.00	1205.00	964.00
		sixth six months of experience	1300.00	1040.00	1306.00	1045.00
		seventh six months of experience	1414.50	1131.50	1422.00	1137.50
		eighth six months of experience	1528.50	1223.00	1536.00	1229.00
		next four months of experience	1622.00	1297.50	1628.50	1303.00
		Thereafter, the wage specified in (b)(i) i.e.	2035.00	1628.00	2044.50	1635.50
(c)	Grader:					
	(i)	Qualified:	1462.00	1169.50	1468.00	1174.50
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	748.00	598.50	751.50	601.00
		third six months of experience	814.00	651.00	818.50	655.00
		fourth six months of experience	853.50	683.00	857.00	685.50
		fifth six months of experience	986.50	789.00	991.00	793.00
		sixth six months of experience	1056.00	845.00	1061.50	849.00
		seventh six months of experience	1114.00	891.00	1119.50	895.50
		eighth six months of experience	1171.00	937.00	1176.00	941.00
		next four months of experience	1246.00	997.00	1252.00	1001.50
		Thereafter, the wage specified in (c)(i) i.e.	1462.00	1169.50	1468.00	1174.50
(d)	Marker-in:					
	(i)	Qualified:	1114.00	891.00	1119.50	895.50
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	736.50	589.00	740.50	592.50
		third six months of experience	786.50	629.00	790.00	632.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		fourth six months of experience	838.50	671.00	841.50	673.00
		next four months of experience	937.00	749.50	941.50	753.00
		Thereafter, the wage specified in (d)(i) i.e.	1114.00	891.00	1119.50	895.50
(e)	Band-knife cutter:					
		Qualified	1114.00	891.00	1119.50	895.50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:					
	(i)	Qualified:	985.00	788.00	989.50	791.50
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	721.50	577.00	724.00	579.00
		third six months of experience	744.50	595.50	747.00	597.50
		fourth six months of experience	771.50	617.00	774.00	619.00
		next four months of experience	804.00	643.00	808.50	647.00
		Thereafter, the wage specified in (f)(i) i.e.	985.00	788.00	989.50	791.50
(g)	Layer-up:					
	(i)	Qualified:	772.00	617.50	775.00	620.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	703.50	563.00	706.50	565.00
		third six months of experience	715.00	572.00	719.00	575.00
		fourth six months of experience	725.50	580.50	730.00	584.00
		Thereafter, the wage specified in (g)(i) i.e.	772.00	617.50	775.00	620.00
(h)	Specialised presser:					
	(i)	Qualified:	1074.00	859.00	1080.00	864.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	716.00	573.00	720.50	576.50
		third six months of experience	742.00	593.50	745.50	596.50
		fourth six months of experience	771.50	617.00	774.00	619.00
		fifth six months of experience	802.50	642.00	805.00	644.00
		sixth six months of experience	829.50	663.50	832.00	665.50
		seventh six months of experience	906.00	725.00	911.50	729.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		eighth six months of experience	939.50	751.50	944.00	755.00
		next four months of experience	960.50	768.50	964.50	771.50
		Thereafter, the wage specified in (h)(i) i.e.	1074.00	859.00	1080.00	864.00
(i)	Examiner:					
	(i)	Qualified:	920.00	736.00	923.00	738.50
	(ii)	Learners:				
		first six months of experience	771.50	617.00	774.00	619.00
		Thereafter, the wage specified in (i)(i) i.e.	920.00	736.00	923.00	738.50
(j)(a)	Machinist:					
	(i)	Qualified:	902.00	721.50	905.00	724.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	704.00	563.00	707.00	565.50
		third six months of experience	724.50	579.50	729.00	583.00
		Thereafter, the wage specified in (j)(i) i.e.	902.00	721.50	905.00	724.00
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	902.00	721.50	905.00	724.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	704.00	563.00	707.00	565.50
		third six months of experience	724.50	579.50	729.00	583.00
		fourth six months of experience	750.00	600.00	752.50	602.00
		next four months of experience	769.00	615.00	772.50	618.00
		Thereafter, the wage specified in (j)(i) i.e.	902.00	721.50	905.00	724.00
(k)	Progress examiner:					
	(i)	Qualified:	911.50	729.00	915.50	732.50
	(ii)	Learners:				
		first six months of experience	723.00	578.50	725.00	580.00
		Thereafter, the wage specified in (k)(i) i.e.	911.50	729.00	915.50	732.50
(l)	Despatcher:					
	(i)	Qualified:	863.00	690.50	866.50	693.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
	(ii)	Learners:				
		first six months of experience	729.00	583.00	731.50	585.00
		Thereafter, the wage specified in (l)(i) i.e.	863.00	690.50	866.50	693.00
(m)	Checker in the Knitting section:					
	(i)	Qualified:	766.50	613.00	771.00	617.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	703.50	563.00	706.50	565.00
		third six months of experience	721.50	577.00	724.00	579.00
		Thereafter, the wage specified in (m)(i) i.e.	766.50	613.00	771.00	617.00
(n)	General Worker:					
	(i)	Qualified:	744.00	595.00	746.50	597.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	703.50	563.00	706.50	565.00
		Thereafter, the wage specified in (n)(i) i.e.	744.00	595.00	746.50	597.00
(o)	Steambox pleater:					
	(i)	Qualified:	876.50	701.00	880.50	704.50
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	719.50	575.50	723.00	578.50
		third six months of experience	742.00	593.50	745.50	596.50
		fourth six months of experience	771.00	617.00	773.50	619.00
		Thereafter, the wage specified in (o)(i) i.e.	876.50	701.00	880.50	704.50
(p)	Plain sewer:					
	(i)	Qualified:	771.00	617.00	773.50	619.00
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	696.00	557.00	699.00	559.00
		third six months of experience	704.00	563.00	707.00	565.50
		fourth six months of experience	715.00	572.00	719.00	575.00
		next four months of experience	729.00	583.00	731.50	585.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		Thereafter, the wage specified in (p)(i) i.e.	771.00	617.00	773.50	619.00
(q)	General assistant		841.50	673.00	846.00	677.00
(r)	Cleaner		750.00	600.00	752.50	602.00
(s)	Tea maker		750.00	600.00	752.50	602.00
(t)	Watchman		911.50	729.00	915.50	732.50
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	909.00	727.00	912.00	729.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	977.00	781.50	981.50	785.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1081.00	865.00	1084.00	867.00
		(ad) exceeds 4 536 kg	1263.50	1011.00	1270.50	1016.50
	(ii)	Part-time driver of a motor vehicle	843.00	674.50	846.50	677.00
(v)	Clicker:					
	(i)	Qualified:	1475.50	1180.50	1482.00	1185.50
	(ii)	Learners:				
		first six months of experience	688.00	550.50	691.00	553.00
		second six months of experience	744.50	595.50	747.00	597.50
		third six months of experience	804.50	643.50	809.00	647.00
		fourth six months of experience	910.50	728.50	913.00	730.50
		fifth six months of experience	979.00	783.00	983.00	786.50
		sixth six months of experience	1032.50	826.00	1036.50	829.00
		seventh six months of experience	1094.00	875.00	1100.50	880.50
		eighth six months of experience	1152.50	922.00	1157.00	925.50
		next four months of experience	1215.00	972.00	1219.50	975.50
		Thereafter, the wage specified in (v)(i) i.e.	1475.50	1180.50	1482.00	1185.50
(w)	Beader		920.00	736.00	923.00	738.50
(x)	Chlorinator		827.00	661.50	831.00	665.00
(y)	Componder		979.00	783.00	983.00	786.50
(z)	Dipper					
	(i)	Qualified:				

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2014 - 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		Category A	979.00	783.00	983.00	786.50
		Category B	1001.00	801.00	1005.00	804.00
		Category C	1033.50	827.00	1037.50	830.00
	(ii)	Learners:				
		first six months of experience to Category A	745.00	596.00	748.00	598.50
		first six months of experience to Category B	979.00	783.00	983.00	786.50
		first six months of experience to Category C	1001.00	801.00	1005.00	804.00
(aa)	Glove turner		1187.00	949.50	1192.50	954.00
(ab)	Mouldmaker		941.00	753.00	944.50	755.50
(ac)	Packer		790.00	632.00	794.00	635.00
(ad)	Quality product co-ordinator		1241.50	993.00	1246.50	997.00
(ae)	<p>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:</p> <p>Provided that-</p> <p>(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;</p> <p>(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.</p>					
<p>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.</p>						

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

DESCRIPTION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employee s on Incentivise d Scheme Effective 1 September 2014= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivise d Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
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		R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	1723.00	1 378.50	1702.50	1 362.00	1730.00	1 384.00	1709.50	1 367.50
(b)	Learner								
	First year								
	First six months of experience	965.00	772.00	953.50	763.00	968.50	775.00	957.00	765.50
	Second six months of experience	1066.00	853.00	1053.50	843.00	1069.00	855.00	1056.50	845.00
	Second year								
	First six months of experience	1165.50	932.50	1152.00	921.50	1171.50	937.00	1157.50	926.00
	Second six months of experience	1273.00	1 018.50	1258.00	1 006.50	1279.50	1 023.50	1264.50	1 011.50
	Third year								
	First six months of experience	1388.50	1 111.00	1372.00	1 097.50	1394.00	1 115.00	1377.50	1 102.00
	Next four months of experience	1498.50	1 199.00	1481.00	1 185.00	1505.50	1 204.50	1488.00	1 190.50
	Thereafter, the wage specified in (a), i.e.	1723.00	1 378.50	1702.50	1 362.00	1730.00	1 384.00	1709.50	1 367.50
Pattern Grader									
(a)	Qualified	1390.00	1 112.00	1373.50	1 099.00	1395.50	1 116.50	1379.00	1 103.00
(b)	Learner								
	First year								
	First six months of experience	907.50	726.00	897.00	717.50	912.50	730.00	902.00	721.50
	Second six months of experience	965.00	772.00	953.50	763.00	968.50	775.00	957.00	765.50
	Second year								
	First six months of experience	1021.50	817.00	1009.50	807.50	1027.50	822.00	1015.50	812.50
	Second six months of experience	1095.00	876.00	1082.00	865.50	1100.00	880.00	1087.00	869.50
	Third year								
	First six months of experience	1165.50	932.50	1152.00	921.50	1171.50	937.00	1157.50	926.00
	Next four months of experience	1241.00	993.00	1226.50	981.00	1247.50	998.00	1233.00	986.50
	Thereafter, the wage specified in (a), i.e.	1390.00	1 112.00	1373.50	1 099.00	1395.50	1 116.50	1379.00	1 103.00
Football Jersey Cutter									
(a)	Qualified	966.00	773.00	954.50	763.50	970.50	776.50	959.00	767.00
(b)	Learner								
	First year								
	First six months of experience	725.50	580.50	717.00	573.50	728.00	582.50	719.50	575.50
	Second six months of experience	768.50	615.00	759.50	607.50	772.00	617.50	763.00	610.50
	Second year								
	First six months of experience	809.50	647.50	800.00	640.00	812.50	650.00	803.00	642.50
	Second six months of experience	851.50	681.00	841.50	673.00	856.50	685.00	846.50	677.00
	Third year								

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R	R	R	R
	First four months of experience	894.00	715.00	883.50	707.00	897.50	718.00	887.00	709.50
	Thereafter, the wage specified in (a), i.e.	966.00	773.00	954.50	763.50	970.50	776.50	959.00	767.00
Layer-up									
(a)	Qualified	832.50	666.00	822.50	658.00	836.50	669.00	826.50	661.00
(b)	Learner								
	First year								
	First six months of experience	701.50	561.00	693.00	554.50	704.00	563.00	695.50	556.50
	Second six months of experience	725.50	580.50	717.00	573.50	728.00	582.50	719.50	575.50
	Second year								
	First six months of experience	757.50	606.00	748.50	599.00	761.50	609.00	752.50	602.00
	Thereafter, the wage specified in (a), i.e.	832.50	666.00	822.50	658.00	836.50	669.00	826.50	661.00
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	1066.00	853.00	1053.50	843.00	1069.00	855.00	1056.50	845.00
(b)	Learner								
	First year								
	First six months of experience	749.50	599.50	740.50	592.50	753.00	602.50	744.00	595.00
	Second six months of experience	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
	Second year								
	First six months of experience	863.50	691.00	853.50	683.00	866.50	693.00	856.50	685.00
	Second six months of experience	907.50	726.00	897.00	717.50	912.50	730.00	902.00	721.50
	Third year								
	First four months of experience	966.00	773.00	954.50	763.50	970.50	776.50	959.00	767.00
	Thereafter, the wage specified in (a), i.e.	1066.00	853.00	1053.50	843.00	1069.00	855.00	1056.50	845.00
Grade B employee									
(a)	Qualified	910.50	728.50	900.00	720.00	914.50	731.50	903.50	723.00
(b)	Learner								
	First year								
	First six months of experience	738.00	590.50	729.50	583.50	742.50	594.00	734.00	587.00
	Second six	777.50	622.00	768.50	615.00	780.50	624.50	771.50	617.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R	R	R	R
	months of experience								
	Second year								
	First six months of experience	816.50	653.00	807.00	645.50	820.00	656.00	810.50	648.50
	Thereafter, the wage specified in (a), i.e.	910.50	728.50	900.00	720.00	914.50	731.50	903.50	723.00
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	910.50	728.50	900.00	720.00	914.50	731.50	903.50	723.00
	Second six months from date of advancement	937.00	749.50	926.00	741.00	941.50	753.00	930.50	744.50
	Third six months from date of advancement	966.00	773.00	954.50	763.50	970.50	776.50	959.00	767.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1066.00	853.00	1053.50	843.00	1069.00	855.00	1056.50	845.00
Grade C employee									
(a)	Qualified	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
(b)	Learner								
	First year								
	First six months of experience	724.00	579.00	715.50	572.50	727.00	581.50	718.50	575.00
	Second six months of experience	744.50	595.50	735.50	588.50	748.00	598.50	739.00	591.00
	Thereafter, the wage specified in (a), i.e.	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
	Second six months from date of advancement	816.50	653.00	807.00	645.50	820.00	656.00	810.50	648.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	910.50	728.50	900.00	720.00	914.50	731.50	903.50	723.00
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1173.00	938.50	1159.00	927.00	1179.00	943.00	1165.00	932.00
(b)	Learner								
	First year	865.50	692.50	855.50	684.50	869.50	695.50	859.50	687.50

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R	R	R	R
	Second year	941.00	753.00	930.00	744.00	945.50	756.50	934.50	747.50
	Third year								
	First four months of experience	1028.50	823.00	1016.50	813.00	1032.50	826.00	1020.50	816.50
	Thereafter, the wage specified in (a), i.e.	1173.00	938.50	1159.00	927.00	1179.00	943.00	1165.00	932.00
Factory Clerk									
(a)	Qualified	880.50	704.50	870.00	696.00	885.50	708.50	875.00	700.00
(b)	Learner								
	First year	701.50	561.00	693.00	554.50	704.00	563.00	695.50	556.50
	Second year	747.00	597.50	738.00	590.50	750.50	600.50	741.50	593.00
	Third year								
	First four months of experience	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
	Thereafter, the wage specified in (a), i.e.	880.50	704.50	870.00	696.00	885.50	708.50	875.00	700.00
Part D - General									
	Boiler attendant	836.00	669.00	826.00	661.00	840.00	672.00	830.00	664.00
	Despatch packer	863.50	691.00	853.50	683.00	866.50	693.00	856.50	685.00
	General Worker	808.50	647.00	799.00	639.00	811.50	649.00	802.00	641.50
	Labourer	816.50	653.00	807.00	645.50	820.00	656.00	810.50	648.50
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	863.50	691.00	853.50	683.00	866.50	693.00	856.50	685.00
(b)	exceeds 1 360 but not 2 720 kg	896.50	717.00	886.00	709.00	900.00	720.00	889.50	711.50
(c)	exceeds 2 720 kg	1021.50	817.00	1009.50	807.50	1027.50	822.00	1015.50	812.50
	Supervisor, quality controller and instructor	1095.00	876.00	1082.00	865.50	1100.00	880.00	1087.00	869.50
	Traveller's driver	896.50	717.00	886.00	709.00	900.00	720.00	889.50	711.50
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	931.50	745.00	920.50	736.50	936.00	749.00	925.00	740.00
(b)	60 hours per week	977.50	782.00	966.00	773.00	982.50	786.00	971.00	777.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.									

3. In clause 6.1, substitute the existing sub-clause (4), with the following new sub-clause (4):

“(4) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 4.1. With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided the employee(s) meets the required performance standards as contained in the plant level incentive scheme. This incentive shall

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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 provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 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.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any

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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 have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 4.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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 agreement rate.

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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 6.3(2), substitute the new expression "1 September 2014" for the existing expression "1 September 2013".
6. In clause 12.1(3)(b), substitute the new expression "97 cents per week" for the existing expression "90 cents per week".
7. In clause 12.2, substitute the new expression "34c per week" for the existing expression "31c per week".
8. In clause 12.4, substitute the new expression "49c per week" for the existing expression "45c per week".
9. In sub-clause 14.1(1), substitute the new expression "R2,12 per week," for the existing expression "R1,97 per week".
10. In sub-clause 14.1(2), substitute the new expression "R3,41 per week," for the existing expression "R3,16 per week,".

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11. In clause 15(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".
12. In clause 19(5), substitute the new expression "14 cents per week" for the existing expression "13 cents per week".

5. 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) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2 628.50	2 103.00	2 640.50	2 112.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 074.00	859.00	1 080.00	864.00
	(ii) Learners				
	first six months of experience	737.50	590.00	740.50	592.50
	second six months of experience	880.50	704.50	884.00	707.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 074.00	859.00	1 080.00	864.00
	(c) Cloakroom Supervisor/Watchman	748.50	599.00	751.00	601.00
	(d) Mechanic	2 465.50	1 972.50	2 477.50	1 982.00
	(e) Unqualified Mechanic	918.50	735.00	924.00	739.00
	(f) Watchman	748.50	599.00	751.00	601.00
	(g) Labourer	585.00	468.00	587.50	470.00
	(h) Boiler Attendant	643.50	515.00	645.50	516.50
(ii)	Pattern Grader				

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DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
	(i) Qualified	1 392.50	1 114.00	1 398.50	1 119.00
	(ii) Learners				
	first six months of experience	537.50	430.00	540.00	432.00
	second six months of experience	644.50	515.50	646.50	517.00
	third six months of experience	750.50	600.50	754.00	603.00
	fourth six months of experience	859.50	687.50	863.00	690.50
	fifth six months of experience	965.00	772.00	968.50	775.00
	sixth six months of experience	1 070.50	856.50	1 075.50	860.50
	seventh six months of experience	1 177.50	942.00	1 182.50	946.00
	next four months of experience	1 284.00	1 027.00	1 288.50	1 031.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 392.50	1 114.00	1 398.50	1 119.00
(iii)	Marker-In				
	(i) Qualified	1 074.00	859.00	1 080.00	864.00
	(ii) Learners				
	first six months of experience	537.50	430.00	540.00	432.00
	second six months of experience	603.50	483.00	606.50	485.00
	third six months of experience	674.50	539.50	676.50	541.00
	fourth six months of experience	739.50	591.50	742.00	593.50
	fifth six months of experience	807.50	646.00	810.00	648.00
	sixth six months of experience	872.50	698.00	876.50	701.00
	seventh six months of experience	940.00	752.00	945.00	756.00
	next four months of experience	1 005.50	804.50	1 010.00	808.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 074.00	859.00	1 080.00	864.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	861.00	689.00	865.50	692.50
	(ii) Learners				
	first six months of experience	510.50	408.50	514.00	411.00
	second six months of experience	570.00	456.00	572.00	457.50
	third six months of experience	629.00	503.00	633.00	506.50
	fourth six months of experience	686.50	549.00	689.00	551.00
	fifth six months of experience	744.50	595.50	748.50	599.00
	next four months of experience	803.00	642.50	807.00	645.50
	Thereafter, the wage specified in (iv)(i) i.e.	861.00	689.00	865.50	692.50
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	748.50	599.00	751.00	601.00
	(ii) Learners				
	first six months of experience	510.50	408.50	514.00	411.00
	second six months of experience	570.00	456.00	572.00	457.50
	third six months of experience	629.00	503.00	633.00	506.50
	next four months of experience	687.00	549.50	689.50	551.50
	Thereafter, the wage specified in (v)(i) i.e.	748.50	599.00	751.00	601.00

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
(vi)	(a) Invoice Clerk					
	(i)	Qualified	1 074.00	859.00	1 080.00	864.00
	(ii)	Learners				
		first six months of experience	774.00	619.00	777.00	621.50
		Thereafter, the wage specified in (vi)(a)(i) i.e.	1 074.00	859.00	1 080.00	864.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i)	Qualified	787.00	629.50	790.00	632.00
	(ii)	Learners				
		first six months of experience	565.00	452.00	567.00	453.50
		second six months of experience	675.50	540.50	678.00	542.50
		Thereafter, the wage specified in (vi)(b)(i) i.e.	787.00	629.50	790.00	632.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	847.50	678.00	851.00	681.00
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	566.50	453.00	570.00	456.00
		third six months of experience	622.00	497.50	624.50	499.50
		fourth six months of experience	678.00	542.50	680.50	544.50
		fifth six months of experience	733.50	587.00	738.50	591.00
		next four months of experience	791.50	633.00	795.00	636.00
		Thereafter, the wage specified in (vii)(i) i.e.	847.50	678.00	851.00	681.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	927.00	741.50	931.00	745.00
	(b)	Exceeds 2 722 kg	1 077.00	861.50	1 082.00	865.50
(ix)	Part-time Driver of a Motor Vehicle		843.50	675.00	847.50	678.00
(x)	Knitting Machine Operator					
	(i)	Qualified	1 103.50	883.00	1 109.50	887.50
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	611.00	489.00	614.50	491.50
		third six months of experience	708.50	567.00	711.50	569.00
		fourth six months of experience	808.00	646.50	810.50	648.50
		fifth six months of experience	905.50	724.50	909.50	727.50
		next four months of experience	1 006.00	805.00	1 011.00	809.00
		Thereafter, the wage specified in (x)(i) i.e.	1 103.50	883.00	1 109.50	887.50
(xi)	Maintenance hand					

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
	(i)	Qualified	633.00	506.50	635.50	508.50
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	535.50	428.50	537.50	430.00
		third six months of experience	556.00	445.00	558.50	447.00
		fourth six months of experience	582.00	465.50	585.50	468.50
		next four months of experience	610.50	488.50	614.00	491.00
		Thereafter, the wage specified in (xi)(i) i.e.	633.00	506.50	635.50	508.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i)	Sewing Machinist					
(a)						
	(i)	Qualified	748.50	599.00	751.00	601.00
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	550.00	440.00	553.50	443.00
		third six months of experience	589.00	471.00	591.50	473.00
		Thereafter, the wage specified in (i)(i) i.e.	748.50	599.00	751.00	601.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
(b)						
	(i)	Qualified	748.50	599.00	751.00	601.00
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	550.00	440.00	553.50	443.00
		third six months of experience	589.00	471.00	591.50	473.00
		fourth six months of experience	629.00	503.00	633.00	506.50
		fifth six months of experience	668.00	534.50	671.50	537.00
		next four months of experience	708.00	566.50	711.00	569.00
		Thereafter, the wage specified in (i)(i) i.e.	748.50	599.00	751.00	601.00
	Set Leader and/or Team Leader		795.00	636.00	798.50	639.00
(ii)	General Worker/Pleater					
	(i)	Qualified	565.00	452.00	567.00	453.50
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	537.00	429.50	538.50	431.00
		Thereafter, the wage specified in (ii)(i) i.e.	565.00	452.00	567.00	453.50
(iii)	Despatch Packer and Layer-up					
	(i)	Qualified	584.50	467.50	587.00	469.50
	(ii)	Learners				
		first six months of experience	510.50	408.50	514.00	411.00
		second six months of experience	547.00	437.50	549.50	439.50

DESCRIPTION OF OCCUPATION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
			Thereafter, the wage specified in (iii)(i) i.e.	584.50	467.50	587.00	469.50
(iv)	Plain Sewer						
		(i)	Qualified	611.00	489.00	614.50	491.50
		(ii)	Learners				
			first six months of experience	510.50	408.50	514.00	411.00
			Thereafter, the wage specified in (iv)(i) i.e.	611.00	489.00	614.50	491.50
(v)	Sample Machinist			851.00	681.00	855.00	684.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT							
(i) (a)	Sewing Machinist						
		(i)	Qualified:	704.50	563.50	707.00	565.50
		(ii)	Learners:			0.00	0.00
			first six months of experience	483.00	386.50	486.50	389.00
			second six months of experience	520.00	416.00	523.50	419.00
			third six months of experience	557.00	445.50	559.50	447.50
			Thereafter, the wage specified in (i)(a)(i) i.e.	704.50	563.50	707.00	565.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:						
		(i)	Qualified:	704.50	563.50	707.00	565.50
		(ii)	Learners:				
			first six months of experience	483.00	386.50	486.50	389.00
			second six months of experience	520.00	416.00	523.50	419.00
			third six months of experience	557.00	445.50	559.50	447.50
			fourth six months of experience	593.50	475.00	597.50	478.00
			fifth six months of experience	629.50	503.50	633.00	506.50
			Next four months of experience	666.50	533.00	669.50	535.50
			Thereafter, the wage specified in (i)(b)(i) i.e.	704.50	563.50	707.00	565.50
	Set Leader and/or Team Leader			749.00	599.00	752.50	602.00
(ii)	General Worker/Pleater						
		(i)	Qualified	540.50	432.50	542.50	434.00
		(ii)	Learners				
			first six months of experience	483.00	386.50	486.50	389.00
			second six months of experience	512.50	410.00	514.00	411.00
			Thereafter, the wage specified in (ii)(i) i.e.	540.50	432.50	542.50	434.00
(iii)	Despatch Packer						
		(i)	Qualified	564.50	451.50	567.00	453.50
		(ii)	Learners				
			first six months of experience	483.00	386.50	486.50	389.00
			second six months of experience	523.50	419.00	526.00	421.00

DESCRIPTION OF OCCUPATION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
			Thereafter, the wage specified in (iii)(i) i.e.	564.50	451.50	567.00	453.50
(iv)	Layer-Up						
		(i)	Qualified	559.50	447.50	562.00	449.50
		(ii)	Learners				
			first six months of experience	483.00	386.50	486.50	389.00
			second six months of experience	524.00	419.00	526.50	421.00
			Thereafter, the wage specified in (iii)(i) i.e.	571.50	457.00	574.50	459.50
(v)	Plain Sewer						
		(i)	Qualified	584.50	467.50	586.00	469.00
		(ii)	Learners				
			first six months of experience	485.50	388.50	487.50	390.00
			Thereafter, the wage specified in (iv)(i) i.e.	584.50	467.50	586.00	469.00
(vi)	Sample Machinist			800.50	640.50	801.00	641.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.							

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

The 'new entry wage rates' provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:




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- 3.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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 provisions of clause 4 of this agreement 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.

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- 3.5 The provisions of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 3.10 Qualified employees shall be employed at the qualified rate, subject to sub-clause 3.2.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.
- 3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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- 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 agreement 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 sub-clause 20(1)(a), substitute the new expression “R2,11 per week “ for the existing expression “R1,95 per week”.
4. In sub-clause 20(1)(b), substitute the new expression “R2,28 per week” for the existing expression “R2,11 per week”.
5. In clause 21(3), substitute the new expression “R17,58” for the existing expression “R16,28”.

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6. In clause 23D(1), substitute the new expression "33 cents" for the existing expression "31 cents".
7. In clause 23E(2), substitute the new expression "49 cents" for the existing expression "45 cents".
8. In clause 29(3)(a), substitute the new expression "7%" for the existing expression "6,5%".
9. In clause 35(5), substitute the new expression "contribute an amount of 15 cents per week" for the existing expression "14 cents per week".
10. In clause 36(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".

6. 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):

"(a)

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Description of Occupation		Group A Wage per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Group B Wage per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
Part A - Cutting Department		R	R	R	R
GRADE 1					
(a)	Qualified	960.85	768.70	965.30	772.25
(b)	Learner				
	0 - 6 months	634.20	507.35	637.20	509.75
	7 - 12 months	701.60	561.30	704.80	563.85
	13 - 18 months **	768.80	615.05	772.40	617.90
	Thereafter, the qualifying wage applies	960.85	768.70	965.30	772.25
GRADE 2					
(a)	Qualified	835.10	668.10	839.00	671.20
(b)	Learner				
	0 - 6 months	630.80	504.65	633.80	507.05
	Thereafter, the qualifying wage applies	835.10	668.10	839.00	671.20
GRADE A					
(a)	Qualified	855.65	684.50	859.55	687.65
(b)	Learner				
	0 - 6 months	664.60	531.70	667.80	534.25
	Thereafter, the qualifying wage applies	855.65	684.50	859.55	687.65
HEAD CUTTER		1 533.00	1226.40	1540.05	1232.05
ASSISTANT HEAD CUTTER		1 226.30	981.05	1231.95	985.55
CUTTER/TRIMMER					
(a)	Qualified	963.20	770.55	967.65	774.10
(b)	Learner				
	0 - 6 months	604.15	483.30	607.05	485.65
	7 - 12 months	675.05	540.05	678.05	542.45
	13 - 18 months	743.05	594.45	746.50	597.20
	19 - 22 months	823.90	659.10	827.60	662.10
	Thereafter, the qualifying wage applies	963.20	770.55	967.65	774.10
BAND KNIFE CUTTER					
(a)	Qualified	1 013.65	810.90	1018.35	814.70
(b)	Learner				
	0 - 6 months	675.95	540.75	679.00	543.20
	7 - 12 months	750.65	600.50	754.10	603.30
	13 - 18 months	819.10	655.30	822.95	658.35
	19 - 22 months	897.05	717.65	901.15	720.90
	Thereafter, the qualifying wage applies	1 013.65	810.90	1018.35	814.70
MECHANIC					

Description of Occupation			Group A Wage per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Group B Wage per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
	(a)	Qualified	1 647.45	1317.95	1655.05	1324.05
	(b)	Learner				
		0 - 6 months	760.15	608.10	763.55	610.85
		7 - 12 months	872.85	698.30	876.95	701.55
		13 - 18 months	1 001.75	801.40	1006.50	805.20
		19 - 24 months	1 130.70	904.55	1135.95	908.75
		25 - 30 months	1 268.10	1014.50	1274.10	1019.30
		31 - 36 months	1 394.50	1115.60	1400.95	1120.75
		37 - 40 months	1 518.80	1215.05	1525.85	1220.70
		Thereafter, the qualifying wage applies	1 647.45	1317.95	1655.05	1324.05
CLERK *						
	(a)	Qualified	1 029.70	823.75	1034.45	827.55
	(b)	Learner				
		0 - 6 months	700.10	560.10	703.30	562.65
		7 - 12 months	790.50	632.40	794.15	635.30
		13 - 18 months	864.80	691.85	868.75	695.00
		Thereafter, the qualifying wage applies	1 029.70	823.75	1034.45	827.55
WATCHMAN			863.00	690.40	867.00	693.60
DRIVER 1			810.60	648.50	814.40	651.50
DRIVER 2			885.80	708.65	889.90	711.90
DRIVER 3			1 032.80	826.25	1037.65	830.10
DRIVER 4			1 247.50	998.00	1253.30	1002.65
FOREPERSON			1 181.00	944.80	1186.50	949.20
<p>* Provided a registered productivity incentive scheme is in place.</p> <p>** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.</p> <p>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase the Annual Bonus Provision by 0.5%.</p>						

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

“(b)

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DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
(i)	Foreman:	1803.65	1442.90	1812.00	1449.60
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1736.15	1388.90	1744.20	1395.35
	(ii) Learners:				
	first six months of experience	627.25	501.80	630.15	504.10
	second six months of experience	904.45	723.55	908.60	726.90
	third six months of experience	1181.80	945.45	1187.30	949.85
	next four months of experience	1459.00	1167.20	1465.65	1172.50
	Thereafter, the wage specified in (iii)(i) i.e.	1736.15	1388.90	1744.20	1395.35
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1803.65	1442.90	1812.00	1449.60
	(ii) Learners:				
	first six months of experience	627.25	501.80	630.15	504.10
	second six months of experience	744.65	595.70	748.25	598.60
	third six months of experience	862.40	689.90	866.45	693.15
	fourth six months of experience	980.20	784.15	984.65	787.70
	fifth six months of experience	1097.90	878.30	1103.05	882.45
	sixth six months of experience	1215.20	972.15	1220.80	976.65
	seventh six months of experience	1333.15	1066.50	1339.35	1071.50
	eighth six months of experience	1450.75	1160.60	1457.50	1166.00
	ninth six months of experience	1568.25	1254.60	1575.55	1260.45
	next four months of experience	1686.20	1348.95	1694.05	1355.25
	Thereafter, the wage specified in (iv)(i) i.e.	1803.65	1442.90	1812.00	1449.60
(v)	Mechanic's Assistant:				
	(i) Qualified:	1181.50	945.20	1187.00	949.60
	(ii) Learners:				
	first six months of experience	627.25	501.80	630.15	504.10
	second six months of experience	682.10	545.70	685.25	548.20
	third six months of experience	738.35	590.70	741.70	593.35
	fourth six months of experience	793.10	634.50	796.80	637.45
	fifth six months of experience	848.85	679.10	852.85	682.30
	sixth six months of experience	904.55	723.65	908.75	727.00
	seventh six months of experience	959.65	767.70	964.10	771.30
	eighth six months of experience	1015.40	812.30	1019.95	815.95
	ninth six months of experience	1070.55	856.45	1075.50	860.40
	next four months of experience	1126.10	900.90	1131.20	904.95
	Thereafter, the wage specified in (v)(i) i.e.	1181.50	945.20	1187.00	949.60
(vi)	Supervisor:	1249.00	999.20	1254.80	1003.85
(vii)	Final Examiner of fully-fashioned garments:	1159.90	927.90	1165.25	932.20

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	1135.70	908.55	1140.95	912.75
	(ii)	Learners:				
		first six months of experience	627.25	501.80	630.15	504.10
		second six months of experience	754.20	603.35	757.75	606.20
		third six months of experience	881.40	705.10	885.50	708.40
		next four months of experience	1008.75	807.00	1013.35	810.70
		Thereafter, the wage specified in (viii)(i) i.e.	1135.70	908.55	1140.95	912.75
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	1135.70	908.55	1140.95	912.75
	(ii)	Learners:	0.00	0.00		
		first six months of experience	627.25	501.80	630.15	504.10
		second six months of experience	711.75	569.40	715.10	572.10
		third six months of experience	796.35	637.10	800.05	640.05
		fourth six months of experience	881.40	705.10	885.60	708.50
		fifth six months of experience	966.10	772.90	970.50	776.40
		next four months of experience	1051.05	840.85	1055.90	844.70
		Thereafter, the wage specified in (ix)(i) i.e.	1135.70	908.55	1140.95	912.75
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i)	Qualified:	990.95	792.75	995.65	796.50
	(ii)	Learners:				
		first six months of experience	627.25	501.80	630.15	504.10
		second six months of experience	717.90	574.30	721.20	576.95
		third six months of experience	808.80	647.05	812.55	650.05
		next four months of experience	761.10	608.90	904.25	723.40
		Thereafter, the wage specified in (x)(i) i.e.	990.95	792.75	995.65	796.50
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a)	does not exceed 453,5 kg	947.35	757.90	951.70	761.35

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DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
		(b) exceeds 453,5 kg but not 2 721 kg	1118.55	894.85	1123.70	898.95
		(c) exceeds 2 721 kg but not 4 535 kg	1191.10	952.90	1196.60	957.30
		(d) exceeds 4 535 kg	1292.55	1034.05	1298.50	1038.80
(xii)	Security Officer:		1446.85	1157.50	1453.60	1162.90
(xiii)	Watchman:		1116.60	893.30	1121.75	897.40
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1162.50	930.00	1167.85	934.30
	(ii)	Learners:				
		first six months of experience	627.25	501.80	630.15	504.10
		second six months of experience	760.80	608.65	764.40	611.50
		third six months of experience	895.00	716.00	899.15	719.30
		next four months of experience	1028.60	822.90	1033.40	826.70
		thereafter, the wage specified in (xiv)(i) i.e.	1162.50	930.00	1167.85	934.30
(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:	814.70	651.75	818.50	654.80
	(ii)	Learners:				
		first six months of experience	627.25	501.80	630.15	504.10
		second six months of experience	689.50	551.60	692.75	554.20
		third six months of experience	752.55	602.05	755.95	604.75
		Thereafter, the wage specified in (xv) (i) i.e.	814.70	651.75	818.50	654.80
(xvi)	Traveller's Assistant, Cloakroom		814.70	651.75	818.50	654.80

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S.M. A

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%
	Supervisor and/or Attendant, Teamaker				
(xvii)	General Worker (Knitting)	946.30	757.05	950.75	760.60
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase the Annual Bonus Provision by 0.5%.					

3. In clause 4, substitute the existing sub-clause (3), with the following new sub-clause (3):

“(3) INCENTIVISED WAGE RATES

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 3.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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

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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 gazetted rate, provided 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 provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.



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The parties will explore further 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.
- 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 all the subsequent annual increases due, and subject to the

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

3.12 Effective 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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.

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- 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 agreement 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.”
8. In clause 15(2), sub-clause (3) (b), substitute the new expression “3.97%” for the existing expression “3.47%”.
9. In clause 15(4) (a), substitute the new expression “3.97%” for the existing expression “3.47%”.
10. In clause 25(1), substitute the new expression “R2,50 per week” for the existing expression “R2,32 per week”.
11. In clause 25(2), substitute the new expression “R3,38 per week” for the existing expression “R3,16 per week”.
12. In clause 26(1), substitute the new expression “31 cents” for the existing expression “29 cents”.

13. In clause 26(2), substitute the new expression "45 cents" for the existing expression "42 cents".
14. In clause 40(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".
15. In clause 43(5), substitute the new expression "15 cents" for the existing expression "14 cents".

7. PART D (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))

1. In clause 4A(1), substitute the expression "31 August 2013 for the expression "31 August 2012" 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) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1728.30	1382.60	1736.30	1389.00
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	805.60	644.50	809.40	647.50

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
	third six months of experience	991.40	793.10	996.10	796.90
	fourth six months of experience	1160.50	928.40	1165.80	932.60
	fifth six months of experience	1361.90	1089.50	1368.40	1094.70
	next four months of experience	1546.80	1237.40	1554.00	1243.20
	Thereafter, the wage specified in (A)(i) i.e.	1728.30	1382.60	1736.30	1389.00
(B)	Marker-In:				
	(i) Qualified:	1434.90	1147.90	1441.70	1153.40
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	756.70	605.40	760.30	608.20
	third six months of experience	892.60	714.10	896.80	717.40
	fourth six months of experience	1028.20	822.60	1033.10	826.50
	fifth six months of experience	1163.90	931.10	1169.50	935.60
	next four months of experience	1299.80	1039.80	1305.80	1044.60
	Thereafter, the wage specified in (B)(i) i.e.	1434.90	1147.90	1441.70	1153.40
(C)	Mechanic:				
	(i) Qualified:	1399.50	1119.60	1406.10	1124.90
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	707.50	566.00	710.70	568.60
	third six months of experience	794.10	635.30	797.90	638.30
	fourth six months of experience	880.70	704.60	884.80	707.80
	fifth six months of experience	967.60	774.10	972.20	777.80
	sixth six months of experience	1053.30	842.60	1058.20	846.60
	seventh six months of experience	1140.50	912.40	1145.80	916.60
	eighth six months of experience	1226.80	981.40	1232.70	986.20
	next four months of experience	1313.50	1050.80	1319.80	1055.80
	Thereafter, the wage specified in (C)(i) i.e.	1399.50	1119.60	1406.10	1124.90
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	1039.40	831.50	1044.40	835.50
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	725.80	580.60	729.30	583.40
	third six months of experience	830.80	664.60	834.70	667.80
	next four months of experience	936.40	749.10	940.80	752.60
	Thereafter, the wage specified in (D)(i) i.e.	1039.40	831.50	1044.40	835.50
*(E1)	Sample Machinist:	1033.60	826.90	1038.50	830.80

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DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
(E)(a)	Sewing Machinist:				
	(i) Qualified:	898.50	718.80	902.70	722.20
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	690.50	552.40	693.80	555.00
	third six months of experience	758.60	606.90	762.30	609.80
	Thereafter, the wage specified in (E)(i) i.e.	898.50	718.80	902.70	722.20
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	898.50	718.80	902.70	722.20
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20
	second six months of experience	690.50	552.40	693.80	555.00
	third six months of experience	758.60	606.90	762.30	609.80
	next four months of experience	831.00	664.80	834.80	667.80
	Thereafter, the wage specified in (E)(i) i.e.	898.50	718.80	902.70	722.20
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1067.80	854.20	1072.70	858.20
	(ii) Learners:				
	first six months of experience	898.50	718.80	902.70	722.20
	second six months of experience	956.90	765.50	961.30	769.00
	third six months of experience.	1013.20	810.60	1018.00	814.40
	Thereafter, the wage specified in (F1)(i) i.e	1067.80	854.20	1072.70	858.20
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1067.80	854.20	1072.70	858.20
	(ii) Learners:				
	first six months of experience	622.40	497.90	625.20	500.20

DESCRIPTION				GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2014 TO 31 AUG 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
			second six months of experience	733.40	586.70	736.80	589.40
			third six months of experience	845.10	676.10	849.00	679.20
			next four months of experience	957.60	766.10	962.20	769.80
			Thereafter, the wage specified in (F)(i) i.e.	1067.80	854.20	1072.70	858.20
(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:	745.40	596.30	748.80	599.00
		(ii)	Learners:				
			first six months of experience	622.40	497.90	625.20	500.20
			second six months of experience	652.50	522.00	655.40	524.30
			third six months of experience	683.10	546.50	686.40	549.10
			next four months of experience	713.80	571.00	717.00	573.60
			Thereafter, the wage specified in (G)(i) i.e.	745.40	596.30	748.80	599.00
(H1)	Foreman:			2357.80	1886.20	2368.90	1895.10
(H2)	Supervisor, Assistant Foreman, Head Cutter:			1285.90	1028.70	1291.90	1033.50
(H3)	Artisan:			2691.70	2153.40	2704.10	2163.30
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:			828.30	662.60	832.20	665.80
(H5)	Watchman:			957.10	765.70	961.50	769.20
(H6)	Driver (Light Motor Vehicle):			943.40	754.70	947.80	758.20
(H7)	Driver (Medium Motor Vehicle):			1008.80	807.00	1013.30	810.60
	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 the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.							

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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 Incentivised Scheme = 80%	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%
A	1728.30	120.60	1 382.60	1736.30	121.10	1 389.00
B	1434.90	100.10	1 147.90	1441.70	100.60	1 153.40
C	1399.50	97.60	1 119.60	1406.10	98.10	1 124.90
D	1039.40	72.50	831.50	1044.40	72.90	835.50
E1	1033.60	72.10	826.90	1038.50	72.50	830.80
E (a)	898.50	62.70	718.80	902.70	63.00	722.20
E (b)	898.50	62.70	718.80	902.70	63.00	722.20
F1	1067.80	74.50	854.20	1072.70	74.80	858.20
F	1067.80	74.50	854.20	1072.70	74.80	858.20
G	745.40	52.00	596.30	748.80	52.20	599.00
H1	2357.80	164.50	1 886.20	2368.90	165.30	1 895.10
H2	1285.90	89.70	1 028.70	1291.90	90.10	1 033.50
H3	2691.70	187.80	2 153.40	2704.10	188.70	2 163.30
H4	828.30	57.80	662.60	832.20	58.10	665.80
H5	957.10	66.80	765.70	961.50	67.10	769.20
H6	943.40	65.80	754.70	947.80	66.10	758.20
H7	1008.80	70.40	807.00	1013.30	70.70	810.60

4. In clause 4A, substitute the existing sub-clause 4A(4), with the following new sub-clause 4A(4):

“(4) INCENTIVISED WAGE RATES

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 4.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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 provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to

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companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.
- 4.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 4.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.
- 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

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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 agreement 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 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) from 1 Se 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
(a)	Supervisor:	1450.50	1160.40	1453.90	1163.10
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1150.50	920.40	1153.40	922.70
	(ii) Learners:				
	first six months of experience	815.10	652.10	817.00	653.60

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R
	second six months of experience	891.30	713.00	893.30	714.60
	third six months of experience	978.60	782.90	980.80	784.60
	next four months of experience	1085.20	868.20	1087.80	870.20
	Thereafter, the wage specified in (b)(i) i.e.	1150.50	920.40	1153.40	922.70
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	968.10	774.50	970.40	776.30
	(ii) Learners:				
	first six months of experience	802.40	641.90	804.30	643.40
	second six months of experience	828.40	662.70	830.30	664.20
	third six months of experience	880.70	704.60	882.80	706.20
	next four months of experience	921.60	737.30	923.90	739.10
	Thereafter, the wage specified in (c)(1)(i) i.e.	968.10	774.50	970.40	776.30
	(2) Driver:	968.10	774.50	970.40	776.30
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	895.80	716.60	897.90	718.30
	(ii) Learners:				
	first six months of experience	564.90	451.90	566.30	453.00
	second six months of experience	645.40	516.30	646.90	517.50
	third six months of experience	691.20	553.00	692.80	554.20
	next four months of experience	797.90	638.30	799.70	639.80
	Thereafter, the wage specified in (d)(i) i.e.	895.80	716.60	897.90	718.30
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	763.60	610.90	765.40	612.30
	(ii) Learners:				
	first six months of experience	564.90	451.90	566.30	453.00
	second six months of experience	619.10	495.30	620.60	496.50
	third six months of experience	664.80	531.80	666.50	533.20
	next four months of experience	715.30	572.20	716.90	573.50
	Thereafter, the wage specified in (e)(i) i.e.	763.60	610.90	765.40	612.30
(f)	Boiler Attendant & Watchman:	835.10	668.10	837.30	669.80

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.

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6. In clause 27(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".
7. In clause 30(5), substitute the new expression, "16 cents" for the existing expression "15 cents".
8. In sub-clause 33 (1)(a), substitute the new expression "up to a maximum of R2,11 per week " for the existing expression "up to a maximum of R1,95 per week".
9. In sub-clause 33(1)(b), substitute the new expression "up to a maximum of R2,28 per week " for the existing expression "up to a maximum of R2,11 per week".

8. 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:

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DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
(i)	Foreman:			1792.90	1434.30	1801.20	1441.00
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
		(i) Qualified:		1725.80	1380.60	1733.80	1387.00
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		898.80	719.00	902.90	722.30
		third six months of experience		1174.40	939.50	1179.90	943.90
		next four months of experience		1450.20	1160.20	1456.80	1165.40
		Thereafter, the wage specified in (iii)(i) i.e.		1725.80	1380.60	1733.80	1387.00
(iv)	Mechanic/Dyer:						
		(i) Qualified:		1792.90	1434.30	1801.20	1441.00
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		739.90	591.90	743.30	594.60
		third six months of experience		857.00	685.60	860.90	688.70
		fourth six months of experience		974.00	779.20	978.40	782.70
		fifth six months of experience		1091.00	872.80	1096.10	876.90
		sixth six months of experience		1207.70	966.20	1213.40	970.70
		seventh six months of experience		1324.90	1059.90	1331.10	1064.90
		eighth six months of experience		1441.80	1153.40	1448.60	1158.90
		ninth six months of experience		1558.60	1246.90	1565.70	1252.60
		next four months of experience		1676.20	1341.00	1684.00	1347.20
		Thereafter, the wage specified in (iv)(i) i.e.		1792.90	1434.30	1801.20	1441.00
(v)	Mechanic's Assistant:						
		(i) Qualified:		1174.00	939.20	1179.40	943.50
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		677.60	542.10	680.50	544.40
		third six months of experience		720.40	576.30	736.80	589.40
		fourth six months of experience		788.00	630.40	791.60	633.30
		fifth six months of experience		843.40	674.70	847.40	677.90
		sixth six months of experience		898.90	719.10	903.00	722.40
		seventh six months of experience		953.50	762.80	958.10	766.50
		eighth six months of experience		1009.00	807.20	1013.40	810.70
		ninth six months of experience		1063.80	851.00	1068.70	855.00
		next four months of experience		1119.20	895.40	1124.30	899.40
		Thereafter, the wage specified in (v)(i) i.e.		1174.00	939.20	1179.40	943.50

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DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
(vi)	Supervisor:			1241.30	993.00	1247.20	997.80
(vii)	Final Examiner of fully-fashioned garments:			1152.50	922.00	1158.00	926.40
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
		(i) Qualified		1128.60	902.90	1134.00	907.20
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		749.30	599.40	752.70	602.20
		third six months of experience		875.70	700.60	879.70	703.80
		next four months of experience		1002.30	801.80	1007.10	805.70
		Thereafter, the wage specified in (viii)(i) i.e.		1128.60	902.90	1134.00	907.20
(ix)	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:						
		(i) Qualified:		1128.60	902.90	1134.00	907.20
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		707.10	565.70	710.10	568.10
		third six months of experience		791.20	633.00	794.70	635.80
		fourth six months of experience		875.70	700.60	879.70	703.80
		fifth six months of experience		959.90	767.90	964.50	771.60
		next four months of experience		1044.30	835.40	1049.10	839.30
		Thereafter, the wage specified in (ix)(i) i.e.		1128.60	902.90	1134.00	907.20
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
		(i) Qualified:		984.70	787.80	989.30	791.40
		(ii) Learners:					
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		713.00	570.40	716.40	573.10
		third six months of experience		803.60	642.90	807.30	645.80
		next four months of experience		894.40	715.50	898.50	718.80
		Thereafter, the wage specified in (x)(i) i.e.		984.70	787.80	989.30	791.40
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:						

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
			(i) Qualified:	984.70	787.80	989.30	791.40
			(ii) Learners:				
			first six months of experience	623.10	498.50	626.00	500.80
			second six months of experience	713.00	570.40	716.40	573.10
			third six months of experience	803.60	642.90	807.30	645.80
			Thereafter, the wage specified in (x)(i) i.e.	984.70	787.80	989.30	791.40
(xi)			Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
			(a) does not exceed 453,5 kg	941.40	753.10	945.70	756.60
			(b) exceeds 453,5 kg but not 2 721 kg	1111.50	889.20	1116.60	893.30
			(c) exceeds 2 721 kg but not 4 535 kg	1183.60	946.90	1189.20	951.40
			(d) exceeds 4 535 kg	1284.50	1027.60	1290.60	1032.50
(xii)			Security Officer:	1438.00	1150.40	1444.60	1155.70
(xiii)			Watchman:	1109.50	887.60	1114.70	891.80
(xiv)			Employee not elsewhere specified:				
			(i) Qualified:	1155.30	924.20	1160.60	928.50
			(ii) Learners:				
			first six months of experience	623.10	498.50	626.00	500.80
			second six months of experience	755.90	604.70	759.40	607.50
			third six months of experience	889.10	711.30	893.30	714.60
			next four months of experience	1022.00	817.60	1026.80	821.40
			Thereafter, the wage specified in (xiv)(i) i.e.	1155.30	924.20	1160.60	928.50

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of 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:			940.30	752.20	944.60	755.70
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			809.40	647.50	813.10	650.50
(xvii)	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:						
	(i) Qualified:			809.40	647.50	813.10	650.50
	(ii) Learners:						
		first six months of experience		623.10	498.50	626.00	500.80
		second six months of experience		684.80	547.80	688.10	550.50
		third six months of experience		747.60	598.10	750.90	600.70
		Thereafter, the wage specified in (xvii) (i) i.e.		809.40	647.50	813.10	650.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.							

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

“(3) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 3.2 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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

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after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

3.4 The provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 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.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

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3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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 agreement 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.”

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3. In sub-clause 11(2)(a), substitute the new expression “up to a maximum of R2,11 per week “ for the existing expression “up to a maximum of R1,95 per week”.
4. In sub-clause 11(2)(b), substitute the new expression “up to a maximum of R2,28 per week ” for the existing expression “up to a maximum of R2,11 per week”.
5. In clause 13E(1), substitute the new expression, “32 cents” for the existing expression “30 cents”.
6. In clause 13F(2), substitute the new expression, “49 cents” for the existing expression “45 cents”.
7. In clause 19(4), substitute the new expression “R18,41 per employee per week” for the existing expression “R17,05”.
8. In clause 19(5), substitute the new expression “R18,41” for the existing expression “R17,05”.
9. In clause 20(2)(b), substitute the new expression “R5,75” for the existing expression “R5,32”.
10. In clause 30(5), substitute the new expression “16 cents per week” for the existing expression “15 cents per week”.

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11. In clause 31(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".

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

1. In clause 1(2)(b), substitute the new expression "R94 692,00 per annum" for the existing expression "R88 086,00 per annum".
2. 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) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
Part A - Cutting Department						
		Head Cutter	1813.50	1451.00	1821.00	1457.00
		Pattern Maker:				
	(a)	Qualified	1813.50	1451.00	1821.00	1457.00
	(b)	Learner				
		First year				
		First six months of experience	1016.00	813.00	1019.50	815.50
		Second six months of experience	1122.00	897.50	1125.50	900.50
		Second year				
		First six months of experience	1227.00	981.50	1233.00	986.50
		Second six months of experience	1340.00	1072.00	1347.00	1077.50
		Third year				
		First six months of experience	1461.50	1169.00	1467.50	1174.00
		Next four months of experience	1577.50	1262.00	1584.50	1267.50
		Thereafter, the wage specified in (a), i.e.	1813.50	1451.00	1821.00	1457.00
		Pattern Grader				
	(a)	Qualified	1463.00	1170.50	1469.00	1175.00
	(b)	Learner				
		First year				

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
		First six months of experience	955.00	764.00	960.50	768.50
		Second six months of experience	1016.00	813.00	1019.50	815.50
		Second year				
		First six months of experience	1075.50	860.50	1081.50	865.00
		Second six months of experience	1152.50	922.00	1158.00	926.50
		Third year				
		First six months of experience	1227.00	981.50	1233.00	986.50
		Next four months of experience	1306.50	1045.00	1313.00	1050.50
		Thereafter, the wage specified in (a), i.e.	1463.00	1170.50	1469.00	1175.00
		Cutter, lay-maker:				
	(a)	Qualified	1411.50	1129.00	1416.50	1133.00
	(b)	Learner				
		First year				
		First six months of experience	857.00	685.50	861.50	689.00
		Second six months of experience	943.50	755.00	947.50	758.00
		Second year				
		First six months of experience	1029.00	823.00	1034.00	827.00
		Second six months of experience	1125.50	900.50	1132.00	905.50
		Third year				
		First four months of experience	1234.50	987.50	1241.00	993.00
		Thereafter, the wage specified in (a), i.e.	1411.50	1129.00	1416.50	1133.00
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	1017.00	813.50	1021.50	817.00
	(b)	Learner				
		First year				
		First six months of experience	763.50	611.00	766.50	613.00
		Second six months of experience	809.00	647.00	812.50	650.00
		Second year				
		First six months of experience	852.00	681.50	855.50	684.50
		Second six months of experience	896.50	717.00	901.50	721.00
		Third year				
		First four months of experience	941.00	753.00	944.50	755.50
		Thereafter, the wage specified in (a), i.e.	1017.00	813.50	1021.50	817.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1102.50	882.00	1108.00	886.50
		Second six months from date of advancement	1234.50	987.50	1241.00	993.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1411.50	1129.00	1416.50	1133.00
		Layer-up:				
	(a)	Qualified	876.50	701.00	880.50	704.50
	(b)	Learner				
		First year				
		First six months of experience	738.50	591.00	741.00	593.00
		Second six months of experience	763.50	611.00	766.50	613.00

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
		Second year					
			First six months of experience	797.50	638.00	801.50	641.00
			Thereafter, the wage specified in (a), i.e.	876.50	701.00	880.50	704.50
	(c)	If advanced to learner cutter:					
			First six months from date of advancement	876.50	701.00	880.50	704.50
			Second six months from date of advancement	1029.00	823.00	1034.00	827.00
			Third six months from date of advancement	1125.50	900.50	1132.00	905.50
			Fourth six months from date of advancement	1234.50	987.50	1241.00	993.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1411.50	1129.00	1416.50	1133.00
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:					
			First six months from date of advancement	876.50	701.00	880.50	704.50
			Second six months from date of advancement	941.00	753.00	944.50	755.50
			Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1017.00	813.50	1021.50	817.00
	(e)	If advanced to fitter-up:					
			First six months from date of advancement	876.50	701.00	880.50	704.50
			Second six months from date of advancement	909.00	727.00	912.00	729.50
			Third six months from date of advancement	955.00	764.00	960.50	768.50
			Fourth six months from date of advancement	1017.00	813.50	1021.50	817.00
			Thereafter, the wage specified for fitter-up, i.e.	1122.00	897.50	1125.50	900.50
Clicker:							
	(a)	Qualified		1049.50	839.50	1054.00	843.00
	(b)	Learner					
		First year		786.50	629.00	790.00	632.00
		Second year		896.50	717.00	901.50	721.00
		Thereafter, the wage specified in (a) i.e.		1049.50	839.50	1054.00	843.00
Tracer:							
	(a)	Qualified		984.00	787.00	988.00	790.50
	(b)	Learner					
		First year					
			First six months of experience	786.50	629.00	790.00	632.00
			Second six months of experience	841.50	673.00	846.00	677.00
		Second year					
			First six months of experience	890.50	712.50	894.50	715.50
			Thereafter, the wage specified in (a), i.e.	984.00	787.00	988.00	790.50
Part B - Factory Operatives							

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
Clothing machine mechanic:						
(a)	Qualified		1813.50	1451.00	1821.00	1457.00
(b)	Learner					
	First year					
	First six months of experience		1016.00	813.00	1019.50	815.50
	Second six months of experience		1122.00	897.50	1125.50	900.50
	Second year					
	First six months of experience		1227.00	981.50	1233.00	986.50
	Second six months of experience		1340.00	1072.00	1347.00	1077.50
	Third year					
	First four months of experience		1461.50	1169.00	1467.50	1174.00
	Second four months of experience		1577.50	1262.00	1584.50	1267.50
	Thereafter, the wage specified in (a), i.e.		1813.50	1451.00	1821.00	1457.00
Clothing technician:						
(a)	Qualified		1813.50	1451.00	1821.00	1457.00
(b)	Learner					
	First year					
	First six months of experience		1016.00	813.00	1019.50	815.50
	Second six months of experience		1122.00	897.50	1125.50	900.50
	Second year					
	First six months of experience		1227.00	981.50	1233.00	986.50
	Second six months of experience		1340.00	1072.00	1347.00	1077.50
	Third year					
	First six months of experience		1461.50	1169.00	1467.50	1174.00
	Next four months of experience		1577.50	1262.00	1584.50	1267.50
	Thereafter, the wage specified in (a), i.e.		1813.50	1451.00	1821.00	1457.00
Grade A employee:						
(a)	Qualified		1122.00	897.50	1125.50	900.50
(b)	Learner					
	First year					
	First six months of experience		789.00	631.00	792.50	634.00
	Second six months of experience		851.00	681.00	854.00	683.00
	Second year					
	First six months of experience		909.00	727.00	912.00	729.50
	Second six months of experience		955.00	764.00	960.50	768.50
	Third year					
	First four months of experience		1017.00	813.50	1021.50	817.00
	Thereafter, the wage specified in (a), i.e.		1122.00	897.50	1125.50	900.50
Grade B employee:						
(a)	Qualified		958.50	767.00	962.50	770.00
(b)	Learner					
	First year					
	First six months of experience		777.00	621.50	781.50	625.00
	Second six months of experience		818.50	655.00	821.50	657.00
	Second year					

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
			R	R	R	R
		First six months of experience	859.50	687.50	863.00	690.50
		Thereafter, the wage specified in (a), i.e.	958.50	767.00	962.50	770.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	958.50	767.00	962.50	770.00
		Second six months from date of advancement	986.50	789.00	991.00	793.00
		Third six months from date of advancement	1017.00	813.50	1021.50	817.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1122.00	897.50	1125.50	900.50
		Grade C employee:				
	(a)	Qualified	851.00	681.00	854.00	683.00
	(b)	Learner				
		First year				
		First six months of experience	762.00	609.50	765.50	612.50
		Second six months of experience	783.50	627.00	787.50	630.00
		Thereafter, the wage specified in (a), i.e.	851.00	681.00	854.00	683.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	851.00	681.00	854.00	683.00
		Second six months from date of advancement	859.50	687.50	863.00	690.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	958.50	767.00	962.50	770.00
		Underpresser, blocker:				
	(a)	Qualified	859.50	687.50	863.00	690.50
	(b)	Learner				
		First year				
		First six months of experience	738.50	591.00	741.00	593.00
		Second six months of experience	763.50	611.00	766.50	613.00
		Second year				
		First six months of experience	797.50	638.00	801.50	641.00
		Thereafter, the wage specified in (a), i.e.	859.50	687.50	863.00	690.50
	(c)	If advanced to learner presser:				
		First six months from date of advancement	859.50	687.50	863.00	690.50
		Second six months from date of advancement	1017.00	813.50	1021.50	817.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1122.00	897.50	1125.50	900.50
		Part C - Clerical employees				
		Clerk				
	(a)	Qualified	1234.50	987.50	1241.00	993.00
	(b)	Learner				
		First year	911.00	729.00	915.00	732.00
		Second year	990.50	792.50	995.50	796.50

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
				R	R	R	R
			Third year				
			First four months of experience	1082.50	866.00	1087.00	869.50
			Thereafter, the wage specified in (a), i.e.	1234.50	987.50	1241.00	993.00
			Factory Clerk				
	(a)		Qualified	927.00	741.50	932.00	745.50
	(b)		Learner				
			First year	738.50	591.00	741.00	593.00
			Second year	786.50	629.00	790.00	632.00
			Third year				
			First four months of experience	851.00	681.00	854.00	683.00
			Thereafter, the wage specified in (a), i.e.	927.00	741.50	932.00	745.50
			Part D - General				
			Boiler attendant	880.00	704.00	884.00	707.00
			Despatch packer	909.00	727.00	912.00	729.50
			General Worker	851.00	681.00	854.00	683.00
			Labourer	859.50	687.50	863.00	690.50
			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	909.00	727.00	912.00	729.50
	(b)		exceeds 1 360 but not 2 720 kg	943.50	755.00	947.50	758.00
	(c)		exceeds 2 720 kg	1075.50	860.50	1081.50	865.00
			Supervisor, quality controller and instructor	1152.50	922.00	1158.00	926.50
			Traveller's driver	943.50	755.00	947.50	758.00
			Watchman or caretaker, whose ordinary hours of work are -				
	(a)		less than 60 hours per week	980.50	784.50	985.00	788.00
	(b)		60 hours per week	1029.00	823.00	1034.00	827.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.							

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

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DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
		R	R	R	R
Blocker					
(a)	Qualified	895.00	716.00	899.00	719.00
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	691.00	553.00	694.00	555.00
	Second year				
	First six months of experience	756.50	605.00	760.50	608.50
	Second six months of experience	826.50	661.00	830.50	664.50
	Thereafter, the wage specified in (a), i.e.	895.00	716.00	899.00	719.00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):					
(a)	Qualified	739.00	591.00	742.00	593.50
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	643.50	515.00	647.00	517.50
	Second year				
	First six months of experience	666.00	533.00	669.00	535.00
	Second six months of experience	692.00	553.50	695.00	556.00
	Third year				
	First four months of experience	714.50	571.50	718.00	574.50
	Thereafter, the wage specified in (a), i.e.	739.00	591.00	742.00	593.50
Clerk					
(a)	Qualified	1 234.50	987.50	1 241.00	993.00
(b)	Learner				
	First year	911.00	729.00	915.00	732.00
	Second year	990.50	792.50	995.50	796.50
	Third year				
	First four months of experience	1 082.50	866.00	1 087.00	869.50
	Thereafter, the wage specified in (a), i.e.	1 234.50	987.50	1 241.00	993.00
General Worker (Millinery)		731.00	585.00	734.00	587.00
Grade 1 Employee (Millinery):					
(a)	Qualified	723.50	579.00	726.00	581.00
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	644.50	515.50	649.00	519.00
	Second year				
	First six months of experience	681.50	545.00	684.00	547.00
	Thereafter, the wage specified in (a), i.e.	723.50	579.00	726.00	581.00
Milliner:					
(a)	Qualified	782.00	625.50	786.00	629.00

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
		R	R	R	R
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	658.50	527.00	660.50	528.50
	Second year				
	First six months of experience	660.00	528.00	662.50	530.00
	Second six months of experience	690.50	552.50	693.50	555.00
	Third year				
	First six months of experience	721.50	577.00	724.00	579.00
	Next four months of experience	756.50	605.00	760.50	608.50
	Thereafter, the wage specified in (a) i.e.	782.00	625.50	786.00	629.00
Millinery Machinist:					
(a)	Qualified	790.00	632.00	794.00	635.00
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	675.00	540.00	678.50	543.00
	Second year				
	First six months of experience	715.50	572.50	719.50	575.50
	Thereafter, the wage specified in (a), i.e.	790.00	632.00	794.00	635.00
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	938.00	750.50	943.00	754.50
(b)	exceeds 2268	991.00	793.00	996.00	797.00
Plain Sewer (Millinery):					
(a)	Qualified	739.00	591.00	742.00	593.50
(b)	Learner				
	First year				
	First six months of experience	619.00	495.00	622.50	498.00
	Second six months of experience	652.00	521.50	656.00	525.00
	Second year				
	First six months of experience	694.50	555.50	697.00	557.50
	Thereafter, the wage specified in (a), i.e.	739.00	591.00	742.00	593.50
Supervisor (Millinery)		1 059.50	847.50	1 064.50	851.50
Watchman or Caretaker (Millinery)		1 069.00	855.00	1 073.50	859.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.					

4. In clause 4, substitute the existing sub-clause (3), with the following new sub-clause (3):

“(3) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 3.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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

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after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

3.4 The provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 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.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

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3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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 agreement 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.”

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5. In clause 4(13) substitute the year "2014" for the year "2013".
6. In sub-clause 22(2)(a), substitute the new expression "R2,13 per week." for the existing expression "an amount of R1,97 per week.".
7. In sub-clause 22(2)(b), substitute the new expression "R3,42 per week" for the existing expression "R3,17 per week".
8. In clause 26(4)(a), insert the following new expression after "Group 2":

"Group 3 In the case of a contributor earning R1821.01 per week in excess of the ceiling rate specified in clause 1 (2) (b), but continue to contribute to the fund:

Without dependants: R28,71

With dependants: R36,01

Group 4 In the case of an employee earning R1821.01 per week in excess of the ceiling rate specified in clause 1 (2) (b), but is **Exempted Into** the fund:

Without dependants: R34,16

With dependants: R41,46"

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9. In clause 26(4)(b), substitute the new expression "R8,85" for the existing expression "R8,19" in Group 1 and the new expression "R10,55" for the existing expression "R9,77" in Group 2 respectively.
10. In clause 26(4)(b), insert the following new expression after "Group 2":

"Group 3 In the case of a contributor earning R1821.01 per week **in excess of the ceiling rate** specified in clause 1 (2) (b), **but continue to contribute to the fund:**

R11,51

Group 4 In the case of an employee earning R1821.01 per week **in excess of the ceiling rate** specified in clause 1 (2) (b), **but is Exempted Into the fund:**

R19,66"

11. In clause 27(3), substitute the new expression "33 cents per week" for the existing expression "31 cents per week".
12. In clause 27(4), substitute the new expression "49 cents per week" for the existing expression "45 cents per week".

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13. In clause 38(5), substitute the new expression "21 cents per week" for the existing expression "19 cents per week".
14. In clause 39(3), substitute the new expression "39 cents per week" for the existing expression "36 cents per week".
15. In clause 41(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".

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

1. In clause 1(2)(b), substitute the new expression "R71 658.00 per annum" for the existing expression "R66 666.00 per annum".
2. Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

DESCRIPTION	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
	R	R	R	R
Part A - Cutting Department				
Head Cutter	1 372.00	1 097.50	1378.00	1102.50

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Pattern Maker:					
(a)	Qualified	1 372.00	1 097.50	1378.00	1102.50
(b)	Learner				
	First year				
	First six months of experience	826.00	661.00	830.50	664.50
	Second six months of experience	898.00	718.50	902.00	721.50
	Second year				
	First six months of experience	973.00	778.50	977.50	782.00
	Second six months of experience	1 048.50	839.00	1052.00	841.50
	Third year				
	First four months of experience	1 131.00	905.00	1134.50	907.50
	Thereafter, the wage specified in (a), i.e.	1 372.00	1 097.50	1378.00	1102.50
Pattern Grader					
(a)	Qualified	1 133.50	907.00	1138.50	911.00
(b)	Learner				
	First year				
	First six months of experience	779.00	623.00	782.00	625.50
	Second six months of experience	826.00	661.00	830.50	664.50
	Second year				
	First six months of experience	871.00	697.00	875.00	700.00
	Second six months of experience	919.50	735.50	923.50	739.00
	Third year				
	First six months of experience	973.00	778.50	977.50	782.00
	Next four months of experience	1 025.50	820.50	1029.50	823.50
	Thereafter, the wage specified in (a), i.e.	1 133.50	907.00	1138.50	911.00
Cutter, lay-maker:					
(a)	Qualified	1 096.00	877.00	1101.50	881.00
(b)	Learner				
	First year				
	First six months of experience	714.00	571.00	716.50	573.00
	Second six months of experience	775.50	620.50	779.00	623.00
	Second year				
	First six months of experience	838.00	670.50	840.00	672.00
	Second six months of experience	903.00	722.50	907.50	726.00
	Third year				
	First six months of experience	979.00	783.00	983.00	786.50
	Next four months of experience	1 096.00	877.00	1101.50	881.00
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	830.00	664.00	832.00	665.50
(b)	Learner				
	First year				
	First six months of experience	652.50	522.00	654.00	523.00
	Second six months of experience	681.50	545.00	683.50	547.00
	Second year				
	First six months of experience	712.50	570.00	715.00	572.00
	Second six months of experience	742.00	593.50	744.00	595.00
	Third year				
	First four months of experience	774.00	619.00	776.00	621.00
	Thereafter, the wage specified in (a) i.e.	830.00	664.00	832.00	665.50
(c)	If advanced to learner cutter:				
	First six months from date of advancement	887.50	710.00	890.50	712.50
	Second six months from date of advancement	979.00	783.00	983.00	786.50
	Thereafter, the wage specified for a qualified cutter, i.e.	1 096.00	877.00	1101.50	881.00
Layer-up:					

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	(a)	Qualified	728.00	582.50	730.00	584.00
		First year				
		First six months of experience	636.50	509.00	638.50	511.00
		Second six months of experience	652.50	522.00	654.00	523.00
		Second year				
		First six months of experience	674.00	539.00	676.00	541.00
		Thereafter, the wage specified in (a), i.e.	728.00	582.50	730.00	584.00
	(b)	If advanced to learner cutter:				
		First six months from date of advancement	728.00	582.50	730.00	584.00
		Second six months from date of advancement	838.00	670.50	840.00	672.00
		Third six months from date of advancement	903.00	722.50	907.50	726.00
		Fourth six months from date of advancement	979.00	783.00	983.00	786.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1 096.00	877.00	1101.50	881.00
		Clicker:				
	(a)	Qualified	852.00	681.50	854.00	683.00
	(b)	Learner				
		First year of experience	667.50	534.00	669.00	535.00
		Second year of experience	742.00	593.50	744.00	595.00
		Thereafter, the wage specified in (a), i.e.	852.00	681.50	854.00	683.00
		Tracer:				
	(a)	Qualified	806.50	645.00	808.50	647.00
	(b)	Learner				
		First year				
		First six months of experience	667.50	534.00	669.00	535.00
		Second six months of experience	704.50	563.50	706.50	565.00
		Second year				
		First six months of experience	738.50	591.00	742.00	593.50
		Thereafter, the wage specified in (a), i.e.	806.50	645.00	808.50	647.00
		Part B - Factory Operatives				
		Clothing machine mechanic:				
	(a)	Qualified	1 372.00	1 097.50	1378.00	1102.50
	(b)	Learner				
		First year				
		First six months of experience	826.00	661.00	830.50	664.50
		Second six months of experience	898.00	718.50	902.00	721.50
		Second year				
		First six months of experience	973.00	778.50	977.50	782.00
		Second six months of experience	1 048.50	839.00	1052.00	841.50
		Third year				
		First six months of experience	1 131.00	905.00	1134.50	907.50
		Next four months of experience	1 212.50	970.00	1216.50	973.00
		Thereafter, the wage specified in (a), i.e.	1 372.00	1 097.50	1378.00	1102.50
		Grade A employee:				
	(a)	Qualified	898.00	718.50	902.00	721.50
	(b)	Learner				
		First year				
		First six months of experience	670.50	536.50	673.50	539.00
		Second six months of experience	711.50	569.00	714.00	571.00
		Second year				
		First six months of experience	748.00	598.50	751.00	601.00
		Second six months of experience	786.00	629.00	789.00	631.00
		Third year				

		First four months of experience	830.00	664.00	832.00	665.50
		Thereafter, the wage specified in (a), i.e.	898.00	718.50	902.00	721.50
Grade B employee:						
(a)		Qualified	760.50	608.50	771.00	617.00
(b)		Learner				
		First year				
		First six months of experience	670.50	536.50	670.50	536.50
		Second six months of experience	692.50	554.00	694.50	555.50
		Second year				
		First six months of experience	713.50	571.00	718.00	574.50
		Thereafter, the wage specified in (a), i.e.	760.50	608.50	771.00	617.00
(c)		If advanced to Grade A employee:				
		First six months from date of advancement	760.50	608.50	771.00	617.00
		Second six months from date of advancement	766.00	613.00	775.50	620.50
		Third six months from date of advancement	799.50	639.50	812.50	650.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	889.50	711.50	883.50	707.00
Grade C employee:						
(a)		Qualified	711.50	569.00	714.00	571.00
(b)		Learner				
		First year				
		First six months of experience	650.00	520.00	652.00	521.50
		Second six months of experience	666.50	533.00	668.00	534.50
		Thereafter, the wage specified in (a), i.e.	711.50	569.00	714.00	571.00
(c)		If advanced to Grade B employee:				
		First six months from date of advancement	711.50	569.00	714.00	571.00
		Second six months from date of advancement	716.50	573.00	719.00	575.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	779.00	623.00	782.00	625.50
Underpresser, blocker:						
(a)		Qualified	716.50	573.00	719.00	575.00
(b)		Learner				
		First year				
		First six months of experience	636.50	509.00	638.50	511.00
		Second six months of experience	652.50	522.00	654.00	523.00
		Second year				
		First six months of experience	674.00	539.00	676.00	541.00
		Second six months of experience	716.50	573.00	719.00	575.00
(c)		If advanced to learner presser:				
		First six months from date of advancement	716.50	573.00	719.00	575.00
		Second six months from date of advancement	830.00	664.00	832.00	665.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	898.00	718.50	902.00	721.50
Part C - Clerical employees						
Clerk						
(a)		Qualified	979.00	783.00	983.00	786.50
(b)		Learner				
		First year of experience	752.00	601.50	755.50	604.50
		Second year of experience	811.00	649.00	815.00	652.00
		Third year				
		First six months of experience	872.50	698.00	877.00	701.50

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		Thereafter, the wage specified in (a), i.e.	979.00	783.00	983.00	786.50
		Factory Clerk				
	(a)	Qualified	763.50	611.00	766.50	613.00
	(b)	Learner				
		First year of experience	635.50	508.50	637.00	509.50
		Second year of experience	668.00	534.50	670.50	536.50
		Third year				
		First six months of experience	709.00	567.00	711.50	569.00
		Thereafter, the wage specified in (a), i.e.	763.50	611.00	766.50	613.00
		Part D - General				
		Boiler attendant	730.00	584.00	732.00	585.50
		Despatch packer	749.50	599.50	752.00	601.50
		General Worker	707.50	566.00	715.00	572.00
		Labourer	716.50	573.00	719.00	575.00
		Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
	(a)	under 2 720 kg	779.50	623.50	782.50	626.00
	(b)	2 720 kg and over	871.00	697.00	875.00	700.00
		Supervisor, quality controller and instructor	919.50	735.50	923.50	739.00
		Traveller's driver	779.50	623.50	782.50	626.00
		Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week	803.00	642.50	807.00	645.50
	(b)	60 hours per week	838.00	670.50	840.00	672.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.						

3. In clause 4, substitute the existing sub-clause (3), with the following new sub-clause (3):

“(3) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

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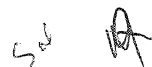
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- 3.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate applicable to current employees, subject to the following provisions:
- 3.2 New employees are those persons with 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 gazetted rate, provided 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 provisions of clause 4 of this agreement 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.



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- 3.5 The provisions of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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

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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

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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 agreement 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(13) substitute the year “2014” for the year “2013”.
5. In sub-clause 22(2)(a), substitute the new expression “R2,21 per week.” for the existing expression “an amount of R2,05 per week.”.
6. In sub-clause 22(2)(b), substitute the new expression “R3,57 per week” for the existing expression “R3,31 per week”.

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7. In clause 27(3), substitute the new expression "32 cents per week" for the existing expression "30 cents per week".
8. In clause 27(4), substitute the new expression "49 cents per week" for the existing expression "45 cents per week".
9. In clause 38(5), substitute the new expression "21 cents per week" for the existing expression "19 cents per week".
10. In clause 39(3), substitute the new expression "42 cents per week" for the existing expression "39 cents per week".
11. In clause 41(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".

11. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))

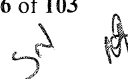
- (1) In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

"

DESCRIPTION	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
	R	R	R	R

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	1 813.50	1 451.00	1821.00	1457.00
(b)	Learner				
	First year				
	First six months of experience	1 016.00	813.00	1019.50	815.50
	Second six months of experience	1 122.00	897.50	1125.50	900.50
	Second year				
	First six months of experience	1 227.00	981.50	1233.00	986.50
	Second six months of experience	1 340.00	1 072.00	1347.00	1077.50
	Third year				
	First six months of experience	1 461.50	1 169.00	1467.50	1174.00
	Next four months of experience	1 577.50	1 262.00	1584.50	1267.50
	Thereafter, the wage specified in (a), i.e.	1 813.50	1 451.00	1821.00	1457.00
Pattern Grader					
(a)	Qualified	1 463.00	1 170.50	1469.00	1175.00
(b)	Learner				
	First year				
	First six months of experience	955.00	764.00	960.50	768.50
	Second six months of experience	1 016.00	813.00	1019.50	815.50
	Second year				
	First six months of experience	1 075.50	860.50	1081.50	865.00
	Second six months of experience	1 152.50	922.00	1158.00	926.50
	Third year				
	First six months of experience	1 227.00	981.50	1233.00	986.50
	Next four months of experience	1 306.50	1 045.00	1313.00	1050.50
	Thereafter, the wage specified in (a), i.e.	1 463.00	1 170.50	1469.00	1175.00
Football Jersey Cutter					
(a)	Qualified	1 017.00	813.50	1021.50	817.00
(b)	Learner				
	First year				
	First six months of experience	763.50	611.00	766.50	613.00
	Second six months of experience	809.00	647.00	812.50	650.00
	Second year				
	First six months of experience	852.00	681.50	855.50	684.50
	Second six months of experience	896.50	717.00	901.50	721.00
	Third year				
	First four months of experience	941.00	753.00	944.50	755.50
	Thereafter, the wage specified in (a), i.e.	1 017.00	813.50	1021.50	817.00
Layer-up					
(a)	Qualified	876.50	701.00	880.50	704.50
(b)	Learner				
	First year				
	First six months of experience	738.50	591.00	741.00	593.00
	Second six months of experience	763.50	611.00	766.50	613.00
	Second year				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
			R	R	R	R
		First six months of experience	797.50	638.00	801.50	641.00
		Thereafter, the wage specified in (a), i.e.	876.50	701.00	880.50	704.50
Part B - Factory Operatives						
Grade A employee:						
(a)		Qualified	1 122.00	897.50	1125.50	900.50
(b)		Learner				
		First year				
		First six months of experience	789.00	631.00	792.50	634.00
		Second six months of experience	851.00	681.00	854.00	683.00
		Second year				
		First six months of experience	909.00	727.00	912.00	729.50
		Second six months of experience	955.00	764.00	960.50	768.50
		Third year				
		First four months of experience	1 017.00	813.50	1021.50	817.00
		Thereafter, the wage specified in (a), i.e.	1 122.00	897.50	1125.50	900.50
Grade B employee:						
(a)		Qualified	958.50	767.00	962.50	770.00
(b)		Learner				
		First year				
		First six months of experience	777.00	621.50	781.50	625.00
		Second six months of experience	818.50	655.00	821.50	657.00
		Second year				
		First six months of experience	859.50	687.50	863.00	690.50
		Thereafter, the wage specified in (a), i.e.	958.50	767.00	962.50	770.00
(c)		If advanced to Grade A employee:				
		First six months from date of advancement	958.50	767.00	962.50	770.00
		Second six months from date of advancement	986.50	789.00	991.00	793.00
		Third six months from date of advancement	1 017.00	813.50	1021.50	817.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 122.00	897.50	1125.50	900.50
Grade C employee:						
(a)		Qualified	851.00	681.00	854.00	683.00
(b)		Learner				
		First year				
		First six months of experience	762.00	609.50	765.50	612.50
		Second six months of experience	783.50	627.00	787.50	630.00
		Thereafter, the wage specified in (a), i.e.	851.00	681.00	854.00	683.00
(c)		If advanced to Grade B employee:				
		First six months from date of advancement	851.00	681.00	854.00	683.00
		Next six months from date of advancement	859.50	687.50	863.00	690.50

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DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2014 to 31 Aug 2015	New employees on Incentivised Scheme effective 1 September 2014 = 80%
			R	R	R	R
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	958.50	767.00	962.50	770.00
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1 234.50	987.50	1241.00	993.00
	(b)	Learner				
		First year	911.00	729.00	915.00	732.00
		Second year	990.50	792.50	995.50	796.50
		Third year				
		First four months of experience	1 082.50	866.00	1087.00	869.50
		Thereafter, the wage specified in (a), i.e.	1 234.50	987.50	1241.00	993.00
Factory Clerk						
	(a)	Qualified	927.00	741.50	932.00	745.50
	(b)	Learner				
		First year	738.50	591.00	741.00	593.00
		Second year	786.50	629.00	790.00	632.00
		Third year				
		First four months of experience	851.00	681.00	854.00	683.00
		Thereafter, the wage specified in (a), i.e.	927.00	741.50	932.00	745.50
Part D - General						
Boiler attendant			880.00	704.00	884.00	707.00
Despatch packer			909.00	727.00	912.00	729.50
General Worker			851.00	681.00	854.00	683.00
Labourer			859.50	687.50	863.00	690.50
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	909.00	727.00	912.00	729.50
	(b)	exceeds 1 360 but not 2 720 kg	943.50	755.00	947.50	758.00
	(c)	exceeds 2 720 kg	1 075.50	860.50	1081.50	865.00
Supervisor, quality controller and instructor			1 152.50	922.00	1158.00	926.50
Traveller's driver			943.50	755.00	947.50	758.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	980.50	784.50	985.00	788.00
	(b)	60 hours per week	1 029.00	823.00	1034.00	827.00
NB All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the-Board and increase employer Provident Fund Contributions by 0.5%.						

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

“(3) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 3.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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

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after 1 September 2012, once a national framework agreement governing the incentive portion has been agreed.

3.4 The provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.

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- 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.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.

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- 3.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 3.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.
- 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 agreement 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(12) substitute the year "2014" for the year "2013".
4. In sub-clause 22(2)(a), substitute the new expression "R2,13 per week." for the existing expression "an amount of R1,97 per week".
5. In sub-clause 22(2)(b), substitute the new expression "R3,42 per week" for the existing expression "R3,17 per week".
6. In clause 26(4)(a), insert the following new expression after "Group 2":

"Group 3 In the case of a contributor earning R1821.01 per week in excess of the ceiling rate specified in clause 1 (2) (b), but continue to contribute to the fund:

Without dependants: R28,71

With dependants: R36,01

Group 4 In the case of an employee earning R1821.01 per week in excess of the ceiling rate specified in clause 1 (2) (b), but is **Exempted Into** the fund:

Without dependants: R34,16

With dependants: R41,46"

7. In clause 26(4)(b), substitute the new expression "R8,85" for the existing expression "R8,19" in Group 1 and the new expression "R10,55" for the existing expression "R9,77" in Group 2 respectively.
8. In clause 26(4)(b), insert the following new expression after "Group 2":

"Group 3 In the case of a contributor earning R1821.01 per week **in excess of the ceiling rate** specified in clause 1 (2) (b), **but continue to contribute to the fund:**

R11,51

Group 4 In the case of an employee earning R1821.01 per week **in excess of the ceiling rate** specified in clause 1 (2) (b), **but is Exempted Into the fund:**

R19,66"

9. In clause 27(3), substitute the new expression "33 cents per week" for the existing expression "31 cents per week".
10. In clause 27(4), substitute the new expression "49 cents per week" for the existing expression "45 cents per week".

11. In clause 38(5), substitute the new expression "21 cents per week" for the existing expression "19 cents per week".
12. In clause 39(3), substitute the new expression "39 cents per week" for the existing expression "36 cents per week".
13. In clause 41(1), substitute the new expression "31 August 2015" for the existing expression "31 August 2014" and the new expression "1 September 2014" for the existing expression "1 September 2013".

12. 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 (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage rate per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Wage rate per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
Category A				
0 - 6 months	674.50	539.50	626.50	501.00
Thereafter	721.50	577.00	659.50	527.50
Category B				
0 - 6 months	673.00	538.50	632.50	506.00
7 - 12 months	705.50	564.50	655.00	524.00
13 - 18 months	738.50	591.00	677.00	541.50
Thereafter	781.50	625.00	705.00	564.00
Category C				
0 - 6 months	696.00	557.00	636.50	509.00
7 - 12 months	766.00	613.00	683.00	546.50
13 - 18 months	836.00	669.00	731.00	585.00
19 - 22 months	904.50	723.50	782.50	626.00
Thereafter	973.50	779.00	834.50	667.50
Category D				

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage rate per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%	Wage rate per week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
0 - 6 months	696.00	557.00	636.50	509.00
7 - 12 months	747.50	598.00	671.50	537.00
13 - 18 months	816.50	653.00	706.50	565.00
19 - 22 months	850.00	680.00	742.00	593.50
Thereafter	957.50	766.00	823.00	658.50
Category E				
0 - 6 months	730.50	584.50	660.00	528.00
7 - 12 months	812.00	649.50	716.50	573.00
13 - 18 months	905.00	724.00	783.50	627.00
19 - 22 months	997.00	797.50	853.50	683.00
Thereafter	1 097.50	878.00	926.50	741.00
Band Knife Cutter				
0 - 6 months	669.00	535.00	618.00	494.50
7 - 12 months	721.50	577.00	653.00	522.50
13 - 18 months	771.50	617.00	688.00	550.50
19 - 22 months	826.00	661.00	725.00	580.00
Thereafter	909.50	727.50	787.50	630.00
Clerical				
0 - 6 months	686.00	549.00	629.50	503.50
7 - 12 months	751.50	601.00	674.50	539.50
13 - 18 months	804.00	643.00	710.50	568.50
Thereafter	923.50	739.00	796.50	637.00
Assistant Head Cutter	1 064.50	851.50	903.00	722.50
Head Cutter	1 285.50	1 028.50	1 068.50	855.00
Foreperson	1 153.00	922.50	998.00	798.50
Watchperson	801.00	641.00	707.50	566.00
Driver 1 (454kg)	763.50	611.00	682.00	545.50
Driver 2 (454 - 2722kg)	817.50	654.00	719.00	575.00
Driver 3 (2722 - 4540kg)	922.50	738.00	796.00	637.00
Driver 4 (4540kg)	1 077.00	861.50	912.50	730.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% in Non-Metro A and increase the Annual Bonus Provision by 0.5% and in Non-Metro B by R67.50 of KZN Machinist Rate Across-the-Board (Except for Category A where R60.00 applies), and increase the Annual Bonus Provision by 0.5%.				

2. In clause 4, substitute the existing sub-clause (4), with the following new sub-clause (4):

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“(4) Incentivised Wage Rates

The ‘new entry wage rates’ provisions as specified in clause 4 of the 2011/2012 party-to-party substantive agreement shall be abolished and replaced with the following incentivised wage rates provisions, applicable to new employees only:

- 4.1 With effect 1 September 2012, new employees shall be paid a guaranteed wage of no less than 80% of the normal gazetted wage rate 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 gazetted rate, provided 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 provisions of clause 4 of this agreement 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 of clause 4 of this agreement 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 has not signed this agreement and/or not to companies which have not implemented the wage increases envisaged in this agreement.

The parties will explore further 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.
- 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 all the subsequent annual increases due, 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 1st September 2012, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment.
- 4.13 The parties have negotiated a national framework agreement at national bargaining council level, to give enabling effect to the plant level incentivised wage component as contemplated in sub-clause 4.3 of this agreement. Companies who qualify for the provisions of clause 4 of this agreement and who

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wish to implement it shall have a 2 months period to conclude plant-level incentive arrangements in terms of the provisions of the national framework agreement, which national framework agreement is attached as Annexure A hereto.

- 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 agreement 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.”
3. In the new clause 4(9), substitute the year “2014” for the year “2013”.
4. In clause 4(10), substitute the new expression “1.5%” for the existing expression “1.0%”.

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5. In sub-clause 32 (2), substitute the following new table for the existing table:

“

Employees	Employers
<p>Payable by THE EMPLOYEE by means of a deduction from an employee's wages:</p> <p>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 R2,61 with effect from 1st September 2014)</p>	<p>Payable by THE EMPLOYER:</p> <p>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 R3,61 with effect from 1st September 2014)</p>

”

6. In clause 36(6)(a), substitute the new expression “43 cents” for the existing expression “40 cents”.
7. In clause 40(1), substitute the new expression “31 August 2015” for the existing expression “31 August 2014” and the new expression “1 September 2014” for the existing expression “1 September 2013”.
8. In clause 43(5), substitute the new expression “14 cents” for the existing expression “13 cents”.

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13. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

- (1) In clause 4(1)(b), substitute the new expression "R2,28", for the expression "R2,11".
- (2) In clause 5B(2) (b), substitute the new expression "R19,82" for the existing expression "R18,35".
- (3) In clause 6(5), substitute the new expression "16 cents" for the existing expression "15 cents".
- (4) In clause 7A(2)(b), substitute the new expression "R9,20" for the existing expression "R8,52".
- (5) In clause 7B(2)(b), substitute the new expression "R9,20" for the existing expression "R8,52".
- (6) In clause 9A(5)(b), substitute the new expression "7%" for the existing expression "6,5%".
- (7) In clause 9B(2)(a)(ii), substitute the new expression "7%" for the existing expression "6,5%".
- (8) In clause 16(1), substitute the new expression "33 cents" for the existing expression "31 cents".

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- (9) In clause 16(2), substitute the new expression “49 cents” for the existing expression “45 cents”.

14. PROVIDENT FUND AGREEMENT FOR THE EASTERN CAPE REGION

1. In clause 4(5)(b)(i), substitute the new expression “7,29%” for the existing expression “6,79%”.
2. In clause 4(5)(b)(ii), substitute the new expression “7,49%” for the existing expression “6,99%”.

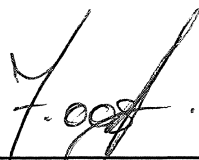
15. PROVIDENT FUND AGREEMENT FOR THE WESTERN CAPE REGION

1. In clause 6(2)(a), substitute the new expression “6,75%” for the existing expression “6,25%”.

16. EXEMPTION CLAUSES

1. Substitute the expression “30 days” for the expression “45 days” wherever it appears in the Exemption clauses of all Parts of the Main Collective Agreement.

Signed at CAPE TOWN on behalf of the Parties this 25TH day of NOVEMBER 2014.



FREDA OOSTHYSEN
Chairperson



MARTHIE RAPHAEL
Vice-Chairperson



SICELO NDUNA
General Secretary

ANNEXURE A**INCENTIVISED WAGE NATIONAL FRAMEWORK AGREEMENT**

Subject to the terms of the 2014/2016 main substantive agreement to which this annexure is attached taking precedence of interpretation, the following provisions of the incentivised wage national framework agreement shall be applicable:

1. Introduction and key principles

- 1.1 This Framework Agreement is intended to be of an enabling nature and to provide for maximum flexibility for plant level incentive schemes to be concluded on a unique and case-by-case basis. This does not preclude companies from sharing information and implementing similar incentive schemes should that be desirable.
- 1.2 The overall objective of the incentivised wage dispensation is to improve company level productivity and competitiveness.
- 1.3 The incentivised wage scheme(s) will operate in addition to current company production (or related) incentive schemes. It shall not replace current schemes already in operation at plant level, unless this is expressly agreed to at plant level.
- 1.4 The guaranteed wage rate shall be supplemented with an incentivised wage component which shall allow new employees to earn up to 100% or more of the gazetted rate, provided 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 1st September 2012, once a national framework agreement covering governing the incentive portion has been agreed.
- 1.5 Incentive Schemes should be as simple as possible, both to comprehend and to administer.

2. Employee protection

- 2.1 The incentive scheme(s) at plant level shall not be used as a disciplinary tool or measure. The schemes shall operate separate and distinct from company disciplinary procedures and management disciplinary measures.
- 2.2 Events outside the control of the company shall not prejudice employees provided that the principle of earnings for time



worked and earnings for performance achieved shall apply, subject to the relevant provisions of the Main Agreement.

- 2.3 The provisions of clause 2.2 above shall also apply in respect of protected strike action and shop stewards' authorised time off.

3. Plant Level Incentive Schemes

- 3.1 The proposed incentive schemes contemplated herein shall be drafted by management, then consulted on with the shop stewards and thereafter forwarded to the trade union for its consideration. It then needs to be finally agreed between the parties and upon agreement, must be implemented in consultation with shop stewards at plant level.
- 3.2 Incentive schemes shall not operate to give effect to any downward variation of employment standards or conditions of employment as provided for in the bargaining council's Main Agreement.
- 3.3 The provisions of all incentive schemes shall be reduced to writing, signed by management as well as the relevant branch, regional or national union official and submitted to the Bargaining Council for registration, within one week of its conclusion.
- 3.4 Incentive schemes shall be time bound and reviewed at the end of the agreed period of its operation.
- 3.5 The panel of experts to be appointed by the parties may also be consulted at the expense of the party concerned to provide guidance and offer advice in respect of the design and operation of any plant level incentive scheme.

4. Deadlock-breaking Mechanism

- 4.1 A panel of experts shall be appointed by the parties to the 2014/16 Substantive Agreement. Such appointees shall be knowledgeable in the field of clothing production and objective evaluation performance management- and reward systems.
- 4.2 The panel of experts shall be fairly spread across the registered scope of the bargaining council, wherever possible.
- 4.3 As provided for in clause 4.16 of the 2014/2016 Substantive Agreement, the deadlock breaking mechanism for the implementation of the incentive component at plant level shall in the first instance consist of a facilitation process by a member or members drawn from the panel of experts.

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- 4.4 If the matter under consideration is not resolved as per sub-clause 4.3 above, the panellist(s) involved shall submit an advisory award to the leadership of the relevant employer and the trade union for their consideration.
- 4.5 Should the affected parties not agree to the advisory award recommendations and are unable to resolve their disagreements, the deadlock breaking mechanism shall be either binding interest arbitration by agreement, or any other deadlock breaking mechanism as agreed between the affected parties.
- 4.6 The provisions of sub-clauses 4.3 and 4.4 above shall also apply in respect of any dead-lock regarding the review of plant level incentive schemes as contemplated in clause 3.4 above.
- 4.7 Should the parties be unable to finalise agreement on the deadlock breaking mechanism for the national framework agreement by the time of signature of the main substantive agreement (envisaged for 15 September 2014), the parties agree to provide for a final extended opportunity to finalise this matter within two (2) weeks from the date of signing this agreement, failing which the provision of sub-clause 4.14 above will become effective.

5. Dispute Resolution

- 5.1 Should any dispute arise at plant level relating to the interpretation and/or application of any provision of an incentive scheme under this Framework Agreement, the dispute resolution provisions of the bargaining council constitution and/or Main Agreement shall apply.
- 5.2 Any referral of a dispute as contemplated in terms of sub-clause 5.1 above shall be conciliated and/or arbitrated by a member of the panel of experts, unless otherwise agreed between the disputing parties.

6. Reporting and Administration

- 6.1 Companies participating in this dispensation shall be required to report on a six monthly basis to the bargaining council in respect of the staff contemplated in clause 1.4 above.
- 6.2 Such report shall cover at least the following matters:
- Number of employees on scheme
 - Trends in overall employment in the company
 - Single or multi-factor productivity (OR OTHER) improvements

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- Average earnings of those in the scheme as a percentage of the full guaranteed bargaining council agreement rates

6.3 The trade union shall be entitled to all information related to a plant level incentive scheme.

7. Qualification and Commencement of Plant Level consultation

Companies who qualify under the provisions of clause 4 of the 2014/2016 Substantive Agreement and who decide to utilise it, shall have 2 full calendar months ("the prescribed period") to conclude plant level incentive arrangements, time effective as follows:

For companies which have not yet employed employees on the incentivised wage scheme: from the date of employment of any employee employed in terms of the provisions of clause of the 2014/2016 agreement or from the date of notice to the trade union of intention to employ (whichever occurs first), and

For all other companies: with effect from 15 September 2014, unless a longer period is agreed by the trade union.

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