

DEPARTMENT OF LABOUR


NO. R. 989

16 OCTOBER 2015

LABOUR RELATIONS ACT, 1995

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication and for the period ending 31 August 2018.


MINISTER OF LABOUR
01/10/2015

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,

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

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. 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 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(a)	Foreman	1714.00	1371.00	1722.50	1378.00
(b)	Designer:				
	(i) Qualified:	2185.50	1748.50	2196.00	1757.00
	(ii) Learners:				
	first six months of experience	745.50	596.50	748.50	599.00
	second six months of experience	868.50	695.00	871.50	697.00
	third six months of experience	1039.50	831.50	1044.50	835.50
	fourth six months of experience	1157.00	925.50	1163.00	930.50
	fifth six months of experience	1287.00	1029.50	1294.00	1035.00
	sixth six months of experience	1396.00	1117.00	1402.50	1122.00
	seventh six months of experience	1519.00	1215.00	1527.00	1221.50
	eighth six months of experience	1641.50	1313.00	1649.50	1319.50
	next four months of experience	1742.00	1393.50	1749.00	1399.00
	Thereafter, the wage specified in (b)(i) i.e.	2185.50	1748.50	2196.00	1757.00
(c)	Grader:				
	(i) Qualified:	1570.00	1256.00	1576.50	1261.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	803.50	643.00	807.00	645.50
	third six months of experience	874.00	699.00	879.00	703.00
	fourth six months of experience	916.50	733.00	920.50	736.50
	fifth six months of experience	1059.50	847.50	1064.50	851.50
	sixth six months of experience	1134.00	907.00	1140.00	912.00
	seventh six months of experience	1196.50	957.00	1202.50	962.00
	eighth six months of experience	1257.50	1006.00	1263.00	1010.50
	next four months of experience	1338.00	1070.50	1344.50	1075.50
	Thereafter, the wage specified in (c)(i) i.e.	1570.00	1256.00	1576.50	1261.00
(d)	Marker-in:				
	(i) Qualified:	1196.50	957.00	1202.50	962.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	791.00	633.00	795.50	636.50
	third six months of experience	844.50	675.50	848.50	679.00
	fourth six months of experience	900.50	720.50	904.00	723.00
	next four months of experience	1006.50	805.00	1011.00	809.00
	Thereafter, the wage specified in (d)(i) i.e.	1196.50	957.00	1202.50	962.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(e)	Band-knife cutter:				
	Qualified	1196.50	957.00	1202.50	962.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				
(f)	Cutter-out:				
	(i) Qualified:	1058.00	846.50	1062.50	850.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	775.00	620.00	777.50	622.00
	third six months of experience	799.50	639.50	802.50	642.00
	fourth six months of experience	828.50	663.00	831.50	665.00
	next four months of experience	863.50	691.00	868.50	695.00
	Thereafter, the wage specified in (f)(i) i.e.	1058.00	846.50	1062.50	850.00
(g)	Layer-up:				
	(i) Qualified:	829.00	663.00	832.50	666.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	755.50	604.50	759.00	607.00
	third six months of experience	768.00	614.50	772.00	617.50
	fourth six months of experience	779.00	623.00	784.00	627.00
	Thereafter, the wage specified in (g)(i) i.e.	829.00	663.00	832.50	666.00
(h)	Specialised presser:				
	(i) Qualified:	1153.50	923.00	1160.00	928.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	769.00	615.00	774.00	619.00
	third six months of experience	797.00	637.50	800.50	640.50
	fourth six months of experience	828.50	663.00	831.50	665.00
	fifth six months of experience	862.00	689.50	864.50	691.50
	sixth six months of experience	891.00	713.00	893.50	715.00
	seventh six months of experience	973.00	778.50	979.00	783.00
	eighth six months of experience	1009.00	807.00	1014.00	811.00
	next four months of experience	1031.50	825.00	1036.00	829.00
	Thereafter, the wage specified in (h)(i) i.e.	1153.50	923.00	1160.00	928.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	
		R	R	R	R	
(i)	Examiner:					
	(i)	Qualified:	988.00	790.50	991.50	793.00
	(ii)	Learners:				
		first six months of experience	828.50	663.00	831.50	665.00
		Thereafter, the wage specified in (i)(i) i.e.	988.00	790.50	991.50	793.00
(j) (a)	Machinist:					
	(i)	Qualified:	968.50	775.00	972.00	777.50
	(ii)	Learners:				
		first six months of experience	739.00	591.00	742.00	593.50
		second six months of experience	756.00	605.00	759.50	607.50
		third six months of experience	778.00	622.50	783.00	626.50
		Thereafter, the wage specified in (j)(i) i.e.	968.50	775.00	972.00	777.50
(j) (b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	968.50	775.00	972.00	777.50
	(ii)	Learners:				
		first six months of experience	739.00	591.00	742.00	593.50
		second six months of experience	756.00	605.00	759.50	607.50
		third six months of experience	778.00	622.50	783.00	626.50
		fourth six months of experience	805.50	644.50	808.00	646.50
		next four months of experience	826.00	661.00	829.50	663.50
		Thereafter, the wage specified in (j)(i) i.e.	968.50	775.00	972.00	777.50
(k)	Progress examiner:					
	(i)	Qualified:	979.00	783.00	983.00	786.50
	(ii)	Learners:				
		first six months of experience	776.50	621.00	778.50	623.00
		Thereafter, the wage specified in (k)(i) i.e.	979.00	783.00	983.00	786.50
(l)	Despatcher:					
	(i)	Qualified:	927.00	741.50	930.50	744.50
	(ii)	Learners:				
		first six months of experience	783.00	626.50	785.50	628.50
		Thereafter, the wage specified in (l)(i) i.e.	927.00	741.50	930.50	744.50

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(m)	Checker in the Knitting section:				
	(i) Qualified:	823.00	658.50	828.00	662.50
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	755.50	604.50	759.00	607.00
	third six months of experience	775.00	620.00	777.50	622.00
	Thereafter, the wage specified in (m)(i) i.e.	823.00	658.50	828.00	662.50
(n)	General Worker:				
	(i) Qualified:	799.00	639.00	801.50	641.00
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	755.50	604.50	759.00	607.00
	Thereafter, the wage specified in (n)(i) i.e.	799.00	639.00	801.50	641.00
(o)	Steambox pleater:				
	(i) Qualified:	941.50	753.00	945.50	756.50
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	772.50	618.00	776.50	621.00
	third six months of experience	797.00	637.50	800.50	640.50
	fourth six months of experience	828.00	662.50	830.50	664.50
	Thereafter, the wage specified in (o)(i) i.e.	941.50	753.00	945.50	756.50
(p)	Plain sewer:				
	(i) Qualified:	828.00	662.50	830.50	664.50
	(ii) Learners:				
	first six months of experience	739.00	591.00	742.00	593.50
	second six months of experience	747.50	598.00	750.50	600.50
	third six months of experience	756.00	605.00	759.50	607.50
	fourth six months of experience	768.00	614.50	772.00	617.50
	next four months of experience	783.00	626.50	785.50	628.50
	Thereafter, the wage specified in (p)(i) i.e.	828.00	662.50	830.50	664.50
(q)	General assistant	904.00	723.00	908.50	727.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	
		R	R	R	R	
(r)	Cleaner	805.50	644.50	808.00	646.50	
(s)	Tea maker	805.50	644.50	808.00	646.50	
(t)	Watchman	979.00	783.00	983.00	786.50	
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	976.50	781.00	979.50	783.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1049.50	839.50	1054.00	843.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1161.00	929.00	1164.00	931.00
		(ad) exceeds 4 536 kg	1357.00	1085.50	1364.50	1091.50
	(ii)	Part-time driver of a motor vehicle	905.50	724.50	909.00	727.00
(v)	Clicker:					
	(i)	Qualified:	1584.50	1267.50	1591.50	1273.00
	(ii)	Learners:				
		first six months of experience	739.00	591.00	742.00	593.50
		second six months of experience	799.50	639.50	802.50	642.00
		third six months of experience	864.00	691.00	869.00	695.00
		fourth six months of experience	978.00	782.50	980.50	784.50
		fifth six months of experience	1051.50	841.00	1055.50	844.50
		sixth six months of experience	1109.00	887.00	1113.00	890.50
		seventh six months of experience	1175.00	940.00	1182.00	945.50
		eighth six months of experience	1238.00	990.50	1242.50	994.00
		next four months of experience	1305.00	1044.00	1309.50	1047.50
		Thereafter, the wage specified in (v)(i) i.e.	1584.50	1267.50	1591.50	1273.00
(w)	Beader		988.00	790.50	991.50	793.00
(x)	Chlorinator		888.00	710.50	892.50	714.00
(y)	Componder		1051.50	841.00	1055.50	844.50
(z)	Dipper					
	(i)	Qualified:				
		Category A	1051.50	841.00	1055.50	844.50
		Category B	1075.00	860.00	1079.50	863.50
		Category C	1110.00	888.00	1114.50	891.50
	(ii)	Learners:				
		first six months of experience to Category A	800.00	640.00	803.50	643.00
		first six months of experience to Category B	1051.50	841.00	1055.50	844.50
		first six months of experience to Category C	1075.00	860.00	1079.50	863.50
(aa)	Glove turner		1275.00	1020.00	1280.50	1024.50

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(ab)	Mouldmaker	1010.50	808.50	1014.50	811.50
(ac)	Packer	848.50	679.00	853.00	682.50
(ad)	Quality product co-ordinator	1333.50	1067.00	1338.50	1071.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33^{1/3} per cent:				
	Provided that-				
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;				
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.				
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 7.4% Across-the-Board.					

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

		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	
	R	R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	1850.00	1 480.00	1828.00	1 462.50	1858.00	1 486.50	1836.00	1 469.00
(b)	Learner								
	First year								
	First six months of experience	1036.50	829.00	1024.50	819.50	1040.50	832.50	1028.50	823.00
	Second six months of experience	1145.00	916.00	1131.50	905.00	1148.50	919.00	1135.00	908.00
	Second year								
	First six months of experience	1252.00	1 001.50	1237.50	990.00	1258.00	1 006.50	1243.00	994.50
	Second six months of experience	1367.00	1 093.50	1351.00	1 081.00	1374.00	1 099.00	1358.00	1 086.50
	Third year								
	First six months of experience	1491.00	1 193.00	1473.50	1 179.00	1497.00	1 197.50	1479.50	1 183.50
	Next four months of experience	1609.50	1 287.50	1590.50	1 272.50	1617.00	1 293.50	1598.00	1 278.50
	Thereafter, the wage specified in (a), i.e.	1850.00	1 480.00	1828.00	1 462.50	1858.00	1 486.50	1836.00	1 469.00
Pattern Grader									
(a)	Qualified	1493.00	1 194.50	1475.50	1 180.50	1498.50	1 199.00	1481.00	1 185.00
(b)	Learner								
	First year								
	First six months of experience	974.00	779.00	962.50	770.00	980.00	784.00	968.50	775.00
	Second six months of experience	1036.50	829.00	1024.50	819.50	1040.50	832.50	1028.50	823.00

		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	
	R	R	R	R	R	R	R	R	R
Second year									
First six months of experience	1097.50	878.00	1084.50	867.50	1103.50	883.00	1090.50	872.50	
Second six months of experience	1176.00	941.00	1162.00	929.50	1181.50	945.00	1167.50	934.00	
Third year									
First six months of experience	1252.00	1 001.50	1237.50	990.00	1258.00	1 006.50	1243.00	994.50	
Next four months of experience	1333.00	1 066.50	1317.50	1 054.00	1339.50	1 071.50	1323.50	1 059.00	
Thereafter, the wage specified in (a), i.e.	1493.00	1 194.50	1475.50	1 180.50	1498.50	1 199.00	1481.00	1 185.00	
Football Jersey Cutter									
(a) Qualified	1038.00	830.50	1026.00	821.00	1042.00	833.50	1029.50	823.50	
(b) Learner									
First year									
First six months of experience	779.00	623.00	770.00	616.00	782.00	625.50	773.00	618.50	
Second six months of experience	825.50	660.50	816.00	653.00	829.00	663.00	819.00	655.00	
Second year									
First six months of experience	869.50	695.50	859.50	687.50	873.00	698.50	862.50	690.00	
Second six months of experience	915.00	732.00	904.00	723.00	919.50	735.50	908.50	727.00	
Third year									
First four months of experience	960.00	768.00	948.50	759.00	964.00	771.00	952.50	762.00	
Thereafter, the wage specified in (a), i.e.	1038.00	830.50	1026.00	821.00	1042.00	833.50	1029.50	823.50	

		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R	R	R	R	R
Layer-up									
(a)	Qualified	894.50	715.50	884.00	707.00	898.00	718.50	887.50	710.00
(b)	Learner								
	First year								
	First six months of experience	753.50	603.00	744.50	595.50	756.00	605.00	747.00	597.50
	Second six months of experience	779.00	623.00	770.00	616.00	782.00	625.50	773.00	618.50
	Second year								
	First six months of experience	813.50	651.00	804.00	643.00	818.00	654.50	808.50	647.00
	Thereafter, the wage specified in (a), i.e.	894.50	715.50	884.00	707.00	898.00	718.50	887.50	710.00
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	1145.00	916.00	1131.50	905.00	1148.50	919.00	1135.00	908.00
(b)	Learner								
	First year								
	First six months of experience	805.00	644.00	795.50	636.50	808.50	647.00	799.00	639.00
	Second six months of experience	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
	Second year								
	First six months of experience	927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
	Second six months of experience	974.00	779.00	962.50	770.00	980.00	784.00	968.50	775.00
	Third year								

		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R	R	R	R	R
	First four months of experience	1038.00	830.50	1026.00	821.00	1042.00	833.50	1029.50	823.50
	Thereafter, the wage specified in (a), i.e.	1145.00	916.00	1131.50	905.00	1148.50	919.00	1135.00	908.00
Grade B employee									
(a)	Qualified	978.00	782.50	966.50	773.00	982.00	785.50	970.50	776.50
(b)	Learner								
	First year								
	First six months of experience	793.00	634.50	783.50	627.00	797.50	638.00	788.00	630.50
	Second six months of experience	835.00	668.00	825.00	660.00	838.50	671.00	828.50	663.00
	Second year								
	First six months of experience	877.00	701.50	866.50	693.00	880.50	704.50	870.00	696.00
	Thereafter, the wage specified in (a), i.e.	978.00	782.50	966.50	773.00	982.00	785.50	970.50	776.50
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	978.00	782.50	966.50	773.00	982.00	785.50	970.50	776.50
	Second six months from date of advancement	1006.50	805.00	994.50	795.50	1011.50	809.00	999.50	799.50
	Third six months from date of advancement	1038.00	830.50	1026.00	821.00	1042.00	833.50	1029.50	823.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1145.00	916.00	1131.50	905.00	1148.50	919.00	1135.00	908.00

DESCRIPTION		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>	<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>	<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>				
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R	R	R	R	R
Grade C employee									
(a)	Qualified	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
(b)	Learner								
	First year								
	First six months of experience	777.50	622.00	768.50	615.00	781.00	625.00	772.00	617.50
	Second six months of experience	799.50	639.50	790.00	632.00	803.50	643.00	794.00	635.00
	Thereafter, the wage specified in (a), i.e.	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
	Second six months from date of advancement	877.00	701.50	866.50	693.00	880.50	704.50	870.00	696.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	978.00	782.50	966.50	773.00	982.00	785.50	970.50	776.50
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1259.50	1 007.50	1244.50	995.50	1266.50	1 013.00	1251.50	1 001.00
(b)	Learner								
	First year	929.50	743.50	918.50	735.00	933.50	747.00	922.50	738.00
	Second year	1011.00	809.00	999.00	799.00	1015.50	812.50	1003.50	803.00
	Third year								

DESCRIPTION		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU				
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R	R	R	R	R
	First four months of experience	1104.50	883.50	1091.50	873.00	1109.00	887.00	1096.00	877.00
	Thereafter, the wage specified in (a), i.e.	1259.50	1 007.50	1244.50	995.50	1266.50	1 013.00	1251.50	1 001.00
Factory Clerk									
(a)	Qualified	945.50	756.50	934.50	747.50	951.00	761.00	940.00	752.00
(b)	Learner								
	First year	753.50	603.00	744.50	595.50	756.00	605.00	747.00	597.50
	Second year	802.50	642.00	793.00	634.50	806.00	645.00	796.50	637.00
	Third year								
	First four months of experience	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
	Thereafter, the wage specified in (a), i.e.	945.50	756.50	934.50	747.50	951.00	761.00	940.00	752.00
Part D - General									
Boiler attendant		898.00	718.50	887.50	710.00	902.00	721.50	891.50	713.00
Despatch packer		927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
General Worker		868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
Labourer		877.00	701.50	866.50	693.00	880.50	704.50	870.00	696.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -									
(a)	does not exceed 1 360 kg	927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
(b)	exceeds 1 360 but not 2 720 kg	963.00	770.50	951.50	761.00	966.50	773.00	955.00	764.00
(c)	exceeds 2 720 kg	1097.50	878.00	1084.50	867.50	1103.50	883.00	1090.50	872.50

	<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
	R	R	R	R	R	R	R	R
Supervisor, quality controller and instructor	1176.00	941.00	1162.00	929.50	1181.50	945.00	1167.50	934.00
Traveller's driver	963.00	770.50	951.50	761.00	966.50	773.00	955.00	764.00
Watchman or caretaker, whose ordinary hours of work are -								
(a) less than 60 hours per week	1000.50	800.50	988.50	791.00	1005.00	804.00	993.00	794.50
(b) 60 hours per week	1050.00	840.00	1037.50	830.00	1055.00	844.00	1042.50	834.00
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 7.4% Across-the-Board.								

3. In clause 6.3(2), substitute the new expression "1 September 2015" for the existing expression "1 September 2014".
4. In clause 12.1(3)(b), substitute the new expression "104 cents per week" for the existing expression "97 cents per week".

5. In clause 12.2, substitute the new expression “35c per week” for the existing expression “33c per week”.
6. In clause 12.4, substitute the new expression “53c per week” for the existing expression “49c per week”.
7. In sub-clause 14.1(1), substitute the new expression “R2,29 per week,” for the existing expression “R2,12 per week”.
8. In sub-clause 14.1(2), substitute the new expression “R3,66 per week,” for the existing expression “R3,41 per week,”.
9. In clause 15(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.
10. In Annexure C of clause 19, subclause (5), substitute the new expression “15 cents per week” for the existing expression “14 cents per week”.

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

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

“

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2 823.00	2 258.50	2 836.00	2 269.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 153.50	923.00	1 160.00	928.00
	(ii) Learners				
	first six months of experience	792.00	633.50	795.50	636.50
	second six months of experience	945.50	756.50	949.50	759.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 153.50	923.00	1 160.00	928.00
	(c) Cloakroom Supervisor/Watchman	804.00	643.00	806.50	645.00
	(d) Mechanic	2 648.00	2 118.50	2 661.00	2 129.00
	(e) Unqualified Mechanic	986.50	789.00	992.50	794.00
	(f) Watchman	804.00	643.00	806.50	645.00
	(g) Labourer	628.50	503.00	631.00	505.00
	(h) Boiler Attendant	691.00	553.00	693.50	555.00
(ii)	Pattern Grader				
	(i) Qualified	1 495.50	1 196.50	1 502.00	1 201.50
	(ii) Learners				
	first six months of experience	577.50	462.00	580.00	464.00
	second six months of experience	692.00	553.50	694.50	555.50
	third six months of experience	806.00	645.00	810.00	648.00
	fourth six months of experience	923.00	738.50	927.00	741.50
	fifth six months of experience	1 036.50	829.00	1 040.00	832.00
	sixth six months of experience	1 149.50	919.50	1 155.00	924.00
	seventh six months of experience	1 264.50	1 011.50	1 270.00	1 016.00
	next four months of experience	1 379.00	1 103.00	1 384.00	1 107.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 495.50	1 196.50	1 502.00	1 201.50
(iii)	Marker-In				
	(i) Qualified	1 153.50	923.00	1 160.00	928.00
	(ii) Learners				
	first six months of experience	577.50	462.00	580.00	464.00
	second six months of experience	648.00	518.50	651.50	521.00
	third six months of experience	724.50	579.50	726.50	581.00
	fourth six months of experience	794.00	635.00	797.00	637.50
	fifth six months of experience	867.50	694.00	870.00	696.00
	sixth six months of experience	937.00	749.50	941.50	753.00
	seventh six months of experience	1 009.50	807.50	1 015.00	812.00
	next four months of experience	1 080.00	864.00	1 084.50	867.50
	Thereafter, the wage specified in (iii)(i) i.e.	1 153.50	923.00	1 160.00	928.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	924.50	739.50	929.50	743.50
	(ii) Learners				

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	612.00	489.50	614.50	491.50
	third six months of experience	675.50	540.50	680.00	544.00
	fourth six months of experience	737.50	590.00	740.00	592.00
	fifth six months of experience	799.50	639.50	804.00	643.00
	next four months of experience	862.50	690.00	866.50	693.00
	Thereafter, the wage specified in (iv)(i) i.e.	924.50	739.50	929.50	743.50
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	804.00	643.00	806.50	645.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	612.00	489.50	614.50	491.50
	third six months of experience	675.50	540.50	680.00	544.00
	next four months of experience	738.00	590.50	740.50	592.50
	Thereafter, the wage specified in (v)(i) i.e.	804.00	643.00	806.50	645.00
(vi)	(a) Invoice Clerk				
	(i) Qualified	1 153.50	923.00	1 160.00	928.00
	(ii) Learners				
	first six months of experience	831.50	665.00	834.50	667.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	1 153.50	923.00	1 160.00	928.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	845.00	676.00	848.50	679.00
	(ii) Learners				
	first six months of experience	607.00	485.50	609.00	487.00
	second six months of experience	725.50	580.50	728.00	582.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	845.00	676.00	848.50	679.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	910.00	728.00	914.00	731.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	608.50	487.00	612.00	489.50
	third six months of experience	668.00	534.50	670.50	536.50
	fourth six months of experience	728.00	582.50	731.00	585.00
	fifth six months of experience	788.00	630.50	793.00	634.50
	next four months of experience	850.00	680.00	854.00	683.00
	Thereafter, the wage specified in (vii)(i) i.e.	910.00	728.00	914.00	731.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(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	995.50	796.50	1 000.00	800.00
	(b) Exceeds 2 722 kg	1 156.50	925.00	1 162.00	929.50
(ix)	Part-time Driver of a Motor Vehicle	906.00	725.00	910.00	728.00
(x)	Knitting Machine Operator				
	(i) Qualified	1 185.00	948.00	1 191.50	953.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	656.00	525.00	660.00	528.00
	third six months of experience	761.00	609.00	764.00	611.00
	fourth six months of experience	868.00	694.50	870.50	696.50
	fifth six months of experience	972.50	778.00	977.00	781.50
	next four months of experience	1 080.50	864.50	1 086.00	869.00
	Thereafter, the wage specified in (x)(i) i.e.	1 185.00	948.00	1 191.50	953.00
(xi)	Maintenance hand				
	(i) Qualified	680.00	544.00	682.50	546.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	575.00	460.00	577.50	462.00
	third six months of experience	597.00	477.50	600.00	480.00
	fourth six months of experience	625.00	500.00	629.00	503.00
	next four months of experience	655.50	524.50	659.50	527.50
	Thereafter, the wage specified in (xi)(i) i.e.	680.00	544.00	682.50	546.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i)	Sewing Machinist				
(a)	(i) Qualified	804.00	643.00	806.50	645.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	590.50	472.50	594.50	475.50
	third six months of experience	632.50	506.00	635.50	508.50
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	806.50	645.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
(b)	(i) Qualified	804.00	643.00	806.50	645.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	590.50	472.50	594.50	475.50

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	third six months of experience	632.50	506.00	635.50	508.50
	fourth six months of experience	675.50	540.50	680.00	544.00
	fifth six months of experience	717.50	574.00	721.00	577.00
	next four months of experience	760.50	608.50	763.50	611.00
	Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	806.50	645.00
	Set Leader and/or Team Leader	854.00	683.00	857.50	686.00
(ii)	General Worker/Pleater				
	(i) Qualified	607.00	485.50	609.00	487.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	576.50	461.00	578.50	463.00
	Thereafter, the wage specified in (ii)(i) i.e.	607.00	485.50	609.00	487.00
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	628.00	502.50	630.50	504.50
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	second six months of experience	587.50	470.00	590.00	472.00
	Thereafter, the wage specified in (iii)(i) i.e.	628.00	502.50	630.50	504.50
(iv)	Plain Sewer				
	(i) Qualified	656.00	525.00	660.00	528.00
	(ii) Learners				
	first six months of experience	548.50	439.00	552.00	441.50
	Thereafter, the wage specified in (iv)(i) i.e.	656.00	525.00	660.00	528.00
(v)	Sample Machinist	914.00	731.00	918.50	735.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i)	Sewing Machinist				
(a)					
	(i) Qualified:	760.00	608.00	806.50	645.00
	(ii) Learners:				
	first six months of experience	521.00	417.00	552.00	441.50
	second six months of experience	560.50	448.50	594.50	475.50
	third six months of experience	600.50	480.50	635.50	508.50
	Thereafter, the wage specified in (i)(a)(i) i.e.	760.00	608.00	806.50	645.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
(b)					
	(i) Qualified:	760.00	608.00	806.50	645.00
	(ii) Learners:				
	first six months of experience	521.00	417.00	552.00	441.50
	second six months of experience	560.50	448.50	594.50	475.50
	third six months of experience	600.50	480.50	635.50	508.50

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	fourth six months of experience	640.00	512.00	680.00	544.00
	fifth six months of experience	679.00	543.00	721.00	577.00
	Next four months of experience	719.00	575.00	763.50	611.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	760.00	608.00	806.50	645.00
	Set Leader and/or Team Leader	808.00	646.50	857.50	686.00
(ii)	General Worker/Pleater				
	(i) Qualified	582.50	466.00	609.00	487.00
	(ii) Learners				
	first six months of experience	521.00	417.00	552.00	441.50
	second six months of experience	552.00	441.50	578.50	463.00
	Thereafter, the wage specified in (ii)(i) i.e.	582.50	466.00	609.00	487.00
(iii)	Despatch Packer				
	(i) Qualified	608.00	486.50	630.50	504.50
	(ii) Learners				
	first six months of experience	521.00	417.00	552.00	441.50
	second six months of experience	564.00	451.00	590.00	472.00
	Thereafter, the wage specified in (iii)(i) i.e.	608.00	486.50	630.50	504.50
(iv)	Layer-Up				
	(i) Qualified	603.00	482.50	630.50	504.50
	(ii) Learners				
	first six months of experience	521.00	417.00	552.00	441.50
	second six months of experience	564.50	451.50	590.00	472.00
	Thereafter, the wage specified in (iii)(i) i.e.	615.00	492.00	630.50	504.50
(v)	Plain Sewer				
	(i) Qualified	629.50	503.50	660.00	528.00
	(ii) Learners				
	first six months of experience	523.50	419.00	552.00	441.50
	Thereafter, the wage specified in (iv)(i) i.e.	629.50	503.50	660.00	528.00
(vi)	Sample Machinist	863.50	691.00	918.50	735.00

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 7.4% Across-the-Board.

2. In sub-clause 20(1)(a), substitute the new expression “R2,27 per week “ for the existing expression “R2,11 per week”.
3. In sub-clause 20(1)(b), substitute the new expression “R2,45 per week” for the existing expression “R2,28 per week”.
4. In clause 21(3), substitute the new expression “R18,88” for the existing expression “R17,58”.
5. In clause 23D(1), substitute the new expression “35 cents” for the existing expression “33 cents”.
6. In clause 23E(2), substitute the new expression “53 cents” for the existing expression “49 cents”.
7. In clause 35(5), substitute the new expression “contribute an amount of 16 cents per week” for the existing expression “15 cents per week”.
8. In clause 36(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.

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

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

“(a)

Description of Occupation		Group A Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Group B Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
Part A - Cutting Department		R	R	R	R
GRADE 1					
(a)	Qualified	1 031.95	825.55	1036.75	829.40
(b)	Learner				
	0 - 6 months	681.15	544.90	684.35	547.50
	7 - 12 months	753.50	602.80	756.95	605.55
	13 - 18 months **	825.70	660.55	829.55	663.65
	Thereafter, the qualifying wage applies	1 031.95	825.55	1036.75	829.40
GRADE 2					
(a)	Qualified	896.90	717.50	901.10	720.90
(b)	Learner				
	0 - 6 months	677.50	542.00	680.70	544.55
	Thereafter, the qualifying wage applies	896.90	717.50	901.10	720.90
GRADE A					
(a)	Qualified	918.95	735.15	923.15	738.50
(b)	Learner				
	0 - 6 months	713.80	571.05	717.20	573.75
	Thereafter, the qualifying wage applies	918.95	735.15	923.15	738.50
HEAD CUTTER		1 646.45	1317.15	1654.00	1323.20
ASSISTANT HEAD CUTTER		1 317.05	1053.65	1323.10	1058.50
CUTTER/TRIMMER					
(a)	Qualified	1 034.50	827.60	1039.25	831.40
(b)	Learner				
	0 - 6 months	648.85	519.10	651.95	521.55
	7 - 12 months	725.00	580.00	728.25	582.60
	13 - 18 months	798.05	638.45	801.75	641.40
	19 - 22 months	884.85	707.90	888.85	711.10
	Thereafter, the qualifying wage applies	1 034.50	827.60	1039.25	831.40
BAND KNIFE CUTTER					
(a)	Qualified	1 088.65	870.90	1093.70	874.95
(b)	Learner				

Description of Occupation		Group A Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Group B Wage per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
Part A - Cutting Department		R	R	R	R
	0 - 6 months	725.95	580.75	729.25	583.40
	7 - 12 months	806.20	644.95	809.90	647.90
	13 - 18 months	879.70	703.75	883.85	707.10
	19 - 22 months	963.45	770.75	967.85	774.30
	Thereafter, the qualifying wage applies	1 088.65	870.90	1093.70	874.95
MECHANIC					
(a)	Qualified	1 769.35	1415.50	1777.50	1422.00
(b)	Learner				
	0 - 6 months	816.40	653.10	820.05	656.05
	7 - 12 months	937.45	749.95	941.85	753.50
	13 - 18 months	1 075.90	860.70	1081.00	864.80
	19 - 24 months	1 214.35	971.50	1220.00	976.00
	25 - 30 months	1 361.95	1089.55	1368.40	1094.70
	31 - 36 months	1 497.70	1198.15	1504.60	1203.70
	37 - 40 months	1 631.20	1304.95	1638.75	1311.00
	Thereafter, the qualifying wage applies	1 769.35	1415.50	1777.50	1422.00
CLERK *					
(a)	Qualified	1 105.90	884.70	1111.00	888.80
(b)	Learner				
	0 - 6 months	751.90	601.50	755.35	604.30
	7 - 12 months	849.00	679.20	852.90	682.30
	13 - 18 months	928.80	743.05	933.05	746.45
	Thereafter, the qualifying wage applies	1 105.90	884.70	1111.00	888.80
WATCHMAN		926.85	741.50	931.15	744.90
DRIVER 1		870.60	696.50	874.65	699.70
DRIVER 2		951.35	761.10	955.75	764.60
DRIVER 3		1 109.25	887.40	1114.45	891.55
DRIVER 4		1 339.80	1071.85	1346.05	1076.85
FOREPERSON		1 268.40	1014.70	1274.30	1019.45

* Provided a registered productivity incentive scheme is in place.

** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.

NB: 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 7.4% Across-the-Board.

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

“(b)

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
(i)	Foreman:	1937.10	1549.70	1946.10	1556.90
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1864.65	1491.70	1873.25	1498.60
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	971.40	777.10	975.85	780.70
	third six months of experience	1269.25	1015.40	1275.15	1020.10
	next four months of experience	1566.95	1253.55	1574.10	1259.30
	Thereafter, the wage specified in (iii)(i) i.e.	1864.65	1491.70	1873.25	1498.60
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1937.10	1549.70	1946.10	1556.90
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	799.75	639.80	803.60	642.90
	third six months of experience	926.20	740.95	930.55	744.45
	fourth six months of experience	1052.75	842.20	1057.50	846.00
	fifth six months of experience	1179.15	943.30	1184.70	947.75
	sixth six months of experience	1305.10	1044.10	1311.15	1048.90
	seventh six months of experience	1431.80	1145.45	1438.45	1150.75
	eighth six months of experience	1558.10	1246.50	1565.35	1252.30
	ninth six months of experience	1684.30	1347.45	1692.15	1353.70
	next four months of experience	1811.00	1448.80	1819.40	1455.50
	Thereafter, the wage specified in (iv)(i) i.e.	1937.10	1549.70	1946.10	1556.90
(v)	Mechanic's Assistant:				
	(i) Qualified:	1268.95	1015.15	1274.85	1019.90
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	732.60	586.10	735.95	588.75
	third six months of experience	793.00	634.40	796.60	637.30
	fourth six months of experience	851.80	681.45	855.75	684.60
	fifth six months of experience	911.65	729.30	915.95	732.75

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
	sixth six months of experience	971.50	777.20	976.00	780.80
	seventh six months of experience	1030.65	824.50	1035.45	828.35
	eighth six months of experience	1090.55	872.45	1095.45	876.35
	ninth six months of experience	1149.75	919.80	1155.10	924.10
	next four months of experience	1209.45	967.55	1214.90	971.90
	Thereafter, the wage specified in (v)(i) i.e.	1268.95	1015.15	1274.85	1019.90
(vi)	Supervisor:	1341.45	1073.15	1347.65	1078.10
(vii)	Final Examiner of fully-fashioned garments:	1245.75	996.60	1251.50	1001.20
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified:	1219.75	975.80	1225.40	980.30
	(ii) Learners:			0.00	0.00
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	810.00	648.00	813.80	651.05
	third six months of experience	946.60	757.30	951.05	760.85
	next four months of experience	1083.40	866.70	1088.35	870.70
	Thereafter, the wage specified in (viii)(i) i.e.	1219.75	975.80	1225.40	980.30
(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:	1219.75	975.80	1225.40	980.30
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	764.40	611.50	768.00	614.40
	third six months of experience	855.30	684.25	859.25	687.40
	fourth six months of experience	946.60	757.30	951.15	760.90
	fifth six months of experience	1037.60	830.10	1042.30	833.85
	next four months of experience	1128.85	903.10	1134.05	907.25
	Thereafter, the wage specified in (ix)(i) i.e.	1219.75	975.80	1225.40	980.30
(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:				

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
	(i) Qualified:	1064.30	851.45	1069.35	855.50
	(ii) Learners:			0.00	0.00
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	771.00	616.80	774.55	619.65
	third six months of experience	868.65	694.90	872.70	698.15
	next four months of experience	817.40	653.90	971.15	776.90
	Thereafter, the wage specified in (x)(i) i.e.	1064.30	851.45	1069.35	855.50
(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	1017.45	813.95	1022.15	817.70
	(b) exceeds 453,5 kg but not 2 721 kg	1201.30	961.05	1206.85	965.50
	(c) exceeds 2 721 kg but not 4 535 kg	1279.25	1023.40	1285.15	1028.10
	(d) exceeds 4 535 kg	1388.20	1110.55	1394.60	1115.70
(xii)	Security Officer:	1553.90	1243.10	1561.15	1248.90
(xiii)	Watchman:	1199.25	959.40	1204.75	963.80
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1248.55	998.85	1254.25	1003.40
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	817.10	653.70	820.95	656.75
	third six months of experience	961.25	769.00	965.70	772.55
	next four months of experience	1104.70	883.75	1109.85	887.90
	thereafter, the wage specified in (xiv)(i) i.e.	1248.55	998.85	1254.25	1003.40

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.				
	(i) Qualified:	875.00	700.00	879.05	703.25
	(ii) Learners:				
	first six months of experience	673.65	538.90	676.80	541.45
	second six months of experience	740.50	592.40	744.00	595.20
	third six months of experience	808.25	646.60	811.90	649.50
	Thereafter, the wage specified in (xv) (i) i.e.	875.00	700.00	879.05	703.25
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	875.00	700.00	879.05	703.25
(xvii)	General Worker (Knitting)	1016.35	813.10	1021.10	816.90
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 7.4% Across-the-Board.					

3. In clause 25(1), substitute the new expression “R2,70 per week” for the existing expression “R2,50 per week”.
8. In clause 25(2), substitute the new expression “R3,63 per week” for the existing expression “R3,38 per week”.
9. In clause 26(1), substitute the new expression “33 cents” for the existing expression “31 cents”.
10. In clause 26(2), substitute the new expression “48 cents” for the existing expression “45 cents”.
11. In clause 40(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.
12. In Annexure C of clause 43, subclause (5), substitute the new expression “16 cents per week” for the existing expression “15 cents per week”.

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

1. In clause 4A(1), substitute the expression “31 August 2014 for the expression “31 August 2013” 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 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1856.20	1485.00	1864.80	1491.80
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	865.20	692.20	869.30	695.40
	third six months of experience	1064.80	851.80	1069.80	855.80
	fourth six months of experience	1246.40	997.10	1252.10	1001.70
	fifth six months of experience	1462.70	1170.20	1469.70	1175.80
	next four months of experience	1661.30	1329.00	1669.00	1335.20
	Thereafter, the wage specified in (A)(i) i.e.	1856.20	1485.00	1864.80	1491.80
(B)	Marker-In:				
	(i) Qualified:	1541.10	1232.90	1548.40	1238.70
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	812.70	650.20	816.60	653.30
	third six months of experience	958.70	767.00	963.20	770.60
	fourth six months of experience	1104.30	883.40	1109.50	887.60
	fifth six months of experience	1250.00	1000.00	1256.00	1004.80
	next four months of experience	1396.00	1116.80	1402.40	1121.90
	Thereafter, the wage specified in (B)(i) i.e.	1541.10	1232.90	1548.40	1238.70
(C)	Mechanic:				
	(i) Qualified:	1503.10	1202.50	1510.20	1208.20
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	759.90	607.90	763.30	610.60
	third six months of experience	852.90	682.30	856.90	685.50
	fourth six months of experience	945.90	756.70	950.30	760.20
	fifth six months of experience	1039.20	831.40	1044.10	835.30
	sixth six months of experience	1131.20	905.00	1136.50	909.20
	seventh six months of experience	1224.90	979.90	1230.60	984.50
	eighth six months of experience	1317.60	1054.10	1323.90	1059.10
	next four months of experience	1410.70	1128.60	1417.50	1134.00
	Thereafter, the wage specified in (C)(i) i.e.	1503.10	1202.50	1510.20	1208.20
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	1116.30	893.00	1121.70	897.40
	(ii) Learners:				

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	779.50	623.60	783.30	626.60
	third six months of experience	892.30	713.80	896.50	717.20
	next four months of experience	1005.70	804.60	1010.40	808.30
	Thereafter, the wage specified in (D)(i) i.e.	1116.30	893.00	1121.70	897.40
*(E1)	Sample Machinist:	1110.10	888.10	1115.30	892.20
(E)(a)	Sewing Machinist:				
	(i) Qualified:	965.00	772.00	969.50	775.60
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	741.60	593.30	745.10	596.10
	third six months of experience	814.70	651.80	818.70	655.00
	Thereafter, the wage specified in (E)(i) i.e.	965.00	772.00	969.50	775.60
(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:	965.00	772.00	969.50	775.60
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	741.60	593.30	745.10	596.10
	third six months of experience	814.70	651.80	818.70	655.00
	next four months of experience	892.50	714.00	896.60	717.30
	Thereafter, the wage specified in (E)(i) i.e.	965.00	772.00	969.50	775.60
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1146.80	917.40	1152.10	921.70
	(ii) Learners:				
	first six months of experience	965.00	772.00	969.50	775.60
	second six months of experience	1027.70	822.20	1032.40	825.90
	third six months of experience.	1088.20	870.60	1093.30	874.60
	Thereafter, the wage specified in	1146.80	917.40	1152.10	921.70

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	(F1)(i) i.e				
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1146.80	917.40	1152.10	921.70
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	787.70	630.20	791.30	633.00
	third six months of experience	907.60	726.10	911.80	729.40
	next four months of experience	1028.50	822.80	1033.40	826.70
	Thereafter, the wage specified in (F)(i) i.e.	1146.80	917.40	1152.10	921.70
(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:	800.60	640.50	804.20	643.40
	(ii) Learners:				
	first six months of experience	668.50	534.80	671.50	537.20
	second six months of experience	700.80	560.60	703.90	563.10
	third six months of experience	733.60	586.90	737.20	589.80
	next four months of experience	766.60	613.30	770.10	616.10
	Thereafter, the wage specified in (G)(i) i.e.	800.60	640.50	804.20	643.40
(H1)	Foreman:	2532.30	2025.80	2544.20	2035.40
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1381.10	1104.90	1387.50	1110.00
(H3)	Artisan:	2890.90	2312.70	2904.20	2323.40
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	889.60	711.70	893.80	715.00
(H5)	Watchman:	1027.90	822.30	1032.70	826.20
(H6)	Driver (Light Motor Vehicle):	1013.20	810.60	1017.90	814.30
(H7)	Driver (Medium Motor Vehicle):	1083.50	866.80	1088.30	870.60

DESCRIPTION	GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
	R	R	R	R
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 7.4% Across-the-Board.				

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

Category	Wage – Group A			Wage Group B		
	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%
A	1856.20	127.90	1 485.00	1864.80	128.50	1 491.80
B	1541.10	106.20	1 232.90	1548.40	106.70	1 238.70
C	1503.10	103.60	1 202.50	1510.20	104.10	1 208.20
D	1116.30	76.90	893.00	1121.70	77.30	897.40
E1	1110.10	76.50	888.10	1115.30	76.80	892.20
E (a)	965.00	66.50	772.00	969.50	66.80	775.60
E (b)	965.00	66.50	772.00	969.50	66.80	775.60
F1	1146.80	79.00	917.40	1152.10	79.40	921.70
F	1146.80	79.00	917.40	1152.10	79.40	921.70
G	800.60	55.20	640.50	804.20	55.40	643.40
H1	2532.30	174.50	2 025.80	2544.20	175.30	2 035.40
H2	1381.10	95.20	1 104.90	1387.50	95.60	1 110.00
H3	2890.90	199.20	2 312.70	2904.20	200.10	2 323.40
H4	889.60	61.30	711.70	893.80	61.60	715.00
H5	1027.90	70.80	822.30	1032.70	71.20	826.20
H6	1013.20	69.80	810.60	1017.90	70.10	814.30
H7	1083.50	74.70	866.80	1088.30	75.00	870.60

4. 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 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(a)	Supervisor:	1557.80	1246.20	1561.50	1249.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1235.60	988.50	1238.80	991.00
	(ii) Learners:				
	first six months of experience	875.40	700.30	877.50	702.00
	second six months of experience	957.30	765.80	959.40	767.50
	third six months of experience	1051.00	840.80	1053.40	842.70
	next four months of experience	1165.50	932.40	1168.30	934.60
	Thereafter, the wage specified in (b)(i) i.e.	1235.60	988.50	1238.80	991.00
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1039.70	831.80	1042.20	833.80
	(ii) Learners:				
	first six months of experience	861.80	689.40	863.80	691.00
	second six months of experience	889.70	711.80	891.70	713.40
	third six months of experience	945.90	756.70	948.10	758.50
	next four months of experience	989.80	791.80	992.30	793.80
	Thereafter, the wage specified in (c)(1)(i) i.e.	1039.70	831.80	1042.20	833.80
	(2) Driver:	1039.70	831.80	1042.20	833.80
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	962.10	769.70	964.30	771.40
	(ii) Learners:				
	first six months of experience	606.70	485.40	608.20	486.60
	second six months of experience	693.20	554.60	694.80	555.80
	third six months of experience	742.30	593.80	744.10	595.30
	next four months of experience	856.90	685.50	858.90	687.10
	Thereafter, the wage specified in (d)(i) i.e.	962.10	769.70	964.30	771.40
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	820.10	656.10	822.00	657.60

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	(ii) Learners:				
	first six months of experience	606.70	485.40	608.20	486.60
	second six months of experience	664.90	531.90	666.50	533.20
	third six months of experience	714.00	571.20	715.80	572.60
	next four months of experience	768.20	614.60	770.00	616.00
	Thereafter, the wage specified in (e)(i) i.e.	820.10	656.10	822.00	657.60
(f)	Boiler Attendant & Watchman:	896.90	717.50	899.30	719.40
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 7.4% Across-the-Board.					

5. In clause 27(1), substitute the new expression "31 August 2016" for the existing expression "31 August 2015" and the new expression "1 September 2015" for the existing expression "1 September 2014".
6. In clause 30(5), substitute the new expression, "17 cents" for the existing expression "16 cents".
7. In sub-clause 33 (1)(a), substitute the new expression "up to a maximum of R2,27 per week " for the existing expression "up to a maximum of R2,11 per week".
8. In sub-clause 33(1)(b), substitute the new expression "up to a maximum of R2,45 per week " for the existing expression "up to a maximum of R2,28 per week".

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

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

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(i)	Foreman:	1925.60	1540.50	1934.50	1547.60
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1853.50	1482.80	1862.10	1489.70
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	965.30	772.20	969.70	775.80
	third six months of experience	1261.30	1009.00	1267.20	1013.80
	next four months of experience	1557.50	1246.00	1564.60	1251.70
	Thereafter, the wage specified in (iii)(i) i.e.	1853.50	1482.80	1862.10	1489.70
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1925.60	1540.50	1934.50	1547.60
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	794.70	635.80	798.30	638.60
	third six months of experience	920.40	736.30	924.60	739.70
	fourth six months of experience	1046.10	836.90	1050.80	840.60
	fifth six months of experience	1171.70	937.40	1177.20	941.80
	sixth six months of experience	1297.10	1037.70	1303.20	1042.60
	seventh six months of experience	1422.90	1138.30	1429.60	1143.70
	eighth six months of experience	1548.50	1238.80	1555.80	1244.60
	ninth six months of experience	1673.90	1339.10	1681.60	1345.30
	next four months of experience	1800.20	1440.20	1808.60	1446.90
	Thereafter, the wage specified in (iv)(i) i.e.	1925.60	1540.50	1934.50	1547.60
(v)	Mechanic's Assistant:				
	(i) Qualified:	1260.90	1008.70	1266.70	1013.40

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	727.70	582.20	730.90	584.70
	third six months of experience	773.70	619.00	791.30	633.00
	fourth six months of experience	846.30	677.00	850.20	680.20
	fifth six months of experience	905.80	724.60	910.10	728.10
	sixth six months of experience	965.40	772.30	969.80	775.80
	seventh six months of experience	1024.10	819.30	1029.00	823.20
	eighth six months of experience	1083.70	867.00	1088.40	870.70
	ninth six months of experience	1142.50	914.00	1147.80	918.20
	next four months of experience	1202.00	961.60	1207.50	966.00
	Thereafter, the wage specified in (v)(i) i.e.	1260.90	1008.70	1266.70	1013.40
(vi)	Supervisor:	1333.20	1066.60	1339.50	1071.60
(vii)	Final Examiner of fully-fashioned garments:	1237.80	990.20	1243.70	995.00
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified	1212.10	969.70	1217.90	974.30
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	804.70	643.80	808.40	646.70
	third six months of experience	940.50	752.40	944.80	755.80
	next four months of experience	1076.50	861.20	1081.60	865.30
	Thereafter, the wage specified in (viii)(i) i.e.	1212.10	969.70	1217.90	974.30
(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:	1212.10	969.70	1217.90	974.30
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	759.40	607.50	762.60	610.10
	third six months of experience	849.70	679.80	853.50	682.80
	fourth six months of experience	940.50	752.40	944.80	755.80
	fifth six months of experience	1030.90	824.70	1035.90	828.70
	next four months of experience	1121.60	897.30	1126.70	901.40
	Thereafter, the wage specified in (ix)(i) i.e.	1212.10	969.70	1217.90	974.30

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
	(i) Qualified:	1057.60	846.10	1062.50	850.00
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	765.80	612.60	769.40	615.50
	third six months of experience	863.10	690.50	867.00	693.60
	next four months of experience	960.60	768.50	965.00	772.00
	Thereafter, the wage specified in (x)(i) i.e.	1057.60	846.10	1062.50	850.00
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:				
	(i) Qualified:	1057.60	846.10	1062.50	850.00
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	765.80	612.60	769.40	615.50
	third six months of experience	863.10	690.50	867.00	693.60
	Thereafter, the wage specified in (x)(i) i.e.	1057.60	846.10	1062.50	850.00
(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	1011.10	808.90	1015.70	812.60
	(b) exceeds 453,5 kg but not 2 721 kg	1193.80	955.00	1199.20	959.40
	(c) exceeds 2 721 kg but not 4 535 kg	1271.20	1017.00	1277.20	1021.80
	(d) exceeds 4 535 kg	1379.60	1103.70	1386.10	1108.90
(xii)	Security Officer:	1544.40	1235.50	1551.50	1241.20
(xiii)	Watchman:	1191.60	953.30	1197.20	957.80
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1240.80	992.60	1246.50	997.20
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	811.80	649.40	815.60	652.50
	third six months of experience	954.90	763.90	959.40	767.50
	next four months of experience	1097.60	878.10	1102.80	882.20
	Thereafter, the wage specified in (xiv)(i) i.e.	1240.80	992.60	1246.50	997.20

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 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:	1009.90	807.90	1014.50	811.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	869.30	695.40	873.30	698.60
(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:	869.30	695.40	873.30	698.60
	(ii) Learners:				
	first six months of experience	669.20	535.40	672.30	537.80
	second six months of experience	735.50	588.40	739.00	591.20
	third six months of experience	802.90	642.30	806.50	645.20
	Thereafter, the wage specified in (xvii) (i) i.e.	869.30	695.40	873.30	698.60

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 7.4% Across-the-Board.

2. In sub-clause 11(2)(a), substitute the new expression “up to a maximum of R2,27 per week “ for the existing expression “up to a maximum of R2,11 per week”.
3. In sub-clause 11(2)(b), substitute the new expression “up to a maximum of R2,45 per week ” for the existing expression “up to a maximum of R2,28 per week”.
4. In clause 13E(1), substitute the new expression, “34 cents” for the existing expression “32 cents”.
5. In clause 13F(2), substitute the new expression, “53 cents” for the existing expression “49 cents”.
6. In clause 19(4), substitute the new expression “R19,77 per employee per week” for the existing expression “R18,41”.
7. In clause 19(5), substitute the new expression “R19,77” for the existing expression “R18,41”.
8. In clause 20(2)(b), substitute the new expression “R6,18” for the existing expression “R5,75”.
9. In clause 30(5), substitute the new expression “17 cents per week” for the existing expression “16 cents per week”.

10. In clause 31(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.

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

1. In clause 1(2)(b), substitute the new expression “R101 712,00 per annum” for the existing expression “R94 692,00 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 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
Part A - Cutting Department						
		Head Cutter	1947.50	1558.00	1956.00	1565.00
		Pattern Maker:				
	(a)	Qualified	1947.50	1558.00	1956.00	1565.00
	(b)	Learner				
		First year				
		First six months of experience	1091.00	873.00	1095.00	876.00
		Second six months of experience	1205.00	964.00	1209.00	967.00
		Second year				
		First six months of experience	1318.00	1054.50	1324.00	1059.00
		Second six months of experience	1439.00	1151.00	1446.50	1157.00
		Third year				
		First six months of experience	1569.50	1255.50	1576.00	1261.00
		Next four months of experience	1694.00	1355.00	1702.00	1361.50
		Thereafter, the wage specified in (a), i.e.	1947.50	1558.00	1956.00	1565.00
		Pattern Grader				
	(a)	Qualified	1571.50	1257.00	1577.50	1262.00
	(b)	Learner				
		First year				
		First six months of experience	1025.50	820.50	1031.50	825.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
		Second six months of experience	1091.00	873.00	1095.00	876.00
		Second year				
		First six months of experience	1155.00	924.00	1161.50	929.00
		Second six months of experience	1238.00	990.50	1243.50	995.00
		Third year				
		First six months of experience	1318.00	1054.50	1324.00	1059.00
		Next four months of experience	1403.00	1122.50	1410.00	1128.00
		Thereafter, the wage specified in (a), i.e.	1571.50	1257.00	1577.50	1262.00
		Cutter, lay-maker:				
	(a)	Qualified	1516.00	1213.00	1521.50	1217.00
	(b)	Learner				
		First year				
		First six months of experience	920.50	736.50	925.50	740.50
		Second six months of experience	1013.50	811.00	1017.50	814.00
		Second year				
		First six months of experience	1105.00	884.00	1110.50	888.50
		Second six months of experience	1209.00	967.00	1216.00	973.00
		Third year				
		First four months of experience	1326.00	1061.00	1333.00	1066.50
		Thereafter, the wage specified in (a), i.e.	1516.00	1213.00	1521.50	1217.00
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	1092.50	874.00	1097.00	877.50
	(b)	Learner				
		First year				
		First six months of experience	820.00	656.00	823.00	658.50
		Second six months of experience	869.00	695.00	872.50	698.00
		Second year				
		First six months of experience	915.00	732.00	919.00	735.00
		Second six months of experience	963.00	770.50	968.00	774.50
		Third year				
		First four months of experience	1010.50	808.50	1014.50	811.50
		Thereafter, the wage specified in (a), i.e.	1092.50	874.00	1097.00	877.50
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1184.00	947.00	1190.00	952.00
		Second six months from date of advancement	1326.00	1061.00	1333.00	1066.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1516.00	1213.00	1521.50	1217.00
		Layer-up:				
	(a)	Qualified	941.50	753.00	945.50	756.50
	(b)	Learner				
		First year				
		First six months of experience	793.00	634.50	796.00	637.00
		Second six months of experience	820.00	656.00	823.00	658.50
		Second year				

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
		First six months of experience	856.50	685.00	861.00	689.00
		Thereafter, the wage specified in (a), i.e.	941.50	753.00	945.50	756.50
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	941.50	753.00	945.50	756.50
		Second six months from date of advancement	1105.00	884.00	1110.50	888.50
		Third six months from date of advancement	1209.00	967.00	1216.00	973.00
		Fourth six months from date of advancement	1326.00	1061.00	1333.00	1066.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1516.00	1213.00	1521.50	1217.00
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	941.50	753.00	945.50	756.50
		Second six months from date of advancement	1010.50	808.50	1014.50	811.50
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1092.50	874.00	1097.00	877.50
	(e)	If advanced to fitter-up:				
		First six months from date of advancement	941.50	753.00	945.50	756.50
		Second six months from date of advancement	976.50	781.00	979.50	783.50
		Third six months from date of advancement	1025.50	820.50	1031.50	825.00
		Fourth six months from date of advancement	1092.50	874.00	1097.00	877.50
		Thereafter, the wage specified for fitter-up, i.e.	1205.00	964.00	1209.00	967.00
	Clicker:					
	(a)	Qualified	1127.00	901.50	1132.00	905.50
	(b)	Learner				
		First year	844.50	675.50	848.50	679.00
		Second year	963.00	770.50	968.00	774.50
		Thereafter, the wage specified in (a) i.e.	1127.00	901.50	1132.00	905.50
	Tracer:					
	(a)	Qualified	1057.00	845.50	1061.00	849.00
	(b)	Learner				
		First year				
		First six months of experience	844.50	675.50	848.50	679.00
		Second six months of experience	904.00	723.00	908.50	727.00
		Second year				
		First six months of experience	956.50	765.00	960.50	768.50
		Thereafter, the wage specified in (a), i.e.	1057.00	845.50	1061.00	849.00
	Part B - Factory Operatives					
	Clothing machine mechanic:					

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
	(a)	Qualified	1947.50	1558.00	1956.00	1565.00
	(b)	Learner				
		First year				
		First six months of experience	1091.00	873.00	1095.00	876.00
		Second six months of experience	1205.00	964.00	1209.00	967.00
		Second year				
		First six months of experience	1318.00	1054.50	1324.00	1059.00
		Second six months of experience	1439.00	1151.00	1446.50	1157.00
		Third year				
		First four months of experience	1569.50	1255.50	1576.00	1261.00
		Second four months of experience	1694.00	1355.00	1702.00	1361.50
		Thereafter, the wage specified in (a), i.e.	1947.50	1558.00	1956.00	1565.00
Clothing technician:						
	(a)	Qualified	1947.50	1558.00	1956.00	1565.00
	(b)	Learner				
		First year				
		First six months of experience	1091.00	873.00	1095.00	876.00
		Second six months of experience	1205.00	964.00	1209.00	967.00
		Second year				
		First six months of experience	1318.00	1054.50	1324.00	1059.00
		Second six months of experience	1439.00	1151.00	1446.50	1157.00
		Third year				
		First six months of experience	1569.50	1255.50	1576.00	1261.00
		Next four months of experience	1694.00	1355.00	1702.00	1361.50
		Thereafter, the wage specified in (a), i.e.	1947.50	1558.00	1956.00	1565.00
Grade A employee:						
	(a)	Qualified	1205.00	964.00	1209.00	967.00
	(b)	Learner				
		First year				
		First six months of experience	847.50	678.00	851.00	681.00
		Second six months of experience	914.00	731.00	917.00	733.50
		Second year				
		First six months of experience	976.50	781.00	979.50	783.50
		Second six months of experience	1025.50	820.50	1031.50	825.00
		Third year				
		First four months of experience	1092.50	874.00	1097.00	877.50
		Thereafter, the wage specified in (a), i.e.	1205.00	964.00	1209.00	967.00
Grade B employee:						
	(a)	Qualified	1029.50	823.50	1033.50	827.00
	(b)	Learner				
		First year				
		First six months of experience	834.50	667.50	839.50	671.50
		Second six months of experience	879.00	703.00	882.50	706.00
		Second year				
		First six months of experience	923.00	738.50	927.00	741.50

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
		Thereafter, the wage specified in (a), i.e.	1029.50	823.50	1033.50	827.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1029.50	823.50	1033.50	827.00
		Second six months from date of advancement	1059.50	847.50	1064.50	851.50
		Third six months from date of advancement	1092.50	874.00	1097.00	877.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1205.00	964.00	1209.00	967.00
Grade C employee:						
	(a)	Qualified	914.00	731.00	917.00	733.50
	(b)	Learner				
		First year				
		First six months of experience	818.50	655.00	822.00	657.50
		Second six months of experience	841.50	673.00	846.00	677.00
		Thereafter, the wage specified in (a), i.e.	914.00	731.00	917.00	733.50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	914.00	731.00	917.00	733.50
		Second six months from date of advancement	923.00	738.50	927.00	741.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1029.50	823.50	1033.50	827.00
Underpresser, blocker:						
	(a)	Qualified	923.00	738.50	927.00	741.50
	(b)	Learner				
		First year				
		First six months of experience	793.00	634.50	796.00	637.00
		Second six months of experience	820.00	656.00	823.00	658.50
		Second year				
		First six months of experience	856.50	685.00	861.00	689.00
		Thereafter, the wage specified in (a), i.e.	923.00	738.50	927.00	741.50
	(c)	If advanced to learner presser:				
		First six months from date of advancement	923.00	738.50	927.00	741.50
		Second six months from date of advancement	1092.50	874.00	1097.00	877.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1205.00	964.00	1209.00	967.00
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1326.00	1061.00	1333.00	1066.50
	(b)	Learner				
		First year	978.50	783.00	982.50	786.00
		Second year	1064.00	851.00	1069.00	855.00
		Third year				

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
			R	R	R	R
		First four months of experience	1162.50	930.00	1167.50	934.00
		Thereafter, the wage specified in (a), i.e.	1326.00	1061.00	1333.00	1066.50
Factory Clerk						
	(a)	Qualified	995.50	796.50	1001.00	801.00
	(b)	Learner				
		First year	793.00	634.50	796.00	637.00
		Second year	844.50	675.50	848.50	679.00
		Third year				
		First four months of experience	914.00	731.00	917.00	733.50
		Thereafter, the wage specified in (a), i.e.	995.50	796.50	1001.00	801.00
Part D - General						
Boiler attendant			945.00	756.00	949.50	759.50
Despatch packer			976.50	781.00	979.50	783.50
General Worker			914.00	731.00	917.00	733.50
Labourer			923.00	738.50	927.00	741.50
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	976.50	781.00	979.50	783.50
	(b)	exceeds 1 360 but not 2 720 kg	1013.50	811.00	1017.50	814.00
	(c)	exceeds 2 720 kg	1155.00	924.00	1161.50	929.00
Supervisor, quality controller and instructor			1238.00	990.50	1243.50	995.00
Traveller's driver			1013.50	811.00	1017.50	814.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1053.00	842.50	1058.00	846.50
	(b)	60 hours per week	1105.00	884.00	1110.50	888.50
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 7.4% Across-the-Board.						

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

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
			R	R	R	R
Blocker						
	(a)	Qualified	961.00	769.00	965.50	772.50
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	742.00	593.50	745.50	596.50
		Second year				
		First six months of experience	812.50	650.00	817.00	653.50
		Second six months of experience	887.50	710.00	892.00	713.50
		Thereafter, the wage specified in (a), i.e.	961.00	769.00	965.50	772.50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):						
	(a)	Qualified	793.50	635.00	797.00	637.50
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	691.00	553.00	695.00	556.00
		Second year				
		First six months of experience	715.50	572.50	718.50	575.00
		Second six months of experience	743.00	594.50	746.50	597.00
		Third year				
		First four months of experience	767.50	614.00	771.00	617.00
		Thereafter, the wage specified in (a), i.e.	793.50	635.00	797.00	637.50
Clerk						
	(a)	Qualified	1 326.00	1 061.00	1 333.00	1 066.50
	(b)	Learner				
		First year	978.50	783.00	982.50	786.00
		Second year	1 064.00	851.00	1 069.00	855.00
		Third year				
		First four months of experience	1 162.50	930.00	1 167.50	934.00
		Thereafter, the wage specified in (a), i.e.	1 326.00	1 061.00	1 333.00	1 066.50
General Worker (Millinery)			785.00	628.00	788.50	631.00
Grade 1 Employee (Millinery):						
	(a)	Qualified	777.00	621.50	779.50	623.50
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	692.00	553.50	697.00	557.50
		Second year				
		First six months of experience	732.00	585.50	734.50	587.50

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
			R	R	R	R
		Thereafter, the wage specified in (a), i.e.	777.00	621.50	779.50	623.50
Milliner:						
	(a)	Qualified	840.00	672.00	844.00	675.00
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	707.00	565.50	709.50	567.50
		Second year				
		First six months of experience	709.00	567.00	711.50	569.00
		Second six months of experience	741.50	593.00	745.00	596.00
		Third year				
		First six months of experience	775.00	620.00	777.50	622.00
		Next four months of experience	812.50	650.00	817.00	653.50
		Thereafter, the wage specified in (a) i.e.	840.00	672.00	844.00	675.00
Millinery Machinist:						
	(a)	Qualified	848.50	679.00	853.00	682.50
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	725.00	580.00	728.50	583.00
		Second year				
		First six months of experience	768.50	615.00	772.50	618.00
		Thereafter, the wage specified in (a), i.e.	848.50	679.00	853.00	682.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
	(a)	does not exceed 2268 kg	1 007.50	806.00	1 013.00	810.50
	(b)	exceeds 2268	1 064.50	851.50	1 069.50	855.50
Plain Sewer (Millinery):						
	(a)	Qualified	793.50	635.00	797.00	637.50
	(b)	Learner				
		First year				
		First six months of experience	665.00	532.00	668.50	535.00
		Second six months of experience	700.00	560.00	704.50	563.50
		Second year				
		First six months of experience	746.00	597.00	748.50	599.00
		Thereafter, the wage specified in (a), i.e.	793.50	635.00	797.00	637.50
Supervisor (Millinery)			1 138.00	910.50	1 143.50	915.00
Watchman or Caretaker (Millinery)			1 148.00	918.50	1 153.00	922.50

DESCRIPTION	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
	R	R	R	R
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 7.4% Across-the-Board.				

4. In clause 4(13) substitute the year “2015” for the year “2014”.
5. In sub-clause 22(2)(a), substitute the new expression “R2,29 per week.” for the existing expression “an amount of R2,13 per week.”.
6. In sub-clause 22(2)(b), substitute the new expression “R3,67 per week” for the existing expression “R3,42 per week”.
7. In clause 26(4)(a), substitute the new expressions “R30,58” and “R35,28” for the existing expressions “R24,78” and “R29,48” in Group 1 and the new expressions “R32,58” and “R39,28” for the existing expressions “R26,78” and “R33,48” in Group 2 and the new expressions “R34,51” and “R41,81” for the existing expressions “R28,71” and “R36,01” in Group 3 and the new expressions “R39,96” and “R47,26” for the existing expressions “R34,16” and “R41,46” in Group 4, respectively.

8. In clause 26(4)(b), substitute the new expression “R9,50” for the existing expression “R8,85” in Group 1 and the new expression “R11,33” for the existing expression “R10,55” in Group 2 and the new expression “R12,36” for the existing expression “R11,51” in Group 3 and the new expression “R21,11” for the existing expression “R19,66” in Group 4, respectively.
9. In clause 27(3), substitute the new expression “35 cents per week” for the existing expression “33 cents per week”.
10. In clause 27(4), substitute the new expression “53 cents per week” for the existing expression “49 cents per week”.
11. In clause 38(5), substitute the new expression “23 cents per week” for the existing expression “21 cents per week”.
12. In clause 39(3), substitute the new expression “42 cents per week” for the existing expression “39 cents per week”.
13. In clause 41(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.

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

1. In clause 1(2)(b), substitute the new expression "R76 962.00 per annum" for the existing expression "R71 658.00 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 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
		R	R	R	R
Part A - Cutting Department					
	Head Cutter	1 473.50	1 179.00	1480.00	1184.00
	Pattern Maker:				
	(a) Qualified	1 473.50	1 179.00	1480.00	1184.00
	(b) Learner				
	First year				
	First six months of experience	887.00	709.50	892.00	713.50
	Second six months of experience	964.50	771.50	968.50	775.00
	Second year				
	First six months of experience	1 045.00	836.00	1050.00	840.00
	Second six months of experience	1 126.00	901.00	1130.00	904.00
	Third year				
	First four months of experience	1 214.50	971.50	1218.50	975.00
	Thereafter, the wage specified in (a), i.e.	1 473.50	1 179.00	1480.00	1184.00
	Pattern Grader				
	(a) Qualified	1 217.50	974.00	1222.50	978.00
	(b) Learner				
	First year				
	First six months of experience	836.50	669.00	840.00	672.00
	Second six months of experience	887.00	709.50	892.00	713.50
	Second year				
	First six months of experience	935.50	748.50	940.00	752.00
	Second six months of experience	987.50	790.00	992.00	793.50
	Third year				
	First six months of experience	1 045.00	836.00	1050.00	840.00
	Next four months of experience	1 101.50	881.00	1105.50	884.50
	Thereafter, the wage specified in (a), i.e.	1 217.50	974.00	1222.50	978.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
			R	R	R	R
Cutter, lay-maker:						
	(a)	Qualified	1 177.00	941.50	1183.00	946.50
	(b)	Learner				
		First year				
		First six months of experience	767.00	613.50	769.50	615.50
		Second six months of experience	833.00	666.50	836.50	669.00
		Second year				
		First six months of experience	900.00	720.00	902.00	721.50
		Second six months of experience	970.00	776.00	974.50	779.50
		Third year				
		First six months of experience	1 051.50	841.00	1055.50	844.50
		Next four months of experience	1 177.00	941.50	1183.00	946.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	891.50	713.00	893.50	715.00
	(b)	Learner				
		First year				
		First six months of experience	701.00	561.00	702.50	562.00
		Second six months of experience	732.00	585.50	734.00	587.00
		Second year				
		First six months of experience	765.00	612.00	768.00	614.50
		Second six months of experience	797.00	637.50	799.00	639.00
		Third year				
		First four months of experience	831.50	665.00	833.50	667.00
		Thereafter, the wage specified in (a) i.e.	891.50	713.00	893.50	715.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	953.00	762.50	956.50	765.00
		Second six months from date of advancement	1 051.50	841.00	1055.50	844.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1 177.00	941.50	1183.00	946.50
Layer-up:						
	(a)	Qualified	782.00	625.50	784.00	627.00
		First year				
		First six months of experience	683.50	547.00	685.50	548.50
		Second six months of experience	701.00	561.00	702.50	562.00
		Second year				
		First six months of experience	724.00	579.00	726.00	581.00
		Thereafter, the wage specified in (a), i.e.	782.00	625.50	784.00	627.00
	(b)	If advanced to learner cutter:				
		First six months from date of advancement	782.00	625.50	784.00	627.00
		Second six months from date of advancement	900.00	720.00	902.00	721.50
		Third six months from date of advancement	970.00	776.00	974.50	779.50

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivise d Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employee s on Incentivise d Scheme effective 1 Septembe r 2015 = 80%
			R	R	R	R
		Fourth six months from date of advancement	1 051.50	841.00	1055.50	844.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1 177.00	941.50	1183.00	946.50
Clicker:						
	(a)	Qualified	915.00	732.00	917.00	733.50
	(b)	Learner				
		First year of experience	717.00	573.50	718.50	575.00
		Second year of experience	797.00	637.50	799.00	639.00
		Thereafter, the wage specified in (a), i.e.	915.00	732.00	917.00	733.50
Tracer:						
	(a)	Qualified	866.00	693.00	868.50	695.00
	(b)	Learner				
		First year				
		First six months of experience	717.00	573.50	718.50	575.00
		Second six months of experience	756.50	605.00	759.00	607.00
		Second year				
		First six months of experience	793.00	634.50	797.00	637.50
		Thereafter, the wage specified in (a), i.e.	866.00	693.00	868.50	695.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	1 473.50	1 179.00	1480.00	1184.00
	(b)	Learner				
		First year				
		First six months of experience	887.00	709.50	892.00	713.50
		Second six months of experience	964.50	771.50	968.50	775.00
		Second year				
		First six months of experience	1 045.00	836.00	1050.00	840.00
		Second six months of experience	1 126.00	901.00	1130.00	904.00
		Third year				
		First six months of experience	1 214.50	971.50	1218.50	975.00
		Next four months of experience	1 302.00	1 041.50	1306.50	1045.00
		Thereafter, the wage specified in (a), i.e.	1 473.50	1 179.00	1480.00	1184.00
Grade A employee:						
	(a)	Qualified	964.50	771.50	968.50	775.00
	(b)	Learner				
		First year				
		First six months of experience	720.00	576.00	723.50	579.00
		Second six months of experience	764.00	611.00	767.00	613.50
		Second year				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivise d Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employee s on Incentivise d Scheme effective 1 Septembe r 2015 = 80%
			R	R	R	R
		First six months of experience	803.50	643.00	806.50	645.00
		Second six months of experience	844.00	675.00	847.50	678.00
		Third year				
		First four months of experience	891.50	713.00	893.50	715.00
		Thereafter, the wage specified in (a), i.e.	964.50	771.50	968.50	775.00
Grade B employee:						
	(a)	Qualified	817.00	653.50	828.00	662.50
	(b)	Learner				
		First year				
		First six months of experience	720.00	576.00	720.00	576.00
		Second six months of experience	743.50	595.00	746.00	597.00
		Second year				
		First six months of experience	766.50	613.00	771.00	617.00
		Thereafter, the wage specified in (a), i.e.	817.00	653.50	828.00	662.50
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	817.00	653.50	828.00	662.50
		Second six months from date of advancement	822.50	658.00	833.00	666.50
		Third six months from date of advancement	858.50	687.00	872.50	698.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	955.50	764.50	949.00	759.00
Grade C employee:						
	(a)	Qualified	764.00	611.00	767.00	613.50
	(b)	Learner				
		First year				
		First six months of experience	698.00	558.50	700.00	560.00
		Second six months of experience	716.00	573.00	717.50	574.00
		Thereafter, the wage specified in (a), i.e.	764.00	611.00	767.00	613.50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	764.00	611.00	767.00	613.50
		Second six months from date of advancement	769.50	615.50	772.00	617.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	836.50	669.00	840.00	672.00
Underpresser, blocker:						
	(a)	Qualified	769.50	615.50	772.00	617.50
	(b)	Learner				
		First year				
		First six months of experience	683.50	547.00	685.50	548.50
		Second six months of experience	701.00	561.00	702.50	562.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
			R	R	R	R
Second year						
		First six months of experience	724.00	579.00	726.00	581.00
		Second six months of experience	769.50	615.50	772.00	617.50
(c)	If advanced to learner presser:					
		First six months from date of advancement	769.50	615.50	772.00	617.50
		Second six months from date of advancement	891.50	713.00	893.50	715.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	964.50	771.50	968.50	775.00
Part C - Clerical employees						
Clerk						
(a)	Qualified		1 051.50	841.00	1055.50	844.50
(b)	Learner					
	First year of experience		807.50	646.00	811.50	649.00
	Second year of experience		871.00	697.00	875.50	700.50
	Third year					
		First six months of experience	937.00	749.50	942.00	753.50
		Thereafter, the wage specified in (a), i.e.	1 051.50	841.00	1055.50	844.50
Factory Clerk						
(a)	Qualified		820.00	656.00	823.00	658.50
(b)	Learner					
	First year of experience		682.50	546.00	684.00	547.00
	Second year of experience		717.50	574.00	720.00	576.00
	Third year					
		First six months of experience	761.50	609.00	764.00	611.00
		Thereafter, the wage specified in (a), i.e.	820.00	656.00	823.00	658.50
Part D - General						
	Boiler attendant		784.00	627.00	786.00	629.00
	Despatch packer		805.00	644.00	807.50	646.00
	General Worker		760.00	608.00	768.00	614.50
	Labourer		769.50	615.50	772.00	617.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
(a)	under 2 720 kg		837.00	669.50	840.50	672.50
(b)	2 720 kg and over		935.50	748.50	940.00	752.00
	Supervisor, quality controller and instructor		987.50	790.00	992.00	793.50
	Traveller's driver		837.00	669.50	840.50	672.50
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week		862.50	690.00	866.50	693.00

DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
				R	R	R	R
	(b)	60 hours per week		900.00	720.00	902.00	721.50
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 7.4% Across-the-Board.							

3. In clause 4(13) substitute the year "2015" for the year "2014".
4. In sub-clause 22(2)(a), substitute the new expression "R2,37 per week." for the existing expression "an amount of R2,21 per week."
5. In sub-clause 22(2)(b), substitute the new expression "R3,83 per week" for the existing expression "R3,57 per week".
6. In clause 27(3), substitute the new expression "34 cents per week" for the existing expression "32 cents per week".
7. In clause 27(4), substitute the new expression "53 cents per week" for the existing expression "49 cents per week".
8. In clause 38(5), substitute the new expression "23 cents per week" for the existing expression "21 cents per week".

9. In clause 39(3), substitute the new expression “45 cents per week” for the existing expression “42 cents per week”.
10. In clause 41(1), substitute the new expression “31 August 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.

10. 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 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	1 947.50	1 558.00	1956.00	1565.00
(b)	Learner				
	First year				
	First six months of experience	1 091.00	873.00	1095.00	876.00
	Second six months of experience	1 205.00	964.00	1209.00	967.00
	Second year				
	First six months of experience	1 318.00	1 054.50	1324.00	1059.00
	Second six months of experience	1 439.00	1 151.00	1446.50	1157.00
	Third year				
	First six months of experience	1 569.50	1 255.50	1576.00	1261.00
	Next four months of experience	1 694.00	1 355.00	1702.00	1361.50
	Thereafter, the wage specified in (a), i.e.	1 947.50	1 558.00	1956.00	1565.00
Pattern Grader					
(a)	Qualified	1 571.50	1 257.00	1577.50	1262.00

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
		R	R	R	R
(b)	Learner				
	First year				
	First six months of experience	1 025.50	820.50	1031.50	825.00
	Second six months of experience	1 091.00	873.00	1095.00	876.00
	Second year				
	First six months of experience	1 155.00	924.00	1161.50	929.00
	Second six months of experience	1 238.00	990.50	1243.50	995.00
	Third year				
	First six months of experience	1 318.00	1 054.50	1324.00	1059.00
	Next four months of experience	1 403.00	1 122.50	1410.00	1128.00
	Thereafter, the wage specified in (a), i.e.	1 571.50	1 257.00	1577.50	1262.00
Football Jersey Cutter					
(a)	Qualified	1 092.50	874.00	1097.00	877.50
(b)	Learner				
	First year				
	First six months of experience	820.00	656.00	823.00	658.50
	Second six months of experience	869.00	695.00	872.50	698.00
	Second year				
	First six months of experience	915.00	732.00	919.00	735.00
	Second six months of experience	963.00	770.50	968.00	774.50
	Third year				
	First four months of experience	1 010.50	808.50	1014.50	811.50
	Thereafter, the wage specified in (a), i.e.	1 092.50	874.00	1097.00	877.50
Layer-up					
(a)	Qualified	941.50	753.00	945.50	756.50
(b)	Learner				
	First year				
	First six months of experience	793.00	634.50	796.00	637.00
	Second six months of experience	820.00	656.00	823.00	658.50
	Second year				
	First six months of experience	856.50	685.00	861.00	689.00
	Thereafter, the wage specified in (a), i.e.	941.50	753.00	945.50	756.50
Part B - Factory Operatives					
Grade A employee:					
(a)	Qualified	1 205.00	964.00	1209.00	967.00
(b)	Learner				
	First year				
	First six months of experience	847.50	678.00	851.00	681.00
	Second six months of experience	914.00	731.00	917.00	733.50
	Second year				
	First six months of experience	976.50	781.00	979.50	783.50

DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
				R	R	R	R
			Second six months of experience	1 025.50	820.50	1031.50	825.00
			Third year				
			First four months of experience	1 092.50	874.00	1097.00	877.50
			Thereafter, the wage specified in (a), i.e.	1 205.00	964.00	1209.00	967.00
Grade B employee:							
	(a)		Qualified	1 029.50	823.50	1033.50	827.00
	(b)		Learner				
			First year				
			First six months of experience	834.50	667.50	839.50	671.50
			Second six months of experience	879.00	703.00	882.50	706.00
			Second year				
			First six months of experience	923.00	738.50	927.00	741.50
			Thereafter, the wage specified in (a), i.e.	1 029.50	823.50	1033.50	827.00
	(c)		If advanced to Grade A employee:				
			First six months from date of advancement	1 029.50	823.50	1033.50	827.00
			Second six months from date of advancement	1 059.50	847.50	1064.50	851.50
			Third six months from date of advancement	1 092.50	874.00	1097.00	877.50
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 205.00	964.00	1209.00	967.00
Grade C employee:							
	(a)		Qualified	914.00	731.00	917.00	733.50
	(b)		Learner				
			First year				
			First six months of experience	818.50	655.00	822.00	657.50
			Second six months of experience	841.50	673.00	846.00	677.00
			Thereafter, the wage specified in (a), i.e.	914.00	731.00	917.00	733.50
	(c)		If advanced to Grade B employee:				
			First six months from date of advancement	914.00	731.00	917.00	733.50
			Next six months from date of advancement	923.00	738.50	927.00	741.50
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 029.50	823.50	1033.50	827.00
Part C - Clerical employees							
Clerk							
	(a)		Qualified	1 326.00	1 061.00	1333.00	1066.50
	(b)		Learner				
			First year	978.50	783.00	982.50	786.00
			Second year	1 064.00	851.00	1069.00	855.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	New employees on Incentivised Scheme effective 1 September 2015 = 80%
			R	R	R	R
		Third year				
		First four months of experience	1 162.50	930.00	1167.50	934.00
		Thereafter, the wage specified in (a), i.e.	1 326.00	1 061.00	1333.00	1066.50
Factory Clerk						
	(a)	Qualified	995.50	796.50	1001.00	801.00
	(b)	Learner				
		First year	793.00	634.50	796.00	637.00
		Second year	844.50	675.50	848.50	679.00
		Third year				
		First four months of experience	914.00	731.00	917.00	733.50
		Thereafter, the wage specified in (a), i.e.	995.50	796.50	1001.00	801.00
Part D - General						
Boiler attendant			945.00	756.00	949.50	759.50
Despatch packer			976.50	781.00	979.50	783.50
General Worker			914.00	731.00	917.00	733.50
Labourer			923.00	738.50	927.00	741.50
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	976.50	781.00	979.50	783.50
	(b)	exceeds 1 360 but not 2 720 kg	1 013.50	811.00	1017.50	814.00
	(c)	exceeds 2 720 kg	1 155.00	924.00	1161.50	929.00
Supervisor, quality controller and instructor			1 238.00	990.50	1243.50	995.00
Traveller's driver			1 013.50	811.00	1017.50	814.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1 053.00	842.50	1058.00	846.50
	(b)	60 hours per week	1 105.00	884.00	1110.50	888.50
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 7.4% Across-the-Board.						

2. In clause 4(12) substitute the year "2015" for the year "2014".

3. In sub-clause 22(2)(a), substitute the new expression “R2,29 per week.” for the existing expression “an amount of R2,13 per week.”.
4. In sub-clause 22(2)(b), substitute the new expression “R3,67 per week” for the existing expression “R3,42 per week”.
5. In clause 26(4)(a), substitute the new expressions “R30,58” and “R35,28” for the existing expressions “R24,78” and “R29,48” in Group 1 and the new expressions “R32,58” and “R39,28” for the existing expressions “R26,78” and “R33,48” in Group 2 and the new expressions “R34,51” and “R41,81” for the existing expressions “R28,71” and “R36,01” in Group 3 and the new expressions “R39,96” and “R47,26” for the existing expressions “R34,16” and “R41,46” in Group 4, respectively.
6. In clause 26(4)(b), substitute the new expression “R9,50” for the existing expression “R8,85” in Group 1 and the new expression “R11,33” for the existing expression “R10,55” in Group 2 and the new expression “R12,36” for the existing expression “R11,51” in Group 3 and the new expression “R21,11” for the existing expression “R19,66” in Group 4, respectively.
7. In clause 27(3), substitute the new expression “35 cents per week” for the existing expression “33 cents per week”.
8. In clause 27(4), substitute the new expression “53 cents per week” for the existing expression “49 cents per week”.
9. In clause 38(5), substitute the new expression “23 cents per week” for the existing expression “21 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 2016” for the existing expression “31 August 2015” and the new expression “1 September 2015” for the existing expression “1 September 2014”.

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

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

“

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
Category A					
	0 - 6 months	724.50	579.50	694.50	555.50
	Thereafter	775.00	620.00	727.50	582.00
Category B					
	0 - 6 months	723.00	578.50	704.00	563.00
	7 - 12 months	757.50	606.00	726.50	581.00
	13 - 18 months	793.00	634.50	748.50	599.00
	Thereafter	839.50	671.50	776.50	621.00
Category C					
	0 - 6 months	747.50	598.00	708.00	566.50
	7 - 12 months	822.50	658.00	754.50	603.50
	13 - 18 months	898.00	718.50	802.50	642.00
	19 - 22 months	971.50	777.00	854.00	683.00
	Thereafter	1 045.50	836.50	906.00	724.50
Category D					
	0 - 6 months	747.50	598.00	708.00	566.50
	7 - 12 months	803.00	642.50	743.00	594.50
	13 - 18 months	877.00	701.50	778.00	622.50
	19 - 22 months	913.00	730.50	813.50	650.50

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 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%	Wage rate per week from 01 Sep 2015 to 31 Aug 2016	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
		R	R	R	R
	Thereafter	1 028.50	823.00	894.50	715.50
Category E					
	0 - 6 months	784.50	627.50	731.50	585.00
	7 - 12 months	872.00	697.50	788.00	630.50
	13 - 18 months	972.00	777.50	855.00	684.00
	19 - 22 months	1 071.00	857.00	925.00	740.00
	Thereafter	1 178.50	943.00	998.00	798.50
Band Knife Cutter					
	0 - 6 months	718.50	575.00	689.50	551.50
	7 - 12 months	775.00	620.00	724.50	579.50
	13 - 18 months	828.50	663.00	759.50	607.50
	19 - 22 months	887.00	709.50	796.50	637.00
	Thereafter	977.00	781.50	859.00	687.00
Clerical					
	0 - 6 months	737.00	589.50	701.00	560.50
	7 - 12 months	807.00	645.50	746.00	596.50
	13 - 18 months	863.50	691.00	782.00	625.50
	Thereafter	992.00	793.50	868.00	694.50
	Assistant Head Cutter	1 143.50	915.00	974.50	779.50
	Head Cutter	1 380.50	1 104.50	1 140.00	912.00
	Foreperson	1 238.50	991.00	1 069.50	855.50
	Watchperson	860.50	688.50	779.00	623.00
	Driver 1 (454kg)	820.00	656.00	753.50	602.50
	Driver 2 (454 - 2722kg)	878.00	702.50	790.50	632.50
	Driver 3 (2722 -4540kg)	991.00	793.00	867.50	694.00
	Driver 4 (4540kg)	1 156.50	925.00	988.00	787.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement increase the Weekly Wage for those employees by the agreed Wage Increase of 7.4% in Non-Metro A and in Non-Metro B R71.50 of KZN Machinist Rate Across-the-Board (Except for Category A where R68.00 applies).					

”

2. In the new clause 4(9), substitute the year “2015” for the year “2014”.

3. 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 R2,87 with effect from 1st September 2015)</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 R3,65 with effect from 1st September 2015)</p>

4. In clause 36(6)(a), substitute the new expression "46 cents" for the existing expression "43 cents".
5. In clause 40(1), substitute the new expression "31 August 2016" for the existing expression "31 August 2015" and the new expression "1 September 2015" for the existing expression "1 September 2014".


6. In clause 43(5), substitute the new expression “15 cents” for the existing expression “14 cents”.

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION


- (1) In clause 4(1)(a), substitute the new expression “R2,27”, for the expression “R2,11”.
- (2) In clause 4(1)(b), substitute the new expression “R2,45”, for the expression “R2,28”.
- (3) In clause 5B(2) (b), substitute the new expression “R21,29” for the existing expression “R19,82”.
- (4) In clause 6(5), substitute the new expression “17 cents” for the existing expression “16 cents”.
- (5) In clause 7A(2)(b), substitute the new expression “R9,88” for the existing expression “R9,20”.
- (6) In clause 7B(2)(b), substitute the new expression “R9,88” for the existing expression “R9,20”.
- (7) In clause 16(1), substitute the new expression “35 cents” for the existing expression “33 cents”.

- (8) In clause 16(2), substitute the new expression "53 cents" for the existing expression "49 cents".

Signed at CAPE TOWN on behalf of the Parties this 5TH day of AUGUST 2015.



MARTHIE RAPHAEL
Chairperson



FREDA OOSTHYSEN
Vice-Chairperson



SICELO NDUNA
General Secretary