NO. R. 989

DEPARTMENT OF LABOUR

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

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)

 In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

		DESCRIPTION	GROUP A	New	GROUP B	New
			(i.e.	Employees	(i.e.	Employees
			employees on the 0.5%	on Incentivised	employees NOT on the	on Incentivised
			Productivity	Scheme	0.5%	Scheme
			Incentive	Effective 1	Productivity	Effective 1
			Scheme)	September	Incentive	September
			Wage per	2015 = 80%	Scheme)	2015 = 80%
			week from 1		Wage per	
			Sep 2015 -		week from 1 Sep 2015 -	
			31 Aug 2016		31 Aug 2015 -	
			R	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)	11-12.00	1000.00	1140.00	1000.00
		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)	1330.00	1070.30	1344.30	1075.50
		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:	1100.00	007.00	1202.00	002.00
		first six months of experience	739.00	591.00	742.00	593.50
	+	second six months of experience third six months of experience	791.00 844.50	633.00 675.50	795.50 848.50	636.50 679.00
		fourth six months of experience	900.50 1006.50	720.50 805.00	904.00 1011.00	723.00 809.00
		Thereafter, the wage specified in (d)(i)				
		i.e.	1196.50	957.00	1202.50	962.00

(e)	Band-knife cutter:	DESCRIPTION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016 R 1196.50	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R R 957.00	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2015 - 31 Aug 2016 R 1202.50	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R
		o the availability of a band knife, only a -out shall progress to this class of				
(f)	Cuttor out					
(f)	Cutter-out:	Qualified:	1058.00	846.50	1062.50	850.00
	(ii)	Learners:	1030.00	040.30	1002.30	030.00
	(")	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	E02 E0
		second six months of experience	755.50	604.50	742.00	593.50 607.00
		third six months of experience	768.00	614.50	739.00	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 R	New Employees on Incentivised Scheme Effective 1 September 2015 = 80%
					, R	K
(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)		l ner, factory clerk, embroidery 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
	1	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
(1)	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 (I)(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)	Leaners:				
		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
(-)	Steambox					
(0)	pleater:	Quellifie de	0.44.50	750.00	0.45 50	750 50
	(i)	Qualified:	941.50	753.00	945.50	756.50
	(ii)	Learners: first six months of experience				
		second six months of experience	739.00	591.00	742.00	593.50
			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:				
	1	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

Image: second			DESCRIPTION	GROUP A	New	GROUP B	New
employees on the 0.5% Productivity Scheme) on the 0.5% Productivity Scheme) employees Scheme Scheme on DST on the Scheme Wage per week from 1 Sep 2015 employees Scheme Scheme on DST on the Scheme Wage per week from 1 Sep 2015 on DST on the Scheme Wage per week from 1 Sep 2015 on DST on the DST on Scheme on DST on DST on DST on Wage per week from 1 Sep 2015 on DST		L	DESCRIPTION		-		
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Scheme) Wage per week from 1 Sep 2015- 31 Aug 2016 September 2015 = 80% week from 1 Sep 2015- 31 Aug 2016 Interview Week from 1 Sep 2015- 31 Aug 2016 (r) Cleaner 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 (u) driver: 979.00 783.00 983.00 786.50 (u) driver: 1049.50 835.50 1054.00 833.00 (u) driver: 1049.50 835.50 1054.00 833.00 (u) driver: 1049.50 1054.00 833.00 727.00 (u) driver: 1049.50 1055.00 727.00 909.00 727.00 (u) Clicker: 1019 1085.50 742.50 909.00 727.00 (u) Clicker: 1019 1019 1019 1019 1019 (ii) Caulified: 1584.50 1267.50 1591.50 1273.00							
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(u) driver: (a) (a) <th(a)<< td=""><td></td><td>Motor vehicle</td><td></td><td></td><td></td><td></td><td></td></th(a)<<>		Motor vehicle					
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(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 1991.50 (ii) Part-time driver of a motor vehicle 905.50 724.50 909.00 727.00 (v) Clicker:							
exceed 4 536 kg 1161.00 929.00 1164.00 931.00 (ad) exceeds 4 536 kg 1357.00 1086.50 1364.50 1091.50 (ii) Part-time driver of a motor vehicle 905.50 724.50 909.00 727.00 (iii) Part-time driver of a motor vehicle 905.50 724.50 909.00 727.00 (iv) Clicker:				1049.50	839.50	1054.00	843.00
(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:				1161.00	929.00	1164 00	931.00
(ii) Part-time driver of a motor vehicle 905.00 724.50 909.00 727.00 (v) Clicker:							
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(i) Qualified: 1584.50 1267.50 1591.50 1273.00 (ii) Learners:		(II)		905.50	/24.50	909.00	121.00
(i) Qualified: 1584.50 1267.50 1591.50 1273.00 (ii) Learners:	$(\gamma \gamma)$	Clickor					
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(ii) Learners: 000000000000000000000000000000000000		1					
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first six months of experience to Category C1075.00860.001079.50863.50							
Category C 1075.00 860.00 1079.50 863.50				1051.50	841.00	1055.50	844.50
				1075.00	860.00	1079.50	863.50
1 1275 00 1 1020 00 1 1280 50 1 1027 50	(aa)	Glove turner		1275.00	1020.00	1280.50	1024.50

	[DESCRIPTION	GROUP A	New	GROUP B	New
			(i.e.	Employees	(i.e.	Employees
			employees	on	employees	on
			on the 0.5%	Incentivised	NOT on the	Incentivised
			Productivity	Scheme	0.5%	Scheme
			Incentive	Effective 1	Productivity	Effective 1
			Scheme)	September	Incentive	September
			Wage per	2015 = 80%	Scheme)	2015 = 80%
			week from 1		Wage per	
			Sep 2015 -		week from 1	
			31 Aug 2016		Sep 2015 -	
	1				31 Aug 2016	
			R	R	R	R
(ab)	Mouldmaker		1010.50	808.50	1014.50	811.50
(ac)	Packer		848.50	679.00	853.00	682.50
	Quality					
	product co-					
(ad)	ordinator		1333.50	1067.00	1338.50	1071.00
(ae)	A supervisor sl	nall be paid the qualified rate applicab	le to the employ	yees being sup	ervised, plus 33	B ^{1/3} per cent:
	Provided that-					
		ervisor shall serve a probationary period		x months and sh	all be paid the q	ualified rate
	applicable to the	employees being supervised, plus 10 pe	er cent;			
		ervisor, who is not considered suitable fo	or promotion afte	r completion of t	he probationary	period, shall
	return to his forn	ner position at his former wage.				

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

		Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates		"2008" Side Agreemen t between EPCMA & SACTWU		Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates		Side Agreement between EPCMA & SACTWU	
	DESCRIPTION	per week) GROUP A (i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivise d Scheme Effective 1 September 2015= 80%	per week) GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%
		R	R	R	R	R	R	R	R
Dorf A	- Cutting Department								
Part A -									
(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	1036.50	829.00	1024.50	819.50	1040.50	832.50	1028.50	823.00
	of experience								
	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	974.00	779.00	962.50	770.00	980.00	784.00	968.50	775.00
	of experience Second six	1036.50	829.00	1024.50	819.50	1040.50	832.50	1028.50	823.00

	DESCRIPTION	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP A (i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per	New Employee s on Incentivis ed Scheme Effective 1 Septembe	Note: Refer to "2008" Side Agreemen t between EPCMA & SACTWU SACTWU GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme)	New Employees on Incentivise d Scheme Effective 1 September 2015= 80%	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on	New Employee s on Incentivis ed Scheme Effective 1 Septembe	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on	New Employee s on Incentivis ed Scheme Effective 1 Septembe
		week for the period 1 Sep 2015 to 31 Aug 2016	r 2015 = 80%	Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016		42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	r 2015 = 80%	42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	r 2015 = 80%
		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
	II Jersey Cutter								
(a)	Qualified	1038.00	830.50	1026.00	821.00	1042.00	833.50	1029.50	823.50
(b)	Learner								
	First year	779.00	600.00	770.00	040.00	782.00	605 50	770.00	640.50
	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

	DESCRIPTION	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP A	New	Note: Refer to "2008" Side Agreemen t between EPCMA & SACTWU	New	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP B	New	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	New
	DESCRIPTION	(i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	(i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	Employees on Incentivise d Scheme Effective 1 September 2015= 80%	(i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	(i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	Employee s on Incentivis ed Scheme Effective 1 Septembe r 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	753.50	603.00	744.50	595.50	756.00	605.00	747.00	597.50
	of experience Second six	779.00	623.00	770.00	616.00	782.00	625.50	773.00	618.50
	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
P- / -	D. Frates: Ora it								
	B - Factory Operatives								
	A employee	4445.00	040.00	4404 50	005.00	4440 50	040.00	4405.00	000.00
(a)	Qualified	1145.00	916.00	1131.50	905.00	1148.50	919.00	1135.00	908.00
(b)	Learner								
	First year		011.00		000 F0		0.17.00		000.00
	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	927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
	of experience Second six months of experience	974.00	779.00	962.50	770.00	980.00	784.00	968.50	775.00
	Third year								

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreemen t 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% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 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% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%
		R	R	R	R	R	R	R	R
	First four months	1038.00	830.50	к 1026.00	821.00	1042.00	833.50	1029.50	823.50
	of experience 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	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP A (i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	Note: Refer to "2008" Side Agreemen t between EPCMA & SACTWU SACTWU GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivise d Scheme Effective 1 September 2015= 80%	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU SACTWU GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%
		R	R	R	R	R	R	R	R
	C employee		005.00		007.00		007.00		
(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

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates		Note: Refer to "2008" Side Agreemen t between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Westerm Cape Knitting Wage Rates		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
	DESCRIPTION	per week) GROUP A (i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivise d Scheme Effective 1 September 2015= 80%	per week) GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%
		R	R	R	R	R	R	R	R
	First four months	1104.50	883.50	1091.50	873.00	1109.00	887.00	1096.00	877.00
	of experience 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	y Clerk								
(a)	Qualified	945.50	756.50	934.50	747.50	951.00	761.00	940.00	752.00
(b)	Learner				505 50		005.00		
	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
F	Part D - General								
Boiler a	attendant	898.00	718.50	887.50	710.00	902.00	721.50	891.50	713.00
Despat	ch packer	927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
Genera	ll Worker	868.50	695.00	858.50	687.00	871.00	697.00	861.00	689.00
Labour		877.00	701.50	866.50	693.00	880.50	704.50	870.00	696.00
Motor v vehicle which, unlade	vehicle driver of a e, the unladen mass of together with the n mass of any trailer ers drawn by such								
(a)	does not exceed 1 360 kg	927.50	742.00	916.50	733.00	930.50	744.50	919.50	735.50
		963.00	770.50	951.50	761.00	966.50	773.00	955.00	764.00
(b)	exceeds 1 360 but not 2 720 kg	000.00	110.00		101.00	000.00	110.00	000.00	101.00

a) less than 60 hours per week	1000.50	800.50	988.50	791.00	1005.00	804.00	993.00	794.50
Vatchman or caretaker, vhose ordinary hours of								
raveller's driver	963.00	770.50	951.50	761.00	966.50	773.00	955.00	764.0
Supervisor, quality controller and instructor	1176.00	941.00	1162.00	929.50	1181.50	945.00	1167.50	934.0
	R	R	R	R	R	R	R	R
DESCRIPTION	Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP A (i.e. employees on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	"2008" Side Agreemen t between EPCMA & SACTWU GROUP A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employees on Incentivise d Scheme Effective 1 September 2015= 80%	Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employee s on Incentivis ed Scheme Effective 1 Septembe r 2015 = 80%	Side Agreement between EPCMA & SACTWU GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2015 to 31 Aug 2016	New Employe s on Incentivia ed Scheme Effective 1 Septemb r 2015 = 80%

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.4% Across-the-Board.

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

"

- In clause 12.2, substitute the new expression "35c per week" for the existing expression "33c per week".
- In clause 12.4, substitute the new expression "53c per week" for the existing expression "49c per week".
- 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,".
- 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)

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

		DESCRIPTION OF OCCUPATION	GROUP A	New	GROUP B (i.e.	New	
			(i.e.	Employees	employees	Employees	
			employees	on	NOT on the	on	
						Incentivised	
						Scheme Effective 1	
						September	
			the period 1	2015 = 80%	the period 1	2015 = 80%	
			Sep 2015 to		Sep 2015 to		
			31 Aug 2016		31 Aug 2016		
A A1	employees on the 0.5% Productivity licentive Scheme) for september on Scheme Scheme) 2015 to 31 Aug 2016 No 5.5% Productivity licentive Scheme) for the period 1 Sep 2015 to 31 Aug 2016 R R R R A.LL AREAS R R R (i) (a) Foreman 2823.00 2 258.50 2 836.00 (b) Supervisor/Quality Controller	R					
		-	2 823 00	2 258 50	2 836 00	2 269.00	
(1)			2 023.00	2 230.30	2 030.00	2 205.00	
	()		1 153 50	923.00	1 160 00	928.00	
			1 100.00	020.00	1 100.00	020.00	
		~ /	792.00	633.50	795.50	636.50	
						759.50	
						928.00	
	(c)	3 1 ()()	804.00	643.00	806 50	645.00	
		-				2 129.00	
						794.00	
	. ,	-				645.00	
						555.00	
(ii)	• • •						
.,		(i) Qualified	1 495.50	1 196.50	1 502.00	505.00 555.00 1 201.50 464.00 555.50	
		(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	
		-	1 036.50	829.00	1 040.00	832.00	
			1 149.50	919.50	1 155.00	924.00	
		-	1 264.50	1 011.50	1 270.00	1 016.00	
			1 379.00	1 103.00	1 384.00	1 107.00	
		-		1 196.50	1 502.00	1 201.50	
(iii)	Mar	ker-In					
. ,		(i) Qualified	1 153.50	923.00	1 160.00	928.00	
		.,					
		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	
	1	-	724.50			581.00	
	1		794.00			637.50	
	1	fifth six months of experience	867.50	694.00	870.00	696.00	
	1	sixth six months of experience	937.00		941.50	753.00	
	1	seventh six months of experience	1 009.50	807.50	1 015.00	812.00	
	1	next four months of experience	1 080.00	864.00	1 084.50	867.50	
	1	Thereafter, the wage specified in (iii)(i) i.e.	1 153.50	923.00	1 160.00	928.00	
(iv)							
	and	//or trimming chopper-out					
	 	(i) Qualified	924.50	739.50	929.50	743.50	
		(ii) Learners					

first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners	the period 1 Sep 2015 to 31 Aug 2016 R 548.50 612.00 675.50 737.50 799.50 862.50 924.50	2015 = 80% R 439.00 489.50 540.50 590.00 639.50 690.00 739.50	the period 1 Sep 2015 to 31 Aug 2016 R 552.00 614.50 680.00 740.00 804.00 866.50 929.50	2015 = 80% R 441.50 491.50 544.00 592.00 643.00 693.00
second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	548.50 612.00 675.50 737.50 799.50 862.50	439.00 489.50 540.50 590.00 639.50 690.00	552.00 614.50 680.00 740.00 804.00 866.50	441.50 491.50 544.00 592.00 643.00
second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	612.00 675.50 737.50 799.50 862.50	489.50 540.50 590.00 639.50 690.00	614.50 680.00 740.00 804.00 866.50	491.50 544.00 592.00 643.00
third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	675.50 737.50 799.50 862.50	540.50 590.00 639.50 690.00	680.00 740.00 804.00 866.50	544.00 592.00 643.00
fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	737.50 799.50 862.50	590.00 639.50 690.00	740.00 804.00 866.50	592.00 643.00
fifth six months of experience next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	799.50 862.50	639.50 690.00	804.00 866.50	643.00
next four months of experience Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	862.50	690.00	866.50	
Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified				693.00
Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified	924.50	739.50	929.50	
Checker, Examiner and/or Passer (i) Qualified				743.50
(i) Qualified				
	804.00	643.00	806.50	645.00
	004.00	040.00	000.00	040.00
	548 50	439.00	552.00	441.50
· · ·				491.50
				544.00
				592.50
	804.00	643.00	806.50	645.00
	1 153.50	923.00	1 160.00	928.00
				667.50
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
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				
	548.50	439.00	552.00	441.50
· · ·				489.50
			670.50	536.50
				585.00
				634.50
				683.00
				731.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk (i) Qualified (ii) Learners first six months of experience second six months of experience Thereafter, the wage specified in (vi)(b)(i) i.e. Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats: (i) Qualified	second six months of experience612.00third six months of experience675.50next four months of experience738.00Thereafter, the wage specified in (v)(i) i.e.804.00(a) Invoice Clerk(i) Qualified(i) Qualified1 153.50(ii) Learners831.50Thereafter, the wage specified in (vi)(a)(i)1 153.50(ii) Learners831.50Thereafter, the wage specified in (vi)(a)(i)1 153.50(i) Qualified845.00(ii) Learners607.00(ii) Learners607.00second six months of experience607.00second six months of experience725.50Thereafter, the wage specified in (vi)(b)(i)845.00(ii) Learners725.50Thereafter, the wage specified in (vi)(b)(i)845.00i.e.(i) Qualified910.00(ii) Learners(ii) Learners(i) Qualified910.00(ii) Learners548.50Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:548.50(i) Qualified910.00(ii) Learners1(ii) Learners668.00first six months of experience668.00third six months of experience728.00fifth six months of experience788.00next four months of experience788.00	second six months of experience612.00489.50third six months of experience675.50540.50next four months of experience738.00590.50Thereafter, the wage specified in (v)(i) i.e.804.00643.00(a) Invoice Clerk(i) Qualified1 153.50923.00(ii) Learners(ii) Learners(ii) Learners665.00Thereafter, the wage specified in (vi)(a)(i)1 153.50923.00(ii) Learners(ii) Learners665.00(b) Despatch Clerk, Factory Clerk and/or Stores923.00(ii) Learners(ii) Learners(i) Qualified845.00676.00(ii) Learners607.00(ii) Learners580.50(ii) Learners725.50(ii) Learners607.00(ii) Learners607.00(ii) Learners725.50(ii) Learners607.00(iii) Learners725.50(iii) Learners725.50(iii) Learners725.50(i) Qualified910.00(ii) Qualified910.00(iii) Learners1(ii) Learners1(ii) Learners1(ii) Learners1(ii) Qualified910.00(iii) Learners1(ii) Learners1(ii) Learners1(ii) Learners1(ii) Learners1(ii) Learners1(ii) Learners1(iii) Learners1(iii) Learners1(iii) Learners1 <td>second six months of experience 612.00 489.50 614.50 third six months of experience 675.50 540.50 680.00 next four months of experience 738.00 590.50 740.50 Thereafter, the wage specified in (v)(i) i.e. 804.00 643.00 806.50 (i) Qualified 1 153.50 923.00 1 160.00 (ii) Learners </td>	second six months of experience 612.00 489.50 614.50 third six months of experience 675.50 540.50 680.00 next four months of experience 738.00 590.50 740.50 Thereafter, the wage specified in (v)(i) i.e. 804.00 643.00 806.50 (i) Qualified 1 153.50 923.00 1 160.00 (ii) Learners

	DESCRIPTION OF OCCUPATION	GROUP A	New	GROUP B (i.e.	New
		(i.e.	Employees	employees	Employees
		employees	on	NOT on the	on
		on the 0.5% Productivity	Incentivised Scheme	0.5% Productivity	Incentivised Scheme
		Incentive	Effective 1	Incentive	Effective 1
		Scheme) for	September	Scheme) for	September
		the period 1	2015 = 80%	the period 1	2015 = 80%
		Sep 2015 to		Sep 2015 to	
		31 Aug 2016		31 Aug 2016	
(yiii)	Driver of a Motor Vahiola, the unladen mass of	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
	I THE MAGISTERIAL DISTRICTS OF MFONTEIN, KIMBERLEY AND KROONSTAD				
(i) (a)	Sewing Machinist				
<u>,/</u>	(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) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(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

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	DE	ESCRIPTION OF OCCUPATION	GROUP A	New	GROUP B (i.e.	New
			(i.e.	Employees	employees	Employees
			employees	on	NOT on the	on
			on the 0.5% Productivity	Incentivised Scheme	0.5% Broductivity	Incentivised Scheme
			Incentive	Effective 1	Productivity Incentive	Effective 1
			Scheme) for	September	Scheme) for	September
			the period 1	2015 = 80%	the period 1	2015 = 80%
			Sep 2015 to		Sep 2015 to	
			31 Aug 2016		31 Aug 2016	
		third six months of experience	R 632.50	R 506.00	R 635.50	R 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	721.00	611.00
		Thereafter, the wage specified in (i)(i) i.e.	804.00	643.00	806.50	645.00
		der and/or Team Leader	854.00	683.00	857.50	686.00
(ii)		I Worker/Pleater				
	()	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)	•	ch Packer and Layer-up				
	()	Qualified	628.00	502.50	630.50	504.50
	(11)	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 So					
	()	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)		Machinist	914.00	731.00	918.50	735.00
		GISTERIAL DISTRICTS OF FRANKFORT, REDEFORT				
(i)	Sewing	Machinist				
(a)	(i)	Qualified:	760.00	608.00	806.50	645.00
<u> </u>	()	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)	760.00	608.00	806.50	645.00
(i) (b)	Marker-	i.e. e Mender, Finisher, Presser, Trimmer, In and/or Chopper-out of linings and Igs, Former Scriber and Screen Printer:				
1	(i)	Qualified:	760.00	608.00	806.50	645.00
	.,	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

	DE	SCRIPTION 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%
	1 1		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
		der 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-U	lp				
	second six months of experience Thereafter, the wage specified in (iii)(i) i.e. Layer-Up (i) Qualified (ii) Learners		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 Se	ewer				
	(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

- In sub-clause 20(1)(a), substitute the new expression "R2,27 per week " for the existing expression "R2,11 per week".
- In sub-clause 20(1)(b), substitute the new expression "R2,45 per week" for the existing expression "R2,28 per week".
- In clause 21(3), substitute the new expression "R18,88" for the existing expression "R17,58".
- In clause 23D(1), substitute the new expression "35 cents" for the existing expression "33 cents".
- In clause 23E(2), substitute the new expression "53 cents" for the existing expression "49 cents".
- In clause 35(5), substitute the new expression "contribute an amount of 16 cents per week" for the existing expression "15 cents per week".
- 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)

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

		Description of Occupation	Crown A	New	Crown D	Nau
		Description of Occupation	-	-	-	New
						Employees
				-		on
					-	Incentivised
			-		-	Scheme
			2016		2016	Effective 1
						September 2015 = 80%
		Part A - Cutting Department	B		P	2013 – 80% R
GRA	DE			ĸ	N	N
	a)	Qualified	1 031 95	825 55	1036 75	829.40
	(b)		1 031.95	025.55	1050.75	025.40
	,	Learner				
		0 - 6 months	681.15	544.90	684.35	547.50
		7 - 12 months	753.50	602.80	on week from entivised 01 Sep 2015 to 31 Aug 2016 btember 2016 5 = 80% 2016 R R 825.55 1036.75 544.90 684.35 602.80 756.95 660.55 829.55 825.55 1036.75 717.50 901.10 542.00 680.70 717.50 901.10 542.00 680.70 717.50 901.10 542.00 680.70 717.50 901.10 571.05 717.20 735.15 923.15 1317.15 1654.00	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
GRA	DE	2				
	ADE 2 (a) Qualified (b) Learner 0 - 6 months Thereafter, the qualifying wage applies	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
GRA	DE	Α				
	(a)	Qualified	918.95	735.15	923.15	738.50
((b)	Learner			week from 01 Sep 2015 to 31 Aug 2016 R 1036.75 684.35 756.95 829.55 1036.75 901.10 903.15 901.10 903.15 903.25 903.25 903.25 903.25 903.25 903.25 903.25 903.25 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903.25 903 903003 903.25 903 903.25 903 903.25 903 903.25 903 903.25 905 905 905 905 905 905	
		0 - 6 months	713.80	Wage per week from 01 Sep 2015 Employees on Incentivised Wage per week from 01 Sep 2015 to 31 Aug 2016 Scheme Effective 1 September 2015 = 80% 10 31 Aug 2016 R R R 1 031.95 825.55 1036.75 681.15 544.90 684.35 753.50 602.80 756.95 825.70 660.55 829.55 1 031.95 825.55 1036.75 825.70 660.55 829.55 1 031.95 825.55 1036.75 896.90 717.50 901.10 677.50 542.00 680.70 896.90 717.50 901.10 918.95 735.15 923.15 918.95 735.15 923.15 1 646.45 1317.15 1654.00 1 317.05 1053.65 1323.10 1 034.50 827.60 1039.25 798.05 638.45 801.75 884.85 707.90 888.85 1 034.50 827.60 1039.25	573.75	
		Thereafter, the qualifying wage applies	918.95	735.15	923.15	738.50
HEA	DC	CUTTER			1654.00	1323.20
ASS	IST	ANT HEAD CUTTER			1323.10	1058.50
		R/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				582.60
		13 - 18 months				641.40
		19 - 22 months				711.10
		Thereafter, the qualifying wage applies				831.40
BAN	DK					
	(a)	Qualified	1 088.65	870.90	1093.70	874.95
((b)	Learner				

"(a)

		Description of Occupation	Group A	New	Group B	New
			Wage per	Employees	Wage per	Employees
			week from	on	week from	on
			01 Sep 2015	Incentivised	01 Sep 2015	Incentivised
			to 31 Aug	Scheme	to 31 Aug	Scheme
			2016	Effective 1	2016	Effective 1
			2010	September	2010	September
				2015 = 80%		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
ME	СНА					
	(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
CL	ERK	*				
	(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
WA	АТСН	MAN	926.85	741.50	931.15	744.90
DR	IVER	1	870.60	696.50	874.65	699.70
DR	IVER	2	951.35	761.10	955.75	764.60
DR	IVER	3	1 109.25	887.40	1114.45	891.55
DR	IVER	4	1 339.80	1071.85	1346.05	1076.85
FO	REP	ERSON	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.

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

"(b)

-	DE	SCRIPTION OF OCCUPATION	GROUP A (i.e.	New	GROUP B (i.e.	New
	DE	SCRIPTION OF OCCOPATION	employees	Employees	employees	Employees
			on the 0.5%	on	NOT on the	on
			Productivity	Incentivised	0.5%	Incentivised
			Incentive	Scheme	Productivity	Scheme
			Scheme)	Effective 1	Incentive	Effective 1
			Wage per	September	Scheme)	September
			week from 1	2015 = 80%	Wage per	2015 = 80%
			Sep 2015 - 31		week from 1	
			Aug 2016		Sep 2015 - 31	
					Aug 2016	
(i)	For	eman:	1937.10	1549.70	1946.10	1556.90
(ii)	Dye	r: (See (iv) below)				
(iii)	Sto	reman:				
	(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	1864.65	1491.70	1873.25	1498.60
		(iii)(i) i.e.				
(iv)		hanic/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	1937.10	1549.70	1946.10	1556.90
		(iv)(i) i.e.				
(v)	Med	hanic'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
L	1					

	DES	CRIPTION OF OCCUPATION	GROUP A (i.e.	New	GROUP B (i.e.	New
			employees	Employees	employees	Employees
			on the 0.5%	on	NOT on the	on
			Productivity	Incentivised	0.5%	Incentivised
			Incentive	Scheme	Productivity	Scheme
			Scheme)	Effective 1	Incentive	Effective 1
			Wage per	September	Scheme)	September
			week from 1	2015 = 80%	Wage per week from 1	2015 = 80%
			Sep 2015 - 31 Aug 2016		Sep 2015 - 31	
			Aug 2010		Aug 2016	
		sixth six months of experience	971.50	777.20	976.00	780.80
		seventh six months of experience	1030.65	824.50	1035.45	828.3
		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	1268.95	1015.15	1214.30	1019.90
		(v)(i) i.e.	1200.95	1015.15	1274.05	1019.90
(vi)	Sup	ervisor:	1341.45	1073.15	1347.65	1078.10
(vii)		I Examiner of fully-fashioned nents:	1245.75	996.60	1251.50	1001.20
(viii)	Fact Cler	ory Clerk, Despatch Clerk, Stores k:				
	(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)	Knit Ass and fully	ting Machine Operator, Warp ting Machine Operator, Dyer's stant, Colouring Mass-Measurer or Cutter or Shaper (Knitting) of -fashioned garments, Handyman Warper:				
	(i)	Qualified:	1219.75	975.80	1225.40	980.30
(ix)	(ii)	Learners:				
		first six months of experience	673.65	538.90	676.80	541.4
	1	second six months of experience	764.40	611.50	768.00	614.40
	1	third six months of experience	855.30	684.25	859.25	687.40
	1	fourth six months of experience	946.60	757.30	951.15	760.90
		fifth six months of experience	1037.60	830.10	1042.30	833.8
	1	next four months of experience	1128.85	903.10	1134.05	907.2
		Thereafter, the wage specified in (ix)(i) i.e.	1219.75	975.80	1225.40	980.30
(x)	Ove seco (Kni butt	der of magazine or comb, Linker, rlocker other than an overlocker of onds in socks, Sewing Machinist tting) including a button, onhole and hemming machinist, der and Plain Sewer:				

	DES	SCRIPTION OF OCCUPATION	GROUP A (i.e.	New	GROUP B (i.e.	New
			employees	Employees	employees	Employees
			on the 0.5%	on	NOT on the	on
			Productivity	Incentivised	0.5%	Incentivised
			Incentive	Scheme	Productivity	Scheme
			Scheme)	Effective 1	Incentive	Effective 1
			Wage per	September	Scheme)	September
			week from 1	2015 = 80%	Wage per	2015 = 80%
			Sep 2015 - 31		week from 1	
			Aug 2016		Sep 2015 - 31	
					Aug 2016	
	(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
		iden mass of any trailer or trailers wn 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)	Sec	urity Officer:	1553.90	1243.10	1561.15	1248.90
(xiii)	Wat	chman:	1199.25	959.40	1204.75	963.80
(xiv)	Emp	bloyee 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

	DES	SCRIPTION 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)	Clea clea Grad eng carc in s fabr Drav Forn Ope stea brus mac Ope extr in Trin Carc Mak Des	mer, Mender of socks, Sorter, aner (i.e. an employee engaged in ning garments and/or fabrics), der, Sampler (i.e. an employee aged in the making up of sample ls), Winder, Overlocker for seconds socks and/or Examiner of knitted ics and articles, Backwinder, wthreader, Pre- and Post-Boarder or ner, Precutter, Presser, Turner, rator of calendar, slitting, setting or iming machine, Operator of shing, raising and/or cropping chine, Operator of dye machine, rator of drying and/or hydro- acting machine, employee engaged Transferring and/or Labelling, ming of surplus threads, Folding, ding and/or Packing, Waxring er, Boiler Attendant, Creeler, patch Packer, Parcel Maker and or 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
		veller's Assistant, Cloakroom	875.00	700.00	879.05	703.25
(xvi)		ervisor and/or Attendant, Teamaker				

- In clause 25(1), substitute the new expression "R2,70 per week" for the existing expression "R2,50 per week".
- 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".
- 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))

- In clause 4A(1), substitute the expression "31 August 2014 for the expression "31 August 2013" in the preamble to this sub-clause.
- 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%
(Dettern Meker and/an Crederi	R	R	R	R
(A)	Pattern Maker and/or Grader:	10-0.00			
	(i) Qualified: (ii) Learners:	1856.20	1485.00	1864.80	1491.80
	first six months of experience	CC0 50	E24.00	674 50	527.00
	second six months of experience	668.50	534.80	671.50	537.20
	third six months of experience	865.20	692.20	869.30	695.40
	fourth six months of experience	1064.80	851.80	1069.80	855.80
	fifth six months of experience	1246.40	997.10	1252.10	1001.70 1175.80
	next four months of experience	1462.70	1170.20	1469.70	
	Thereafter, the wage specified in	1661.30	1329.00	1669.00	1335.20
	(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

		DESCRIPTION first six months of experience second six months of experience third six months of experience next four months of experience	GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016 R 668.50 779.50 892.30 1005.70	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R 534.80 623.60 713.80 804.60	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016 R 671.50 783.30 896.50 1010.40	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R 537.20 626.60 717.20 808.30
		Thereafter, the wage specified in	1116 20	002 00	4404 70	907 40
*(E1)	Samr	(D)(i) i.e. Ile Machinist:	1116.30 1110.10	893.00 888.10	1121.70 1115.30	<u>897.40</u> 892.20
(E)(a)		ng Machinist:	1110.10	000.10	1115.30	032.20
(=)(a)) Qualified:				
	`	,	965.00	772.00	969.50	775.60
	()	i) 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
	embr Bead Shap Garm (Engr Darkr Opera	oidery Machinist (other than oidery machine minder); Fagotter, er and/or Pleater by hand, Baster, er, Fitter up; Checker, Presser of ents, Assistant Screen Maker aver), Assistant Screen Printer, oom Assistant, Mixing and Filtering ator, Oven and Curing Operator, en Controller, Screen Preparer, egee Preparer and Despatch				
	(i) Qualified:		965.00	772.00	969.50	775.60
	(i	i) 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	892.50			
(64)	Mast	Thereafter, the wage specified in (E)(i) i.e.		714.00 772.00	896.60 969.50	717.30 775.60
(F1)		Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant	892.50			
(F1)	Supe	Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant rvisor:	892.50 965.00	772.00	969.50	775.60
(F1)	Supe (i)	Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant rvisor: Qualified:	892.50			
(F1)	Supe (i)	Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant rvisor: Qualified:) Learners:	892.50 965.00 1146.80	772.00 917.40	969.50 1152.10	775.60 921.70
(F1)	Supe (i)	Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant rvisor: Qualified:) Learners: first six months of experience	892.50 965.00 1146.80 965.00	772.00 917.40 772.00	969.50 1152.10 969.50	775.60 921.70 775.60
(F1)	Supe (i)	Thereafter, the wage specified in (E)(i) i.e. inist promoted to Assistant rvisor: Qualified:) Learners:	892.50 965.00 1146.80	772.00 917.40	969.50 1152.10	775.60 921.70

(F)	DESCRIPTION (F1)(i) i.e Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman: (i) Qualified: (ii) Learners:	GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016 R 1146.80	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R 917.40	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2015 TO 31 AUG 2016 R 1152.10	New Employees on Incentivised Scheme Effective 1 September 2015 = 80% R 921.70
	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				
(G)	Other Pressers, not provided for	1146.80	917.40	1152.10	921.70
	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 third six months of experience	700.80	560.60	703.90	563.10
	next four months of experience	733.60	586.90	737.20	589.80
	Thereafter, the wage specified in	766.60	613.30	770.10	616.10
	(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

STAATSKOERANT, 16 OKTOBER 2015

DESCRIPTIO	N 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		
so employed be paid the	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					
	staff on 2011/2012 New Entry Wage Dis kly Wage for those employees by the ag	• •	•			

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

	Wage – Group A			Wage Group B		
Category	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
В	1541.10	106.20	1 232.90	1548.40	106.70	1 238.70
С	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
(1-)	Milling on (11, and 12, 45, Thingson on):				
(b)	Milliner (Upgrade to Trimmer):	(007.00		1000.00	
	(i) Qualified	1235.60	988.50	1238.80	991.00
	(ii) Learners:	075 40	700.00	077 50	700.00
	first six months of experience second six months of experience	875.40	700.30	877.50	702.00
	third six months of experience	957.30	765.80	959.40	767.50
		1051.00	840.80	1053.40	842.70
	next four months of experience Thereafter, the wage specified in (b)(i)	1165.50	932.40	1168.30	934.60
	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	Ř	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
	All employers who employed staff on 2011/2012 is Agreement, increase the Weekly Wage for tho rd.				

- 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".
- In clause 30(5), substitute the new expression, "17 cents" for the existing expression "16 cents".
- 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".

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

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

	DESCRIPTION DESCRIPTION DESCRIPTION Image: Colspan="2">Image: Colspan="2" Image: Colspan="2" Image	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		
		1853.50	1482.80	1862.10	1489.70		
(iv)	-						
		1925.60	1540.50	1934.50	1547.60		
	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,	1212.10	969.70	1217.90	974.30
	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 Thereafter, the wage specified in	863.10	690.50	867.00	693.60		
(xi)	(x)(i) i.e. Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:	1057.60	846.10	1062.50	850.00		
	(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:		ļ				
	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:	R		ĸ	R
(xvi)	General Worker/Traveller's Assistant,	1009.90	807.90	1014.50	811.60
/	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 Thereafter, the wage specified in (xvii) (i) i.e.	802.90 869.30	642.30 695.40	806.50 873.30	645.20 698.60

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".
- 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".
- 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".
- In clause 19(4), substitute the new expression "R19,77 per employee per week" for the existing expression "R18,41".
- In clause 19(5), substitute the new expression "R19,77" for the existing expression "R18,41".
- 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".

 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".
- 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	Head Cutter		1947.50	1558.00	1956.00	1565.00
Patter	m Make	er:				
	(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
Patter	m Grad	ler				
	(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	1571.50	1257.00	1577.50	1262.00
		(a), i.e.				
Cutter	, lay-m					
	(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
Interlir	ning cu	tter, 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				
	1	First six months of experience	915.00	732.00	919.00	735.00
	1	Second six months of experience	963.00	770.50	968.00	774.50
	1	Third year				
	1	First four months of experience	1010.50	808.50	1014.50	811.50
	1	Thereafter, the wage specified in	1092.50	874.00	1097.00	877.50
	1	(a), i.e.		0.1.00		0.1100
	(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-	· ·	1				
	(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

		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	941.50	753.00	945.50	756.50
		advancement				
		Second six months from date of	1105.00	884.00	1110.50	888.50
		advancement Third six months from date of	1209.00	967.00	1216.00	973.00
		advancement	1209.00	967.00	1210.00	973.00
		Fourth six months from date of	1326.00	1061.00	1333.00	1066.50
		advancement				
		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	er, learner trimmer,	learner leather	cutter or learner tie	e cutter:
	. ,	First six months from date of	941.50	753.00	945.50	756.50
		advancement				
		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
Clicke	r:	,				
	(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		Qualificat	4077.00	0.15 50	4004.00	0.40.00
	(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	307.00	720.00	300.00	121.00
		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				
Clothir	ng mag	chine 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%
		Qualified		R 1558.00	R 1956.00	R 1565.00
	(a) (b)		1947.50	1558.00	1956.00	1565.00
	(0)	Learner				
		First year First six months of experience	1091.00	873.00	1095.00	070.00
		Second six months of experience	1205.00		1209.00	876.00 967.00
		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	1400.00	1101.00	1-10.00	1107.00
		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	1947.50	1558.00	1956.00	1565.00
		(a), i.e.	1017.00	1000.00	1000.00	1000.00
Clothir	ng tech	inician:				
	(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	1947.50	1558.00	1956.00	1565.00
Grade	A emp	(a), i.e.				
Orauc	(a)	Qualified	1205.00	964.00	1209.00	967.00
	(u) (b)	Learner	1200.00	004.00	1200.00	007.00
	(0)	First year				
	1	First six months of experience	847.50	678.00	851.00	681.00
	1	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
	1	Third year				
		First four months of experience	1092.50	874.00	1097.00	877.50
		Thereafter, the wage specified in	1205.00	964.00	1209.00	967.00
L		(a), i.e.				
Grade	Bemp		1000 55		4000	
	(a)	Qualified	1029.50	823.50	1033.50	827.00
	(b)	Learner				
		First year	004 50	007 50	000 50	074 50
		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	000.00	700 50	007.00	744 60
	1	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%
		Thereefter the ware energified in	R	R	R 1000 50	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	1092.50	874.00	1097.00	877.50
		advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	1205.00	964.00	1209.00	967.00
Grade	C em	bloyee:				
	(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
Under		r, blocker:		700.50	007.00	744.50
	(a)	Qualified	923.00	738.50	927.00	741.50
	(b)	Learner				
		First year First six months of experience	702.00	624 50	796.00	637.00
		Second six months of experience	793.00 820.00	634.50 656.00	823.00	658.50
		Second year	020.00	000.00	023.00	000.00
		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
	1	Second year	1064.00	851.00	1069.00	855.00

	DESCRIPTION		the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	on Incentivised Scheme Effective 1 September 2015 = 80%	NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016	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
Facto	ry Clerl	<					
	(a)		alified	995.50	796.50	1001.00	801.00
	(b)	Lea	arner				
		Firs	st year	793.00	634.50	796.00	637.00
		Sec	cond year	844.50	675.50	848.50	679.00
		Thi	rd 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	attend	ant	Fait D - General	945.00	756.00	949.50	759.50
	atch pa			976.50	781.00	979.50	783.50
	ral Wor			914.00	731.00	917.00	733.50
Labou		KCI		923.00	738.50	927.00	733.50
		lo dr	iver of a vehicle, the unladen mas		730.50	927.00	741.50
			e unladen mass of any trailer or tra				
<u> </u>	ich veh		· · · · · · · · · · · · · · · · · · ·				
.,	(a)		es not exceed 1 360 kg	976.50	781.00	979.50	783.50
	(b)		ceeds 1 360 but not 2 720 kg	1013.50	811.00	1017.50	814.00
	(c)		eeds 2 720 kg	1155.00	924.00	1161.50	929.00
Super	visor, o		/ controller and instructor	1238.00	990.50	1243.50	995.00
Trave	ller's di	iver		1013.50	811.00	1017.50	814.00
Watch	nman o	r care	etaker, whose ordinary hours of work a				
	(a)	less	s than 60 hours per week	1053.00	842.50	1058.00	846.50
	(b)		hours per week	1105.00	884.00	1110.50	888.50

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	New employees on Incentivised	Group B (i.e. employees NOT on the	New employees on Incentivise
			0.5%	Scheme	0.5%	d Scheme
			Productivit	effective 1	Productivity	effective 1
			y Incentive	September	Incentive	September
			Scheme)	2015 = 80%	Scheme)	2015 =
			from 1 Sep		from 1 Sep	80%
			2015 to 31		2015 to 31	
			Aug 2016		Aug 2016	
			R	R	R	R
Blocke	er					
Bioon	(a)	Qualified	961.00	769.00	965.50	772.50
	()		901.00	769.00	905.50	112.50
	(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				
	1	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	961.00	769.00	965.50	772.50
		(a), i.e.				
Chopr	per-Ou	t (Millinery)/Trimmer (Millinery)/Packer (Mi	llinerv):			
onopr	(a)	Qualified	793.50	635.00	797.00	637.50
	. ,		133.30	055.00	151.00	037.30
	(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
			743.00	594.50	746.50	597.00
	-	Second six months of experience	743.00	594.50	/40.30	597.00
		Third year				
		First four months of experience	767.50	614.00	771.00	617.00
		Thereafter, the wage specified in	793.50	635.00	797.00	637.50
		(a), i.e.				
Clerk	-I					
OIGIN	(a)	Qualified	1 326.00	1 064 00	1 333.00	1 066 50
		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
	+			1 061.00		
		Thereafter, the wage specified in	1 326.00	1 061.00	1 333.00	1 066.50
		(a), i.e.				
Gener	ral Wo	rker (Millinery)	785.00	628.00	788.50	631.00
		ployee (Millinery):				
	(a)	Qualified	777.00	621.50	779.50	623.50
	(b)	Learner		021.00		020.00
	(0)					
	-	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				

		DESCRIPTION	Group A	New	Group B	New
		DESCRIPTION	(i.e.	employees	Group в (i.e.	employees
			employees	on	employees	on
			on the	Incentivised	NOT on the	Incentivise
			0.5%	Scheme	0.5%	d Scheme
			Productivit	effective 1	Productivity	effective 1
			y Incentive	September	Incentive	September
			Scheme)	2015 = 80%	Scheme)	2015 =
			from 1 Sep		from 1 Sep	80%
			2015 to 31		2015 to 31	
			Aug 2016		Aug 2016	
			R	R	R	R
		Thereafter, the wage specified in (a), i.e.	777.00	621.50	779.50	623.50
Milline	er:					
	(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)	840.00	672.00	844.00	675.00
		i.e.		012.00		
Milline	ry Ma	chinist:				
	(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	848.50	679.00	853.00	682.50
		(a), i.e.				
		e driver of a vehicle, the unladen mass of w ch vehicle is as follows -	hich, together w	with the unladen	mass of any tra	iler or trailers
			4 007 50	000.00	4 040 00	040 50
	(a)	does not exceed 2268 kg	1 007.50	806.00	1 013.00	810.50
District	(b)	exceeds 2268	1 064.50	851.50	1 069.50	855.50
Plain		(Millinery):	700 50	005.00	707.00	007.50
	(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
	<u> </u>	Second six months of experience	700.00	560.00	704.50	563.50
	<u> </u>	Second year				
	<u> </u>	First six months of experience	746.00	597.00	748.50	599.00
		Thereafter, the wage specified in	793.50	635.00	797.00	637.50
	<u> </u>	(a), i.e.				
		Millinery)	1 138.00	910.50	1 143.50	915.00
Watch	iman c	or Caretaker (Millinery)	1 148.00	918.50	1 153.00	922.50

STAATSKOERANT, 16 OKTOBER 2015

DESCRIPTION	Group A	New	Group B	New
	(i.e.	employees	(i.e.	employees
	employees	on	employees	on
	on the	Incentivised	NOT on the	Incentivise
	0.5%	Scheme	0.5%	d Scheme
	Productivit	effective 1	Productivity	effective 1
	y Incentive	September	Incentive	September
	Scheme)	2015 = 80%	Scheme)	2015 =
	from 1 Sep		from 1 Sep	80%
	2015 to 31		2015 to 31	
	Aug 2016		Aug 2016	
	R	R	R	R
NB: All employers who employed staff on 2011 of this Agreement, increase the Weekly Wage fo 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.
- 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".
- 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".
- 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	New	Group B	New
			(i.e.	employees	(i.e.	employee
			employees	on	employees	s on
			on the	Incentivise	NOT on	Incentivis
			0.5%	d Scheme	the 0.5%	ed
			Productivit	effective 1	Productivit	Scheme
			y Incentive	September	y Incentive	effective 1
			Scheme)	2015 =	Scheme)	Septembe
			from 1 Sep	80%	from 1 Sep	r 2015 =
			2015 to 31		2015 to 31	80%
	1	1 1	Aug 2016		Aug 2016	
			R	R	R	R
		Part A - Cutting Department				
Hea	ad Cut	tter	1 473.50	1 179.00	1480.00	1184.00
Pat	tern N	laker:				
	(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
Pat	tern G	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
		increation, the waye specified in (a), i.e.	1217.30	3/4.00	1222.30	3/0.00

	DESCRIPTION	Group A	New	Group B	New
		(i.e.	employees	(i.e.	employee
		employees	on	employees	s on
		on the	Incentivise	NOT on	Incentivis
		0.5%	d Scheme	the 0.5%	ed
		Productivit	effective 1	Productivit	Scheme
		y Incentive	September	y Incentive	effective 1
		Scheme)	2015 =	Scheme)	Septembe
		from 1 Sep	80%	from 1 Sep	r 2015 =
		2015 to 31		2015 to 31	80%
		Aug 2016	_	Aug 2016	_
		R	R	R	R
Cutter, la	ay-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
		833.00	000.30	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
Interlinin	g cutter, trimmer, leather cutter and tie cutter				
	Qualified	891.50	713.00	893.50	715.00
(a)		091.50	713.00	093.50	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	131.00	037.30	133.00	033.00
	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	1 051.50	841.00	1055.50	844.50
	advancement				
	Thereafter, the wage specified for a	1 177.00	941.50	1183.00	946.50
	qualified cutter, i.e.				
Layer-up					
(a)	Qualified	782.00	625.50	784.00	627.00
(a)		102.00	020.00	704.00	027.00
┝── ┝──	First year	000 50	E 48 AA	005 50	F 40 F
┝──┤───	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:				
(0)	First six months from date of advancement	702.00	625 50	704.00	627.00
├──		782.00	625.50	784.00	627.00
	Second six months from date of	900.00	720.00	902.00	721.50
	advancement				
	Third six months from date of advancement	970.00	776.00	974.50	779.50

		DESCRIPTION	Group A	New	Group B	New
			(i.e.	employees	бібар в (i.e.	employee
			employees	on	employees	s on
			on the	Incentivise	NOT on	Incentivis
			0.5%	d Scheme	the 0.5%	ed
			Productivit	effective 1	Productivit	Scheme
			y Incentive	September	y Incentive	effective 1
			Scheme)	2015 =	Scheme)	Septembe
			from 1 Sep	80%	from 1 Sep	r 2015 =
			2015 to 31		2015 to 31	80%
			Aug 2016		Aug 2016	
			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	1 177.00	941.50	1183.00	946.50
		qualified cutter, i.e.				
Clicker						
(a		Qualified	915.00	732.00	917.00	733.50
(u)	,	_earner			5	
	,	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)) [_earner				
	F	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
	5	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
			000.00	035.00	000.30	035.00
Part B	- Fac	tory Operatives				
Clothin	ng ma	chine mechanic:				
(a)) (Qualified	1 473.50	1 179.00	1480.00	1184.00
(b	,	_earner				
(~	,	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	
			904.50	771.50	900.50	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 em	ployee:				
(a)		Qualified	964.50	771.50	968.50	775.00
(b	,	_earner				
	-	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	New	Group B	New
		(i.e.	employees	(i.e.	employee
		employees	on	employees	s on
		on the	Incentivise	NOT on	Incentivis
		0.5%	d Scheme	the 0.5%	ed
		Productivit	effective 1	Productivit	Scheme
		y Incentive	September	y Incentive	effective 1
		Scheme)	2015 =	Scheme)	Septembe
		from 1 Sep	80%	from 1 Sep	r 2015 =
		2015 to 31	00 /0	2015 to 31	80%
					00%
		Aug 2016 R	R	Aug 2016 R	R
	First six months of synaxismes	803.50			
	First six months of experience		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	T			
	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
		817.00	653.50	828.00	662.50
(.)	Thereafter, the wage specified in (a), i.e.	017.00	055.50	020.00	002.50
(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	955.50	764.50	949.00	759.00
	qualified Grade A employee, i.e.				
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.	718.00	611.00	767.00	613.50
(-)	÷	/ 64.00	011.00	101.00	013.30
(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	769.50	615.50	772.00	617.50
	advancement				
	Thereafter, the wage specified for a	836.50	669.00	840.00	672.00
	qualified Grade B employee, i.e.				
	esser, blocker:		••		• • = = ·
(a)	Qualified	769.50	615.50	772.00	617.50
(b)	Learner	ļ			
	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

		DEGODIDION	0	N		N
		DESCRIPTION	Group A	New	Group B	New
			(i.e.	employees	(i.e.	employee
			employees on the	on Incentivise	employees NOT on	s on Incentivis
			0.5%	d Scheme	the 0.5%	ed
			Productivit	effective 1	Productivit	Scheme
			y Incentive	September	y Incentive	effective 1
			Scheme)	2015 =	Scheme)	Septembe
			from 1 Sep	80%	from 1 Sep	r 2015 =
			2015 to 31	0070	2015 to 31	80%
			Aug 2016		Aug 2016	
			R	R	R	R
	Second	vear				
		st six months of experience	724.00	579.00	726.00	581.00
		cond six months of experience	769.50	615.50	772.00	617.50
(.)		•	/ 69.50	015.50	112.00	017.50
(C)		ced to learner presser:				
		st six months from date of advancement	769.50	615.50	772.00	617.50
		cond six months from date of vancement	891.50	713.00	893.50	715.00
		ereafter, the wage specified for a	964.50	771.50	968.50	775.00
		alified Grade A employee, i.e.	004.00			110.00
Part C - (Clerical em	plovees				
Clerk						
(a)	Qualified	1	1 051.50	841.00	1055.50	844.50
(b)	Learner	4	1001.00	041.00	1000.00	044.00
(0)			007.50	C4C 00	044 50	C 40, 00
		ar of experience	807.50	646.00	811.50	649.00
		year of experience	871.00	697.00	875.50	700.50
	Third ye					
		st six months of experience	937.00	749.50	942.00	753.50
		ereafter, the wage specified in (a), i.e.	1 051.50	841.00	1055.50	844.50
Factory 0	Clerk					
(a)	Qualified	b	820.00	656.00	823.00	658.50
(b)	Learner					
	First yea	ar of experience	682.50	546.00	684.00	547.00
		year of experience	717.50	574.00	720.00	576.00
	Third ye					
	,	st six months of experience	761.50	609.00	764.00	611.00
		ereafter, the wage specified in (a), i.e.	820.00			
		creatter, the waye specified in (a), i.e.	020.00	656.00	823.00	658.50
Part D - 0	General					
Boiler att	endant		784.00	627.00	786.00	629.00
Despatch			805.00	644.00	807.50	646.00
General			760.00	608.00	768.00	614.50
Labourer			769.50	615.50	772.00	617.50
		r of a vehicle, the unladen mass of which,				
		cle is as follows -			s of any lialler	
(a)	under 2	720 kg	837.00	669.50	840.50	672.50
(b)		and over	935.50	748.50	940.00	752.00
. ,	-	controller and instructor	987.50	790.00	992.00	793.50
Traveller			837.00	669.50	840.50	672.50
		aker, whose ordinary hours of work are -	007.00	000.00	0-0.00	072.00
(a)	less that	n 60 hours per week	862.50	690.00	866.50	693.00
(~)			501.00	300100	500100	

		DESCRIPTION	Group A	New	Group B	New
			(i.e.	employees	(i.e.	employee
			employees	on	employees	s on
			on the	Incentivise	NOT on	Incentivis
			0.5%	d Scheme	the 0.5%	ed
			Productivit	effective 1	Productivit	Scheme
			y Incentive	September	y Incentive	effective 1
			Scheme)	2015 =	Scheme)	Septembe
			from 1 Sep	80%	from 1 Sep	r 2015 =
			2015 to 31		2015 to 31	80%
			Aug 2016		Aug 2016	
			R	R	R	R
(b)	60 h	iours per week	900.00	720.00	902.00	721.50
		vers who employed staff on 2011/2012 New Entry increase the Weekly Wage for those employees				

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

- 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	New employees on Incentivised Scheme effective 1 September 2015 = 80%
		R	R	Aug 2016 R	R
	Part A - Cutting Department		N N	N N	
Pattern M	* ·				
(a)		1 947.50	1 558.00	1956.00	1565.00
(b)					
	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	1 947.50	1 558.00	1956.00	1565.00
	(a), i.e.				
Pattern G					
(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	. 200.00		12-10.00	
		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	1 571.50	1 257.00	1577.50	1262.00
F 0		(a), i.e.				
FOOt		ersey Cutter	4 000 70	07400	(00= 00	
	(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	1 092.50	874.00	1097.00	877.50
		(a), i.e.				
Laye	r_un	(0),				
Luyo	(a)	Qualified	941.50	753.00	945.50	756.50
		Learner	041.00	100.00	040.00	700.00
	(0)	First year	1			
		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
			020.00	00.000	023.00	000.00
		Second year	050 50		004.00	000.00
		First six months of experience	856.50	685.00	861.00	689.00
		Thereafter, the wage specified in	941.50	753.00	945.50	756.50
		(a), i.e.				
		Part B - Factory Operatives				
Grad	e A ei	nployee:	<u> </u>			
	(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	1 205.00	964.00	1209.00	967.00
		(a), i.e.				
Grad	le B e	mployee:				
	(a)	Qualified	1 029.50	823.50	1033.50	827.00
	(u) (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 six months of experience	079.00	703.00	002.30	700.00
			923.00	700 50	007.00	741.50
		First six months of experience		738.50	927.00	
		Thereafter, the wage specified in	1 029.50	823.50	1033.50	827.00
	()	(a), i.e.				
	(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
Grac		mployee:				
	(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	914.00	731.00	917.00	733.50
		advancement				
	1	Next six months from date of	923.00	738.50	927.00	741.50
		advancement				
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 029.50	823.50	1033.50	827.00
	1					
		Part C - Clerical employees				
Cler	(
	(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

	Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016 R	Scheme effective 1 September 2015 = 80% R	NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2015 to 31 Aug 2016 R	Incentivised Scheme effective 1 September 2015 = 80% R
Third year	IX.	IX.	IX.	
First four months of experience	1 162.50	930.00	1167.50	934.00
Thereafter, the wage specified in	1 326.00	1 061.00	1333.00	1066.50
(a), i.e.	1 020.00	1001.00	1000.00	1000.00
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	011.00	010.00	040.00	010.00
First four months of experience	914.00	731.00	917.00	733.50
Thereafter, the wage specified in	995.50	796.50	1001.00	801.00
(a), i.e.				
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
abourer	923.00	738.50	927.00	741.50
Motor vehicle driver of a vehicle, the unladen mass c 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
Fraveller's driver Natchman or caretaker, whose ordinary hours of wo	1 013.50	811.00	1017.50	814.00
-	1			
(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 g into effect of

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

- 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.".
- 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.
- In clause 27(3), substitute the new expression "35 cents per week" for the existing expression "33 cents per week".
- In clause 27(4), substitute the new expression "53 cents per week" for the existing expression "49 cents per week".
- 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)

 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	718.30	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
Payable by THE EMPLOYEE by	Payable by THE EMPLOYER:
means of a deduction from an	
employee's wages:	
Calculated at 0,37% of a qualified	Calculated at 0,47% of a qualified
machinist's rate of pay in "other	machinist's rate of pay in "other
areas" as defined in the attached	areas" as defined in the attached
wage schedule (This equates to	wage schedule (This equates to
R2,87 with effect from 1 st	R3,65 with effect from 1 st
September 2015)	September 2015)

- 4. In clause 36(6)(a), substitute the new expression "46 cents" for the existing expression "43 cents".
- 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".

 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 <u>CAPE TOWN</u> on behalf of the Parties this <u>5TH</u> day of <u>AUGUST 2015</u>.

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MART/HIÉ RAPHAEL Chairperson

FREDA OOSTHYSEN Vice-Chairperson

SICELO NDUNA General Secretary