DEPARTMENT OF LABOUR

NO. R. 100

01 FEBRUARY 2019

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE NATIONAL MAIN COLLECTIVE **AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices No. R.252 of 14 April 2014 and R.231 of 20 March 2015, by a further period ending 31 August 2024.

> M N OLIPHANT, MP MINISTER OF LABOUR DATE /8/0//JOI9

UMNYANGO WEZABASEBENZI

USUKU:

UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA, 1995

UMKHANDLU WOKUXOXISANA KAZWELONKE PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI

Mina, MILDRED NELISIWE OLIPHANT, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wezobudlelwano Kwezabasebenzi, ka-1995, ngelula isikhathi sokusebenza kwesivumelwano esingunywe kwiZaziso zikaHulumeni ezinguNombolo R.252 somhlaka 14 kuMbasa 2014 kanye nesingu R. 231 somhlaka 20 kuNdasa 2015, ngesikhathi esengeziwe esiphela mhlaka 31 kuNcwaba 2024.

UNGQONGQOSHE WEZABASEBENZI

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LABOUR RELATIONS ACT, 1995

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

1, 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 2024.

M N OLIPHANT, MP MINISTER OF LABOUR

DATE: /8/0//30/9

UMNYANGO WEZABASEBENZI

K			USUKU:	***************************************
UMTHET	HO WOBUDLELWANG) KWEZABASE	BENZI KA	- 1995
UMKHANDLU	KAZWELONKE WOK	UXOXISANA P	HAKATHI I	KWABAQASHI
NABASEBENZI EM	BONINI YOKUKHIQIZ	WA KWEZIMI	PAHLA ZOK	WEMBATHA:
UKWELULWA ESIYINGQIKITHI INGXENYE YESIVI	KWESIVUMELWAN ESICHIBIYELAYO S JMELWANO		•	NABASEBENZI ABANGEYONA

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 3 1 kuNcwaba 2024.

MN OLIPHANT, MP

UNGQONGQOSHE WEZABASEBENZI

USUKU: /8/01/20/9

for Tiphait

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

Apparel and Textile Association of South Africa

Eastern Province Clothing Manufacturers' Association

South African Apparel Association

South African Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations") of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Clothing Manufacturing
Industry,

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1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

2 of 60 R 40 by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

(2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300,. (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

2. PERIOD OF OPERATION OF THIS AGREEMENT

- This agreement is binding on the parties hereto from 1 September 2018 until 31
 August 2024 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 gazetted and extended to non-parties until 31 August 2024, unless the parties agree otherwise in writing.

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3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

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

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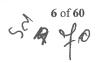
		WAGE SCHEDULE	Group A (contributing to incentive	the Productivity	Group B (i.e contributing to t Incentive	he Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	-		R	R	R	R
(a)	Fore	eman	2141.00	1713.00	2152.00	1721.50
(b)	Desi	igner:				
(5)	(i)	Qualified:	2730.50	2184.50	2743.00	2194.50
	(ii)	Learners:	2700.00	2104.00	2140.00	2154.50
	()	first six months of experience	931.00	745.00	935.50	748.50
	1	second six months of experience	1085.00	868.00	1088.50	871.00
		third six months of experience	1298.50	1039.00	1304.50	1043.50
		fourth six months of experience	1445.50	1156.50	1453.00	1162.50
	1	fifth six months of experience	1607.50	1286.00	1616.50	1293.00
	1	sixth six months of experience	1743.50	1395.00	1751.50	1401.00
		seventh six months of experience	1897.50	1518.00	1907.50	1526.00
		eighth six months of experience	2050.50	1640.50	2061.00	1649.00
		next four months of experience	2176.50	1741.00	2185.00	1748.00
		Thereafter, the wage specified in (b)(i) i.e.	2730.50	2184.50	2743.00	2194.50
(c)	Grac	ler:				
(0)	(i)	Qualified:	1961.50	1569.00	1969.50	1575.50
	(ii)	Learners:	1001100		1000.00	10.0.00
	()	first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	1004.00	803.00	1008.00	806.50
	1	third six months of experience	1091.50	873.00	1098.00	878.50
		fourth six months of experience	1145.00	916.00	1149.50	919.50
		fifth six months of experience	1324.00	1059.00	1330.00	1064.00
		sixth six months of experience	1416.50	1133.00	1424.00	1139.00
		seventh six months of experience	1494.50	1195.50	1502.00	1201.50
		eighth six months of experience	1570.50	1256.50	1577.50	1262.00
		next four months of experience	1671.50	1337.00	1679.50	1343.50
		Thereafter, the wage specified in (c)(i) i.e.	1961.50	1569.00	1969.50	1575.50
(1)						
(d)	-	ker-in:	4404.70	440= ==	480000	1001 ==
	(i)	Qualified:	1494.50	1195.50	1502.00	1201.50



		WAGE SCHEDULE	Group A (the Productivity	Group B (i.e contributing to t	he Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	988.50	791.00	994.00	795.00
		third six months of experience	1055.00	844.00	1060.00	848.00
		fourth six months of experience	1125.00	900.00	1129.50	903.50
		next four months of experience	1257.00	1005.50	1263.00	1010.50
		Thereafter, the wage specified in (d)(i) i.e.	1494.50	1195.50	1502.00	1201.50
(e)	Bane	d-knife cutter:				
		Qualified	1494.50	1195.50	1502.00	1201.50
	Note	: Subject to the availability of a band knife,	only a qualified cut	ter-out shall prog	ress to this class	of employee
(f)	Cutte	er-out:				
	(i)	Qualified:	1321.50	1057.00	1327.00	1061.50
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	968.00	774.50	971.50	777.00
		third six months of experience	998.50	799.00	1002.50	802.00
		fourth six months of experience	1035.00	828.00	1038.50	831.00
		next four months of experience	1079.00	863.00	1085.00	868.00
		Thereafter, the wage specified in (f)(i) i.e.	1321.50	1057.00	1327.00	1061.50
()	1.					
(g)		r-up:	1000.00		1010.00	
	(i)	Qualified:	1036.00	829.00	1040.00	832.00
	(ii)	Learners:				
	-	first six months of experience	923.00	738.50	927.00	741.50
	+	second six months of experience	944.00	755.00	948.00	758.50
		third six months of experience	959.50	767.50	965.00	772.00
	-	fourth six months of experience Thereafter, the wage specified in (g)(i)	973.50 1036.00	779.00	979.50	783.50
		i.e.	1030.00	829.00	1040.00	832.00
(h)	Spec	 cialised presser:				
` /	(i)	Qualified:	1441.00	1153.00	1449.00	1159.00
	(ii)	Learners:				. 100.00
	1 , ,	first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	960.50	768.50	967.00	773.50
		third six months of experience	996.00	797.00	1000.00	800.00
		fourth six months of experience	1035.00	828.00	1038.50	831.00
	1	fifth six months of experience	1077.00	861.50	1080.00	864.00
		sixth six months of experience	1113.00	890.50	1116.50	893.00
		seventh six months of experience	1216.00	973.00	1223.50	979.00
	-	eighth six months of experience	1260.50	1008.50	1266.50	1013.00
		next four months of experience	1288.50	1031.00	1294.50	1035.50



		WAGE SCHEDULE		i.e Employers the Productivity Scheme)	Group B (i.e contributing to t	he Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
/ 1 \	-					
(i)	-	miner:	4004.00	007.00	1000.00	004.00
	(i)	Qualified:	1234.00	987.00	1239.00	991.00
	(ii)	Learners:	4025.00	000.00	4000 50	004.00
		first six months of experience Thereafter, the wage specified in (i)(i) i.e.	1035.00 1234.00	828.00 987.00	1038.50 1239.00	831.00 991.00
(j)(a)	Mac	hinist:				
12/1-/	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(ii)	Learners:				2.2.00
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	944.50	755.50	949.00	759.00
		third six months of experience	972.00	777.50	978.50	783.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	1215.00	972.00
(j)(b)	Fres	sser, trimmer, factory clerk, embroidery n	nacriinist and cioa	ak room attenda	nt:	
	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(i) (ii)	Qualified: Learners:	1210.00	968.00	1215.00	972.00
	- ``		1210.00 923.00	968.00 738.50	1215.00 927.00	
	- ``	Learners:				741.50
	- ``	Learners: first six months of experience	923.00	738.50	927.00	741.50 759.00
	- ``	Learners: first six months of experience second six months of experience	923.00 944.50	738.50 755.50	927.00 949.00	741.50 759.00 783.00
	- ``	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience	923.00 944.50 972.00	738.50 755.50 777.50	927.00 949.00 978.50	741.50 759.00 783.00 807.50
	- ``	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience	923.00 944.50 972.00 1006.00	738.50 755.50 777.50 805.00	927.00 949.00 978.50 1009.50	741.50 759.00 783.00 807.50 829.00
(k)	(ii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i)	923.00 944.50 972.00 1006.00 1032.00	738.50 755.50 777.50 805.00 825.50	927.00 949.00 978.50 1009.50 1036.50	741.50 759.00 783.00 807.50 829.00
(k)	(ii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e.	923.00 944.50 972.00 1006.00 1032.00	738.50 755.50 777.50 805.00 825.50	927.00 949.00 978.50 1009.50 1036.50	741.50 759.00 783.00 807.50 829.00 972.00
(k)	Prog	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. press examiner:	923.00 944.50 972.00 1006.00 1032.00 1210.00	738.50 755.50 777.50 805.00 825.50 968.00	927.00 949.00 978.50 1009.50 1036.50 1215.00	741.50 759.00 783.00 807.50 829.00 972.00
(k)	Prog	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. press examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i)	923.00 944.50 972.00 1006.00 1032.00 1210.00	738.50 755.50 777.50 805.00 825.50 968.00	927.00 949.00 978.50 1009.50 1036.50 1215.00	741.50 759.00 783.00 807.50 829.00 972.00
	Prog(i) (ii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e.	923.00 944.50 972.00 1006.00 1032.00 1210.00	738.50 755.50 777.50 805.00 825.50 968.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00
	Prog(i) (ii) (iii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e.	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50	738.50 755.50 777.50 805.00 825.50 968.00 979.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00 982.00
	Prog(i) (ii) Des _I (i)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified:	923.00 944.50 972.00 1006.00 1032.00 1210.00	738.50 755.50 777.50 805.00 825.50 968.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00
	Prog(i) (ii) (iii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners:	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50 969.50 1223.50	738.50 755.50 777.50 805.00 825.50 968.00 979.00 775.50 979.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00 778.50 982.00
	Prog(i) (ii) Des _I (i)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (l)(i) Thereafter, the wage specified in (l)(i)	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50	738.50 755.50 777.50 805.00 825.50 968.00 979.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00 778.50 982.00 930.00
(1)	Prog(i) (ii) (ii) Des _I (ii) (iii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Thereafter, the wage specified in (l)(i) i.e.	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50 969.50 1223.50	738.50 755.50 777.50 805.00 825.50 968.00 979.00 775.50 979.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00 778.50 982.00 930.00
	Prog (i) (ii) (ii) Desj (i) (iii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (l)(i) i.e. cker in the Knitting section:	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50 969.50 1223.50 1158.00	738.50 755.50 777.50 805.00 825.50 968.00 979.00 775.50 979.00 926.50	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50 1162.50	741.50 759.00 783.00 807.50 829.00 972.00 778.50 982.00 930.00
(1)	Prog(i) (ii) (ii) (iii) Chec(ii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (l)(i) i.e. cker in the Knitting section: Qualified:	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50 969.50 1223.50	738.50 755.50 777.50 805.00 825.50 968.00 979.00 775.50 979.00	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50	741.50 759.00 783.00 807.50 829.00 972.00 778.50 982.00 930.00
(1)	Prog (i) (ii) (ii) Desj (i) (iii)	Learners: first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e. gress examiner: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (k)(i) i.e. patcher: Qualified: Learners: first six months of experience Thereafter, the wage specified in (l)(i) i.e. cker in the Knitting section:	923.00 944.50 972.00 1006.00 1032.00 1210.00 1223.50 969.50 1223.50 1158.00	738.50 755.50 777.50 805.00 825.50 968.00 979.00 775.50 979.00 926.50	927.00 949.00 978.50 1009.50 1036.50 1215.00 1227.50 973.00 1227.50 1162.50	741.50 759.00 783.00 807.50 829.00 972.00 982.00



		WAGE SCHEDULE	Group A (i contributing to incentive	the Productivity	Group B (i.e contributing to t Incentive	he Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	3	third six months of experience	968.00	774.50	971.50	777.00
		Thereafter, the wage specified in (m)(i) i.e.	1028.00	822.50	1034.00	827.00
(n)	Gen	eral Worker:			-	
(11)	(i)	Qualified:	998.00	798.50	1001.50	801.00
	(ii)	Learners:	330.00	7 30.30	1001.30	001.00
	(11)	first six months of experience	923.00	738.50	927.00	741.50
	-	second six months of experience	944.00	755.00	948.00	741.50
		Thereafter, the wage specified in (n)(i) i.e.	998.00	798.50	1001.50	801.00
(0)	Stea	mbox pleater:				
,	(i)	Qualified:	1176.50	941.00	1181.00	945.00
	(ii)	Learners:				
	1	first six months of experience	923.00	738.50	927.00	741.50
	1	second six months of experience	965.50	772.50	969.50	775.50
		third six months of experience	996.00	797.00	1000.00	800.00
		fourth six months of experience	1034.00	827.00	1037.50	830.00
		Thereafter, the wage specified in (o)(i) i.e.	1176.50	941.00	1181.00	945.00
(p)	Plair	n sewer:				
(P)	(i)	Qualified:	1034.00	827.00	1037.50	830.00
-	(ii)	Learners:	1004.00	027.00	1037.50	030.00
	(11)	first six months of experience	923.00	738.50	927.00	741.50
	1	second six months of experience	934.00	747.00	937.50	750.00
	+	third six months of experience	944.50	755.50	949.00	759.00
	+	fourth six months of experience	959.50	767.50	965.00	772.00
	1	next four months of experience	978.50	783.00	981.50	785.00
		Thereafter, the wage specified in (p)(i) i.e.	1034.00	827.00	1037.50	830.00
(q)	Gen	eral assistant	1129.50	903.50	1134.50	907.50
(r)	Clea	ner	1006.00	805.00	1009.50	807.50
(s)	Tea	maker	1006.00	805.00	1009.50	807.50
(t)	Wate	chman	1223.50	979.00	1227.50	982.00
(u)	_	or vehicle driver:				
	(i)	(aa) does not exceed 453 kg	1219.50	975.50	1224.00	979.00
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1311.00	1049.00	1317.00	1053.50
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1450.50	1160.50	1454.00	1163.00
	-	(ad) exceeds 4 536 kg	1695.50	1356.50	1704.50	1363.50
	(ii)	Part-time driver of a motor vehicle	1131.50	905.00	1135.00	908.00
(v)	Click					
	(i)	Qualified:	1979.50	1583.50	1988.00	1590.50



		WAGE SCHEDULE	Group A (i	the Productivity	Group B (i.e contributing to t Incentive	he Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.5
		second six months of experience	998.50	799.00	1002.50	802.0
		third six months of experience	1079.50	863.50	1086.00	869.0
		fourth six months of experience	1221.50	977.00	1225.00	980.0
		fifth six months of experience	1313.50	1051.00	1318.50	1055.00
		sixth six months of experience	1385.00	1108.00	1390.50	1112.5
		seventh six months of experience	1468.00	1174.50	1476.50	1181.0
		eighth six months of experience	1546.50	1237.00	1552.50	1242.0
		next four months of experience	1630.00	1304.00	1636.00	1309.0
		Thereafter, the wage specified in (v)(i) i.e.	1979.50	1583.50	1988.00	1590.5
(w)	Bead	der	1234.00	987.00	1239.00	991.00
(x)	Chic	rinator	1109.50	887.50	1115.50	892.5
(y)	Com	ponder 	1313.50	1051.00	1318.50	1055.0
(z)	Dipp					
	(i)	Qualified:				
		Category A	1313.50	1051.00	1318.50	1055.0
		Category B	1342.50	1074.00	1348.50	1079.0
		Category C	1387.00	1109.50	1392.00	1113.5
	(ii)	Learners:				
		first six months of experience to Category A	999.00	799.00	1004.00	803.0
		first six months of experience to Category B	1313.50	1051.00	1318.50	1055.0
		first six months of experience to Category C	1342.50	1074.00	1348.50	1079.0
(aa)	_	e turner	1592.50	1274.00	1599.50	1279.50
(ab)		dmaker	1262.50	1010.00	1267.50	1014.00
(ac)	Pack		1060.00	848.00	1065.50	852.50
(ad)		ity product co-ordinator	1665.50	1332.50	1672.00	1337.50
(ae)	cent	pervisor shall be paid the qualified rate a : ided that-	applicable to the e	employees being	supervised, plu	s 33 ¹ / ³ per
	(i) a 1	rainee supervisor shall serve a probationary applicable to the employees being supervise			nd shall be paid th	ne qualified
	(ii) a	trainee supervisor, who is not considered su return to his former position at his former w	uitable for promotic	·	n of the probation	ary period,

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

	WAGE SCHEDULE	Pro	(i.e Employeductivity ince	entive Scher	ne)	to the	B (i.e Emplo Productivity	Incentive So	cheme)
		Note: Refe Side Agree between Ei SACTWU. calculation on 95% of Cape Knitti Rates per v	PCMA & The is based Western ng Wage	"2008 Agreemer	Refer to 3" Side nt between & SACTWU	EPCMA & The calcul based on Western C	de at between SACTWU. lation is 95% of	"2008 Agreeme	Refer to 8" Side nt between a SACTWU
DES	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%
		R	R	R	R	R	R	R	R
D-44-	Part A - Cutting Department	T							
	ern Maker	0040.00	4.040.50	0005.00	4 000 00	0004.50	4.057.00	222122	4.00=.00
(a)	Qualified	2312.00	1 849.50	2285.00	1 828.00	2321.50	1 857.00	2294.00	1 835.00
(b)	Learner	-			_				
_	First year First six months of	1295.00	1 036.00	1280.00	1 024.00	1299.50	1 039.50	1284.00	1 027.00
	experience Second six months of	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
	experience	1400.00	1 144.00	1410.00	1 100.00	1454.50	1 147.50	1417.50	1 154.00
	Second year								
	First six months of experience	1564.00	1 251.00	1545.50	1 236.50	1571.50	1 257.00	1553.00	1 242.50
	Second six months of experience	1707.50	1 366.00	1687.50	1 350.00	1716.00	1 373.00	1696.00	1 357.00
	Third year								
	First six months of experience	1863.00	1 490.50	1841.00	1 473.00	1870.50	1 496.50	1848.50	1 479.00
	Next four months of experience	2010.00	1 608.00	1986.50	1 589.00	2019.50	1 615.50	1995.50	1 596.50
	Thereafter, the wage specified in (a), i.e.	2312.00	1 849.50	2285.00	1 828.00	2321.50	1 857.00	2294.00	1 835.00
Patte	rn Grader								
(a)	Qualified	1865.00	1 492.00	1843.00	1 474.50	1872.00	1 497.50	1850.00	1 480.00
(b)	Learner								
	First year								
	First six months of experience	1217.00	973.50	1202.50	962.00	1224.00	979.00	1209.50	967.50
	Second six months of experience	1295.00	1 036.00	1280.00	1 024.00	1299.50	1 039.50	1284.00	1 027.00
	Second year	1071.05	1.00=.00	1055.00	1.00: 22	1077.51	4.40		
	First six months of experience	1371.00	1 097.00	1355.00	1 084.00	1379.00	1 103.00	1363.00	1 090.50
	Second six months of experience	1469.00	1 175.00	1451.50	1 161.00	1476.00	1 181.00	1458.50	1 167.00
	Third year First six months of experience	1564.00	1 251.00	1545.50	1 236.50	1571.50	1 257.00	1553.00	1 242.50



	WAGE SCHEDULE	Pro	A (i.e Employ oductivity ince	entive Scher	me)	to the	B (i.e Emplo Productivity	Incentive S	cheme)
		Note: Refe Side Agree between E SACTWU, calculation on 95% of Cape Knitt, Rates per t	PCMA & The is based Western ing Wage	"2008 Agreeme	Refer to B" Side nt between & SACTWU	EPCMA 8 The calcu based on Western 0	de int between int SACTWU. Illation is 95% of Cape l/age Rates	"2008 Agreeme	Refer to 3" Side nt betweer & SACTWL
DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentiv sed Scheme Effectiv e 1 Sep 2018 = 80%
	Next four months of experience	1665.00	1 332.00	1645.50	1 316.50	1673.50	1 339.00	1654.00	1 323.00
	Thereafter, the wage specified in (a), i.e.	1865.00	1 492.00	1843.00	1 474.50	1872.00	1 497.50	1850.00	1 480.00
	ball Jersey Cutter	4000.50	4.007.00	1001.00	4.005.00	1000.00	4.044.50	1000 50	1 000 0
(a) (b)	Qualified Learner	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.0
(D)	First year								
	First six months of experience	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.0
	Second six months of experience	1031.50	825.00	1019.50	815.50	1035.50	828.50	1023.50	819.0
	Second year First six months of experience	1085.50	868.50	1072.50	858.00	1090.50	872.50	1077.50	862.00
	Second six months of experience	1143.00	914.50	1129.50	903.50	1149.00	919.00	1135.50	908.50
	Third year					/			
	First four months of experience	1199.50	959.50	1185.50	948.50	1204.00	963.00	1190.00	952.0
Lavo	Thereafter, the wage specified in (a), i.e.	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.0
Laye (a)	r-up Qualified	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.0
(b)	Learner	1			130.00		227,00		207.00
	First year								Ç.,
	First six months of experience	941.00	753.00	930.00	744.00	945.00	756.00	934.00	747.0
	Second six months of experience Second year	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.0
	First six months of experience	1016.50	813.00	1004.50	803.50	1021.50	817.00	1009.50	807.5
	Thereafter, the wage specified in (a), i.e.	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.00
	Part B - Factory Operatives								
	e A employee	1420.00	1 114 00	1412.00	1 120 50	4404 50	4 4 4 7 5 0	4447.50	1.404.0
(a) (b)	Qualified Learner	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
(~)	First year								
	First six months of experience	1006.00	805.00	994.00	795.00	1010.00	808.00	998.00	798.5
	Second six months of experience	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.5

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	WAGE SCHEDULE	Pro	A (i.e Employoductivity inc	entive Sche	me)	to the	B (i.e Emplo Productivity		
		Note: Refe Side Agree between E SACTWU. calculation on 95% of Cape Knitti Rates per v	PCMA & The is based Western ing Wage	"2008 Agreeme	Refer to 8" Side nt between & SACTWU	EPCMA 8 The calcu- based on Western 0	de It between SACTWU. Iation is 95% of Cape Yage Rates	"200 Agreeme	Refer to 8" Side nt between & SACTWU
DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%
	Second year First six months of	1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	919.50
	experience					/			919.50
	Second six months of experience	1217.00	973.50	1202.50	962.00	1224.00	979.00	1209.50	967.50
	Third year								
	First four months of experience	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
	Thereafter, the wage specified in (a), i.e.	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
Grac	de B employee								
(a)	Qualified	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
(b)	Learner								
	First year								
	First six months of experience Second six months of	991.00	793.00 834.50	979.50	783.50 824.50	996.00	797.00 838.00	984.50	787.50 828.00
	experience	1043.00	034.50	1030.50	024.50	1047.50	838.00	1035.00	828.00
_	Second year First six months of	1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
	experience Thereafter, the wage	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
	specified in (a), i.e.	1221.00	077.00	1207.00	500.50	1220.00	301.00	1212.00	303.30
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
	Second six months from date of advancement	1258.00	1 006.50	1243.00	994.50	1263.50	1 011.00	1248.50	999.00
	Third six months from date of advancement	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
Grad	de C employee								
(a)	Qualified	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
(b)	Learner								
	First year	074 50	777.00	000.00	700.00	075.50	700.50	00400	774.00
	First six months of experience Second six months of	971.50	777.00	960.00	768.00 789.50	975.50	780.50 803.00	964.00	771.00 793.00
	experience Thereafter, the wage	1084.50	867.50	1071.50	857.00	1003.50	871.00	1075.50	860.50
(=)	specified in (a), i.e.	1004.00	307.30	107 1.00	337.00	1000.00	07 1.00	1070.00	000.00
(c)	If advanced to Grade B employee:								



	WAGE SCHEDULE		(i.e Employ ductivity inc				B (i.e Emplo Productivity		
			er to "2008" ment PCMA & The is based Western ng Wage	Note: "2008 Agreeme	Refer to 3" Side nt between & SACTWU	Note: Ret "2008" Sid Agreemen EPCMA & The calcul based on s Western C	fer to de the between SACTWU. lation is 95% of	Note: "2008 Agreeme	Refer to B" Side nt between & SACTWU
DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%
	First six months from date of	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
	advancement Second six months from date of advancement	1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
	Part C - Clerical Employees								
Clerk									
(a)	Qualified	1573.50	1 259.00	1555.00	1 244.00	1582.00	1 265.50	1563.50	1 251.00
(b)	Learner								
	First year	1162.00	929.50	1148.50	919.00	1165.50	932.50	1152.00	921.50
	Second year	1262.50	1 010.00	1247.50	998.00	1268.50	1 015.00	1253.50	1 003.00
	Third year First four months of experience	1380.00	1 104.00	1364.00	1 091.00	1386.00	1 109.00	1369.50	1 095.50
	Thereafter, the wage specified in (a), i.e.	1573.50	1 259.00	1555.00	1 244.00	1582.00	1 265.50	1563.50	1 251.00
	ory Clerk	1101.00	045.00	1407.00	000.50	4407.50	050.00	4470.50	000.00
(a) (b)	Qualified Learner	1181.00	945.00	1167.00	933.50	1187.50	950.00	1173.50	939.00
(6)	First year	941.00	753.00	930.00	744.00	945.00	756.00	934.00	747.00
	Second year	1002.50	802.00	990.50	792.50	1007.00	805.50	995.00	796.00
	Third year								
	First four months of experience	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
	Thereafter, the wage specified in (a), i.e.	1181.00	945.00	1167.00	933.50	1187.50	950.00	1173.50	939.00
	Part D - General								
Boile	er attendant	1121.50	897.00	1108.50	887.00	1127.00	901.50	1113.50	891.00
	patch packer	1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	919.50
Gene	eral Worker	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
	ourer	1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
Moto	or vehicle driver of a vehicle, the unlac	len mass of w	hich, togethe	r with the ur	nladen ma s s	of any traile	r or trailers d	rawn by suc	h vehicle -
(a)	does not exceed 1 360 kg	1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	919.50
(b)	exceeds 1 360 but not 2 720 kg	1202.50	962.00	1188.50	951.00	1207.50	966.00	1193.50	955.00
(c)	exceeds 2 720 kg	1371.00	1 097.00	1355.00	1 084.00	1379.00	1 103.00	1363.00	1 090.50
	ervisor, quality controller and	1469.00	1 175.00	1451.50	1 161.00	1476.00	1 181.00	1458.50	1 167.00

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	WAGE SCHEDULE		(i.e Employeductivity ince				B (i.e Emplo Productivity		
		Note: Refe Side Agree between El SACTWU. calculation on 95% of Cape Knitti Rates per v	ment PCMA & The is based Western ng Wage	"2008 Agreemer	Refer to 8" Side at between & SACTWU	Note: Ref "2008" Sid Agreemen	Fer to Ide Ide SACTWU. Idition is 95% of Cape	Note: "2008 Agreemer	Refer to S'' Side It between SACTWU
DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019(Ba sed on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employ ees on Incentivi sed Scheme Effectiv e 1 Sep 2018 = 80%
Trav	eller's driver	1202.50	962.00	1188.50	951.00	1207.50	966.00	1193.50	955.00
Wato	hman or caretaker, whose ordinary	hours of wo	ork are -						
(a)	less than 60 hours per week	1249.50	999.50	1235.00	988.00	1255.50	1 004.50	1240.50	992.50
(b)	60 hours per week	1311.50	1 049,00	1296.00	1 037.00	1318.00	1 054.50	1302.50	1 042.00

3. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
6.3(2)	1 September 2017	1 September 2018
12.1(3)(b)	R1,21	R1,30
12.2	41 cents	44 cents
12.4	61 cents	66 cents
14.1(1)	R2,65	R2,85
14.1(2)	R4,25	R4,57
15(1)	31 August 2018	31 August 2019
15(1)	1 September 2017	1 September 2018



Annexure	С	of	Clause	17 cents	18 cents	
19(5)						

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

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

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	1	WAGE SCHEDULE		e. employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESC	RIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
A. A	LL AREAS					
(i)	(a) Forema		3 526.50	2 821.00	3 543.00	2 834.50
		sor/Quality Conntroller				
	(i) Q	ualified	1 441.00	1 153.00	1 449.00	1 159.00
	(ii) L	earners				
		first six months of experience	989.50	791.50	994.00	795.00
		second six months of experience	1 181.00	945.00	1 186.50	949.00
		Thereafter, the wage specified in (ii)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
	(c) Cloakro	om Supervisor/Watchman	1 004.50	803.50	1 007.50	806.00
	(d) Mechan	lic	3 308.50	2 647.00	3 324.50	2 659.50
		fied Mechanic	1 232.50	986.00	1 240.00	992.00
	(f) Watchm		1 004.50	803.50	1 007.50	806.00
	(g) Laboure	er	785.50	628.50	788.50	631.00
	(h) Boiler A	ttendant	863.00	690.50	866.50	693.00
(ii)	Pattern Gra	der				
	(i) Q	ualified	1 868.00	1 494.50	1 876.50	1 501.00
	(ii) Lo	eamers				
		first six months of experience	721.50	577.00	724.50	579.50
		second six months of experience	865.00	692.00	867.50	694.00
		third six months of experience	1 006.50	805.00	1 012.00	809.50
		fourth six months of experience	1 153.50	923.00	1 158.00	926.50
		fifth six months of experience	1 295.00	1 036.00	1 299.00	1 039.00



	WAGE SCHEDULE		e. employees on the Incentive Scheme)	GROUP B (i.e. the 0.5% Produ Sche	ctivity Incentive
	DESCRIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	sixth six months of experience	1 436.00	1 149.00	1 443.00	1 154.50
	seventh six months of experience	1 579.50	1 263.50	1 586.00	1 269.00
	next four months of experience	1 722.50	1 378.00	1 728.50	1 383.00
	Thereafter, the wage specified in (ii)(i)	1 868.00	1 494.50	1 876.50	1 501.00
(iii)	Marker-In				
(111)	(i) Qualified	1 441.00	1 153.00	1 449.00	1 159.00
_	(ii) Learners	1 441.00	1 155.00	1 445.00	1 155.00
	first six months of experience	721.50	577.00	724.50	579.50
	second six months of experience	809.50	647.50	814.00	651.00
	third six months of experience	905.00	724.00	907.50	726.00
	fourth six months of experience	991.50	793.00	996.00	797.00
	fifth six months of experience	1 083.50	867.00	1 087.00	869.50
	sixth six months of experience	1 170.50	936.50	1 176.50	941.00
		1 261.50	1 009.00	1 268.00	1 014.50
	I Sevenin Six monins of experience		. 000.00		
_	seventh six months of experience		1 079 00	1 355 00	1 084 00
	next four months of experience Thereafter, the wage specified in (iii)(i)	1 349.00 1 441.00	1 079.00 1 153.00	1 355.00 1 449.00	1 159.00
(iv)	next four months of experience	1 349.00 1 441.00	1 153.00		
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining ar	1 349.00 1 441.00 d/or trimming c	1 153.00	1 449.00	1 159.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining ar	1 349.00 1 441.00	1 153.00 hopper-out		1 159.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining ar (i) Qualified (ii) Learners	1 349.00 1 441.00 d/or trimming c	1 153.00 hopper-out	1 449.00	1 159.00 929.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience	1 349.00 1 441.00 d/or trimming c	1 153.00 hopper-out 924.00	1 449.00 1 161.50	1 159.00 929.00 551.50
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience second six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50	1 153.00 hopper-out 924.00 548.50 611.50	1 449.00 1 161.50 689.50 767.50	929.00 551.50 614.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00	1 449.00 1 161.50 689.50 767.50 850.00	929.00 551.50 614.00 680.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00	929.00 551.50 614.00 680.00 739.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (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	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00	1 449.00 1 161.50 689.50 767.50 850.00	929.00 551.50 614.00 680.00 739.00 803.50
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining ar (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e.	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50	929.00 929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50 1 161.50	929.00 929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 first six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50 1 161.50 1 007.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 first six months of experience second six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50 1 161.50 1 007.50 689.50 767.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 first six months of experience second six months of experience third six months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 161.50 1 007.50 689.50 767.50 850.00	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00
(iv)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience third six months of experience next four months of experience	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00 737.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 082.50 1 161.50 1 007.50 689.50 767.50	
(v)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience next four months of experience Thereafter, the wage specified in (v)(i) i.e. Thereafter, the wage specified in (v)(i) i.e.	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 161.50 1 007.50 689.50 767.50 850.00	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00 740.00
(v)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience next four months of experience Thereafter, the wage specified in (v)(i)	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00 737.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 161.50 1 007.50 689.50 767.50 850.00 925.00	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00
(v)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience next four months of experience Thereafter, the wage specified in (v)(i) i.e. Thereafter, the wage specified in (v)(i) i.e.	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00 737.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 161.50 1 007.50 689.50 767.50 850.00 925.00	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00 740.00 806.00
	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining an (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fourth 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 (ii) Learners first six months of experience second six months of experience third six months of experience next four months of experience Thereafter, the wage specified in (v)(i) i.e. (a) Invoice Clerk	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00 922.00 1 004.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00 737.50 803.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 182.50 1 161.50 1 007.50 689.50 767.50 850.00 925.00 1 007.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00 740.00 806.00
(v)	next four months of experience Thereafter, the wage specified in (iii)(i) i.e. Shaper & Chopper-out, other than an interlining and (i) Qualified (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 Thereafter, the wage specified in (iv)(i) i.e. Checker, Examiner and/or Passer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience next four months of experience next four months of experience Thereafter, the wage specified in (v)(i) i.e. (a) Invoice Clerk (ii) Qualified	1 349.00 1 441.00 d/or trimming c 1 155.00 685.50 764.50 844.00 921.50 998.50 1 077.50 1 155.00 1 004.50 685.50 764.50 844.00 922.00 1 004.50	1 153.00 hopper-out 924.00 548.50 611.50 675.00 737.00 799.00 862.00 924.00 803.50 548.50 611.50 675.00 737.50 803.50	1 449.00 1 161.50 689.50 767.50 850.00 924.00 1 004.50 1 182.50 1 161.50 1 007.50 689.50 767.50 850.00 925.00 1 007.50	929.00 551.50 614.00 680.00 739.00 803.50 866.00 929.00 551.50 614.00 680.00 740.00

		WAGE SCHEDULE		e. employees on the Incentive Scheme)	GROUP B (i.e. the 0.5% Produ Sche	ctivity Incentive
	DESC	CRIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
	(i)	Qualified	1 055.50	844.50	1 060.00	848.00
	(ii)	Learners				
		first six months of experience	758.50	607.00	760.50	608.50
		second six months of experience	906.00	725.00	909.00	727.00
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1 055.50	844.50	1 060.00	848.00
(vii)	overcoats		d/or sewing rou	ind men's and la	dies' tailored coa	ats and
	(i)	Qualified	1 137.00	909.50	1 141.50	913.00
	(ii)	Learners				
		first six months of experience	685.50	548.50	689.50	551.50
		second six months of experience	760.00	608.00	764.50	611.50
		third six months of experience	834.50	667.50	837.50	670.00
		fourth six months of experience	909.00	727.00	913.00	730.50
		fifth six months of experience	984.00	787.00	990.50	792.50
		next four months of experience	1 062.00	849.50	1 067.00	853.50
		Thereafter, the wage specified in	1 137.00	909.50	1 141.50	913.00
(viii)	Driver of a	(vii)(i) i.e.	ch together with			
(viii)	by such ve	(vii)(i) i.e. Motor Vehicle, the unladen mass of whiehicle—: Does not exceed 2 722 kg	ch together with			trailers drawr
(viii)	by such ve	(vii)(i) i.e. Motor Vehicle, the unladen mass of whiehicle—:	1 243.00 1 445.00	994.50 1 156.00	ass of any trailer	trailers drawn
(ix)	(a) (b)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which chicle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle	1 243.00	the unladen ma	ass of any trailer	/trailers drawr 999.00 1 161.50
(ix)	(a) (b) Part-time I	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator	1 243.00 1 445.00	994.50 1 156.00 905.50	1 249.00 1 452.00 1 137.00	/trailers drawr 999.00 1 161.50
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified	1 243.00 1 445.00	994.50 1 156.00	1 249.00 1 452.00	999.00 1 161.50 909.50
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners	1 243.00 1 445.00 1 132.00 1 481.00	994.50 1 156.00 905.50	1 249.00 1 452.00 1 137.00	999.00 1 161.50 909.50
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners first six months of experience	1 243.00 1 445.00 1 132.00 1 481.00 685.50	994.50 1 156.00 905.50 1 185.00	1 249.00 1 452.00 1 137.00 1 489.00	999.00 1 161.50 909.50 1 191.00
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of whilehicle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners first six months of experience second six months of experience	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50	999.00 1 161.50 909.50 1 191.00 551.50 659.50
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of whilehicle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners first six months of experience second six months of experience third six months of experience	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00	999.00 1 161.50 909.50 1 191.00 551.50 659.50
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners first six months of experience second six months of experience third six months of experience fourth six months of experience	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which ichicle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00
(ix)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Exceeds 2 722 kg Oriver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i)	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00
(ix) (x)	(a) (b) Part-time I Knitting M	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e.	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00 1 085.00
(ix) (x)	(a) (b) Part-time I (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e.	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00 1 085.00 1 191.00
(ix) (x)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e. ce hand	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00 1 085.00 1 191.00
(ix) (x)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e. ce hand Qualified	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00	999.00 1 161.50 909.50 1 191.00 551.50 659.50 763.00 870.00 976.00 1 085.00 1 191.00
(ix) (x)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Priver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e. ce hand Qualified Learners	1 243.00 1 445.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50 1 185.00	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00	999.00 1 161.50 909.50 1 191.00 551.50 682.00 551.50
(x)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e. ce hand Qualified Learners first six months of experience	1 243.00 1 445.00 1 132.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50 1 185.00	1 249.00 1 452.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00	999.00 1 161.50 909.50 1 191.00 551.50 682.00 557.00
(viii) (ix) (x) (xi)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified 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 Thereafter, the wage specified in (x)(i) i.e. ce hand Qualified Learners first six months of experience second six months of experience	1 243.00 1 445.00 1 132.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00 850.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50 1 185.00	1 249.00 1 452.00 1 137.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00 852.50	
(ix) (x)	(a) (b) Part-time I Knitting M (ii) (iii)	(vii)(i) i.e. Motor Vehicle, the unladen mass of which icle—: Does not exceed 2 722 kg Exceeds 2 722 kg Driver of a Motor Vehicle achine Operator Qualified Learners first six months of experience second six months of experience fourth six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (x)(i) i.e. ce hand Qualified Learners first six months of experience second six months of experience third six months of experience	1 243.00 1 445.00 1 132.00 1 132.00 1 481.00 685.50 819.50 951.00 1 084.50 1 215.50 1 349.50 1 481.00 850.00 685.50 718.00 746.00	994.50 1 156.00 905.50 1 185.00 548.50 655.50 761.00 867.50 972.50 1 079.50 1 185.00 680.00	1 249.00 1 452.00 1 137.00 1 137.00 1 489.00 689.50 824.50 954.00 1 087.50 1 220.00 1 356.50 1 489.00 852.50 689.50 721.50 749.50	999.00 1 161.50 909.50 1 191.00 551.50 676.00 1 191.00 682.00 551.50 577.00 599.50

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	WAGE SCHEDULE	GROUP A (i. 0.5% Productivity	e. employees on the name name name name name name name nam	GROUP B (i.e. employees NOT of the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
В. І	IN THE MAGISTERIAL DISTRICTS OF BLOEMFONT	R TEIN, KIMBERLEY	R AND	R	R
KRO	PONSTAD				
(i)	Sewing Machinist				
(a)	(i) Qualified	1 004.50	803.50	1 007.50	806.00
	(ii) Learners	1 004.50	003.30	1 007.50	800.00
_	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	737.50	590.00	743.00	594.50
	third six months of experience	790.00	632.00	794.00	635.00
	Thereafter, the wage specified in (i)(i		803.50	1 007.50	806.00
	i.e.				
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, M Scriber and Screen Printer	arker-In and/or Che	opper-out of lini	ngs and trimming	gs, Former
	(i) Qualified	1 004.50	803.50	1 007.50	806.00
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	737.50	590.00	743.00	594.50
	third six months of experience	790.00	632.00	794.00	635.00
	fourth six months of experience	844.00	675.00	850.00	680.00
	fifth six months of experience	896.50	717.00	900.50	720.50
	next four months of experience	950.50	760.50	953.50	763.00
	Thereafter, the wage specified in (i)(i) 1 004.50	803.50	1 007.50	806.00
	i.e. Set Leader and/or Team Leader	1 067.00	853.50	1 071.00	857.00
(ii)	General Worker/Pleater	1 007.00	655.50	1071.00	657.00
(,	(i) Qualified	758.50	607.00	760.50	608.50
	(ii) Learners	7 30.30	007.00	700.30	000.30
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	720.50	576.50	723.00	578.50
	Thereafter, the wage specified in (ii)(ii.e.		607.00	760.50	608.50
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	784.00	627.00	788.00	630.50
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	second six months of experience	733.50	587.00	737.00	589.50
	Thereafter, the wage specified in (iii)((i) 784.00	627.00	788.00	630.50
(iv)	Plain Sewer				
	(i) Qualified	819.50	655.50	824.50	659.50
	(ii) Learners				
	first six months of experience	685.50	548.50	689.50	551.50
	Thereafter, the wage specified in (iv)((i) 819.50	655.50	824.50	659.50
(v)	Sample Machinist	1 141.50	913.00	1 147.50	918.00

		WAGE SCHEDULE		e. employees on the Incentive Scheme)	GROUP B (i.e. the 0.5% Produ Sche	ctivity Incentive
	DESC	RIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
0 1	N THE MAGIC	ATERIAL PROTECTO OF PRANKFORT D	R	R	R	R
C. I	I THE MAGISTERIAL DISTRICTS OF FRANKFORT, PA		ARTS AND VRE	DEFORT		
(i)	Sewing Ma	chinist				
(a)	1 (1) (2)		000.50	700.50	000 50	774.00
		ualified:	960.50	768.50	963.50	771.00
	(11) L	earners:	650.00	F0C F0	200.00	500 50
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	707.50	566.00	713.00 762.00	570.50
		third six months of experience	758.00 960.50	606.50 768.50		609.50
		Thereafter, the wage specified in (i)(a)(i) i.e.	960.50	766.50	963.50	771.00
(i) (b)		ender, Finisher, Presser, Trimmer, Mark d Screen Printer:	er-In and/or Che	opper-out of lining	ngs and trimming	gs, Former
	(i) Q	ualified:	960.50	768.50	963.50	771.00
		earners:				
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	707.50	566.00	713.00	570.50
		third six months of experience	758.00	606.50	762.00	609.50
		fourth six months of experience	808.50	647.00	814.50	651.50
		fifth six months of experience	858.00	686.50	862.00	689.50
		Next four months of experience	909.00	727.00	912.00	729.50
		Thereafter, the wage specified in (i)(b)(i) i.e.	960.50	768.50	963.50	771.00
	Set Leader	and/or Team Leader	1 021.00	817.00	1 025.00	820.00
(ii)	General Wo	orker/Pleater				
	(i) Q	tualified	734.00	587.00	736.00	589.00
	(ii) L	earners				
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	696.00	557.00	698.50	559.00
		Thereafter, the wage specified in (ii)(i)	734.00	587.00	736.00	589.00
(iii)	Despatch P	i.e.				
()	· -	ualified	764.00	611.00	768.00	614.50
		earners	701100	011100	700.00	014.00
	(,	first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	710.00	568.00	713.50	571.00
		Thereafter, the wage specified in (iii)(i)	764.00	611.00	768.00	614.50
(iv)	Layer-Up	i.e.				
/		ualified	759.00	607.00	763.00	610.50
		earners	. 55.55	007.00	. 50.00	010.50
	(/ _	first six months of experience	658.00	526.50	662.00	529.50
			710.50	568.50	714.00	571.00
		I second six months of experience				
		second six months of experience Thereafter, the wage specified in (iii)(i) i.e.	771.00	617.00	775.50	620.50

		WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	I	DESCRIPTION OF OCCUPATION	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wages per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		(i) Qualified	793.00	634.50	796.00	637.00
		(ii) Learners	0.00			
		first six months of experience	660.50	528.50	663.00	530.50
		Thereafter, the wage specified in (iv)(i) i.e.	793.00	634.50	796.00	637.00
(vi)	Samp	le Machinist	1 091.00	873.00	1 093.50	875.00

In the following table of clauses, substitute the existing expression, for the new expression:

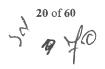
Clause No.	Existing	New
20(1)(a)	R2,64	R2,84
20(1)(b)	R2,85	R3,06
21(3)	R21,94	R23,59
23D(1)	41 cents	44 cents
23E(2)	61 cents	66 cents
35(5)	18 cents	19 cents
36(1)	31 August 2018	31 August 2019
36(1)	1 September 2017	1 September 2018

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):

"(a)

		WAGE SCHEDULE	contributing to	(i.e Employers the Productivity e Scheme)	contributing to	e Employers NO the Productivity e Scheme)
	Description of Occupation		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise Scheme Effective 1 Septembel 2018 = 80%
		Part A - Cutting Department	R	R	R	R
GR/	ADE 1					
	(a)	Qualified	1 289.15	1031.30	1295.15	1036.10
	(b)	Learner				
		0 - 6 months	850.90	680.70	854.90	683.9
		7 - 12 months	941.30	753.05	945.60	756.50
		13 - 18 months **	1 031.45	825.15	1036.30	829.0
		Thereafter, the qualifying wage applies	1 289.15	1031.30	1295.15	1036.1
GR/	ADE 2	2				
	(a)	Qualified	1 120.40	896.30	1125.70	900.5
-	(b)	Learner				
		0 - 6 months	846.35	677.10	850.30	680.2
		Thereafter, the qualifying wage applies	1 120.40	896.30	1125.70	900.5
GR/	ADE A	4				
	(a)	Qualified	1 148.00	918.40	1153.20	922.5
	(b)	Learner				
		0 - 6 months	891.70	713.35	895.95	716.7
		Thereafter, the qualifying wage applies	1 148.00	918.40	1153.20	922.5
HEA	AD CU	JTTER	2 056.80	1645.45	2066.20	1652.9
ASS	SISTA	NT HEAD CUTTER	1 645.30	1316.25	1652.85	1322.3
CUT	TER/	TRIMMER				101110
	(a)	Qualified	1 292.30	1033.85	1298.30	1038.6
-	(b)	Learner				200010
		0 - 6 months	810.55	648.45	814.40	651.5
		7 - 12 months	905.70	724.55	909.70	727.7
		13 - 18 months	996.95	797.55	1001.60	801.30
		19 - 22 months	1 105.40	884.30	1110.35	888.30
		Thereafter, the qualifying wage applies	1 292.30	1033.85	1298.30	1038.6
BAN	ID KN	IIFE CUTTER				
	(a)	Qualified	1 360.00	1088.00	1366.25	1093.0
_	(b)	Learner			1300.23	1053.00
_	(~/	0 - 6 months	906.90	725.50	911.00	728.8



	WAGE SCHEDULE	contributing to	(i.e Employers the Productivity e Scheme)	Group B (i.e Employers NO contributing to the Productivity Incentive Scheme)	
	Description of Occupation	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
	7 - 12 months	1 007.10	805.70	1011.80	809.45
	13 - 18 months	1 098.95	879.15	1104.15	883.30
	19 - 22 months	1 203.60	962.90	1209.10	967.30
	Thereafter, the qualifying wage applies	1 360.00	1088.00	1366.25	1093.00
MECHA	ANIC				
(a)	Qualified	2 210.35	1768.30	2220.50	1776.40
(b)	Learner				
	0 - 6 months	1 019.85	815.90	1024.40	819.50
	7 - 12 months	1 171.10	936.90	1176.60	941.30
	13 - 18 months	1 344.00	1075.20	1350.45	1080.35
	19 - 24 months	1 517.00	1213.60	1524.10	1219.30
	25 - 30 months	1 701.40	1361.10	1709.40	1367.50
	31 - 36 months	1 871.00	1496.80	1879.60	1503.70
	37 - 40 months	2 037.75	1630.20	2047.20	1637.75
	Thereafter, the qualifying wage applies	2 210.35	1768.30	2220.50	1776.40
CLERK	*				
(a)	Qualified	1 381.50	1105.20	1387.95	1110.35
(b)	Learner				
	0 - 6 months	939.30	751.45	943.65	754.90
	7 - 12 months	1 060.60	848.50	1065.50	852.40
	13 - 18 months	1 160.30	928.25	1165.60	932.50
	Thereafter, the qualifying wage applies	1 381.50	1105.20	1387.95	1110.35
WATCH	IMAN	1 157.90	926.30	1163.25	930.60
DRIVER	R 1	1 087.60	870.10	1092.65	874.10
DRIVER	R 2	1 188.45	950.75	1193.95	955.15
DRIVER	23	1 385.75	1108.60	1392.20	1113.75
DRIVER	2 4	1 673.70	1338.95	1681.55	1345.25
FOREP	ERSON	1 584.50	1267.60	1591.90	1273.50

Provided a registered productivity incentive scheme is in place.

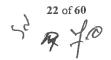
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.

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

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

"(b)

		WAGE SCHEDULE	contributing to	(i.e Employers the Productivity e Scheme)	Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
	DESC	RIPTION OF OCCUPATION	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	er week Employees on ep 2018 Incentivised Scheme		New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
(i)	Fore	man:	2419.90	1935.90	2431.15	1944.9
(ii)	Dyer	: (See (iv) below)				
(iii)	Store	eman:				
	(i)	Qualified:	2329.35	1863.50	2340.10	1872.1
	(ii)	Learners:				
	1	first six months of experience	841.55	673.25	845.50	676.4
		second six months of experience	1213.50	970.80	1219.05	975.2
	1	third six months of experience	1585.65	1268.50	1592.95	1274.3
	1	next four months of experience	1957.45	1565.95	1966.45	1573.1
		Thereafter, the wage specified in	2329.35	1863.50	2340.10	1872.1
		(iii)(i) i.e.				1072.11
(iv)	Mechanic/Dyer:					
	(i) Qualified:		2419.90	1935.90	2431.15	1944.9
	(ii)	Learners:				
	1	first six months of experience	841.55	673.25	845.50	676.4
		second six months of experience	999.10	799.30	1003.90	803.1
		third six months of experience	1157.00	925.60	1162.50	930.0
		fourth six months of experience	1315.10	1052.10	1321.05	1056.8
		fifth six months of experience	1473.05	1178.45	1480.00	1184.0
		sixth six months of experience	1630.35	1304.30	1637.90	1310.3
		seventh six months of experience	1788.65	1430.90	1796.95	1437.5
	2	eighth six months of experience	1946.45	1557.15	1955.55	1564.4
		ninth six months of experience	2104.10	1683.30	2113.90	1691.1
		next four months of experience	2262.40	1809.90	2272.85	1818.3
		Thereafter, the wage specified in (iv)(i) i.e.	2419.90	1935.90	2431.15	1944.9
(v)	Mech	anic's Assistant:				
	(i)	Qualified:	1585.20	1268.15	1592.60	1274.10
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.4
		second six months of experience	915.20	732.15	919.40	735.5
		third six months of experience	990.65	792.50	995.20	796.1
		fourth six months of experience	1064.10	851.30	1069.05	855.2
		fifth six months of experience	1138.90	911.10	1144.30	915.4
		sixth six months of experience	1213.60	970.90	1219.25	975.4
		seventh six months of experience	1287.55	1030.05	1293.55	1034.8
		eighth six months of experience	1362.35	1089.90	1368.45	1094.7
		ninth six months of experience	1436.30	1149.05	1442.95	1154.3



		WAGE SCHEDULE	contributing to	(i.e Employers the Productivity e Scheme)	contributing to	e Employers NOT the Productivity e Scheme)
	DESCI	RIPTION OF OCCUPATION	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		next four months of experience	1510.85	1208.70	1517.70	1214.15
		Thereafter, the wage specified in	1585.20	1268.15	1592.60	1274.10
(vi)	Super	visor:	1675.75	1340.60	1683.50	1346.80
(vii)		Examiner of fully-fashioned	1556.20	1244.95	1563.35	1250.70
(viii)	Facto	ry Clerk, Despatch Clerk, Stores Cler	k:			
	(i)	Qualified:	1523.75	1219.00	1530.85	1224.70
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	1011.90	809.50	1016.65	813.30
		third six months of experience	1182.55	946.05	1188.10	950.50
		next four months of experience	1353.35	1082.70	1359.60	1087.70
		Thereafter, the wage specified in (viii)(i) i.e.	1523.75	1219.00	1530.85	1224.70
(ix)	Meası (i)	ng Machine Operator, Warp Knitting Nurer and/or Cutter or Shaper (Knitting Qualified:) of fully-fashi	oned garments	, Handyman a 1530.85	nd Warper: 1224.70
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	954.90	763.90	959.45	767.55
	1	third six months of experience	1068.45	854.75	1073.45	858.75
		fourth six months of experience	1182.55	946.05	1188.20	950.55
		fifth six months of experience	1296.20	1036.95	1302.10	1041.70
		next four months of experience Thereafter, the wage specified in	1410.20 1523.75	1128.15 1219.00	1416.70 1530.85	1133.35
		(ix)(i) i.e.	1523.75	1219.00	1530.85	1224.70
(x)	Loader of magazine or comb, Linker, Overl Sewing Machinist (Knitting) including a but Plain Sewer:					
	(i)	Qualified:	1329.55	1063.65	1335.85	1068.70
	(ii)	Leamers:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	963.20	770.55	967.55	774.05
		third six months of experience	1085.15	868.10	1090.20	872.15
		next four months of experience	1021.15	816.90	1213.20	970.55
		Thereafter, the wage specified in (x)(i) i.e.	1329.55	1063.65	1335.85	1068.70
(xi)		of a Motor Vehicle, the unladen mass lers drawn by such vehicle—:	s of which, to	gether with the	unladen mass	of any trailer
	-	(a) does not exceed 453,5 kg	1271.05	1046.05	4276.00	4004 50
		(b) exceeds 453,5 kg but not 2 721	1500.70	1016.85 1200.55	1276.90 1507.65	1021.50 1206.10
		(c) exceeds 2 721 kg but not 4 535	1598.10	1278.50	1605.45	1284.35

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9 40

		WAGE SCHEDULE	Group A (i.e Employers contributing to the Productivity incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
	DESCF	RIPTION OF OCCUPATION	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage rate per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
			R	R	R	R
	I	(d) exceeds 4 535 kg	1734.20	1387.35	1742.15	1393.70
(xii)	Secur	ity Officer:	1941.20	1552.95	1950.25	1560.20
(xiii)	Watch	ıman:	1498.15	1198.50	1505.05	1204.05
(xiv)	Emplo	yee not elsewhere specified:				
	(i)	Qualified:	1559.75	1247.80	1566.85	1253.50
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	1020.70	816.55	1025.60	820.50
		third six months of experience	1200.85	960.70	1206.35	965.10
		next four months of experience	1380.10	1104.10	1386.50	1109.20
(xv)	Seame	thereafter, the wage specified in (xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner	1559.75 (i.e. an employ	1247.80	1566.85	ents and/or
(xv)	fabrics Overlo Drawt slitting Opera in Trai	(xiv)(i) i.e.	(i.e. an employ eengaged in the caminer of knit ormer, Precutte rator of brushing and/or hydr of surplus thr	ree engaged in ne making up of ted fabrics and er, Presser, Tur ng, raising and/ o-extracting ma reads, Folding,	cleaning garm sample cards articles, Back ner, Operator or cropping m achine, emplo Carding and/o	nents and/or s), Winder, winder, of calendar, nachine, yee engaged
(xv)	fabrics Overlo Drawt slitting Opera in Trai	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Sorter, Cleaner of socker, Sampler (i.e. an employee ocker for seconds in socks and/or Expender, Pre- and Post-Boarder or Fog, setting or steaming machine, Operator of dye machine, Operator of dye machine, Operator of drying Maker, Boiler Attendant, Creeler, Ing Maker, Boiler Attendant, Creeler, Ing.	(i.e. an employ eengaged in the caminer of knit ormer, Precutte rator of brushing and/or hydr of surplus thr	ree engaged in ne making up of ted fabrics and er, Presser, Tur ng, raising and/ o-extracting ma reads, Folding,	cleaning garm sample cards articles, Back ner, Operator or cropping m achine, emplo Carding and/o	s), Winder, swinder, of calendar, nachine, vee engaged
(xv)	fabrica Overlo Drawt slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Sorter, Cleaner of socker, Sampler (i.e. an employee ocker for seconds in socks and/or Expected of the seconds of socks and/or Expected of the seconds of the second	(i.e. an employ engaged in the aminer of knither prmer, Precutter rator of brushing and/or hydr of surplus the Despatch Pack	ree engaged in the making up of ted fabrics and er, Presser, Tur ng, raising and/ o-extracting ma eads, Folding, ker, Parcel Make	cleaning garm sample cards articles, Back ner, Operator for cropping machine, emplo Carding and/o er and Floor	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing,
(xv)	fabrica Overlo Drawti slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Sorter, Cleaner of socker, Sampler (i.e. an employee ocker for seconds in socks and/or Exhauster, Pre- and Post-Boarder or Fog, setting or steaming machine, Operator of dye machine, Operator of dye machine, Operator of dryinnsferring and/or Labelling, Trimming mg Maker, Boiler Attendant, Creeler, Ir/Runner. Qualified:	(i.e. an employ engaged in the aminer of knither prmer, Precutter rator of brushing and/or hydr of surplus the Despatch Pack	ree engaged in the making up of ted fabrics and er, Presser, Tur ng, raising and/ o-extracting ma eads, Folding, ker, Parcel Make	cleaning garm sample cards articles, Back ner, Operator for cropping machine, emplo Carding and/o er and Floor	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing,
(xv)	fabrica Overlo Drawti slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Sorter, Cleaner of socker, Sampler (i.e. an employee ocker for seconds in socks and/or Exhauster, Pre- and Post-Boarder or Fog, setting or steaming machine, Operator of dye machine, Operator of dryinnsferring and/or Labelling, Trimming of Maker, Boiler Attendant, Creeler, Ir/Runner. Qualified: Learners:	(i.e. an employ engaged in the aminer of knit ormer, Precutte attor of brushing and/or hydr of surplus the Despatch Pack	ree engaged in the making up of ted fabrics and ter, Presser, Turng, raising and/to-extracting maters, Folding, ter, Parcel Makers	cleaning garm sample cards articles, Back ner, Operator for cropping m achine, emplo Carding and/o er and Floor	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing, 878.50
(xv)	fabrica Overlo Drawti slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Grader, Sampler (i.e. an employee ocker for seconds in socks and/or Exhreader, Pre- and Post-Boarder or Fog, setting or steaming machine, Operator of dye machine, Operator of dye machine, Operator of dye machine, Trimming Maker, Boiler Attendant, Creeler, Ir/Runner. Qualified: Learners: first six months of experience second six months of experience third six months of experience	(i.e. an employ engaged in the aminer of knit present of knit present of surplus the Despatch Pack	ree engaged in the making up of ted fabrics and ten fabrics and region of the fabrics and region of the fabrics are ads, Folding, for the fabrics are ads, Folding, for the fabrics are after a fabrics are after a fabrics are after a fabrics are after a fabrics are a fabrics and fabrics are a fabrics are a fabrics and fabrics are a fabrics and a fabrics are a fabrics are a fabrics are a fabrics are a fabrics and a fabrics and a fabrics and a fabrics are a fabrics are a fabrics and a fabrics are a fabrics are a fabrics are a fabrics and a fabrics are a fabrics and a fabrics are a fabric a fabrics are a fabric a fabrics are a fabric a fabrics are a fabrics are a fabric a fabrics are a fabric a fab	cleaning garm sample cards articles, Back ner, Operator for cropping m achine, emplo Carding and/o er and Floor 1098.10	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing, 878.50 676.40 743.50
(xv)	fabrica Overlo Drawt slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner is), Grader, Sampler (i.e. an employee ocker for seconds in socks and/or Exhreader, Pre- and Post-Boarder or Exg, setting or steaming machine, Operator of dye machine, Operator of dryin insferring and/or Labelling, Trimming Maker, Boiler Attendant, Creeler, Ir/Runner. Qualified: Learners: first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (xv) (i) i.e.	(i.e. an employ engaged in the aminer of knit precutter of brushing and/or hydrof surplus the Despatch Pack	ree engaged in the making up of ted fabrics and ter Presser, Turng, raising and/ro-extracting materials, Folding, for, Parcel Maker, Parcel Ma	cleaning garm sample cards articles, Back ner, Operator for cropping m achine, emplo Carding and/o er and Floor 1098.10 845.50 929.40	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing, 878.50 676.40 743.50
(xv)	fabrica Overlo Drawti slitting Opera in Trai Waxrii Walke	(xiv)(i) i.e. er, Mender of socks, Sorter, Cleaner of socks, Grader, Sampler (i.e. an employee ocker for seconds in socks and/or Exhreader, Pre- and Post-Boarder or Fog, setting or steaming machine, Operator of dye machine, Operator of dye machine, Operator of dye machine, Trimming Maker, Boiler Attendant, Creeler, Ir/Runner. Qualified: Learners: first six months of experience second six months of experience third six months of experience Thereafter, the wage specified	(i.e. an employ engaged in the aminer of knits ormer, Precutte and/or hydrof surplus the Despatch Pack 1093.05 841.55 925.10	ree engaged in the making up of ted fabrics and ten fabrics an	cleaning garm sample cards articles, Back ner, Operator for cropping m achine, emplo Carding and/o er and Floor 1098.10 845.50 929.40 1014.25	nents and/or s), Winder, winder, of calendar, nachine, yee engaged r Packing,

3. In the following table of clauses, substitute the existing expression, for the new expression:

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Clause No.	Existing	New
25(1)	R3,11	R3,34
25(2)	R4,22	R4,54
26(1)	39 cents	42 cents
26(2)	56 cents	60 cents
40(1)	31 August 2018	31 August 2019
(40(1)	1 September 2017	1 September 2018
Annexure C of Clause 43(5)	18 cents	19 cents

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

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

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	WAGE SCHEDULE		.e. employees on the cy Incentive Scheme)	GROUP B (i.e. employees NOT or the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	2318.90	1855.10	2329.60	1863.70
	(ii) Learners:				
	first six months of experience	835.20	668.20	838.80	671.00
	second six months of experience	1080.80	864.60	1085.90	868.70
	third six months of experience	1330.20	1064.20	1336.40	1069.10
	fourth six months of experience	1557.00	1245.60	1564.20	1251.40
	fifth six months of experience	1827.30	1461.80	1836.00	1468.80
	next four months of experience	2075.40	1660.30	2085.00	1668.00
	Thereafter, the wage specified in (A)(i)	2318.90	1855.10	2329.60	1863.70



	WAGE SCHEDULE	GROUP A (0.5% Productivity	.e. employees on the ty Incentive Scheme)	the 0.5% Proc	e. employees NOT or luctivity Incentive neme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	i.e.				
(B)	Marker-In:				
	(i) Qualified:	1925.20	1540.20	1934.40	1547.50
	(ii) Learners:				
	first six months of experience	835.20	668.20	838.80	671.00
	second six months of experience	1015.20	812.20	1020.10	816.10
	third six months of experience	1197.70	958.20	1203.40	962.70
	fourth six months of experience	1379.40	1103.50	1386.10	1108.90
	fifth six months of experience	1561.50	1249.20	1569.10	1255.30
	next four months of experience	1744.00	1395.20	1751.90	1401.50
	Thereafter, the wage specified in (B)(i) i.e.	1925.20	1540.20	1934.40	1547.50
(C)	Mechanic:				
	(i) Qualified:	1877.70	1502.20	1886.60	1509.30
	(ii) Learners:				
	first six months of experience	835.20	668.20	838.80	671.00
	second six months of experience	949.30	759.40	953.60	762.90
	third six months of experience	1065.40	852.30	1070.50	856.40
	fourth six months of experience	1181.60	945.30	1187.10	949.70
	fifth six months of experience	1298.20	1038.60	1304.30	1043.40
	sixth six months of experience	1413.10	1130.50	1419.80	1135.80
	seventh six months of experience	1530.20	1224.20	1537.30	1229.80
	eighth six months of experience	1645.90	1316.70	1653.90	1323.10
	next four months of experience	1762.40	1409.90	1770.70	1416.60
	Thereafter, the wage specified in (C)(i) i.e.	1877.70	1502.20	1886.60	1509.30
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Sample Cutter:	e Maker, Scre	en Maker (En	graver), Scree	n Printer,
	(i) Qualified:	1394.50	1115.60	1401.30	1121.00
	(ii) Learners:				
	first six months of experience	835.20	668.20	838.80	671.00
	second six months of experience	973.80	779.00	978.60	782.90
	third six months of experience	1114.70	891.80	1119.90	895.90
	next four months of experience	1256.50	1005.20	1262.20	1009.80
	Thereafter, the wage specified in (D)(i) i.e.	1394.50	1115.60	1401.30	1121.00
*(E1)	Sample Machinist:	1386.70	1109.40	1393.20	1114.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overl (other than embroidery machine minder):				
	(i) Qualified:	1205.50	964.40	1211,20	969.00
	(ii) Learners:	1200.00	304.40	1211.20	303.00



	WAGE SCHEDULE	GROUP A (i 0.5% Productivit	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT or the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage Per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	
		R	R	R	R	
	second six months of experience	926.40	741.10	930.80	744.60	
	third six months of experience	1017.80	814.20	1022.80	818.20	
	Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	1211.20	969.00	
	Fitter up; Checker, Presser of Garments, Assis Printer, Darkroom Assistant, Mixing and Filter Controller, Screen Preparer, Squeegee Prepar	ing Operator,	Oven and Curi			
	(ii) Learners:					
	first six months of experience	835.20	668.20	838.80	671.00	
	second six months of experience	926,40	741.10	930.80	744.60	
	third six months of experience	1017.80	814.20	1022.80	818.20	
	next four months of experience	1115.00	892.00	1120.00	896.00	
	Thereafter, the wage specified in (E)(i) i.e.	1205.50	964.40	1211.20	969.00	
(F1)	Machinist promoted to Assistant Supervisor:					
	(i) Qualified:	1432.50	1146.00	1439.30	1151.40	
	(ii) Learners:	0.00	0.00	0.00	0.00	
	first six months of experience	1205.50	964.40	1211.20	969.00	
	second six months of experience	1283.90	1027.10	1289.70	1031.80	
	third six months of experience.	1359.40	1087.50	1365.80	1092.60	
	Thereafter, the wage specified in (F1)(i)	1432.50	1146.00	1439.30	1151.40	
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk a Storeman:					
	(i) Qualified:	1432.50	1146.00	1439.30	1151.40	
	(ii) Learners:					
	first six months of experience	835.20	668.20	838.80	671.00	
	second six months of experience	984.10	787.30	988.50	790.80	
	third six months of experience	1133.80	907.00	1139.00	911.20	
	next four months of experience	1284.80	1027.80	1291.00	1032.80	
	Thereafter, the wage specified in (F)(i) i.e.	1432.50	1146.00	1439.30	1151.40	
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and ot nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroider 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:	1000.10	800.10	er: 1004.60	803.70	

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	WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION		F OCCUPATION Wage per week from 01 Sep 2018 to 31 Incentivised Scheme Effective 1 September 2018 = 80%		New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	
		R	R	R	R	
	first six months of experience	835.20	668.20	838.80	671.00	
	second six months of experience	875.50	700.40	879.30	703.40	
	third six months of experience	916.40	733.10	921.00	736.80	
	next four months of experience	957.60	766.10	962.00	769.60	
	Thereafter, the wage specified in (G)(i) i.e.	1000.10	800.10	1004.60	803.70	
(H1)	Foreman:	3163.50	2530.80	3178.20	2542.60	
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1725.40	1380.30	1733.30	1386.60	
(H3)	Arti san:	3611.50	2889.20	3628.00	2902.40	
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1111.30	889.00	1116.60	893.30	
(H5)	Watchman:	1284.10	1027.30	1290.10	1032.10	
(H6)	Driver (Light Motor Vehicle):	1265.80	1012.60	1271.50	1017.20	
(H7)	Driver (Medium Motor Vehicle):	1353.50	1082.80	1359.60	1087.70	
NB; All	Sample Machinist. Any employee when called upon so employed be paid the wage of a sample machin provision of clause 4 (2) (a) of this Agreement employers who employed staff on 2011/2012 New Entry Wage the Weekly Wage for those employees by the agreed Wage In	nist: Provided	that such wage s	shall not be sul	oject to the	

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

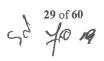
	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
Wage Category	Wage per Week from 01 Sep 2018 to 31 Aug 2019	Across the Board Increase 7.5%	New Employees on Incentivised Scheme = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	Across the Board Increase 7.5%	New Employees on Incentivised Scheme = 80%	
	R	R	R	R	R	R	
Α	2157.10	152.40	1725.70	2167.10	153.10	1733.70	
В	1790.90	126.50	1432.70	1799.40	127.10	1439.50	
С	1746.70	123.40	1397.40	1755.00	124.00	1404.00	
D	1297.20	91.60	1037.80	1303.50	92.10	1042.80	
E1	1290.00	91.10	1032.00	1296.00	91.50	1036.80	
E (a)	1121.40	79.20	897.10	1126.70	79.60	901.40	

E (b)	1121.40	79.20	897.10	1126.70	79.60	901.40
F1	1332.60	94.10	1066.10	1338.90	94.60	1071.10
F	1332.60	94.10	1066.10	1338.90	94.60	1071.10
G	930.30	65.70	744.20	934.50	66.00	747.60
H1	2942.80	207.90	2354.20	2956.50	208.80	2365.20
H2	1605.00	113.40	1284.00	1612.40	113.90	1289.90
H3	3359.50	237.30	2687.60	3374.90	238.40	2699.90
H4	1033.80	73.00	827.00	1038.70	73.40	831.00
H5	1194.50	84.40	955.60	1200.10	84.80	960.10
H6	1177.50	83.20	942.00	1182.80	83.50	946.20
H7	1259.10	88.90	1007.30	1264.70	89.30	1011.80

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

"

WAGE SCHEDULE		GROUP A (i.e. 0.5% Productivity I	employees on the incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018=80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(a)	Supervisor:	1946.10	1556.90	1950.70	1560.60
(b)	Milliner (Upgrade to Trimmer):		*		
	(i) Qualified	1543.50	1234.80	1547.60	1238.10
	(ii) Learners:				
	first six months of experience	1093.60	874.90	1096.20	877.00
	second six months of experience	1195.90	956.70	1198.60	958.90
	third six months of experience	1313.00	1050.40	1316.00	1052.80
	next four months of experience	1456.00	1164.80	1459.50	1167.60
	Thereafter, the wage specified in (b)(i) i.e.	1543.50	1234.80	1547.60	1238.10
(c)	(1) Blocker-Front (Upgrade from Assistant	Blocker):			
	(i) Qualified:	1298.80	1039.00	1301.90	1041.50
	(ii) Learners:				
	first six months of experience	1076.50	861.20	1079.10	863.30
	second six months of experience	1111.40	889.10	1113.90	891.10
	third six months of experience	1181.60	945.30	1184.30	947.40
	next four months of experience	1236.50	989.20	1239.60	991.70
	Thereafter, the wage specified in (c)(1)(i) i.e.	1298.80	1039.00	1301.90	1041.50
	(2) Driver:	1298.80	1039.00	1301.90	1041.50
	Machine Operator & Chopper-Out:				



WAGE SCHEDULE		GROUP A (i.e. 0.5% Productivity	employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018= 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(d)					
	(i) Qualified:	1202.00	961.60	1204.50	963.60
	(ii) Learners:				
	first six months of experience	757.90	606.30	759.80	607.80
	second six months of experience	866.00	692.80	868.00	694.40
	third six months of experience	927.30	741.80	929.60	743.70
	next four months of experience	1070.50	856.40	1073.00	858.40
	Thereafter, the wage specified in (d)(i) i.e.	1202.00	961.60	1204.50	963.60
(e)	Trimmer/General Worker/Labourer/Assistar	nt Blocker:			
	(i) Qualified:	1024.50	819.60	1026.90	821.50
	(ii) Learners:				
	first six months of experience	757.90	606.30	759.80	607.80
	second six months of experience	830.70	664.60	832.60	666.10
	third six months of experience	891.90	713.50	894.30	715.40
	next four months of experience	959.80	767.80	961.90	769.50
	Thereafter, the wage specified in (e)(i) i.e.	1024.50	819.60	1026.90	821.50
_	Boiler Attendant & Watchman:	1120.50	896.40	1123.40	898.70

4. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4A(1)	31 August 2016	31 August 2017
27(1)	31 August 2018	31 August 2019
27(1)	1 September 2017	1 September 2018
30(5)	19 cents	20 cents



R2,64	R2,84	
R2,85	R3,06	
	·	

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

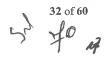
 In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

66

WAGE SCHEDULE DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
		Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%	
			R	R	R	R
(i)	Foreman:		2405.40	1924.30	2416.70	1933.40
(ii)	Dyer: (See (iv) below)		0.00	0.00	0.00	0.00
(iii)	Storeman:		0.00	0.00	0.00	0.00
	(i) Qualified:		2315.40	1852.30	2326.20	1861.00
	(ii) Learners:		0.00	0.00	0.00	0.00
	first six months of	experience	835.90	668.70	839.90	671.90
	second six month		1205.80	964.60	1211.40	969.10
	third six months of	f experience	1575.60	1260.50	1583.00	1266.40
	next four months		1945.60	1556.50	1954.60	1563.70
	i.e.	age specified in (iii)(i)	2315.40	1852.30	2326.20	1861.00
(iv)	Mechanic/Dyer:		0.00	0.00	0.00	0.00
	(i) Qualified:		2405.40	1924.30	2416.70	1933.40
	(ii) Learners:		0.00	0.00	0.00	0.00
	first six months of		835.90	668.70	839.90	671.90
	second six month	s of experience	992.80	794.20	997.30	797.80
	third six months o	·	1149.70	919.80	1155.10	924.10
	fourth six months	of experience	1306.90	1045.50	1312.80	1050.20
	fifth six months of	experience	1463.70	1171.00	1470.60	1176.50
	sixth six months of		1620.50	1296.40	1628.10	1302.50
	seventh six month		1777.50	1422.00	1785.90	1428.70
	eighth six months		1934.50	1547.60	1943.60	1554.90
	ninth six months of		2091.10	1672.90	2100.70	1680.60
	next four months	of experience	2248.90	1799.10	2259.40	1807.50



WAGE SCHEDULE		the 0.5% Prod	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%	
		R	R	R	R	
	Thereafter, the wage specified in (iv)(i) i.e.	2405.40	1924.30	2416.70	1933.40	
(v)	Mechanic's Assistant:	0.00	0.00	0.00	0.00	
	(i) Qualified:	1575.20	1260.20	1582.40	1265.90	
	(ii) Learners:	0.00	0.00	0.00	0.00	
	first six months of experience	835.90	668.70	839.90	671.90	
	second six months of experience	909.00	727.20	913.10	730.50	
	third six months of experience	966.50	773.20	988.50	790.80	
	fourth six months of experience	1057.30	845.80	1062.10	849.70	
	fifth six months of experience	1131.70	905.40	1136.90	909.50	
	sixth six months of experience	1205.90	964.70	1211.50	969.20	
	seventh six months of experience	1279.40	1023.50	1285.50	1028.40	
	eighth six months of experience	1353.90	1083.10	1359.70	1087.80	
	ninth six months of experience	1427.30	1141.80	1433.80	1147.00	
	next four months of experience	1501.70	1201.40	1508.40	1206.70	
	Thereafter, the wage specified in (v)(i) i.e.	1575.20	1260.20	1582.40	1265.90	
(vi)	Supervisor:	1665.50	1332.40	1673.30	1338.60	
(vii)	Final Examiner of fully-fashioned garments:	1546.30	1237.00	1553.70	1243.00	
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:	0.00	0.00	0.00	0.00	
,	(i) Qualified	1514.20	1211.40	1521.40	1217.10	
	(ii) Learners:	0.00	0.00	0.00	0.00	
	first six months of experience	835.90	668.70	839.90	671.90	
	second six months of experience	1005.30	804.20	1010.00	808.00	
	third six months of experience	1174.90	939.90	1180.30	944.20	
	next four months of experience	1344.80	1075.80	1351.20	1081.00	
	Thereafter, the wage specified in (viii)(i) i.e.	1514.20	1211.40	1521.40	1217.10	
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:	0.00	0.00	0.00	0.00	
	(i) Qualified:	1514.20	1211.40	1521.40	1217.10	
	(ii) Learners:	0.00	0.00	0.00	0.00	
	first six months of experience	835.90	668.70	839.90	671.90	
	second six months of experience	948.70	759.00	952.70	762.20	
	third six months of experience	1061.50	849.20	1066.30	853.00	
	fourth six months of experience	1174.90	939.90	1180.30	944.20	
	fifth six months of experience	1287.80	1030.20	1294.10	1035.30	
	next four months of experience	1401.20	1121.00	1407.50	1126.00	
	Thereafter, the wage specified in (ix)(i) i.e.	1514.20	1211.40	1521.40	1217.10	



WAGE SCHEDULE DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
		Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 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:	0.00	0.00	0.00	0.00
	(i) Qualified:	1321.20	1057.00	1327.30	1061.80
	(ii) Learners:	0.00	0.00	0.00	0.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	956.80	765.40	961.30	769.00
	third six months of experience	1078.10	862.50	1083.20	866.60
	next four months of experience	1199.90	959.90	1205.50	964.40
	Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:	0.00	0.00	0.00	0.00
	(i) Qualified:	1321.20	1057.00	1327.30	1061.80
	(ii) Learners:	0.00	0.00	0.00	0.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	956.80	765.40	961.30	769.00
	third six months of experience	1078.10	862.50	1083.20	866.60
	Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:	0.00	0.00	0.00	0.00
	(a) does not exceed 453,5 kg	1263.10	1010.50	1268.90	1015.10
	(b) exceeds 453,5 kg but not 2 721 kg	1491.30	1193.00	1498.00	1198.40
	(c) exceeds 2 721 kg but not 4 535 kg	1588.00	1270.40	1595.50	1276.40
	(d) exceeds 4 535 kg	1723.40	1378.70	1731.60	1385.30
(xii)	Security Officer:	1929.40	1543.50	1938.10	1550.50
(xiii)	Watchman:	1488.60	1190.90	1495.60	1196.50
(xiv)	Employee not elsewhere specified:	0.00	0.00	0.00	0.00
	(i) Qualified:	1550.00	1240.00	1557.10	1245.70
	(ii) Learners:	0.00	0.00	0.00	0.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	1014.00	811.20	1018.80	815.00
	third six months of experience	1192.90	954.30	1198.60	958.90
	next four months of experience Thereafter, the wage specified in (xiv)(i) i.e.	1371.20 1550.00	1097.00 1240.00	1377.60 1557.10	1102.10 1245.70



	WAGE SCHEDULE	the 0.5% Produ	i.e. employees on uctivity Incentive eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
	DESCRIPTION OF OCCUPATION	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 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 hydroextracting 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:	1261.60	1009.30	1267.40	1013.90
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1085.90	868.70	1091.00	872.80
(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:	0.00	0.00	0.00	0.00
	(i) Qualified:	1085.90	868.70	1091.00	872.80
	(ii) Learners:	0.00	0.00	0.00	0.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	918.80	735.00	923.20	738.60
	third six months of experience	1003.00	802.40	1007.50	806.00
	Thereafter, the wage specified in (xvii) (i) i.e.	1085.90	868.70	1091.00	872.80

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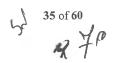
2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
11(2)(a)	R2,64	R2,84
11(2)(b)	R2,85	R3,06
13E(1)	40 cents	43 cents
13F(2)	60 cents	65 cents
19(4)	R22,97	R24,69
19(5)	R22,97	R24,69
20(2)(b)	R7,18	R7,72
30(5)	19 cents	20 cents
31(1)	31 August 2018	31 August 2019
31(1)	1 September 2017	1 September 2018

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

- 1. In clause 1(2)(b), substitute the new expression "R118 194,00 per annum" for the existing expression "R109 848,00 per annum".
- In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

,,



		WAGE SCHEDULE	the 0.5% Produ	.e. employees on activity Incentive	GROUP B NOT on the 0.5 Incentive	% Productivity
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		Part A - Cutting Department				
Head			2433.50	1947.00	2443.50	1955.00
Patter				101-00		
_	(a)	Qualified	2433.50	1947.00	2443.50	1955.00
	(b)	Learner				
_		First year	1000.00	1000 50	100000	
		First six months of experience	1363.00	1090.50	1368.00	1094.50
		Second six months of experience	1505.50	1204.50	1510.00	1208.00
	_	Second year	4040.50	4047.00	405400	4000 00
-		First six months of experience	1646.50	1317.00	1654.00	1323.00
		Second six months of experience	1797.50	1438.00	1806.50	1445.00
		Third year	4004.00	4500.00	4000.00	4575.00
-		First six months of experience Next four months of experience	1961.00	1569.00	1969.00	1575.00
-		Thereafter, the wage specified in	2116.00	1693.00	2126.00	1701.00
- 1		(a), i.e.	2433.50	1947.00	2443.50	1955.00
Patteri	n Grad					
- Gittori	(a)	Qualified	1963.00	1570.50	1970.50	1576.50
	(b)	Learner	1000.00	1070.00	1070.00	1070.00
	()	First year				
		First six months of experience	1281.00	1025.00	1288.50	1031.00
		Second six months of experience		1090.50	1368.00	1094.50
		Second year	1,000,000			
		First six months of experience	1443.00	1154.50	1451.50	1161.00
		Second six months of experience		1237.00	1553.50	1243.00
		Third year				
		First six months of experience	1646.50	1317.00	1654.00	1323.00
		Next four months of experience	1752.50	1402.00	1761.50	1409.00
		Thereafter, the wage specified in		1570.50	1970.50	1576.50
		(a), i.e.				
Cutter,						
-	(a)	Qualified	1894.00	1515.00	1900.50	1520.50
	(b)	Learner				
-		First year	1110 50	0.10 =0	4.170.00	
-		First six months of experience	1149.50	919.50	1156.00	925.00
	-	Second six months of experience	1266.00	1013.00	1271.00	1017.00
		Second year First six months of experience	1200 50	1104 50	4207.50	4440.00
-		Second six months of experience	1380.50	1104.50	1387.50	1110.00
-		Third year	1510.00	1208.00	1519.50	1215.50
		First four months of experience	1656 50	1205.00	1665.00	1220.00
		Thereafter, the wage specified in	1656.50 1894.00	1325.00	1665.00	1332.00
		(a), i.e.	1694.00	1515.00	1900.50	1520.50
Interlin	ing cu	tter, trimmer, leather cutter and tie cutte	r			
	(a)	Qualified	1364.50	1091.50	1370.50	1096.50
	(b)	Learner				



	WAGE SCHEDULE	GROUP A (i. the 0.5% Produ	ctivity Incentive	GROUP B NOT on the 0.5 Incentive	% Productivity
С	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	First year				
	First six months of experience	1024.50	819.50	1028.00	822.50
	Second six months of experience	1086.00	869.00	1090.00	872.00
	Second year				
	First six months of experience	1142.50	914.00	1148.00	918.50
	Second six months of experience	1203.00	962.50	1209.50	967.50
	Third year				
	First four months of experience	1262.50	1010.00	1267.50	1014.00
	Thereafter, the wage specified in (a), i.e.	1364.50	1091.50	1370.50	1096.50
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1478.50	1183.00	1486.00	1189.00
	Second six months from date of advancement	1656.50	1325.00	1665.00	1332.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1894.00	1515.00	1900.50	1520.50
Layer-up:					
(a)	Qualified	1176.50	941.00	1181.00	945.00
(b)	Learner			14	
	First year	200 50			
	First six months of experience	990.50	792.50	994.50	795.50
	Second six months of experience	1024.50	819.50	1028.00	822.50
_	Second year	4070.00	050.00	4075 50	000 50
-	First six months of experience Thereafter, the wage specified in	1070.00 1176.50	856.00	1075.50	860.50
	(a), i.e.	1176.50	941.00	1181.00	945.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1176.50	941.00	1181.00	945.00
	Second six months from date of advancement	1380.50	1104.50	1387.50	1110.00
	Third six months from date of advancement	1510.00	1208.00	1519.50	1215.50
	Fourth six months from date of advancement	1656.50	1325.00	1665.00	1332.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1894.00	1515.00	1900.50	1520.50
(d)	If advanced to learner interlining cutte				
	First six months from date of advancement	1176.50	941.00	1181.00	945.00
	Second six months from date of advancement	1262.50	1010.00	1267.50	1014.00
	Thereafter, the wage specified for a qualified interlining cutter, trimmer,	1364.50	1091.50	1370.50	1096.50
(e)	leather cutter or tie cutter, i.e. If advanced to fitter-up:				
(6)	First six months from date of	1176.50	941.00	1181.00	945.00
	advancement	1170.50	541.00	1101.00	945.00

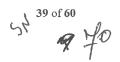
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R fo

	WAGE SCHEDULE DESCRIPTION OF OCCUPATION		the 0.5% Produ	.e. employees on uctivity Incentive eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		Second six months from date of advancement	1219.50	975.50	1224.00	979.00
1-1/		Third six months from date of advancement	1281.00	1025.00	1288.50	1031.00
		Fourth six months from date of advancement	1364.50	1091.50	1370.50	1096.50
		Thereafter, the wage specified for fitter-up, i.e.	1505.50	1204.50	1510.00	1208.00
Clicke						
	(a) (b)	Qualified Learner	1407.50	1126.00	1414.00	1131.00
		First year	1055.00	844.00	1060.00	848.00
		Second year	1203.00	962.50	1209.50	967.50
T		Thereafter, the wage specified in (a) i.e.	1407.50	1126.00	1414.00	1131.00
Trace	r: (a)	Qualified	1320.50	1056,50	1325.50	1060.50
	(b)	Learner	1020100		1020.00	1000.00
		First year				
	15-	First six months of experience	1055.00	844.00	1060.00	848.00
		Second six months of experience	1129.50	903.50	1134.50	907.50
		Second year				007.00
		First six months of experience	1195.00	956.00	1200.00	960.00
		Thereafter, the wage specified in (a), i.e.	1320.50	1056.50	1325.50	1060.50
		Part B - Factory Operatives				
Clothii	ng ma	chine mechanic:				
	(a)	Qualified	2433.50	1947.00	2443.50	1955.00
	(b)	Learner	2100.00	10 17.00	2440.00	1000.00
		First year				
		First six months of experience	1363.00	1090,50	1368.00	1094.50
		Second six months of experience	1505.50	1204.50	1510.00	1208.00
		Second year				
		First six months of experience	1646.50	1317.00	1654.00	1323.00
		Second six months of experience	1797.50	1438.00	1806.50	1445.00
		Third year	1			
		First four months of experience	1961.00	1569.00	1969.00	1575.00
		Second four months of experience	2116.00	1693.00	2126.00	1701.00
		Thereafter, the wage specified in (a), i.e.	2433.50	1947.00	2443.50	1955.00
Clothir	ng tech	nnician:				
	(a)	Qualified	2433.50	1947.00	2443.50	1955.00
	(b)	Learner				
		First year				
		First six months of experience	1363.00	1090.50	1368.00	1094.50
		Second six months of experience	1505.50	1204.50	1510.00	1208.00



		WAGE SCHEDULE	the 0.5% Produ	eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
	DESCI	RIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
	Se	econd year				
	_	First six months of experience	1646.50	1317.00	1654.00	1323.00
	_	Second six months of experience	1797.50	1438.00	1806.50	1445.00
	Th	ird year				
		First six months of experience	1961.00	1569.00	1969.00	1575.00
	_	Next four months of experience	2116.00	1693.00	2126.00	1701.00
		Thereafter, the wage specified in (a), i.e.	2433.50	1947.00	2443.50	1955.00
Grade A			1			
(a) Qu	alified	1505.50	1204.50	1510.00	1208.00
(b) Le	arner				
	Fir	st year				
		First six months of experience	1059.00	847.00	1063.00	850.50
		Second six months of experience	1141.50	913.00	1146.00	917.00
	Se	cond year				
		First six months of experience	1219.50	975.50	1224.00	979.00
		Second six months of experience	1281.00	1025.00	1288.50	1031.00
	Thi	ird year		.020,00	1200.00	1001.00
		First four months of experience	1364.50	1091.50	1370.50	1096.50
		Thereafter, the wage specified in	1505.50	1204.50	1510.00	1208.00
Grade B	employe	(a), i.e.				
(a)		alified	1286.00	1029.00	1291.00	1033.00
(b)		arner	1200.00	1029.00	1291.00	1033.00
(2)	_	st year				
	1	First six months of experience	1043.00	834.50	1048.50	839.00
		Second six months of experience	1098.00	878.50	1102.50	
	Sei	cond year	1090.00	676.50	1102.50	882.00
		First six months of experience	1153.50	923.00	1158.00	926.50
		Thereafter, the wage specified in	1286.00	1029.00	1291.00	1033.00
		(a), i.e.	1200.00	.020.00	1201.00	1000.00
(c)	If a	dvanced to Grade A employee:				
		First six months from date of advancement	1286.00	1029.00	1291.00	1033.00
		Second six months from date of advancement	1324.00	1059.00	1330.00	1064.00
		Third six months from date of advancement	1364.50	1091.50	1370.50	1096.50
		Thereafter, the wage specified for a	1505.50	1204.50	1510.00	1208.00
Grade C	emplove	qualified Grade A employee, i.e.				
(a)	employee: a) Qualified		1141.50	913.00	1146.00	017.00
(b)	_	arner	1141.00	813.00	1146.00	917.00
(0)	_	st year				
	FILE	First six months of experience	1022 50	949.00	1007.00	004.50
		Second six months of experience	1022.50	818.00	1027.00	821.50
-			1051.50	841.00	1056.50	845.00
		Thereafter, the wage specified in (a), i.e.	1141.50	913.00	1146.00	917.00



		WAGE SCHEDULE	the 0.5% Produ	.e. employees on activity Incentive eme	GROUP B NOT on the 0.5 Incentive	% Productivity
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
_	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1141.50	913.00	1146.00	917.00
		Second six months from date of advancement	1153.50	923.00	1158.00	926.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1286.00	1029.00	1291.00	1033.00
Unde	· -	er, blocker:	4.50.55	0		
_	(a)	Qualified	1153.50	923.00	1158.00	926.50
	(b)	Learner				
		First year	000 50	700.50	004.50	705.50
		First six months of experience Second six months of experience	990.50	792.50	994.50	795.50
		Second six months of experience Second year	1024.50	819.50	1028.00	822.50
_		First six months of experience	1070.00	056.00	4075 50	000.50
_		Thereafter, the wage specified in	1070.00 1153.50	856.00 923.00	1075.50	860.50
	(-)	(a), i.e.	1100.00	923.00	1158.00	926.50
	(c)	If advanced to learner presser:	4450 50	00000	1170.00	
		First six months from date of advancement	1153.50	923.00	1158.00	926.50
		Second six months from date of advancement	1364.50	1091.50	1370.50	1096.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1505.50	1204.50	1510.00	1208.00
		Part C - Clerical employees				
Clerk	-					
	(a)	Qualified	1656.50	1325.00	1665.00	1332.00
	(b)	Learner				
		First year	1223.00	978.50	1227.00	981.50
		Second year	1329.00	1063.00	1335.00	1068.00
		Third year				
		First four months of experience Thereafter, the wage specified in	1452.50 1656.50	1162.00 1325.00	1459.00 1665.00	1167.00 1332.00
		(a), i.e.				
racto	ry Clerl		4.5.5.5.			
	(a)	Qualified	1243.00	994.50	1250.00	1000.00
	(b)	Learner First year	000.50	700.50	004.50	705.50
		Second year	990.50 1055.00	792.50 844.00	994.50	795.50
		Third year	1000.00	044.00	1060.00	848.00
		First four months of experience	1141.50	913.00	1146.00	917.00
		Thereafter, the wage specified in (a), i.e.	1243.00	994.50	1250.00	1000.00
		Part D - General				
Boiler	attend	ant	1180.50	944.50	1186.50	949.00



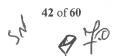
	WAGE SCHEDULE	GROUP A (i. the 0.5% Produ Sche	ctivity Incentive	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
C	DESCRIPTION OF OCCUPATION	RIPTION OF OCCUPATION Wage per week from 01 Sep 2018 to 31 Aug 2019 Wage per week from 01 Sep 2018 to 31 Aug 2019 Wage per week from 01 Sep 2018 to 31 Aug 2019 Incentivise d Scheme Effective 1 September 2018 = 80%		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
Despatch p		1219.50	975.50	1224.00	979.00
General Wo	orker	1141.50	913.00	1146.00	917.00
Labourer		1153.50	923.00	1158.00	926.50
Motor vehi	<u>icle driver of a vehicle, the unladen m</u>	ass of which,			
together w	ith the unladen mass of any trailer or	trailers drawn			
by such ve	ehicle -				
(a)	does not exceed 1 360 kg	1219.50	975.50	1224.00	979.00
(b)	exceeds 1 360 but not 2 720 kg	1266.00	1013.00	1271.00	1017.00
(c)	exceeds 2 720 kg	1443.00	1154.50	1451.50	1161.00
Supervisor,	quality controller and instructor	1546.50	1237.00	1553.50	1243.00
Traveller's		1266.00	1013.00	1271.00	1017.00
Watchman	or caretaker, whose ordinary hours of wo	rk are -			
(a)	less than 60 hours per week	1315.50	1052.50	1321.50	1057.00
(b)	60 hours per week	1380.50	1104.50	1387.50	1110.00

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

		W.	AGE SCHEDULE	GROUP A (i.e. 0.5% Productivity I		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DE	ESCRIP	TION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
				R	R	R	R
Block	Blocker						
	(a)	Quali	fied	1 201.00	961.00	1 205.50	964.50
	(b)	Learn	er				



		W	AGE SCHEDULE	GROUP A (i.e. 0.5% Productivity	employees on the Incentive Scheme)	NOT on the 0	B (i.e. employees 0.5% Productivity oe Scheme)
	DI	ESCRIP	PTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
				R	R	R	R
		First					
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	927.00	741.50	931.00	745.00
		Secon	nd year				
			First six months of experience	1 015.00	812.00	1 020.50	816.50
			Second six months of experience	1 109.00	887.00	1 114.00	891.00
			Thereafter, the wage specified in (a), i.e.	1 201.00	961.00	1 205.50	964.50
					<u> </u>		
Ch	noppe	r-Out (N	Millinery)/Trimmer (Millinery)/Packer	(Millinery):			
	(a)	Qualif	fied	991.00	793.00	996.00	797.00
	(b)	Learn					
		First y					
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	863.00	690.50	868.00	694.50
		Secor	nd year				
			First six months of experience	893.50	715.00	897.50	718.00
			Second six months of experience	928.50	743.00	932.50	746.00
		Third					
			First four months of experience	959.00	767.00	963.00	770.50
			Thereafter, the wage specified in (a), i.e.	991.00	793.00	996.00	797.00
Clerk							
	(a)	Qualif		1 656.50	1 325.00	1 665.00	1 332.00
	(b)	Learn		4.000.00	070.70	1.005.00	
		First y		1 223.00	978.50	1 227.00	981.50
		Third	nd year	1 329.00	1 063.00	1 335.00	1 068.00
		THIC	First four months of experience	1 452.50	1 162.00	1 459.00	1 167.00
			Thereafter, the wage specified in (a), i.e.	1 656.50	1 325.00	1 665.00	1 332.00
Genera	l Wor	ker (Mill		981.00	785.00	984.50	787.50
			Millinery):	001.00	7 00.00	554.50	767.00
	(a)	Qualif		970.50	776.50	974.00	779.00
	(b)	Learn		3.3.00		01 1.00	7.7.00
	,	First y					
			irst six months of experience	830.50	664.50	835.50	668.50
			econd six months of experience	865.00	692.00	871.00	697.00
		Secon	d year				



			SE SCHEDULE	GROUP A (i.e. 0.5% Productivity		NOT on the 0	(i.e. employees .5% Productivity e Scheme)
	DI	ESCRIPTIO	ON OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
				R	R	R	R
		F	First six months of experience	914.50	731.50	918.00	734.50
		1	hereafter, the wage specified in a), i.e.	970.50	776.50	974.00	779.00
Milline	1						
	(a)	Qualified		1 049.00	839.00	1 054.50	843.50
	(b)	Learner					
		First yea					
			six months of experience	830.50	664.50	835.50	668.50
			and six months of experience	883.00	706.50	887.00	709.50
		Second					
			First six months of experience	885.50	708.50	889.00	711.00
			Second six months of experience	926.50	741.00	930.50	744.50
		Third yea					
			irst six months of experience	968.00	774.50	971.50	777.00
			lext four months of experience	1 015.00	812.00	1 020.50	816.50
			hereafter, the wage specified in a) i.e.	1 049.00	839.00	1 054.50	843.50
Milline	ry Mad	chinist:					
	(a)	Qualified		1 060.00	848.00	1 065.50	852.50
	(b)	Learner					
		First yea					
			six months of experience	830.50	664.50	835.50	668.50
			and six months of experience	905.50	724.50	910.50	728.50
		Second					
			irst six months of experience	960.00	768.00	965.50	772.50
			hereafter, the wage specified in a), i.e.	1 060.00	848.00	1 065.50	852.50
Moto	or veh	icle driver	of a vehicle, the unladen mass of trailers drawn by such			en mass of ar	ny trailer or
	(a)	does not	exceed 2268 kg	1 258.50	1 007.00	1 265.50	1 012.50
	(b)	exceeds		1 330.00	1 064.00	1 336.00	1 069.00
Plain S		(Millinery):		1 000.00	1 004.00	1 000.00	1 009.00
	(a)	Qualified		991.00	793.00	996.00	797.00
	(b)	Learner		551,00	, 55.55	555.50	737.00
	10/	First yea	r				
			irst six months of experience	830.50	664.50	835.50	668.50
		S	econd six months of experience experience	874.50	699.50	880.50	704.50
		Second					
			irst six months of experience	931.50	745.00	935.50	748.50
		Т	hereafter, the wage specified in a), i.e.	991.00	793.00	996.00	797.00
		1 10					



WAGE SCHEDULE	GROUP A (i.e. 0.5% Productivity I		NOT on the ((i.e. employees 0.5% Productivity of Scheme)
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
	R	R	R	R
Watchman or Caretaker (Millinery)	1 434.00	1 147.00	1 440.00	1 152.00

4. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(13)	2017	2018
22(2)(a)	R2,66	R2,86
22(2)(b)	(2)(b) R4,26 R4,58	
26(4)(b)	(4)(b) R11,04 R11,87	
26(4)(b)	R13,17	R14,16
26(4)(b)	R14,37	R15,45
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
26(4)(b)	R24,53	R26,37
27(3)	41 cents	44 cents
27(4)	61 cents	66 cents
38(5)	27 cents	29 cents



39(3)	48 cents	52 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018

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

1. In clause 1(2)(b), substitute the new expression "R89 442.00 per annum" for the existing expression "R83 124.00 per annum".

3

2. Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

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WAGE SCHEDULE	Group A (i.e. 0.5% Productivity I	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT or the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	
	R	R	R	R	
Part A - Cutting Department					
Head Cutter	1 841.00	1 473.00	1849.00	1479.00	

	WAGE SCHEDULE	Group A (i.e. 0.5% Productivity I	employees on the incentive Scheme)	the 0.5% Produ	employees NOT or uctivity Incentive eme)
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
Pattern N	/laker:				
(a)	Qualified	1 841.00	1 473.00	1849.00	1479.00
(b)	Learner				
	First year				
	First six months of experience	1 108.50	887.00	1114.00	891.00
	Second six months of experience	1 204.50	963.50	1210.00	968.00
	Second year	7			
	First six months of experience	1 305.50	1 044.50	1311.50	1049.00
	Second six months of experience	1 406.50	1 125.00	1412.00	1129.50
	Third year				
	First four months of experience	1 517.00	1 213.50	1522.00	1217.50
	Thereafter, the wage specified in	1 841.00	1 473.00	1849.00	1479.00
	(a), i.e.				
attern C	-				
(a)	Qualified	1 521.00	1 217.00	1527.50	1222.00
(b)	Learner				
	First year				
	First six months of experience	1 045.00	836.00	1049.00	839.00
	Second six months of experience	1 108.50	887.00	1114.00	891.00
	Second year				
-	First six months of experience	1 169.00	935.00	1174.00	939.00
	Second six months of experience	1 233.50	987.00	1239.50	991.50
-	Third year				
	First six months of experience	1 305.50	1 044.50	1311.50	1049.00
4	Next four months of experience	1 376.00	1 101.00	1381.00	1105.00
	Thereafter, the wage specified in	1 521.00	1 217.00	1527.50	1222.00
	(a), i.e.				
	y-maker:	4 470 00	4.470.00	4.1	110-00
(a)	Qualified	1 470.00	1 176.00	1477.50	1182.00
(b)	Learner				
-	First year	050.50	707.00	004.00	700.00
-	First six months of experience Second six months of experience	958.50	767.00	961.00	769.00
	Second year	1 040.50	832.50	1045.00	836.00
	First six months of experience	1 124.50	899.50	1106 50	004.00
	Second six months of experience	1 211.50	969.00	1126.50 1217.50	901.00 974.00
-	Third year	1 2 1 1.00	909.00	1217.50	974.00
-	First six months of experience	1 313.50	1 051.00	1318.50	1055.00
-	Next four months of experience	1 470.00	1 176.00	1477.50	1182.00
Int	erlining cutter, trimmer, leather cutter and		1 170.00	1477.00	1102.00
(a)	Qualified	1 113.50	891.00	1116.50	893.00
(b)	Learner	1 113.30	031.00	1110.00	093.00
(0)	First year				
1	First six months of experience	875.50	700.50	877.00	701.50
	I list six months of expensence	914.50	731.50	077.00	701.00

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	DESCRIPTION OF OCCUPATION		employees on the ncentive Scheme)	Group B (i.e. employees NOT o the 0.5% Productivity Incentive Scheme)	
D			New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	Second year				
	First six months of experience	955.50	764.50	959.50	767.50
	Second six months of experience	996.00	797.00	998.00	798.50
	Third year				
	First four months of experience	1 038.50	831.00	1041.00	833.00
	Thereafter, the wage specified in (a) i.e.	1 113.50	891.00	1116.50	893.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1 190.00	952.00	1195.00	956.00
	Second six months from date of advancement	1 313.50	1 051.00	1318.50	1055.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1 470.00	1 176.00	1477.50	1182.00
Layer-up:					
(a)	Qualified	976.50	781.00	979.50	783.50
	First year				
	First six months of experience	853.50	683.00	857.00	685.50
	Second six months of experience	875.50	700.50	877.00	701.50
Second y		001.50			
	First six months of experience Thereafter, the wage specified in (a), i.e.	904.50 976.50	723.50 781.00	907.00 979.50	725.50 783.50
(b)	If advanced to learner cutter:	 			
(6)	First six months from date of advancement	976.50	781.00	979.50	783.50
	Second six months from date of advancement	1 124.50	899.50	1126.50	901.00
	Third six months from date of advancement	1 211.50	969.00	1217.50	974.00
	Fourth six months from date of advancement	1 313.50	1 051.00	1318.50	1055.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1 470.00	1 176.00	1477.50	1182.00
Clicker:		4.445.70	044.00	4445.53	0.15.00
(a)	Qualified	1 142.50	914.00	1146.00	917.00
(b)	Learner	006.00	717.00	007.50	740.00
-	First year of experience Second year of experience	896.00 996.00	717.00 797.00	897.50	718.00
	Thereafter, the wage specified in (a), i.e.	1 142.50	914.00	998.00 1146.00	798.50 917.00
Tracer:	1.0				
(a)	Qualified	1 082.00	865.50	1085.00	868.00
(b)	Learner		555.55	.000.00	000.00
1(~)	First year				

WAGE SCHEDULE		Group A (i.e. 0.5% Productivity I	employees on the ncentive Scheme)	Group B (i.e. employees NOT or the 0.5% Productivity Incentive Scheme)		
	DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		First six months of experience	896.00	717.00	897.50	718.00
		Second six months of experience	945.00	756.00	948.00	758.50
		Second year				
		First six months of experience	990.50	792.50	996.00	797.00
		Thereafter, the wage specified in (a), i.e.	1 082.00	865.50	1085.00	868.00
Dort D	- Fa	potoru Oporativos				
		actory Operatives achine mechanic:				
	ng m a)	Qualified	1 841.00	1 473.00	1010 00	1470.00
(b		Learner	1 041.00	14/3.00	1849.00	1479.00
(r	0)					
-		First year	1 400 50	007.00	4444.00	004.00
-		First six months of experience	1 108.50	887.00	1114.00	891.00
-	_	Second six months of experience	1 204.50	963.50	1210.00	968.00
-		Second year	4.005.50	4 0 4 4 5 0	1011 50	1010.00
_		First six months of experience	1 305.50	1 044.50	1311.50	1049.00
-		Second six months of experience	1 406.50	1 125.00	1412.00	1129.50
-		Third year	1 = 1 = 00	4 - 1		
		First six months of experience	1 517.00	1 213.50	1522.00	1217.50
		Next four months of experience	1 626.50	1 301.00	1632.00	1305.50
1		Thereafter, the wage specified in (a), i.e.	1 841.00	1 473.00	1849.00	1479.00
Crode	Λ 0	mployee:				
(a		Qualified	1 204.50	062.50	1010.00	000.00
_	_		1 204.50	963.50	1210.00	968.00
(b)	Learner First year				
-		First year First six months of experience	899.00	719.00	904.00	723.00
-		Second six months of experience	954.00	763.00	958.50	
		Second six months of experience	954.00	703.00	900.50	767.00
		First six months of experience	1 004.00	803.00	1007.50	806.00
		Second six months of experience	1 054.50	843.50	1059.00	847.00
		Third year	1 004.00	040.00	1038.00	047.00
		First four months of experience	1 113.50	891.00	1116.50	893.00
-		Thereafter, the wage specified in	1 204.50	963.50	1210.00	968.00
		(a), i.e.	1 204.30	903.50	1210.00	906.00
		mplayee:			400400	007.00
			1 020 50	216 En 1		
(a	a)	Qualified	1 020.50	816.50	1034.00	827.00
	a)	Qualified Learner	1 020.50	816.50	1034.00	827.00
(a	a)	Qualified Learner First year				
(a	a)	Qualified Learner First year First six months of experience	899.00	719.00	899.00	719.00
	a)	Qualified Learner First year				

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	WAGE SCHEDULE	Group A (i.e. 0.5% Productivity I	employees on the ncentive Scheme)	Group B (i.e. employees NOT o the 0.5% Productivity Incentive Scheme)	
С	DESCRIPTION OF OCCUPATION		New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	Thereafter, the wage specified in (a), i.e.	1 020.50	816.50	1034.00	827.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1 020.50	816.50	1034.00	827.00
	Second six months from date of advancement	1 027.50	822.00	1040.50	832.50
	Third six months from date of advancement	1 072.50	858.00	1090.00	872.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 194.00	955.00	1185.50	948.50
10					
	employee:	054.00	700.00	050.50	707.00
(a)	Qualified	954.00	763.00	958.50	767.00
(b)	Learner				
-	First year First six months of experience	872.50	698.00	874.50	699.50
	Second six months of experience	895.00	716.00	896.50	717.00
	Thereafter, the wage specified in (a), i.e.	954.00	763.00	958.50	767.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	954.00	763.00	958.50	767.00
	Second six months from date of advancement	961.00	769.00	965.00	772.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 045.00	836.00	1049.00	839.00
Indernre	sser, blocker:				
(a)	Qualified	961.00	769.00	965.00	772.00
(b)	Learner			223.00	
	First year				,
	First six months of experience	853.50	683.00	857.00	685.50
	Second six months of experience	875.50	700.50	877.00	701.50
	Second year				
	First six months of experience	904.50	723.50	907.00	725.50
1,	Second six months of experience	961.00	769.00	965.00	772.00
(c)	If advanced to learner presser: First six months from date of	961.00	769.00	965.00	772.00
	advancement Second six months from date of	1 113.50	891.00	1116.50	893.00
	advancement Thereafter, the wage specified			1210.00	968.00

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	DESCRIPTION OF OCCUPATION		Group A (i.e. 0.5% Productivity I	employees on the ncentive Scheme)	Group B (i.e. employees NOT of the 0.5% Productivity Incentive Scheme)	
			Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%
			R	R	R	R
		for a qualified Grade A employee, i.e.				
D		Levis at a manufacture of				
		lerical employees				
Cler		Qualified	1 212 50	1.051.00	4040.50	1055.00
	(a)	Qualified	1 313.50	1 051.00	1318.50	1055.00
-	(b)	Learner	1 000 00	007.00	1010 50	044.00
-		First year of experience	1 009.00	807.00	1013.50	811.00
-		Second year of experience	1 088.00	870.50	1094.00	875.00
-		Third year	4 470 50	000 50	1177.00	044.50
-		First six months of experience	1 170.50	936.50	1177.00	941.50
		Thereafter, the wage specified in (a), i.e.	1 313.50	1 051.00	1318.50	1055.00
Fac	tory C					
	(a)	Qualified	1 024.50	819.50	1028.00	822.50
	(b)	Learner				
		First year of experience	852.50	682.00	854.00	683.00
		Second year of experience	896.50	717.00	899.00	719.00
		Third year				
		First six months of experience	951.50	761.00	954.00	763.00
		Thereafter, the wage specified in (a), i.e.	1 024.50	819.50	1028.00	822.50
Dort	D C	eneral				
	er atte		979.50	783.50	002.00	705 50
		packer	1 005.50	804.50	982.00 1009.00	785.50 807.00
		packer /orker	950.00	760.00	959.50	
	ourer	/ UI NGI	961.00	760.00	965.00	767.50 772.00
Mote	or veh	icle driver of a vehicle, the unladen mass				
	(a)	under 2 720 kg	1 045.50	836.50	1049.50	839.50
	(b)	2 720 kg and over	1 169.00	935.00	1174.00	939.00
Sup	erviso	r, quality controller and instructor	1 233.50	987.00	1239.50	991.50
		driver	1 045.50	836.50	1049.50	839.50
		or caretaker, whose ordinary hours of we				
	(a)	less than 60 hours per week	1 077.50	862.00	1082.50	866.00

3. In the following table of clauses, substitute the existing expression, for the new expression:

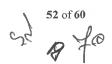
Clause No.	Existing	New
4(13)	2017	2018
22(2)(a)	R2,76	R2,97
22(2)(b)	R4,46	R4,80
27(3)	40 cents	43 cents
27(4)	61 cents	66 cents
38(5)	27 cents	29 cents
39(3)	53 cents	57 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018

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

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

WAGE SCHEDULE	GROUP A (i.e. employees on	GROUP B (i.e. employees
	the 0.5% Productivity Incentive Scheme)	NOT on the 0.5% Productivity Incentive Scheme)

DESCRIPTION OF OCCUPATION		Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
(i)	Foreman:	2405.40	1924.30	2416.70	1933.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2315.40	1852.30	2326.20	1861.00
	(ii) Learners:				
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	1205.80	964.60	1211.40	969.10
	third six months of experience	1575.60	1260.50	1583.00	1266.40
	next four months of experience	1945.60	1556.50	1954.60	1563.70
	Thereafter, the wage specified in (iii)(i) i.e.	2315.40	1852.30	2326.20	1861.00
(iv)	Mechanic/Dyer:				
(/	(i) Qualified:	2405.40	1924.30	2416.70	1933.40
	(ii) Learners:				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	992.80	794.20	997.30	797.80
	third six months of experience	1149.70	919.80	1155.10	924.10
	fourth six months of experience	1306.90	1045.50	1312.80	1050.20
	fifth six months of experience	1463.70	1171.00	1470.60	1176.50
	sixth six months of experience	1620.50	1296.40	1628.10	1302.50
	seventh six months of experience	1777.50	1422.00	1785.90	1428.70
	eighth six months of experience	1934.50	1547.60	1943.60	1554.90
	ninth six months of experience	2091.10	1672.90	2100.70	1680.60
	next four months of experience	2248.90	1799.10	2259.40	1807.50
	Thereafter, the wage specified in (iv)(i)	2405.40	1924.30	2416.70	1933.40
(v)	i.e. Mechanic's Assistant:				
(-)	(i) Qualified:	1575.20	1260.20	1582.40	1265.90
	(ii) Learners:	1010120		1002.10	1200.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	909.00	727.20	913.10	730.50
	third six months of experience	966.50	773.20	988.50	790.80
	fourth six months of experience	1057.30	845.80	1062.10	849.70
	fifth six months of experience	1131.70	905.40	1136.90	909.50
	sixth six months of experience	1205.90	964.70	1211.50	969.20
	seventh six months of experience	1279.40	1023.50	1285.50	1028.40
	eighth six months of experience	1353.90	1083.10	1359.70	1087.80
	ninth six months of experience	1427.30	1141.80	1433.80	1147.00
	next four months of experience	1501.70	1201.40	1508.40	1206.70
	Thereafter, the wage specified in (v)(i) i.e.	1575.20	1260.20	1582.40	1265.90
(vi)	Supervisor:	1665.50	1332.40	1673.30	1338.60
(vii)	Final Examiner of fully-fashioned garments:	1546.30	1237.00	1553.70	1243.00
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified	1514.20	1211.40	1521.40	1217.10
	(ii) Learners:				



	WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		NOT on the 0.5% Productivit Incentive Scheme)			
	DESCRIPTION OF OCCUPATION	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%		
		R	R	R	R		
	first six months of experience	835.90	668.70	839.90	671.90		
	second six months of experience	1005.30	804.20	1010.00	808.00		
	third six months of experience	1174.90	939.90	1180.30	944.20		
	next four months of experience	1344.80	1075.80	1351.20	1081.00		
	Thereafter, the wage specified in (viii)(i) i.e.	1514.20	1211.40	1521.40	1217.10		
	(i) Qualified: (ii) Learners:	1514.20	1211.40	1521.40	1217.10		
	first six months of experience	835.90	668.70	839.90	671.90		
	second six months of experience	948.70	759.00	952.70	762.20		
	third six months of experience	1061.50	849.20	1066.30	853.00		
	fourth six months of experience	1174.90	939.90	1180.30	944.20		
	fifth six months of experience	1287.80	1030.20	1294.10	1035.30		
	next four months of experience	1401.20	1121.00	1407.50	1126.00		
	Thereafter, the wage specified in (ix)(i) i.e.	1514.20	1211.40	1521.40	1217.10		
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
	(i) Qualified: (ii) Learners:	1321.20	1057.00	1327.30	1061.80		
	first six months of experience	835.90	668.70	839.90	671.90		
	second six months of experience	956.80	765.40	961.30	769.00		
	third six months of experience	1078.10	862.50	1083.20	866.60		
	next four months of experience	1199.90	959.90	1205.50	964.40		
	Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80		
(x) (b)	Sewing Machinist including a button, buttonhole machinist:	and hemmin					
	(i) Qualified:	1321.20	1057.00	1327.30	1061.80		
	(ii) Learners:						
	first six months of experience	835.90	668.70	839.90	671.90		
	second six months of experience	956.80	765.40	961.30	769.00		
	third six months of experience	1078.10	862.50	1083.20	866.60		
	Thereafter, the wage specified in (x)(i) i.e.	1321.20	1057.00	1327.30	1061.80		
(xi)	Driver of a Motor Vehicle, the unladen mass of w trailer or trailers drawn by such vehicle—:	hich, togethe	r with the un	laden mass c	of any		

	WAGE SCHEDULE	the 0.5% Produ	.e. employees on activity Incentive eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
	DESCRIPTION OF OCCUPATION	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%
		R	R	R	R
	(a) does not exceed 453,5 kg	1263.10	1010.50	1268.90	1015.10
	(b) exceeds 453,5 kg but not 2 721 kg	1491.30	1193.00	1498.00	1198.40
	(c) exceeds 2 721 kg but not 4 535 kg	1588.00	1270.40	1595.50	1276.40
	(d) exceeds 4 535 kg	1723.40	1378.70	1731.60	1385.30
(xii)	Security Officer:	1929.40	1543.50	1938.10	1550.50
(xiii)	Watchman:	1488.60	1190.90	1495.60	1196.50
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1550.00	1240.00	1557.10	1245.70
	(ii) Learners:	225.00	222 =2	000.00	2=1.00
	first six months of experience	835.90	668.70	839.90	671.90
	second six months of experience	1014.00	811.20	1018.80	815.00
	third six months of experience next four months of experience	1192.90	954.30	1198.60	958.90
	Thereafter, the wage specified in (xiv)(i)	1371.20 1550.00	1097.00	1377.60 1557.10	1102.10
	i.e.	1550.00	1240.00	1557.10	1245.70
(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 hydroextracting 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:	1261.60	1009.30	1267.40	1013.90
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1085.90	868.70	1091.00	872.80
(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:	0.00	0.00	0.00	0.00
	(i) Qualified:	1085.90	868.70	1091.00	872.80
	(ii) Learners:	0.00	0.00	0.00	0.00

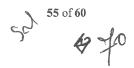
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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employees on Incentivise d Scheme Effective 1 September 2018 = 80%	Wage per Week from 01 Sep 2018 to 31 Aug 2019	New Employee s on Incentivise d Scheme Effective 1 September 2018 = 80%	
	R	R	R	R	
first six months of experience	835.90	668.70	839.90	671.90	
second six months of experience	918.80	735.00	923.20	738.60	
third six months of experience	1003.00	802.40	1007.50	806.00	
Thereafter, the wage specified in (xvii) (i) i.e.	1085.90	868.70	1091.00	872.80	

2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New	
4(13)	2017	2018	
22(2)(a)	R2,66	R2,86	
22(2)(b)	R4,26	R4,58	
26(4)(b)	R11,04	R11,87	
26(4)(b)	R13,17	R14,16	
26(4)(b)	R14,37	R15,45	
26(4)(b)	R24,53	R26,37	
26(4)(b)	R24,53	R26,37	
26(4)(b)	R24,53	R26,37	
27(3)	41 cents	44 cents	



61 cents	66 cents
27 cents	29 cents
48 cents	52 cents
31 August 2018	31 August 2019
1 September 2017	1 September 2018
	27 cents 48 cents 31 August 2018

4. 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 per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
Category A					
	0 - 6 months	905.00	724.00	875.00	700.00
	Thereafter	968.00	774.50	913.00	730.50
Category B					
	0 - 6 months	903.50	723.00	886.00	709.00
	7 - 12 months	946.00	757.00	912.00	729.50
	13 - 18 months	990.50	792.50	937.50	750.00
	Thereafter	1 048.50	839.00	969.50	775.50
Category C					
	0 - 6 months	934.00	747.00	890.50	712.50
	7 - 12 months	1 027.50	822.00	944.50	755.50

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
			New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%
	13 - 18 months	1 122.00	897.50	1 000.00	800.00
	19 - 22 months	1 213.00	970.50	1 059.50	847.50
	Thereafter	1 306.00	1 045.00	1 119.50	895.50
Category D					
	0 - 6 months	934.00	747.00	890.50	712.50
	7 - 12 months	1 003.00	802.50	931.00	745.00
	13 - 18 months	1 095.50	876.50	972.00	777.50
	19 - 22 months	1 140.50	912.50	1 012.50	810.00
	Thereafter	1 285.00	1 028.00	1 106.00	885.00
Category E					
	0 - 6 months	980.50	784.50	918.00	734.50
	7 - 12 months	1 089.50	871.50	983.00	786.50
	13 - 18 months	1 215.00	972.00	1 060.50	848.50
	19 - 22 months	1 338.00	1 070.50	1 141.50	913.00
	Thereafter	1 472.00	1 177.50	1 226.00	981.00
Band Knife Co	utter				
	0 - 6 months	897.50	718.00	869.00	695.00
	7 - 12 months	968.00	774.50	910.00	728.00
	13 - 18 months	1 035.00	828.00	950.50	760.50
	19 - 22 months	1 108.50	887.00	993.00	794.50
	Thereafter	1 220.00	976.00	1 065.50	852.50
Clerical					
	0 - 6 months	920.50	736.50	882.50	706.00
	7 - 12 months	1 008.00	806.50	934.50	747.50
	13 - 18 months	1 079.00	863.00	976.00	781.00
	Thereafter	1 239.50	991.50	1 075.50	860.50
Assistant Hea	d Cutter	1 428.50	1 143.00	1 199.00	959.00
Head Cutter		1 725.00	1 380.00	1 390.50	1112.50
Foreperson		1 547.00	1 237.50	1 309.00	1047.00
Watchperson		1 075.00	860.00	973.00	778.50
Driver 1 (454k	g)	1 024.50	819.50	943.50	755.00

Category / Occupation	Camperdown Stellenbosch	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	Wage per week from 1 Sep 2018 to 31 Aug 2019	New Employees on Incentivised Scheme Effective 1 September 2018 = 80%	
Driver 2 (454 - 2722kg)	1 096.50	877.00	986.50	789.00	
Driver 3 (2722 -4540kg)	1 238.50	991.00	1 075.00	860.00	
Driver 4 (4540kg)	1 445.00	1 156.00	1 210.00	968.00	

2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(9)	2017	2018
32(2)	R3,34	R3,61
32(2)	1 September 2017	1 September 2018
32(2)	R4,24	R4,58
32(2)	1 September 2017	1 September 2018
36(6)(a)	54 cents	58 cents
41(1)	31 August 2018	31 August 2019
41(1)	1 September 2017	1 September 2018
43(5)	17 cents	18 cents



12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

1. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(1)(a)	R2,64	R2,84
4(1)(b)	R2,85	R3,06
5A(2)(b)	R24,74	R26,60
5B(2)(b)	R24,74	R26,60
6(5)	19 cents	20 cents
7A(2)(b)	R11,48	R12,34
7B(2)(b)	R11,48	R12,34
16(1)	41 cents	44 cents
16(2)	61 cents	66 cents

13. FAMILY RESONSIBILITY LEAVE

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with family responsibility leave, insert the following sub clause:

"Family Responsibility Leave shall be extended to apply to an employee's spouse or life partner, parent or adoptive parent, grandparent, child or adopted child, grandchild or sibling, with effect from 1 September 2018."

14. LEAVE PAY

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with Leave Pay, insert the following sub clause:

106 No. 42204

"With effect from 1 September 2019, One (1) day's pay shall be added to the leave pay for all employees."

15. SHOP STEWARDS' LEAVE

In all parts of the National Main Collective Agreement, that is, Parts A to I dealing with Shop Stewards Leave, insert the following sub clause:

"Shop Stewards who are Office Bearers of the Trade Union shall be granted one (1) additional day's paid leave in each year of the agreement. Applications for leave by Shop Stewards who are Office Bearers of the Trade Union to attend Constitutional meetings of the Trade Union and the Federation to which the Trade Union is affiliated will not be unreasonably declined."

Signed at **CAPE TOWN** on behalf of the Parties this **30TH** day of **OCTOBER 2018**.

FREDA COSTHYSEN

Chairperson

MARTILE RAPHAEL

Vice-Chairperson

SICELO NDUNA

General Secretary