

## 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.

  
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**M N OLIPHANT, MP**  
**MINISTER OF LABOUR**  
DATE: 18/01/2019.....

## UMNYANGO WEZABASEBENZI


R. ....

USUKU: .....

## UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA, 1995

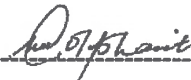
UMKHANDLU WOKUXOXISANA KAZWELONKE PHAKATHI KWABAQASHI  
NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA  
ZOKWEMBATHA: UKWELULWA KWESIKHATHI SOKUSEBENZA  
KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI

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

  
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**M N OLIPHANT, MP**  
**UNGQONGQOSHE WEZABASEBENZI**  
USUSKU: 18/01/2019.....

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF THE NATIONAL MAIN COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication and for the period ending 31 August 2024.

  
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**M N OLIPHANT, MP**  
**MINISTER OF LABOUR**  
DATE: 19/01/2019

**UMNYANGO WEZABASEBENZI**

R. ....

USUKU: .....

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA - 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI****NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA:**

**UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
ESIYINGQIKITHI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA  
INGXENYE YESIVUMELWANO**

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 31 kuNcwaba 2024.

**MN OLIPHANT, MP****UNGQONGQOSHE WEZABASEBENZI**

USUKU: ...18/01/2019.....

**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

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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

1. 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 (i.e Employers contributing to the Productivity incentive Scheme)		Group B (i.e Employers NOT 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 Sep 2018 = 80%
			R	R	R	R
( a )	Foreman		2141.00	1713.00	2152.00	1721.50
( b )	Designer:					
	(i)	Qualified:	2730.50	2184.50	2743.00	2194.50
	(ii)	Learners:				
		first six months of experience	931.00	745.00	935.50	748.50
		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
		fifth six months of experience	1607.50	1286.00	1616.50	1293.00
		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 )	Grader:					
	(i)	Qualified:	1961.50	1569.00	1969.50	1575.50
	(ii)	Learners:				
		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
		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
( d )	Marker-in:					
	(i)	Qualified:	1494.50	1195.50	1502.00	1201.50

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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)	
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 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)	Band-knife cutter:				
	Qualified	1494.50	1195.50	1502.00	1201.50
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
(i)	Qualified:	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
(g)	Layer-up:				
(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	973.50	779.00	979.50	783.50
	Thereafter, the wage specified in (g)(i) i.e.	1036.00	829.00	1040.00	832.00
(h)	Specialised presser:				
(i)	Qualified:	1441.00	1153.00	1449.00	1159.00
(ii)	Learners:				
	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
	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
	Thereafter, the wage specified in (h)(i) i.e.	1441.00	1153.00	1449.00	1159.00

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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)	
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 Sep 2018 = 80%
( i )	<b>Examiner:</b>					
	(i)	Qualified:	1234.00	987.00	1239.00	991.00
	(ii)	Learners:				
		first six months of experience	1035.00	828.00	1038.50	831.00
		Thereafter, the wage specified in (i)(i) i.e.	1234.00	987.00	1239.00	991.00
( j )(a)	<b>Machinist:</b>					
	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(ii)	Learners:				
		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)	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i)	Qualified:	1210.00	968.00	1215.00	972.00
	(ii)	Learners:				
		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
		fourth six months of experience	1006.00	805.00	1009.50	807.50
		next four months of experience	1032.00	825.50	1036.50	829.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	1215.00	972.00
( k )	<b>Progress examiner:</b>					
	(i)	Qualified:	1223.50	979.00	1227.50	982.00
	(ii)	Learners:				
		first six months of experience	969.50	775.50	973.00	778.50
		Thereafter, the wage specified in (k)(i) i.e.	1223.50	979.00	1227.50	982.00
( l )	<b>Despatcher:</b>					
	(i)	Qualified:	1158.00	926.50	1162.50	930.00
	(ii)	Learners:				
		first six months of experience	978.50	783.00	981.50	785.00
		Thereafter, the wage specified in (l)(i) i.e.	1158.00	926.50	1162.50	930.00
( m )	<b>Checker in the Knitting section:</b>					
	(i)	Qualified:	1028.00	822.50	1034.00	827.00
	(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

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)	
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 Sep 2018 = 80%
		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 )	<b>General Worker:</b>					
	(i)	Qualified:	998.00	798.50	1001.50	801.00
	(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
		Thereafter, the wage specified in (n)(i) i.e.	998.00	798.50	1001.50	801.00
( o )	<b>Steambox pleater:</b>					
	(i)	Qualified:	1176.50	941.00	1181.00	945.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		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 )	<b>Plain sewer:</b>					
	(i)	Qualified:	1034.00	827.00	1037.50	830.00
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		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
		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 )	<b>General assistant</b>		1129.50	903.50	1134.50	907.50
( r )	<b>Cleaner</b>		1006.00	805.00	1009.50	807.50
( s )	<b>Tea maker</b>		1006.00	805.00	1009.50	807.50
( t )	<b>Watchman</b>		1223.50	979.00	1227.50	982.00
( u )	<b>Motor vehicle driver:</b>					
	(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 )	<b>Clicker:</b>					
	(i)	Qualified:	1979.50	1583.50	1988.00	1590.50

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)	
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 Sep 2018 = 80%
	(ii)	Learners:				
		first six months of experience	923.00	738.50	927.00	741.50
		second six months of experience	998.50	799.00	1002.50	802.00
		third six months of experience	1079.50	863.50	1086.00	869.00
		fourth six months of experience	1221.50	977.00	1225.00	980.00
		fifth six months of experience	1313.50	1051.00	1318.50	1055.00
		sixth six months of experience	1385.00	1108.00	1390.50	1112.50
		seventh six months of experience	1468.00	1174.50	1476.50	1181.00
		eighth six months of experience	1546.50	1237.00	1552.50	1242.00
		next four months of experience	1630.00	1304.00	1636.00	1309.00
		Thereafter, the wage specified in (v)(i) i.e.	1979.50	1583.50	1988.00	1590.50
( w )		Beader	1234.00	987.00	1239.00	991.00
( x )		Chlorinator	1109.50	887.50	1115.50	892.50
( y )		Componder	1313.50	1051.00	1318.50	1055.00
( z )		Dipper				
	(i)	Qualified:				
		Category A	1313.50	1051.00	1318.50	1055.00
		Category B	1342.50	1074.00	1348.50	1079.00
		Category C	1387.00	1109.50	1392.00	1113.50
	(ii)	Learners:				
		first six months of experience to Category A	999.00	799.00	1004.00	803.00
		first six months of experience to Category B	1313.50	1051.00	1318.50	1055.00
		first six months of experience to Category C	1342.50	1074.00	1348.50	1079.00
( aa )		Glove turner	1592.50	1274.00	1599.50	1279.50
( ab )		Mouldmaker	1262.50	1010.00	1267.50	1014.00
( ac )		Packer	1060.00	848.00	1065.50	852.50
( ad )		Quality product co-ordinator	1665.50	1332.50	1672.00	1337.50
( ae )	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.						

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

<b>WAGE SCHEDULE</b>		<b>Group A</b> (i.e Employers contributing to the Productivity incentive Scheme)				<b>Group B</b> (i.e Employers NOT contributing to the Productivity Incentive Scheme)			
		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
		R	R	R	R	R	R	R	R
<b>Part A - Cutting Department</b>									
<b>Pattern Maker</b>									
(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 experience	1295.00	1 036.00	1280.00	1 024.00	1299.50	1 039.50	1284.00	1 027.00
	Second six months of experience	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
	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
<b>Pattern Grader</b>									
(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								
	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

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<b>WAGE SCHEDULE</b>			<b>Group A</b> (i.e Employers contributing to the Productivity Incentive Scheme)				<b>Group B</b> (i.e Employers NOT contributing to the Productivity Incentive Scheme)			
			<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 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
<b>Football Jersey Cutter</b>										
(a)		Qualified	1296.50	1 037.00	1281.00	1 025.00	1302.00	1 041.50	1286.50	1 029.00
(b)		Learner								
		First year								
		First six months of experience	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.00
		Second six months of experience	1031.50	825.00	1019.50	815.50	1035.50	828.50	1023.50	819.00
		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	952.00
		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	1 029.00
<b>Layer-up</b>										
(a)		Qualified	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.00
(b)		Learner								
		First year								
		First six months of experience	941.00	753.00	930.00	744.00	945.00	756.00	934.00	747.00
		Second six months of experience	973.50	779.00	962.00	769.50	976.50	781.00	965.00	772.00
		Second year								
		First six months of experience	1016.50	813.00	1004.50	803.50	1021.50	817.00	1009.50	807.50
		Thereafter, the wage specified in (a), i.e.	1117.50	894.00	1104.50	883.50	1122.00	897.50	1109.00	887.00
<b>Part B - Factory Operatives</b>										
<b>Grade A employee</b>										
(a)		Qualified	1430.00	1 144.00	1413.00	1 130.50	1434.50	1 147.50	1417.50	1 134.00
(b)		Learner								
		First year								
		First six months of experience	1006.00	805.00	994.00	795.00	1010.00	808.00	998.00	798.50
		Second six months of experience	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50

<b>WAGE SCHEDULE</b>		<b>Group A</b> (i.e Employers contributing to the Productivity incentive Scheme)				<b>Group B</b> (i.e Employers NOT contributing to the Productivity Incentive Scheme)			
		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%	Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%
Second year									
	First six months of experience	1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	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
<b>Grade B employee</b>									
(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	991.00	793.00	979.50	783.50	996.00	797.00	984.50	787.50
	Second six months of experience	1043.00	834.50	1030.50	824.50	1047.50	838.00	1035.00	828.00
Second year									
	First six months of experience	1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
	Thereafter, the wage specified in (a), i.e.	1221.50	977.00	1207.00	965.50	1226.50	981.00	1212.00	969.50
(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
<b>Grade C employee</b>									
(a)	Qualified	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
(b)	Learner								
First year									
	First six months of experience	971.50	777.00	960.00	768.00	975.50	780.50	964.00	771.00
	Second six months of experience	999.00	799.00	987.00	789.50	1003.50	803.00	991.50	793.00
	Thereafter, the wage specified in (a), i.e.	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
(c)	If advanced to Grade B employee:								

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)			
			Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION 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 advancement	1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
		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
Factory Clerk										
(a)	Qualified		1181.00	945.00	1167.00	933.50	1187.50	950.00	1173.50	939.00
(b)	Learner									
	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										
Boiler attendant			1121.50	897.00	1108.50	887.00	1127.00	901.50	1113.50	891.00
Despatch packer			1158.50	927.00	1145.00	916.00	1163.00	930.50	1149.50	919.50
General Worker			1084.50	867.50	1071.50	857.00	1088.50	871.00	1075.50	860.50
Labourer			1096.00	877.00	1083.00	866.50	1100.00	880.00	1087.00	869.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -										
(a)	does not exceed 1 360 kg		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
Supervisor, quality controller and instructor			1469.00	1 175.00	1451.50	1 161.00	1476.00	1 181.00	1458.50	1 167.00

<b>WAGE SCHEDULE</b>	<b>Group A</b> (i.e Employers contributing to the Productivity incentive Scheme)				<b>Group B</b> (i.e Employers NOT contributing to the Productivity incentive Scheme)			
	<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA &amp; SACTWU</i>	
<b>DESCRIPTION OF OCCUPATION</b>	<b>Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%</b>	<b>Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%</b>	<b>Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42.5hrs per week)</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%</b>	<b>Wage per week from 01 Sep 2018 to 31 Aug 2019 (Based on 42hrs per week)</b>	<b>New Employees on Incentivised Scheme Effective 1 Sep 2018 = 80%</b>
Traveller's driver	1202.50	962.00	1188.50	951.00	1207.50	966.00	1193.50	955.00
Watchman or caretaker, whose ordinary hours of work 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
<b>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.</b>								

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

<b>Clause No.</b>	<b>Existing</b>	<b>New</b>
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 C of Clause 19(5)	17 cents	18 cents
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#### 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:

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		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
<b>A. ALL AREAS</b>					
(i)	(a) Foreman	3 526.50	2 821.00	3 543.00	2 834.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 441.00	1 153.00	1 449.00	1 159.00
	(ii) Learners				
	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) Cloakroom Supervisor/Watchman	1 004.50	803.50	1 007.50	806.00
	(d) Mechanic	3 308.50	2 647.00	3 324.50	2 659.50
	(e) Unqualified Mechanic	1 232.50	986.00	1 240.00	992.00
	(f) Watchman	1 004.50	803.50	1 007.50	806.00
	(g) Labourer	785.50	628.50	788.50	631.00
	(h) Boiler Attendant	863.00	690.50	866.50	693.00
(ii)	Pattern Grader				
	(i) Qualified	1 868.00	1 494.50	1 876.50	1 501.00
	(ii) Learners				
	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				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				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) i.e.	1 868.00	1 494.50	1 876.50	1 501.00
(iii)	Marker-In						
		(i)	Qualified	1 441.00	1 153.00	1 449.00	1 159.00
		(ii)	Learners				
			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
			seventh six months of experience	1 261.50	1 009.00	1 268.00	1 014.50
			next four months of experience	1 349.00	1 079.00	1 355.00	1 084.00
			Thereafter, the wage specified in (iii)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out						
		(i)	Qualified	1 155.00	924.00	1 161.50	929.00
		(ii)	Learners				
			first six months of experience	685.50	548.50	689.50	551.50
			second six months of experience	764.50	611.50	767.50	614.00
			third six months of experience	844.00	675.00	850.00	680.00
			fourth six months of experience	921.50	737.00	924.00	739.00
			fifth six months of experience	998.50	799.00	1 004.50	803.50
			next four months of experience	1 077.50	862.00	1 082.50	866.00
			Thereafter, the wage specified in (iv)(i) i.e.	1 155.00	924.00	1 161.50	929.00
(v)	Checker, Examiner and/or Passer						
		(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	764.50	611.50	767.50	614.00
			third six months of experience	844.00	675.00	850.00	680.00
			next four months of experience	922.00	737.50	925.00	740.00
			Thereafter, the wage specified in (v)(i) i.e.	1 004.50	803.50	1 007.50	806.00
(vi)	(a) Invoice Clerk						
		(i)	Qualified	1 441.00	1 153.00	1 449.00	1 159.00
		(ii)	Learners				
			first six months of experience	1 038.50	831.00	1 043.00	834.50
			Thereafter, the wage specified in (vi)(a)(i) i.e.	1 441.00	1 153.00	1 449.00	1 159.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk						

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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				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)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:						
	(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 (vii)(i) i.e.		1 137.00	909.50	1 141.50	913.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:						
	(a)	Does not exceed 2 722 kg		1 243.00	994.50	1 249.00	999.00
	(b)	Exceeds 2 722 kg		1 445.00	1 156.00	1 452.00	1 161.50
(ix)	Part-time Driver of a Motor Vehicle			1 132.00	905.50	1 137.00	909.50
(x)	Knitting Machine Operator						
	(i)	Qualified		1 481.00	1 185.00	1 489.00	1 191.00
	(ii)	Learners					
		first six months of experience		685.50	548.50	689.50	551.50
		second six months of experience		819.50	655.50	824.50	659.50
		third six months of experience		951.00	761.00	954.00	763.00
		fourth six months of experience		1 084.50	867.50	1 087.50	870.00
		fifth six months of experience		1 215.50	972.50	1 220.00	976.00
		next four months of experience		1 349.50	1 079.50	1 356.50	1 085.00
		Thereafter, the wage specified in (x)(i) i.e.		1 481.00	1 185.00	1 489.00	1 191.00
(xi)	Maintenance hand						
	(i)	Qualified		850.00	680.00	852.50	682.00
	(ii)	Learners					
		first six months of experience		685.50	548.50	689.50	551.50
		second six months of experience		718.00	574.50	721.50	577.00
		third six months of experience		746.00	597.00	749.50	599.50
		fourth six months of experience		781.00	625.00	786.00	629.00
		next four months of experience		819.00	655.00	824.00	659.00
		Thereafter, the wage specified in (xi)(i) i.e.		850.00	680.00	852.50	682.00

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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		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
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
(i)	<b>Sewing Machinist</b>				
(a)					
	(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
	Thereafter, the wage specified in (i)(i) i.e.	1 004.50	803.50	1 007.50	806.00
(i)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scribe and Screen Printer</b>				
(b)					
	(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) i.e.	1 004.50	803.50	1 007.50	806.00
	<b>Set Leader and/or Team Leader</b>	1 067.00	853.50	1 071.00	857.00
(ii)	<b>General Worker/Pleater</b>				
	(i) Qualified	758.50	607.00	760.50	608.50
	(ii) Learners				
	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)(i) i.e.	758.50	607.00	760.50	608.50
(iii)	<b>Despatch Packer and Layer-up</b>				
	(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) i.e.	784.00	627.00	788.00	630.50
(iv)	<b>Plain Sewer</b>				
	(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) i.e.	819.50	655.50	824.50	659.50
(v)	<b>Sample Machinist</b>	1 141.50	913.00	1 147.50	918.00

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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			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
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>						
(i)	<b>Sewing Machinist</b>					
(a)						
	(i) Qualified:		960.50	768.50	963.50	771.00
	(ii) Learners:					
		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
		Thereafter, the wage specified in (i)(a)(i) i.e.	960.50	768.50	963.50	771.00
(i)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former</b>					
(b)	<b>Scriber and Screen Printer:</b>					
	(i) Qualified:		960.50	768.50	963.50	771.00
	(ii) Learners:					
		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
	<b>Set Leader and/or Team Leader</b>		1 021.00	817.00	1 025.00	820.00
(ii)	<b>General Worker/Pleater</b>					
	(i) Qualified		734.00	587.00	736.00	589.00
	(ii) Learners					
		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) i.e.	734.00	587.00	736.00	589.00
(iii)	<b>Despatch Packer</b>					
	(i) Qualified		764.00	611.00	768.00	614.50
	(ii) Learners					
		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) i.e.	764.00	611.00	768.00	614.50
(iv)	<b>Layer-Up</b>					
	(i) Qualified		759.00	607.00	763.00	610.50
	(ii) Learners					
		first six months of experience	658.00	526.50	662.00	529.50
		second six months of experience	710.50	568.50	714.00	571.00
		Thereafter, the wage specified in (iii)(i) i.e.	771.00	617.00	775.50	620.50
(v)	<b>Plain Sewer</b>					

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				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)	Sample Machinist			1 091.00	873.00	1 093.50	875.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

2. 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)

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

“(a)

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)	
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%
<b>Part A - Cutting Department</b>			<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>GRADE 1</b>						
(a)	Qualified		1 289.15	1031.30	1295.15	1036.10
(b)	Learner					
	0 - 6 months		850.90	680.70	854.90	683.90
	7 - 12 months		941.30	753.05	945.60	756.50
	13 - 18 months **		1 031.45	825.15	1036.30	829.05
	Thereafter, the qualifying wage applies		1 289.15	1031.30	1295.15	1036.10
<b>GRADE 2</b>						
(a)	Qualified		1 120.40	896.30	1125.70	900.55
(b)	Learner					
	0 - 6 months		846.35	677.10	850.30	680.25
	Thereafter, the qualifying wage applies		1 120.40	896.30	1125.70	900.55
<b>GRADE A</b>						
(a)	Qualified		1 148.00	918.40	1153.20	922.55
(b)	Learner					
	0 - 6 months		891.70	713.35	895.95	716.75
	Thereafter, the qualifying wage applies		1 148.00	918.40	1153.20	922.55
<b>HEAD CUTTER</b>			2 056.80	1645.45	2066.20	1652.95
<b>ASSISTANT HEAD CUTTER</b>			1 645.30	1316.25	1652.85	1322.30
<b>CUTTER/TRIMMER</b>						
(a)	Qualified		1 292.30	1033.85	1298.30	1038.65
(b)	Learner					
	0 - 6 months		810.55	648.45	814.40	651.50
	7 - 12 months		905.70	724.55	909.70	727.75
	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	1038.65
<b>BAND KNIFE CUTTER</b>						
(a)	Qualified		1 360.00	1088.00	1366.25	1093.00
(b)	Learner					
	0 - 6 months		906.90	725.50	911.00	728.80

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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)	
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
<b>MECHANIC</b>							
	(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
<b>CLERK *</b>							
	(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
<b>WATCHMAN</b>				1 157.90	926.30	1163.25	930.60
<b>DRIVER 1</b>				1 087.60	870.10	1092.65	874.10
<b>DRIVER 2</b>				1 188.45	950.75	1193.95	955.15
<b>DRIVER 3</b>				1 385.75	1108.60	1392.20	1113.75
<b>DRIVER 4</b>				1 673.70	1338.95	1681.55	1345.25
<b>FOREPERSON</b>				1 584.50	1267.60	1591.90	1273.50
* Provided a registered productivity incentive scheme is in place.							
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.							
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							



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

“(b)

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)	
DESCRIPTION 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)	<b>Foreman:</b>	2419.90	1935.90	2431.15	1944.90
(ii)	<b>Dyer: (See (iv) below)</b>				
(iii)	<b>Storeman:</b>				
	(i) Qualified:	2329.35	1863.50	2340.10	1872.10
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	1213.50	970.80	1219.05	975.25
	third six months of experience	1585.65	1268.50	1592.95	1274.35
	next four months of experience	1957.45	1565.95	1966.45	1573.15
	Thereafter, the wage specified in (iii)(i) i.e.	2329.35	1863.50	2340.10	1872.10
(iv)	<b>Mechanic/Dyer:</b>				
	(i) Qualified:	2419.90	1935.90	2431.15	1944.90
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	999.10	799.30	1003.90	803.10
	third six months of experience	1157.00	925.60	1162.50	930.00
	fourth six months of experience	1315.10	1052.10	1321.05	1056.85
	fifth six months of experience	1473.05	1178.45	1480.00	1184.00
	sixth six months of experience	1630.35	1304.30	1637.90	1310.30
	seventh six months of experience	1788.65	1430.90	1796.95	1437.55
	eighth six months of experience	1946.45	1557.15	1955.55	1564.45
	ninth six months of experience	2104.10	1683.30	2113.90	1691.10
	next four months of experience	2262.40	1809.90	2272.85	1818.30
	Thereafter, the wage specified in (iv)(i) i.e.	2419.90	1935.90	2431.15	1944.90
(v)	<b>Mechanic's Assistant:</b>				
	(i) Qualified:	1585.20	1268.15	1592.60	1274.10
	(ii) Learners:				
	first six months of experience	841.55	673.25	845.50	676.40
	second six months of experience	915.20	732.15	919.40	735.50
	third six months of experience	990.65	792.50	995.20	796.15
	fourth six months of experience	1064.10	851.30	1069.05	855.25
	fifth six months of experience	1138.90	911.10	1144.30	915.45
	sixth six months of experience	1213.60	970.90	1219.25	975.40
	seventh six months of experience	1287.55	1030.05	1293.55	1034.85
	eighth six months of experience	1362.35	1089.90	1368.45	1094.75
	ninth six months of experience	1436.30	1149.05	1442.95	1154.35

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)	
DESCRIPTION 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 (v)(i) i.e.	1585.20	1268.15	1592.60	1274.10
(vi)	Supervisor:		1675.75	1340.60	1683.50	1346.80
(vii)	Final Examiner of fully-fashioned garments:		1556.20	1244.95	1563.35	1250.70
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(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)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	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	954.90	763.90	959.45	767.55
		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	1410.20	1128.15	1416.70	1133.35
		Thereafter, the wage specified in (ix)(i) i.e.	1523.75	1219.00	1530.85	1224.70
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
	(i)	Qualified:	1329.55	1063.65	1335.85	1068.70
	(ii)	Learners:				
		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)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
		(a) does not exceed 453,5 kg	1271.05	1016.85	1276.90	1021.50
		(b) exceeds 453,5 kg but not 2 721 kg	1500.70	1200.55	1507.65	1206.10
		(c) exceeds 2 721 kg but not 4 535 kg	1598.10	1278.50	1605.45	1284.35

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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)	
DESCRIPTION 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
		(d) exceeds 4 535 kg	1734.20	1387.35	1742.15	1393.70
(xii)	Security Officer:		1941.20	1552.95	1950.25	1560.20
(xiii)	Watchman:		1498.15	1198.50	1505.05	1204.05
(xiv)	Employee 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
		thereafter, the wage specified in (xiv)(i) i.e.	1559.75	1247.80	1566.85	1253.50
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i)	Qualified:	1093.05	874.45	1098.10	878.50
	(ii)	Learners:				
		first six months of experience	841.55	673.25	845.50	676.40
		second six months of experience	925.10	740.10	929.40	743.50
		third six months of experience	1009.70	807.75	1014.25	811.40
		Thereafter, the wage specified in (xv) (i) i.e.	1093.05	874.45	1098.10	878.50
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		1093.05	874.45	1098.10	878.50
(xvii)	General Worker (Knitting)		1269.65	1015.70	1275.60	1020.50
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.						

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		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 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

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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 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)	<b>Marker-In:</b>					
	(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)	<b>Mechanic:</b>					
	(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)	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>					
	(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)	<b>Sample Machinist:</b>		1386.70	1109.40	1393.20	1114.60
(E)(a)	<b>Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):</b>					
	(i) Qualified:		1205.50	964.40	1211.20	969.00
	(ii) Learners:					
		first six months of experience	835.20	668.20	838.80	671.00

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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 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
(E)(b)	<b>Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:</b>					
	(i) Qualified:		1205.50	964.40	1211.20	969.00
	(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)	<b>Machinist promoted to Assistant Supervisor:</b>					
	(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) i.e.	1432.50	1146.00	1439.30	1151.40
(F)	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>					
	(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)	<b>Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:</b>					
	(i) Qualified:		1000.10	800.10	1004.60	803.70
	(ii) Learners:					

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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 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
			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)	Artisan:			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
Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement							
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across the Board.							

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

Wage Category	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	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
A	2157.10	152.40	1725.70	2167.10	153.10	1733.70
B	1790.90	126.50	1432.70	1799.40	127.10	1439.50
C	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

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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

3. 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. 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 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)	<b>Supervisor:</b>	1946.10	1556.90	1950.70	1560.60
(b)	<b>Milliner (Upgrade to Trimmer):</b>				
	(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)	<b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b>				
	(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
	<b>(2) Driver:</b>	1298.80	1039.00	1301.90	1041.50
	<b>Machine Operator &amp; Chopper-Out:</b>				



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 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/Assistant 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
(f)	Boiler Attendant & Watchman:	1120.50	896.40	1123.40	898.70
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.					

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

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33 (1)(a)	R2,64	R2,84
33(1)(b)	R2,85	R3,06

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

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

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 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)	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 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:			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 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

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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 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
			Thereafter, the wage specified in (iv)(i) i.e.	2405.40	1924.30	2416.70	1933.40
(v)	<b>Mechanic's Assistant:</b>			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)	<b>Supervisor:</b>			1665.50	1332.40	1673.30	1338.60
(vii)	<b>Final Examiner of fully-fashioned garments:</b>			1546.30	1237.00	1553.70	1243.00
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>			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)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>			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				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 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
(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		1371.20	1097.00	1377.60	1102.10
		Thereafter, the wage specified in (xiv)(i) i.e.		1550.00	1240.00	1557.10	1245.70



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 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
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:			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
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.							



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

"

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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 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
<b>Part A - Cutting Department</b>						
Head Cutter			2433.50	1947.00	2443.50	1955.00
Pattern Maker:						
	(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
		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				
		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
Pattern Grader						
	(a)	Qualified	1963.00	1570.50	1970.50	1576.50
	(b)	Learner				
		First year				
		First six months of experience	1281.00	1025.00	1288.50	1031.00
		Second six months of experience	1363.00	1090.50	1368.00	1094.50
		Second year				
		First six months of experience	1443.00	1154.50	1451.50	1161.00
		Second six months of experience	1546.50	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 (a), i.e.	1963.00	1570.50	1970.50	1576.50
Cutter, lay-maker:						
	(a)	Qualified	1894.00	1515.00	1900.50	1520.50
	(b)	Learner				
		First year				
		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	1380.50	1104.50	1387.50	1110.00
		Second six months of experience	1510.00	1208.00	1519.50	1215.50
		Third year				
		First four months of experience	1656.50	1325.00	1665.00	1332.00
		Thereafter, the wage specified in (a), i.e.	1894.00	1515.00	1900.50	1520.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1364.50	1091.50	1370.50	1096.50
	(b)	Learner				

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 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
		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				
		First year				
		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				
		First six months of experience	1070.00	856.00	1075.50	860.50
		Thereafter, the wage specified in (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 cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		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, leather cutter or tie cutter, i.e.	1364.50	1091.50	1370.50	1096.50
	(e)	If advanced to fitter-up:				
		First six months from date of advancement	1176.50	941.00	1181.00	945.00

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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 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 from date of advancement	1219.50	975.50	1224.00	979.00
			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
Clicker:							
	(a)	Qualified		1407.50	1126.00	1414.00	1131.00
	(b)	Learner					
		First year		1055.00	844.00	1060.00	848.00
		Second year		1203.00	962.50	1209.50	967.50
		Thereafter, the wage specified in (a) i.e.		1407.50	1126.00	1414.00	1131.00
Tracer:							
	(a)	Qualified		1320.50	1056.50	1325.50	1060.50
	(b)	Learner					
		First year					
		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					
		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							
Clothing machine mechanic:							
	(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
		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					
		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
Clothing technician:							
	(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				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 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 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				
			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 employee:				
	(a)		Qualified	1505.50	1204.50	1510.00	1208.00
	(b)		Learner				
			First 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
			Second 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
			Third year				
			First four months of experience	1364.50	1091.50	1370.50	1096.50
			Thereafter, the wage specified in (a), i.e.	1505.50	1204.50	1510.00	1208.00
			Grade B employee:				
	(a)		Qualified	1286.00	1029.00	1291.00	1033.00
	(b)		Learner				
			First year				
			First six months of experience	1043.00	834.50	1048.50	839.00
			Second six months of experience	1098.00	878.50	1102.50	882.00
			Second year				
			First six months of experience	1153.50	923.00	1158.00	926.50
			Thereafter, the wage specified in (a), i.e.	1286.00	1029.00	1291.00	1033.00
	(c)		If advanced 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 qualified Grade A employee, i.e.	1505.50	1204.50	1510.00	1208.00
			Grade C employee:				
	(a)		Qualified	1141.50	913.00	1146.00	917.00
	(b)		Learner				
			First year				
			First six months of experience	1022.50	818.00	1027.00	821.50
			Second six months of experience	1051.50	841.00	1056.50	845.00
			Thereafter, the wage specified in (a), i.e.	1141.50	913.00	1146.00	917.00

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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 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
	(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
Underpresser, blocker:							
	(a)	Qualified		1153.50	923.00	1158.00	926.50
	(b)	Learner					
		First year					
			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					
			First six months of experience	1070.00	856.00	1075.50	860.50
			Thereafter, the wage specified in (a), i.e.	1153.50	923.00	1158.00	926.50
	(c)	If advanced to learner presser:					
			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
<b>Part C - Clerical employees</b>							
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	1452.50	1162.00	1459.00	1167.00
			Thereafter, the wage specified in (a), i.e.	1656.50	1325.00	1665.00	1332.00
Factory Clerk							
	(a)	Qualified		1243.00	994.50	1250.00	1000.00
	(b)	Learner					
		First year		990.50	792.50	994.50	795.50
		Second year		1055.00	844.00	1060.00	848.00
		Third year					
			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
<b>Part D - General</b>							
Boiler attendant				1180.50	944.50	1186.50	949.00

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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 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
			Despatch packer	1219.50	975.50	1224.00	979.00
			General Worker	1141.50	913.00	1146.00	917.00
			Labourer	1153.50	923.00	1158.00	926.50
			Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a)		does not exceed 1 360 kg	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 driver	1266.00	1013.00	1271.00	1017.00
			Watchman or caretaker, whose ordinary hours of work 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
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.							

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

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 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
			Blocker				
	(a)		Qualified	1 201.00	961.00	1 205.50	964.50
	(b)		Learner				

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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 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
			First year				
			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
			Second 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
			Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
	(a)		Qualified	991.00	793.00	996.00	797.00
	(b)		Learner				
			First year				
			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
			Second 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 year				
			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)		Qualified	1 656.50	1 325.00	1 665.00	1 332.00
	(b)		Learner				
			First year	1 223.00	978.50	1 227.00	981.50
			Second year	1 329.00	1 063.00	1 335.00	1 068.00
			Third year				
			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
			General Worker (Millinery)	981.00	785.00	984.50	787.50
			Grade 1 Employee (Millinery):				
	(a)		Qualified	970.50	776.50	974.00	779.00
	(b)		Learner				
			First year				
			First six months of experience	830.50	664.50	835.50	668.50
			Second six months of experience	865.00	692.00	871.00	697.00
			Second year				

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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 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
			First six months of experience	914.50	731.50	918.00	734.50
			Thereafter, the wage specified in (a), i.e.	970.50	776.50	974.00	779.00
Milliner:							
	(a)	Qualified		1 049.00	839.00	1 054.50	843.50
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		883.00	706.50	887.00	709.50
		Second year					
		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 year					
		First six months of experience		968.00	774.50	971.50	777.00
		Next four months of experience		1 015.00	812.00	1 020.50	816.50
		Thereafter, the wage specified in (a) i.e.		1 049.00	839.00	1 054.50	843.50
Millinery Machinist:							
	(a)	Qualified		1 060.00	848.00	1 065.50	852.50
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		905.50	724.50	910.50	728.50
		Second year					
		First six months of experience		960.00	768.00	965.50	772.50
		Thereafter, the wage specified in (a), i.e.		1 060.00	848.00	1 065.50	852.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	does not exceed 2268 kg		1 258.50	1 007.00	1 265.50	1 012.50
	(b)	exceeds 2268		1 330.00	1 064.00	1 336.00	1 069.00
Plain Sewer (Millinery):							
	(a)	Qualified		991.00	793.00	996.00	797.00
	(b)	Learner					
		First year					
		First six months of experience		830.50	664.50	835.50	668.50
		Second six months of experience		874.50	699.50	880.50	704.50
		Second year					
		First six months of experience		931.50	745.00	935.50	748.50
		Thereafter, the wage specified in (a), i.e.		991.00	793.00	996.00	797.00
Supervisor (Millinery)				1 421.50	1 137.00	1 428.50	1 143.00

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 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
Watchman or Caretaker (Millinery)				1 434.00	1 147.00	1 440.00	1 152.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

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)	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
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".

”

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:

“

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 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
<b>Part A - Cutting Department</b>					
Head Cutter		1 841.00	1 473.00	1849.00	1479.00

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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 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
Pattern Maker:						
(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					
	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 (a), i.e.		1 841.00	1 473.00	1849.00	1479.00
Pattern Grader						
(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
	Next four months of experience		1 376.00	1 101.00	1381.00	1105.00
	Thereafter, the wage specified in (a), i.e.		1 521.00	1 217.00	1527.50	1222.00
Cutter, lay-maker:						
(a)	Qualified		1 470.00	1 176.00	1477.50	1182.00
(b)	Learner					
	First year					
	First six months of experience		958.50	767.00	961.00	769.00
	Second six months of experience		1 040.50	832.50	1045.00	836.00
	Second year					
	First six months of experience		1 124.50	899.50	1126.50	901.00
	Second six months of experience		1 211.50	969.00	1217.50	974.00
	Third year					
	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
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified		1 113.50	891.00	1116.50	893.00
(b)	Learner					
	First year					
	First six months of experience		875.50	700.50	877.00	701.50
	Second six months of experience		914.50	731.50	916.50	733.00

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 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 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 year				
			First six months of experience	904.50	723.50	907.00	725.50
			Thereafter, the wage specified in (a), i.e.	976.50	781.00	979.50	783.50
	(b)		If advanced to learner cutter:				
			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:				
	(a)		Qualified	1 142.50	914.00	1146.00	917.00
	(b)		Learner				
			First year of experience	896.00	717.00	897.50	718.00
			Second year of experience	996.00	797.00	998.00	798.50
			Thereafter, the wage specified in (a), i.e.	1 142.50	914.00	1146.00	917.00
			Tracer:				
	(a)		Qualified	1 082.00	865.50	1085.00	868.00
	(b)		Learner				
			First year				

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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 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
			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
Part B - Factory Operatives							
Clothing machine mechanic:							
	(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				
			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 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
			Thereafter, the wage specified in (a), i.e.	1 841.00	1 473.00	1849.00	1479.00
Grade A employee:							
	(a)		Qualified	1 204.50	963.50	1210.00	968.00
	(b)		Learner				
			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	767.00
			Second year				
			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				
			First four months of experience	1 113.50	891.00	1116.50	893.00
			Thereafter, the wage specified in (a), i.e.	1 204.50	963.50	1210.00	968.00
Grade B employee:							
	(a)		Qualified	1 020.50	816.50	1034.00	827.00
	(b)		Learner				
			First year				
			First six months of experience	899.00	719.00	899.00	719.00
			Second six months of experience	929.00	743.00	931.50	745.00
			Second year				
			First six months of experience	958.00	766.50	963.00	770.50



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)	
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
			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
	Grade C employee:						
	(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
	Underpresser, blocker:						
	(a)	Qualified		961.00	769.00	965.00	772.00
	(b)	Learner					
		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
			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 advancement	961.00	769.00	965.00	772.00
			Second six months from date of advancement	1 113.50	891.00	1116.50	893.00
			Thereafter, the wage specified	1 204.50	963.50	1210.00	968.00



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 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
			for a qualified Grade A employee, i.e.				
Part C - Clerical employees							
Clerk							
	(a)	Qualified		1 313.50	1 051.00	1318.50	1055.00
	(b)	Learner					
		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					
		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
Factory Clerk							
	(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
Part D - General							
Boiler attendant				979.50	783.50	982.00	785.50
Despatch packer				1 005.50	804.50	1009.00	807.00
General Worker				950.00	760.00	959.50	767.50
Labourer				961.00	769.00	965.00	772.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	under 2 720 kg		1 045.50	836.50	1049.50	839.50
	(b)	2 720 kg and over		1 169.00	935.00	1174.00	939.00
Supervisor, quality controller and instructor				1 233.50	987.00	1239.50	991.50
Traveller's driver				1 045.50	836.50	1049.50	839.50
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		1 077.50	862.00	1082.50	866.00
	(b)	60 hours per week		1 124.50	899.50	1126.50	901.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.							

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))

1. 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 the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)
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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)	<b>Foreman:</b>			2405.40	1924.30	2416.70	1933.40
(ii)	<b>Dyer: (See (iv) below)</b>						
(iii)	<b>Storeman:</b>						
		(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)	<b>Mechanic/Dyer:</b>						
		(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) i.e.		2405.40	1924.30	2416.70	1933.40
(v)	<b>Mechanic's Assistant:</b>						
		(i) Qualified:		1575.20	1260.20	1582.40	1265.90
		(ii) Learners:					
		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)	<b>Supervisor:</b>			1665.50	1332.40	1673.30	1338.60
(vii)	<b>Final Examiner of fully-fashioned garments:</b>			1546.30	1237.00	1553.70	1243.00
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>						
		(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)		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
			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)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>						
		(i) Qualified:		1514.20	1211.40	1521.40	1217.10
		(ii) Learners:					
			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)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>						
		(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
			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)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>						
		(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)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>						



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 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) 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)			<b>Security Officer:</b>	1929.40	1543.50	1938.10	1550.50
(xiii)			<b>Watchman:</b>	1488.60	1190.90	1495.60	1196.50
(xiv)			<b>Employee not elsewhere specified:</b>				
			(i) Qualified:	1550.00	1240.00	1557.10	1245.70
			(ii) Learners:				
			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	1371.20	1097.00	1377.60	1102.10
			Thereafter, the wage specified in (xiv)(i) i.e.	1550.00	1240.00	1557.10	1245.70
(xv)			<b>Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:</b>	1261.60	1009.30	1267.40	1013.90
(xvi)			<b>General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:</b>	1085.90	868.70	1091.00	872.80
(xvii)			<b>All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:</b>	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

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 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
			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
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.							

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

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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

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

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

“

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage 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%
<b>Category A</b>					
	0 - 6 months	905.00	724.00	875.00	700.00
	Thereafter	968.00	774.50	913.00	730.50
<b>Category B</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
<b>Category C</b>					
	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)	
		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%
	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
<b>Category D</b>					
	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
<b>Category E</b>					
	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
<b>Band Knife Cutter</b>					
	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
<b>Clerical</b>					
	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
<b>Assistant Head Cutter</b>		1 428.50	1 143.00	1 199.00	959.00
<b>Head Cutter</b>		1 725.00	1 380.00	1 390.50	1 112.50
<b>Foreperson</b>		1 547.00	1 237.50	1 309.00	1 047.00
<b>Watchperson</b>		1 075.00	860.00	973.00	778.50
<b>Driver 1 (454kg)</b>		1 024.50	819.50	943.50	755.00

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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)	
	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
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% in Non-Metro A and Non-Metro B.				

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:

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"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 OOSTHYSEN**  
Chairperson



**MARTHIE RAPHAEL**  
Vice-Chairperson



**SICELO NDUNA**  
General Secretary