

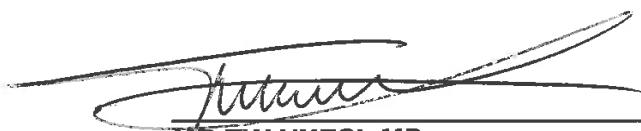
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 421

14 May 2021

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

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 28/04/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI****EMBonINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA****KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO****SELULELWA KULABO ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, 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.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 28/04/2021

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

South African Apparel 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

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

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- (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 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

2. In clause 6.1(1), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

3. 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. 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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Foreman		2375.00	1900.00	2387.00	1909.50
(b)	Designer:					
	(i)	Qualified:	3029.00	2423.00	3043.00	2434.50
	(ii)	Learners:				
		first six months of experience	1033.00	872.00	1038.00	872.00
		second six months of experience	1203.50	963.00	1207.50	966.00
		third six months of experience	1440.50	1152.50	1447.00	1157.50
		fourth six months of experience	1603.50	1283.00	1612.00	1289.50
		fifth six months of experience	1783.00	1426.50	1793.50	1435.00
		sixth six months of experience	1934.00	1547.00	1943.00	1554.50
		seventh six months of experience	2105.00	1684.00	2116.00	1693.00
		eighth six months of experience	2274.50	1819.50	2286.50	1829.00
		next four months of experience	2414.50	1931.50	2424.00	1939.00
		Thereafter, the wage specified in (b)(i) i.e.	3029.00	2423.00	3043.00	2434.50
(c)	Grader:					
	(i)	Qualified:	2176.00	1741.00	2186.00	1748.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1118.50	891.00	1118.50	895.00
		third six months of experience	1210.50	988.50	1218.00	974.50
		fourth six months of experience	1270.50	1016.50	1275.00	1020.00
		fifth six months of experience	1469.00	1175.00	1475.50	1180.50
		sixth six months of experience	1571.50	1257.00	1580.00	1264.00
		seventh six months of experience	1658.00	1326.50	1666.50	1333.00
		eighth six months of experience	1742.00	1393.50	1750.00	1400.00
		next four months of experience	1854.00	1483.00	1863.00	1490.50
		Thereafter, the wage specified in (c)(i) i.e.	2176.00	1741.00	2186.00	1748.00
(d)	Marker-in:					
	(i)	Qualified:	1658.00	1326.50	1666.50	1333.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00

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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 Mar 2021 to 31 Aug 2021	New Eas on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Eas on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		second six months of experience	1098.50	877.00	1103.00	882.50
		third six months of experience	1170.50	936.50	1176.00	941.00
		fourth six months of experience	1248.00	998.50	1253.00	1002.50
		next four months of experience	1394.00	1115.00	1401.00	1121.00
		Thereafter, the wage specified in (e)(i) i.e.	1658.00	1326.50	1666.50	1333.00
(e)	Band-knife cutter:					
		Qualified	1658.00	1326.50	1666.50	1333.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:					
	(i)	Qualified:	1466.00	1173.00	1472.00	1177.50
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1074.00	872.00	1078.00	872.00
		third six months of experience	1107.50	886.00	1112.00	889.50
		fourth six months of experience	1148.00	918.50	1152.00	921.50
		next four months of experience	1197.00	957.50	1203.50	963.00
		Thereafter, the wage specified in (f)(i) i.e.	1466.00	1173.00	1472.00	1177.50
(g)	Layer-up:					
	(i)	Qualified:	1149.50	919.50	1153.50	923.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1047.50	872.00	1051.50	872.00
		third six months of experience	1084.50	872.00	1070.50	872.00
		fourth six months of experience	1080.00	872.00	1087.00	872.00
		Thereafter, the wage specified in (g)(i) i.e.	1149.50	919.50	1153.50	923.00
(h)	Specialised presser:					
	(i)	Qualified:	1598.50	1279.00	1607.50	1286.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		second six months of experience	1066.50	872.00	1073.00	872.00
		third six months of experience	1105.00	884.00	1109.50	887.50
		fourth six months of experience	1148.00	918.50	1152.00	921.50
		fifth six months of experience	1194.50	955.50	1198.50	959.00
		sixth six months of experience	1234.50	987.50	1238.50	991.00
		seventh six months of experience	1349.00	1079.00	1357.50	1086.00
		eight six months of experience	1398.50	1119.00	1405.00	1124.00
		next four months of experience	1429.50	1143.50	1436.00	1149.00
		Thereafter, the wage specified in (h)(i) i.e.	1598.50	1279.00	1807.50	1286.00
(i)	Examiner:					
	(i)	Qualified:	1369.00	1095.00	1374.50	1099.50
	(ii)	Learners:				
		first six months of experience	1148.00	918.50	1152.00	921.50
		Thereafter, the wage specified in (i)(i) i.e.	1369.00	1095.00	1374.50	1099.50
(j)(a)	Machinist:					
	(i)	Qualified:	1342.50	1074.00	1348.00	1078.50
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1048.00	872.00	1052.50	872.00
		third six months of experience	1078.50	872.00	1085.50	872.00
		Thereafter, the wage specified in (j)(i) i.e.	1342.50	1074.00	1348.00	1078.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	1342.50	1074.00	1348.00	1078.50
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1048.00	872.00	1052.50	872.00
		third six months of experience	1078.50	872.00	1085.50	872.00
		fourth six months of experience	1116.00	893.00	1120.00	898.00
		next four months of experience	1145.00	916.00	1150.00	920.00
		Thereafter, the wage specified in (j)(i) i.e.	1342.50	1074.00	1348.00	1078.50

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(k)	Progress examiner:					
	(i)	Qualified:	1357.50	1086.00	1361.50	1089.00
	(ii)	Learners:				
		first six months of experience	1076.50	872.00	1079.50	872.00
		Thereafter, the wage specified in (k)(i) i.e.	1357.50	1086.00	1361.50	1089.00
(l)	Despatcher:					
	(i)	Qualified:	1285.00	1028.00	1289.50	1031.50
	(ii)	Learners:				
		first six months of experience	1085.50	872.00	1089.00	872.00
		Thereafter, the wage specified in (l)(i) i.e.	1285.00	1028.00	1289.50	1031.50
(m)	Checker in the Knitting section:					
	(i)	Qualified:	1140.00	912.00	1147.00	917.50
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1047.50	872.00	1051.50	872.00
		third six months of experience	1074.00	872.00	1078.00	872.00
		Thereafter, the wage specified in (m)(i) i.e.	1140.00	912.00	1147.00	917.50
(n)	General Worker:					
	(i)	Qualified:	1107.00	885.50	1111.00	889.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1047.50	872.00	1051.50	872.00
		Thereafter, the wage specified in (n)(i) i.e.	1107.00	885.50	1111.00	889.00
(o)	Steambox pleater:					
	(i)	Qualified:	1305.00	1044.00	1310.00	1048.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1071.00	872.00	1075.50	872.00
		third six months of experience	1105.00	884.00	1109.50	887.50

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		fourth six months of experience	1147.00	917.50	1151.00	921.00
		Thereafter, the wage specified in (o)(i) i.e.	1305.00	1044.00	1310.00	1048.00
(p)	Plain sewer:					
	(i)	Qualified:	1147.00	917.50	1151.00	921.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1036.00	872.00	1040.00	872.00
		third six months of experience	1048.00	872.00	1052.50	872.00
		fourth six months of experience	1064.50	872.00	1070.50	872.00
		next four months of experience	1085.50	872.00	1089.00	872.00
		Thereafter, the wage specified in (p)(i) i.e.	1147.00	917.50	1151.00	921.00
(q)	General assistant		1253.00	1002.50	1258.50	1007.00
(r)	Cleaner		1116.00	893.00	1120.00	896.00
(s)	Tea maker		1116.00	893.00	1120.00	896.00
(t)	Watchman		1357.50	1086.00	1361.50	1089.00
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1353.00	1082.50	1358.00	1086.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1454.50	1163.50	1461.00	1169.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1609.00	1287.00	1613.00	1290.50
		(ad) exceeds 4 536 kg	1881.00	1505.00	1891.00	1513.00
	(ii)	Part-time driver of a motor vehicle	1255.50	1004.50	1259.00	1007.00
(v)	Clicker:					
	(i)	Qualified:	2196.00	1757.00	2205.00	1764.00
	(ii)	Learners:				
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1107.50	888.00	1112.00	889.50
		third six months of experience	1197.50	958.00	1205.00	964.00
		fourth six months of experience	1356.00	1084.00	1359.00	1087.00
		fifth six months of experience	1457.00	1165.50	1462.50	1170.00
		sixth six months of experience	1536.50	1229.00	1542.50	1234.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		seventh six months of experience	1628.50	1303.00	1638.00	1310.50
		eight six months of experience	1715.50	1372.50	1722.50	1378.00
		next four months of experience	1808.00	1446.50	1815.00	1452.00
		Thereafter, the wage specified in (v)(i) i.e.	2196.00	1757.00	2205.00	1784.00
(w)	Reader		1369.00	1095.00	1374.50	1099.50
(x)	Chlorinator		1231.00	985.00	1237.50	990.00
(y)	Componder		1457.00	1185.50	1462.50	1170.00
(z)	Dipper					
	(i)	Qualified:				
		Category A	1457.00	1165.50	1462.50	1170.00
		Category B	1489.00	1191.00	1496.00	1197.00
		Category C	1539.00	1231.00	1544.00	1235.00
	(ii)	Learners:	1108.00	886.50	1113.50	891.00
		first six months of experience to Category A	1457.00	1166.50	1462.50	1170.00
		first six months of experience to Category B	1489.00	1191.00	1496.00	1197.00
		first six months of experience to Category C	1766.50	1413.00	1774.50	1419.50
			1400.50	1120.50	1406.00	1125.00
(aa)	Glove turner		1176.00	941.00	1182.00	945.50
(ab)	Mouldmaker		1847.50	1478.00	1854.50	1483.50
(ac)	Packer		1134.00	907.00	1140.00	912.00
(ad)	Quality product co-ordinator		1781.50	1425.00	1788.50	1431.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 1/3 per cent:					
	Provided that:-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employees who employed prior on 2011/2012 New Ees on Wage Incentive Scheme with the coming into effect of this agreement, receive the Weekly Wage for those employees as the current Wage Incentive of 1% Above the Board.						

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4. In clause 6.1(2), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

5. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting 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)			
	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 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)

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		R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	2585.00	2052.00	2535.00	2028.00	2576.00	2080.00	2544.50	2035.50
(b)	Learner								
	First year								
	First six months of experience	1436.50	1149.00	1419.50	1135.50	1481.00	1185.00	1463.50	1171.00
	Second six months of experience	1586.50	1269.00	1668.00	1254.50	1635.00	1308.00	1616.00	1293.00
	Second year								
	First six months of experience	1735.00	1388.00	1714.50	1371.50	1791.00	1433.00	1770.00	1416.00
	Second six months of experience	1894.50	1515.50	1872.00	1497.50	1955.50	1584.50	1932.50	1548.00
	Third year								
	First six months of experience	2068.50	1653.00	2042.00	1633.50	2132.00	1705.50	2107.00	1686.50
	Next four months of experience	2229.50	1783.50	2203.50	1763.00	2302.00	1841.50	2275.00	1820.00
	Thereafter, the wage specified in (a), i.e.	2585.00	2052.00	2535.00	2028.00	2645.50	2116.50	2614.50	2091.50
Pattern Grader									
(a)	Qualified	2088.50	1655.00	2044.00	1635.00	2133.00	1706.50	2108.00	1686.50
(b)	Learner								
	First year								
	First six months of experience	1350.00	1080.00	1334.00	1067.00	1395.00	1116.00	1378.50	1103.00
	Second six months of experience	1436.50	1149.00	1419.50	1135.50	1481.00	1185.00	1463.50	1171.00
	Second year								
	First six months of experience	1520.50	1216.50	1502.50	1202.00	1572.00	1257.50	1553.50	1243.00
	Second six months of experience	1629.50	1303.50	1610.50	1288.50	1682.00	1345.50	1662.00	1329.50
	Third year								
	First six months of experience	1735.00	1388.00	1714.50	1371.50	1791.00	1433.00	1770.00	1416.00
	Next four months of experience	1847.50	1478.00	1826.00	1461.00	1907.00	1525.50	1884.50	1507.50
	Thereafter, the wage specified in (a), i.e.	2088.50	1655.00	2044.00	1635.00	2133.00	1706.50	2108.00	1686.50
Football Jersey Cutter									
(a)	Qualified	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.00
(b)	Learner								
	First year								
	First six months of experience	1079.50	882.50	1067.00	872.00	1112.50	890.00	1099.50	879.50
	Second six months of experience	1145.00	916.00	1131.50	905.00	1180.00	944.00	1166.00	933.00
	Second year								
	First six months of experience	1203.50	983.00	1189.50	951.50	1242.50	994.00	1228.00	982.50
	Second six months of experience	1268.00	1014.50	1253.00	1002.50	1309.50	1047.50	1294.00	1035.00
	Third year								
	First four months of experience	1330.50	1064.50	1315.00	1052.00	1372.50	1098.00	1356.50	1085.00
	Thereafter, the wage specified in (a), i.e.	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.00
Layer-up									
(a)	Qualified	1240.00	992.00	1225.50	980.50	1278.50	1023.00	1263.50	1011.00
(b)	Learner								
	First year								
	First six months of	1043.50	882.50	1031.00	872.00	1077.00	882.50	1064.50	872.00

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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)			
			Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 85% 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 85% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION			Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		experience	R	R	R	R	R	R	R	R
		Second six months of experience	1079.50	882.50	1067.00	872.00	1112.50	890.00	1099.50	879.50
		Second year								
		First six months of experience	1127.50	902.00	1114.00	891.00	1184.00	931.00	1150.50	920.50
		Thereafter, the wage specified in (a), i.e.	1240.00	992.00	1225.50	980.50	1278.50	1023.00	1263.50	1011.00
Part B - Factory Operatives										
Grade A employee										
(a)	Qualified		1586.50	1269.00	1568.00	1254.50	1635.00	1308.00	1616.00	1293.00
(b)	Learner									
	First year									
		First six months of experience	1116.50	893.00	1103.50	883.00	1150.50	920.50	1137.00	909.50
		Second six months of experience	1202.50	962.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
	Second year									
		First six months of experience	1285.50	1028.50	1270.50	1018.50	1325.50	1080.50	1310.00	1048.00
		Second six months of experience	1350.00	1080.00	1334.00	1097.00	1395.00	1116.00	1378.50	1103.00
	Third year									
		First four months of experience	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.00
		Thereafter, the wage specified in (a), i.e.	1586.50	1269.00	1568.00	1254.50	1635.00	1308.00	1616.00	1293.00

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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)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 90% 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 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
Grade B employee									
(a)	Qualified	1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	1381.00	1105.00
(b)	Learner								
	First year								
	First six months of experience	1099.50	882.50	1086.50	872.00	1135.00	908.00	1121.50	897.00
	Second six months of experience	1157.00	925.50	1143.50	915.00	1193.50	955.00	1179.50	943.50
	Second year								
	First six months of experience	1215.50	972.50	1201.00	961.00	1254.00	1003.00	1239.00	991.00
	Thereafter, the wage specified in (a), i.e.	1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	1381.00	1105.00
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	1381.00	1105.00
	Second six months from date of advancement	1395.50	1116.50	1379.00	1103.00	1440.00	1152.00	1423.00	1139.50
	Third six months from date of advancement	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1586.50	1269.00	1568.00	1254.50	1635.00	1308.00	1616.00	1293.00
Grade C employee									
(a)	Qualified	1202.50	982.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
(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)			
			Note: Refer to "2006" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2006" Side Agreement between EPCMA & SACTWU		Note: Refer to "2006" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2006" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION			Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R	R	R	R	R
	First year									
		First six months of experience	1078.00	882.50	1065.50	872.00	1111.50	888.00	1098.50	879.00
		Second six months of experience	1108.00	886.50	1095.00	876.00	1143.50	915.00	1130.00	904.00
		Thereafter, the wage specified in (a), i.e.	1202.50	982.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
	(c) If advanced to Grade B employee:									
		First six months from date of advancement	1202.50	982.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
		Second six months from date of advancement	1216.50	972.50	1201.00	961.00	1254.00	1003.00	1238.00	991.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1356.00	1084.00	1338.00	1071.00	1397.50	1118.00	1381.00	1105.00
	Part C - Clerical Employees									
	Clerk									
	(a)	Qualified	1745.50	1398.50	1725.00	1380.00	1802.00	1441.50	1781.00	1425.00
	(b)	Learner								
		First year	1288.00	1031.00	1274.00	1019.00	1328.00	1062.50	1312.50	1050.00
		Second year	1400.50	1120.50	1384.00	1107.00	1445.00	1156.00	1428.00	1142.50
		Third year								
		First four months of experience	1531.00	1225.00	1513.00	1210.50	1580.00	1284.00	1561.50	1248.00
		Thereafter, the wage	1745.50	1398.50	1725.00	1380.00	1802.00	1441.50	1781.00	1425.00

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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)			
			Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 65% 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 65% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION			Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable to the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable to the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable to the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable to the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
		specified in (a), i.e.	R	R	R	R	R	R	R	R
Factory Clerk										
(a)	Qualified		1309.50	1047.50	1294.00	1035.00	1353.00	1082.50	1337.00	1069.50
(b)	Learner									
	First year		1043.50	882.50	1031.00	872.00	1077.00	882.50	1084.50	872.00
	Second year		1112.00	889.50	1099.00	879.00	1147.50	918.00	1134.00	907.00
	Third year									
	First four months of experience		1202.50	962.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
	Thereafter, the wage specified in (a), i.e.		1309.50	1047.50	1294.00	1035.00	1353.00	1082.50	1337.00	1069.50
Part D - General										
	Boller attendant		1244.00	995.00	1229.50	983.50	1286.00	1028.00	1270.00	1018.00
	Despatch packer		1285.50	1028.50	1270.50	1018.50	1325.50	1060.50	1310.00	1048.00
	General Worker		1202.50	962.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
	Labourer		1216.50	972.50	1201.00	961.00	1254.00	1003.00	1239.00	991.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -										
(a)	does not exceed 1 360 kg		1285.50	1028.50	1270.50	1018.50	1325.50	1060.50	1310.00	1048.00
(b)	exceeds 1 360 but not 2 720 kg		1334.50	1067.50	1319.00	1055.00	1376.50	1100.50	1359.50	1087.50
(c)	exceeds 2 720 kg		1520.50	1216.50	1502.50	1202.00	1572.00	1257.50	1553.50	1243.00
	Supervisor, quality controller and instructor		1629.50	1303.50	1610.50	1288.50	1682.00	1345.50	1662.00	1329.50
	Traveller's driver		1334.50	1067.50	1319.00	1055.00	1376.50	1100.50	1359.50	1087.50
Watchman or caretaker, whose ordinary hours of work										

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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)			
		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 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
are -		R	R	R	R	R	R	R	R
(a)	less than 60 hours per week	1386.50	1109.00	1370.00	1098.00	1430.00	1144.00	1413.00	1130.50
(b)	60 hours per week	1455.00	1164.00	1438.00	1150.50	1502.50	1202.00	1485.00	1188.00
NB: All employees who employed on 2011/2012 New Ees Wage Rates of R1,39 per hour, will be entitled to the effect of this agreement, therefore the Weekly Wage of R1,39 will be replaced by the new Weekly Wage of R1,45 per hour.									

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

Clause No.	Existing 2019/2020	New 2020/2021
6.3(2)	1 September 2019	1 March 2021
12.1(3)(b)	R1,39	R1,45
12.2	47 cents	49 cents

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Clause No.	Existing 2019/2020	New 2020/2021
12.4	70 cents	73 cents
14.1(1)	R2,99	R3,10
14.1(2)	R4,57	R4,74
15(1)	31 August 2020	31 August 2021
15(1)	1 September 2019	1 September 2020
Annexure C of Clause 19(5)	19 cents	20 cents

7. In clause 6.11, insert the following new paragraph:

"A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021.", after the expression "in attending to union business".

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council

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Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council."

2. In clause 4(1), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

3. 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		Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
A. ALL AREAS		R	R	R	R

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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 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(i)	(a) Foreman	3912.00	3129.50	3930.00	3144.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	1598.50	1279.00	1607.50	1288.00
	(ii) Learners				
	first six months of experience	1097.50	878.00	1103.00	882.50
	second six months of experience	1310.00	1048.00	1316.50	1053.00
	Thereafter, the wage specified in (i)(i) i.e.	1598.50	1279.00	1607.50	1288.00
	(c) Cloakroom Supervisor/Watchman	1114.50	891.50	1118.00	894.50
	(d) Mechanic	3670.50	2936.50	3688.00	2950.50
	(e) Unqualified Mechanic	1367.50	1094.00	1375.50	1100.50
	(f) Watchman	1114.50	891.50	1118.00	894.50
	(g) Labourer	872.00	872.00	904.50	872.00
	(h) Boiler Attendant	957.00	872.00	961.50	872.00
(ii)	Pattern Grader				
	(i) Qualified	2072.50	1658.00	2082.00	1665.50
	(ii) Learners				
	first six months of experience	904.50	872.00	904.50	872.00
	second six months of experience	959.50	872.00	962.50	872.00
	third six months of experience	1116.50	893.00	1122.50	898.00
	fourth six months of experience	1279.50	1023.50	1285.00	1028.00
	fifth six months of experience	1437.00	1149.50	1441.00	1153.00
	sixth six months of experience	1593.00	1274.50	1600.50	1280.50
	seventh six months of experience	1752.00	1401.50	1759.50	1407.50
	next four months of experience	1910.50	1528.50	1917.50	1534.00
	Thereafter, the wage specified in (i)(i) i.e.	2072.50	1658.00	2082.00	1665.50
(iii)	Marker-In				
	(i) Qualified	1598.50	1279.00	1607.50	1288.00
	(ii) Learners				
	first six months of experience	904.50	872.00	904.50	872.00
	second six months of experience	904.50	872.00	904.50	872.00
	third six months of experience	1004.00	872.00	1007.00	872.00
	fourth six months of experience	1099.50	879.50	1105.00	884.00
	fifth six months of experience	1202.00	981.50	1206.00	985.00
	sixth six months of experience	1298.50	1039.00	1305.00	1044.00
	seventh six months of experience	1399.50	1119.50	1406.50	1125.00
	next four months of experience	1496.50	1197.00	1503.00	1202.50

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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 Mar 2021 to 31 Aug 2021	New Ees on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (ii)(i) i.e.	R 1598.50	R 1279.00	R 1607.50	R 1286.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i)	Qualified	1281.00	1025.00	1288.50	1031.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	936.50	872.00	943.00	872.00
		fourth six months of experience	1022.50	872.00	1025.00	872.00
		fifth six months of experience	1107.50	886.00	1114.50	891.50
		next four months of experience	1195.00	956.00	1201.00	961.00
		Thereafter, the wage specified in (iv)(i) i.e.	1281.00	1025.00	1288.50	1031.00
(v)	Checker, Examiner and/or Passer					
	(i)	Qualified	1114.50	891.50	1118.00	894.50
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	936.50	872.00	943.00	872.00
		next four months of experience	1023.00	872.00	1026.00	872.00
		Thereafter, the wage specified in (v)(i) i.e.	1114.50	891.50	1118.00	894.50
(vi)	(a) Invoice Clerk					
	(i)	Qualified	1598.50	1279.00	1607.50	1286.00
	(ii)	Learners				
		first six months of experience	1152.00	921.50	1167.50	926.00
		Thereafter, the wage specified in (vi)(a)(i) i.e.	1598.50	1279.00	1607.50	1286.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i)	Qualified	1171.00	937.00	1176.00	941.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	1005.00	872.00	1008.50	872.00
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1171.00	937.00	1176.00	941.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	1261.50	1009.00	1200.00	1013.00
	(ii) Learners				
	first six months of experience	904.50	872.00	904.50	872.00
	second six months of experience	904.50	872.00	904.50	872.00
	third six months of experience	925.50	872.00	929.00	872.00
	fourth six months of experience	1008.50	872.00	1012.50	872.00
	fifth six months of experience	1091.50	873.00	1098.50	879.00
	next four months of experience	1178.00	942.50	1183.50	947.00
	Thereafter, the wage specified in (vi)(i) i.e.	1261.50	1009.00	1266.00	1013.00
(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	1378.50	1103.00	1385.50	1108.50
	(b) Exceeds 2 722 kg	1603.00	1282.50	1611.00	1289.00
(ix)	Part-time Driver of a Motor Vehicle	1256.00	1005.00	1261.50	1009.00
(x)	Knitting Machine Operator				
	(i) Qualified	1643.00	1314.50	1652.00	1321.50
	(ii) Learners				
	first six months of experience	904.50	872.00	904.50	872.00
	second six months of experience	909.00	872.00	914.50	872.00
	third six months of experience	1055.00	872.00	1058.50	872.00
	fourth six months of experience	1203.00	962.50	1206.50	965.00
	fifth six months of experience	1348.50	1079.00	1353.50	1083.00
	next four months of experience	1497.00	1197.50	1504.50	1203.50
	Thereafter, the wage specified in (x)(i) i.e.	1643.00	1314.50	1652.00	1321.50
(xi)	Maintenance hand				
	(i) Qualified	943.00	872.00	945.50	872.00
	(ii) Learners				
	first six months of experience	904.50	872.00	904.50	872.00
	second six months of experience	904.50	872.00	904.50	872.00
	third six months of experience	904.50	872.00	904.50	872.00
	fourth six months of experience	904.50	872.00	904.50	872.00
	next four months of experience	908.50	872.00	914.00	872.00

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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 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (x)(i) i.e.	R 943.00	R 872.00	R 945.50	R 872.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i)	Sewing Machinist					
(a)						
	(i) Qualified		1114.50	891.50	1118.00	894.50
	(ii) Learners					
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (i)(i) i.e.	1114.50	891.50	1118.00	894.50
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
(b)						
	(i) Qualified		1114.50	891.50	1118.00	894.50
	(ii) Learners					
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	904.50	872.00	904.50	872.00
		fourth six months of experience	936.50	872.00	943.00	872.00
		fifth six months of experience	994.50	872.00	999.00	872.00
		next four months of experience	1054.50	872.00	1057.50	872.00
		Thereafter, the wage specified in (i)(i) i.e.	1114.50	891.50	1118.00	894.50
	Set Leader and/or Team Leader		1183.50	947.00	1188.00	950.50
(ii)	General Worker/Presser					
	(i) Qualified		904.50	872.00	904.50	872.00
	(ii) Learners					
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (i)(i) i.e.	904.50	872.00	904.50	872.00
(iii)	Despatch Packer and Layer-up					
	(i) Qualified		904.50	872.00	904.50	872.00
	(ii) Learners					
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (ii)(i) i.e.	904.50	872.00	904.50	872.00
(iv)	Plain Sewer					
	(i)	Qualified	909.00	872.00	914.50	872.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (iv)(i) i.e.	909.00	872.00	914.50	872.00
(v)	Sample Machinist		1266.00	1013.00	1273.00	1018.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i)	Sewing Machinist					
(a)	(i)	Qualified:	1070.50	872.00	1074.00	872.00
	(ii)	Learners:				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (i)(a)(i) i.e.	1070.50	872.00	1074.00	872.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
(b)	(i)	Qualified:	1070.50	872.00	1074.00	872.00
	(ii)	Learners:				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		third six months of experience	904.50	872.00	904.50	872.00
		fourth six months of experience	906.50	872.00	907.50	872.00
		fifth six months of experience	956.00	872.00	960.50	872.00
		Next four months of experience	1013.00	872.00	1016.00	872.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	1070.50	872.00	1074.00	872.00
	Set Leader and/or Team Leader		1137.50	910.00	1142.00	913.50
(ii)	General Worker/Plaster					
	(i)	Qualified	904.50	872.00	904.50	872.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (i)(i) i.e.	904.50	872.00	904.50	872.00
(iii)	Despatch Packer					
	(i)	Qualified	904.50	872.00	904.50	872.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (iii)(i) i.e.	904.50	872.00	904.50	872.00
(iv)	Layer-Up					
	(i)	Qualified	904.50	872.00	904.50	872.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		second six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (iii)(i) i.e.	904.50	872.00	904.50	872.00
(v)	Plain Sewer					
	(i)	Qualified	904.50	872.00	904.50	872.00
	(ii)	Learners				
		first six months of experience	904.50	872.00	904.50	872.00
		Thereafter, the wage specified in (iv)(i) i.e.	904.50	872.00	904.50	872.00
(vi)	Sample Machinist		1215.50	972.50	1219.00	975.00
NB: All employers who employed staff on 20/1/2012 New Entry Wage Dispensation must, with the notified increase of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 2.7% And the Basic						

4. In clause 13(8), insert the following new sub-clause (a):

- "(a) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

Clause No.	Existing 2019/2020	New 2020/2021
20(1)(a)	R3,04	R3,15
20(1)(b)	R3,27	R3,39
21(3)	R25,23	R26,16
23D(1)	47 cents	49 cents
23E(2)	71 cents	74 cents
35(5)	20 cents	21 cents
36(1)	31 August 2020	31 August 2021
36(1)	1 September 2019	1 September 2020

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council

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Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

2. In clause 4(1)(a), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

3. 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. 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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
GRADE 1					
(a)	Qualified	1430.15	1144.10	1436.75	1149.40
(b)	Learner				
	0 - 6 months	943.95	882.30	948.40	882.30
	7 - 12 months	1044.20	882.30	1049.00	882.30
	13 - 18 months **	1144.25	915.40	1149.60	919.70
	Thereafter, the qualifying wage applies	1430.15	1144.10	1436.75	1149.40
GRADE 2					
(a)	Qualified	1242.90	994.30	1248.80	999.05
(b)	Learner				
	0 - 6 months	938.90	882.30	943.25	882.30
	Thereafter, the qualifying wage applies	1242.90	994.30	1248.80	999.05
GRADE A					
(a)	Qualified	1273.55	1018.85	1279.30	1023.45
(b)	Learner				
	0 - 6 months	989.20	882.30	993.90	882.30
	Thereafter, the qualifying wage applies	1273.55	1018.85	1279.30	1023.45
HEAD CUTTER		2281.70	1825.95	2292.15	1833.70
ASSISTANT HEAD CUTTER		1825.20	1480.15	1833.55	1466.85
CUTTER/TRIMMER					
(a)	Qualified	1433.60	1146.90	1440.30	1152.25
(b)	Learner				
	0 - 6 months	899.20	882.30	903.45	882.30
	7 - 12 months	1004.75	882.30	1009.15	882.30
	13 - 18 months	1105.95	884.75	1111.15	888.90
	19 - 22 months	1226.25	981.00	1231.75	985.40
	Thereafter, the qualifying wage applies	1433.60	1146.90	1440.30	1152.25
BAND KNIFE CUTTER					

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Qualified		1508.75	1207.00	1515.65	1212.50
(b)	Learner					
		0 - 6 months	1006.05	882.30	1010.80	882.30
		7 - 12 months	1117.20	893.75	1122.45	897.95
		13 - 18 months	1219.10	975.30	1224.90	979.90
		19 - 22 months	1335.20	1088.15	1341.30	1073.05
		Thereafter, the qualifying wage applies	1508.75	1207.00	1515.65	1212.50
MECHANIC						
(a)	Qualified		2452.05	1961.65	2463.30	1970.65
(b)	Learner					
		0 - 6 months	1131.35	905.10	1136.40	909.10
		7 - 12 months	1299.15	1039.30	1305.25	1044.20
		13 - 18 months	1490.95	1192.75	1498.10	1198.50
		19 - 24 months	1682.90	1346.30	1690.80	1352.65
		25 - 30 months	1887.45	1509.95	1896.30	1517.05
		31 - 36 months	2075.60	1660.50	2085.15	1688.10
		37 - 40 months	2260.65	1808.45	2271.10	1816.90
		Thereafter, the qualifying wage applies	2452.05	1961.65	2463.30	1970.65
CLERK *						
(a)	Qualified		1532.60	1226.10	1539.75	1231.80
(b)	Learner					
		0 - 6 months	1042.05	882.30	1046.85	882.30
		7 - 12 months	1176.60	941.30	1182.00	945.80
		13 - 18 months	1287.20	1029.75	1293.05	1034.45
		Thereafter, the qualifying wage applies	1532.60	1226.10	1539.75	1231.80
WATCHMAN			1284.55	1027.65	1290.45	1032.35
DRIVER 1			1208.55	965.25	1212.15	969.70
DRIVER 2			1318.40	1054.70	1324.50	1058.60

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
DRIVER 3		1537.30	1229.85	1544.45	1235.55
DRIVER 4		1856.70	1485.35	1865.40	1492.30
FOREPERSON		1757.75	1408.20	1765.95	1412.75
* 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 the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 32% Across the Board.					

4. In clause 4(1)(b), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

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

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(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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage rate per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(i)	Foreman:		2684.65	2147.65	2697.00	2157.60
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	2684.05	2067.25	2695.85	2076.75
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1346.20	1076.95	1352.35	1081.90
		third six months of experience	1759.05	1407.25	1767.15	1413.70
		next four months of experience	2171.50	1737.20	2181.50	1745.20
		Thereafter, the wage specified in (iii)(i) i.e.	2684.05	2067.25	2695.85	2076.75
(iv)	Mechanic/Dyer:					
	(i)	Qualified:	2684.55	2147.65	2697.00	2157.60
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1106.35	886.70	1113.70	890.95
		third six months of experience	1283.50	1026.80	1289.60	1031.70
		fourth six months of experience	1458.90	1167.10	1465.50	1172.40
		fifth six months of experience	1634.10	1307.30	1641.85	1313.50
		sixth six months of experience	1808.68	1446.90	1817.00	1453.60
		seventh six months of experience	1984.25	1587.40	1993.45	1594.75
		eighth six months of experience	2159.30	1727.46	2169.40	1735.60
		ninth six months of experience	2334.20	1867.35	2345.05	1876.05
		next four months of experience	2509.80	2007.85	2521.35	2017.10
		Thereafter, the wage specified in (iv)(i) i.e.	2684.55	2147.65	2697.00	2157.60
(v)	Mechanic's Assistant:					
	(i)	Qualified:	1758.55	1408.85	1766.75	1413.40
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1015.25	882.30	1019.95	882.30
		third six months of experience	1098.95	882.30	1104.05	883.25
		fourth six months of experience	1180.45	944.35	1185.95	948.75

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage rate per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		fifth six months of experience	1263.45	1010.75	1269.45	1015.55
		sixth six months of experience	1346.30	1077.05	1352.55	1082.05
		seventh six months of experience	1428.35	1142.70	1435.00	1148.00
		eighth six months of experience	1511.30	1209.05	1518.05	1214.45
		ninth six months of experience	1593.35	1274.70	1590.70	1280.55
		next four months of experience	1676.05	1340.85	1683.65	1346.90
		Thereafter, the wage specified in (v)(i) i.e.	1758.55	1406.85	1766.75	1413.40
(vi)	Supervisor:		1859.00	1487.20	1867.60	1494.10
(vii)	Final Examiner of fully-fashioned garments:		1726.35	1381.10	1734.30	1387.45
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	1690.35	1352.30	1698.25	1358.80
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1122.55	898.05	1127.85	902.30
		third six months of experience	1311.55	1049.50	1318.05	1054.45
		next four months of experience	1501.30	1201.05	1508.25	1206.60
		Thereafter, the wage specified in (viii)(i) i.e.	1690.35	1352.30	1698.25	1358.80
(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:	1690.35	1352.30	1698.25	1358.80
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1059.30	882.30	1064.40	882.30
		third six months of experience	1185.30	948.25	1190.85	852.70
		fourth six months of experience	1311.85	1049.50	1318.15	1054.50
		fifth six months of experience	1437.95	1150.35	1444.50	1155.60
		next four months of experience	1564.40	1261.60	1571.65	1267.30

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage rate per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (ix)(i) i.e.	1690.35	1352.30	1698.25	1358.60
(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:	1474.95	1179.95	1481.90	1185.50
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1068.50	882.30	1073.35	882.30
		third six months of experience	1203.90	863.05	1209.40	867.50
		next four months of experience	1339.70	1071.75	1345.85	1076.70
		Thereafter, the wage specified in (x)(i) i.e.	1474.95	1179.95	1481.90	1185.50
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a)	does not exceed 453,5 kg	1410.05	1128.05	1416.55	1133.25
	(b)	exceeds 453,5 kg but not 2 721 kg	1664.80	1331.85	1672.55	1338.05
	(c)	exceeds 2 721 kg but not 4 535 kg	1772.85	1418.30	1781.00	1424.80
	(d)	exceeds 4 535 kg	1923.85	1539.10	1932.85	1546.10
(xii)	Security Officer:		2153.50	1722.80	2163.50	1730.80
(xiii)	Watchman:		1881.95	1329.55	1669.80	1335.70
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1730.30	1384.25	1738.15	1390.50
	(ii)	Learners:				
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1132.30	885.85	1137.75	910.20
		third six months of experience	1332.20	1065.75	1338.25	1070.80
		next four months of experience	1531.05	1224.85	1538.15	1230.50
		thereafter, the wage specified in (xiv)(i) i.e.	1730.30	1384.25	1738.15	1390.50

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 rate per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage rate per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(xv)	Searner, 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, Greaser, Despatch Packer, Parcel Maker and Floor Walker/Runner.				
	(i) Qualified:	1212.55	970.05	1218.15	974.50
	(ii) Learners:				
	first six months of experience	933.55	882.30	937.95	882.30
	second six months of experience	1026.25	882.30	1031.05	882.30
	third six months of experience	1120.10	882.30	1125.15	900.10
	Thereafter, the wage specified in (xv) (i) i.e.	1212.55	970.05	1218.15	974.50
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	1212.55	970.05	1218.15	974.50
(xvii)	General Worker (Knitting)	1408.50	1128.80	1418.10	1132.10
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 3.7% Across the Board.					

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6. In clause 15, insert the following new sub-clause (6):

"(6) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

Clause No.	Existing 2019/2020	New 2020/2021
25(1)	R3,58	R3,71
25(2)	R4,85	R5,03
26(1)	45 cents	47 cents
26(2)	64 cents	66 cents
40(1)	31 August 2020	31 August 2021
40(1)	1 September 2019	1 September 2020
Annexure C of Clause 43(5)	20 cents	21 cents

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

“Complying employer” means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;”

2. In clause 4A(1), insert the following new expression preceding the existing wording:

“Where any of the Council’s prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.”

3. In clause 4A(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		Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	2572.50	2058.00	2584.30	2087.40
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1189.00	959.20	1204.70	983.80
	third six months of experience	1475.70	1180.80	1482.50	1186.00
	fourth six months of experience	1727.20	1381.80	1735.20	1388.20
	fifth six months of experience	2027.10	1621.70	2036.80	1629.40
	next four months of experience	2302.30	1841.80	2313.00	1850.40
	Thereafter, the wage specified in (A)(i) i.e.	2572.50	2058.00	2584.30	2087.40
(B)	Marker-In:				
	(i) Qualified:	2135.70	1708.60	2146.00	1718.80
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1128.20	901.00	1131.70	905.40
	third six months of experience	1328.70	1063.00	1335.00	1068.00
	fourth six months of experience	1530.20	1224.20	1537.70	1230.20
	fifth six months of experience	1732.20	1385.80	1740.70	1392.60
	next four months of experience	1934.70	1547.80	1943.40	1554.70
	Thereafter, the wage specified in (B)(i) i.e.	2135.70	1708.60	2146.00	1718.80
(C)	Mechanic:				
	(i) Qualified:	2083.00	1666.40	2092.90	1674.30
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1053.10	842.50	1057.80	846.20
	third six months of experience	1181.90	945.50	1187.60	950.10
	fourth six months of experience	1310.80	1048.60	1316.80	1053.50
	fifth six months of experience	1440.20	1152.20	1446.90	1157.50
	sixth six months of experience	1567.60	1254.10	1575.10	1260.10
	seventh six months of experience	1697.60	1358.10	1705.50	1364.40
	eighth six months of experience	1825.80	1460.60	1834.80	1467.80
	next four months of experience	1955.20	1564.20	1964.30	1571.40
	Thereafter, the wage specified in (C)(i) i.e.	2083.00	1666.40	2092.90	1674.30

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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 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	1547.00	1237.60	1554.60	1243.70
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1080.20	884.20	1085.60	888.50
	third six months of experience	1236.60	989.30	1242.30	993.80
	next four months of experience	1393.90	1115.10	1400.30	1120.20
	Thereafter, the wage specified in (D)(i) i.e.	1547.00	1237.60	1554.60	1243.70
(E1)	Sample Machinist:	1538.30	1230.60	1545.50	1236.40
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):				
	(i) Qualified:	1337.30	1069.80	1343.60	1074.90
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1027.70	830.40	1032.50	830.40
	third six months of experience	1129.10	903.30	1134.70	907.80
	Thereafter, the wage specified in (E)(i) i.e.	1337.30	1069.80	1343.60	1074.90
(E)(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:				
	(i) Qualified:	1337.30	1069.80	1343.60	1074.90
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1027.70	830.40	1032.50	830.40
	third six months of experience	1129.10	903.30	1134.70	907.80
	next four months of experience	1236.90	989.60	1242.40	993.90
	Thereafter, the wage specified in (E)(i) i.e.	1337.30	1069.80	1343.60	1074.90

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1589.10	1271.30	1596.70	1277.40
	(ii) Learners:				
	first six months of experience	1337.30	1069.80	1343.60	1074.90
	second six months of experience	1424.30	1139.40	1430.70	1144.80
	third six months of experience	1508.00	1208.40	1515.20	1212.20
	Thereafter, the wage specified in (F1)(i) i.e.	1589.10	1271.30	1596.70	1277.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1589.10	1271.30	1596.70	1277.40
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1091.80	873.40	1096.60	877.30
	third six months of experience	1257.80	1006.20	1263.60	1010.90
	next four months of experience	1425.30	1140.20	1432.20	1145.80
	Thereafter, the wage specified in (F)(i) i.e.	1589.10	1271.30	1596.70	1277.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear; hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubanizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	1109.50	887.60	1114.50	891.60
	(ii) Learners:				
	first six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	971.30	830.40	975.40	830.40
	third six months of experience	1016.60	830.40	1021.80	830.40
	next four months of experience	1082.30	848.80	1087.20	853.80

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Thereafter, the wage specified in (G)(i) i.e.	1109.50	887.60	1114.50	891.60
(H1)	Foreman:	3509.40	2807.50	3525.70	2820.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1914.10	1531.30	1922.80	1538.20
(H3)	Artisan:	4006.40	3205.10	4024.70	3219.80
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1232.80	986.20	1238.70	991.00
(H5)	Watchman:	1424.50	1139.60	1431.20	1145.00
(H6)	Driver (Light Motor Vehicle):	1404.20	1123.40	1410.50	1128.40
(H7)	Driver (Medium Motor Vehicle):	1501.50	1201.20	1508.30	1206.60
Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 3.7% Across the Board.					

4. 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 Mar 2021 to 31 Aug 2021	Across the Board Increase 3.7%	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	Across the Board Increase 3.7%	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R

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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 Mar 2021 to 31 Aug 2021	Across the Board Increase 3.7%	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	Across the Board Increase 3.7%	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R
A	2572.50	91.80	2,058.00	2584.30	92.20	2067.40
B	2135.70	76.20	1,708.60	2146.00	76.60	1716.80
C	2083.00	74.30	1,666.40	2092.90	74.70	1674.30
D	1547.00	55.20	1,237.60	1554.60	55.50	1243.70
E1	1538.30	54.90	1,230.60	1545.50	55.10	1236.40
E (a)	1337.30	47.70	1,069.80	1343.60	47.90	1074.90
E (b)	1337.30	47.70	1,069.80	1343.60	47.90	1074.90
F1	1589.10	56.70	1,271.30	1596.70	57.00	1277.40
F	1589.10	56.70	1,271.30	1596.70	57.00	1277.40
G	1109.50	39.60	887.60	1114.50	39.80	891.60
H1	3509.40	125.20	2,807.50	3525.70	125.80	2820.60
H2	1914.10	68.30	1,531.30	1922.80	68.60	1538.20
H3	4008.40	142.90	3,205.10	4024.70	143.60	3219.60
H4	1232.80	44.00	986.20	1238.70	44.20	991.00
H5	1424.50	50.80	1,139.80	1431.20	51.10	1145.00
H6	1404.20	50.10	1,123.40	1410.50	50.30	1128.40
H7	1501.50	53.60	1,201.20	1508.30	53.80	1206.60

5. In clause 4B(8), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

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6. 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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	Supervisor:	2158.90	1727.10	2164.00	1731.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1712.30	1369.80	1716.90	1373.50
	(ii) Learners:				
	first six months of experience	1213.20	970.80	1216.10	972.90
	second six months of experience	1326.60	1061.30	1329.60	1063.70
	third six months of experience	1456.60	1165.30	1459.90	1167.90
	next four months of experience	1616.20	1292.20	1619.10	1295.30
	Thereafter, the wage specified in (b)(i) i.e.	1712.30	1369.80	1716.90	1373.50
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1440.80	1152.60	1444.20	1155.40
	(ii) Learners:				
	first six months of experience	1194.20	955.40	1197.10	957.70
	second six months of experience	1232.90	986.30	1236.70	988.60
	third six months of experience	1310.80	1048.60	1313.80	1051.00
	next four months of experience	1371.70	1097.40	1375.20	1100.20
	Thereafter, the wage specified in (c)(1)(i) i.e.	1440.80	1152.60	1444.20	1155.40
	(2) Driver:	1440.80	1152.60	1444.20	1155.40
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1333.50	1066.80	1336.20	1069.00
	(ii) Learners:				
	first six months of experience	851.20	851.20	851.20	851.20
	second six months of experience	960.70	851.20	963.00	851.20
	third six months of experience	1028.70	851.20	1031.30	851.20

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	next four months of experience	1187.80	950.10	1190.40	962.30
	Thereafter, the wage specified in (d)(i) i.e.	1333.50	1066.80	1336.20	1069.00
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	1136.60	909.30	1139.10	911.30
	(ii) Learners:				
	first six months of experience	851.20	851.20	851.20	851.20
	second six months of experience	921.80	851.20	923.70	851.20
	third six months of experience	989.40	851.20	992.10	851.20
	next four months of experience	1064.80	851.80	1067.10	853.70
	Thereafter, the wage specified in (e)(i) i.e.	1136.60	909.30	1139.10	911.30
(f)	Boiler Attendant & Watchman:	1243.10	994.50	1246.30	997.00
NB: All employers who employed staff on 20/1/2012 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.7% Across the Board.					

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

Clause No.	Existing 2019/2020	New 2020/2021
4A(1)	31 August 2019	31 August 2019
27(1)	31 August 2020	31 August 2021
27(1)	1 September 2019	1 September 2020
30(5)	21 cents	22 cents

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Clause No.	Existing 2019/2020	New 2020/2021
33 (1)(a)	R3,04	R3,15
33(1)(b)	R3,27	R3,39

8. In clause 12(8), insert the following new sub-clause (a):

"(a) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

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2. In clause 4(1)(a), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

3. 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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(i)	Foreman:			2668.40	2134.70	2681.00	2144.80
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i) Qualified:			2568.50	2054.80	2580.80	2084.50
	(ii) Learners:						
		first six months of experience		927.30	882.30	931.70	882.30
		second six months of experience		1337.60	1070.10	1343.80	1075.00
		third six months of experience		1747.90	1398.30	1758.10	1404.90
		next four months of experience		2158.30	1726.60	2168.40	1734.70
		Thereafter, the wage specified in (iii)(i) i.e.		2568.50	2054.80	2580.80	2084.50
(iv)	Mechanic/Dyer:						
	(i) Qualified:			2668.40	2134.70	2681.00	2144.80
	(ii) Learners:						
		first six months of experience		927.30	882.30	931.70	882.30

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			second six months of experience	1101.40	882.30	1108.40	885.10
			third six months of experience	1275.40	1020.30	1281.40	1025.10
			fourth six months of experience	1449.80	1159.80	1456.40	1165.10
			fifth six months of experience	1623.70	1299.00	1631.40	1305.10
			sixth six months of experience	1797.70	1438.20	1808.10	1444.90
			seventh six months of experience	1971.90	1577.50	1981.20	1585.00
			eighth six months of experience	2146.10	1716.90	2166.10	1724.90
			ninth six months of experience	2319.80	1855.80	2330.50	1864.40
			next four months of experience	2494.80	1995.80	2508.40	2005.10
			Thereafter, the wage specified in (iv)(i) i.e.	2668.40	2134.70	2681.00	2144.80
(v)	Mechanic's Assistant:						
			(i) Qualified:	1747.40	1397.90	1755.40	1404.30
			(ii) Learners:				
			first six months of experience	927.30	882.30	931.70	882.30
			second six months of experience	1008.40	882.30	1012.90	882.30
			third six months of experience	1072.20	882.30	1095.60	882.30
			fourth six months of experience	1173.00	938.40	1178.20	942.60
			fifth six months of experience	1255.50	1004.40	1281.20	1009.00
			sixth six months of experience	1337.70	1070.20	1344.00	1075.20
			seventh six months of experience	1419.30	1135.40	1426.10	1140.80
			eighth six months of experience	1502.00	1201.60	1508.40	1206.70
			ninth six months of experience	1583.40	1266.70	1590.80	1272.50
			next four months of experience	1665.90	1332.70	1673.30	1338.60
			Thereafter, the wage specified in (v)(i) i.e.	1747.40	1397.90	1755.40	1404.30
(vi)	Supervisor:			1847.60	1478.10	1858.20	1485.00
(vii)	Final Examiner of fully-fashioned garments:			1715.40	1372.30	1723.60	1378.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
			(i) Qualified	1679.70	1343.80	1687.70	1350.20
			(ii) Learners:				
			first six months of experience	927.30	882.30	931.70	882.30
			second six months of experience	1115.20	892.20	1120.50	898.40
			third six months of experience	1303.40	1042.70	1309.30	1047.40
			next four months of experience	1491.80	1183.40	1499.00	1199.20
			Thereafter, the wage specified in (viii)(i) i.e.	1679.70	1343.80	1687.70	1350.20

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.6% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.6% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:						
	(i) Qualified:			1679.70	1343.80	1687.70	1350.20
	(ii) Learners:						
		first six months of experience		927.30	882.30	931.70	882.30
		second six months of experience		1052.50	882.30	1056.90	882.30
		third six months of experience		1177.80	942.10	1182.90	948.30
		fourth six months of experience		1303.40	1042.70	1309.30	1047.40
		fifth six months of experience		1428.80	1142.90	1435.80	1148.50
		next four months of experience		1554.50	1243.60	1561.40	1249.10
		Thereafter, the wage specified in (ix)(i) i.e.		1679.70	1343.80	1687.70	1350.20
(x)(a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
	(i) Qualified:			1465.70	1172.60	1472.40	1177.90
	(ii) Learners:						
		first six months of experience		927.30	882.30	931.70	882.30
		second six months of experience		1061.50	882.30	1066.50	882.30
		third six months of experience		1196.00	956.80	1201.70	961.40
		next four months of experience		1331.10	1064.90	1337.30	1069.80
		Thereafter, the wage specified in (x)(i) i.e.		1465.70	1172.60	1472.40	1177.90
(x)(b)	Sewing Machinist including a button, buttonhole and hemming machinist:						
	(i) Qualified:			1465.70	1172.60	1472.40	1177.90
	(ii) Learners:						
		first six months of experience		927.30	882.30	931.70	882.30
		second six months of experience		1061.50	882.30	1066.50	882.30
		third six months of experience		1196.00	956.80	1201.70	961.40
		Thereafter, the wage specified in (x)(i) i.e.		1465.70	1172.60	1472.40	1177.90
(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		1401.20	1121.00	1407.60	1126.10
	(b)	exceeds 453,5 kg but not 2 721 kg		1654.30	1323.40	1661.80	1329.40
	(c)	exceeds 2 721 kg but not 4 535 kg		1761.70	1409.40	1770.00	1416.00

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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			(d) exceeds 4 535 kg	1911.80	1529.40	1920.90	1536.70
(xii)			Security Officer:	2140.40	1742.30	2150.00	1720.00
(xiii)			Watchman:	1651.40	1321.10	1659.10	1327.30
(xiv)			Employee not elsewhere specified:				
			(i) Qualified:	1719.40	1375.50	1727.30	1381.80
			(ii) Learners:				
			first six months of experience	927.30	882.30	931.70	882.30
			second six months of experience	1124.80	899.80	1130.20	904.20
			third six months of experience	1323.30	1058.60	1329.60	1083.70
			next four months of experience	1521.20	1217.00	1528.20	1222.60
			Thereafter, the wage specified in (xiv)(i) i.e.	1719.40	1375.50	1727.30	1381.80
(xv)			Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre and Post-boarder or Former, Precutter, Presser, Turner, Operator of 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:	1389.50	1119.60	1406.00	1124.80
(xvi)			General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1204.70	963.80	1210.30	968.20
(xvii)			All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
			(i) Qualified:	1204.70	963.80	1210.30	968.20

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			(ii) Learners:				
			first six months of experience	927.30	882.30	931.70	882.30
			second six months of experience	1019.30	882.30	1024.10	882.30
			third six months of experience	1112.70	890.20	1117.70	894.20
			Thereafter, the wage specified in (xvii) (i) i.e.	1204.70	983.80	1210.30	968.20
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.7% Across the Board.							

4. In clause 8(8), insert the following new sub-clause (a):

"(a) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

Clause No.	Existing 2019/2020	New 2020/2021
11(2)(a)	R3,04	R3,15
11(2)(b)	R3,27	R3,39

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Clause No.	Existing 2019/2020	New 2020/2021
13E(1)	46 cents	48 cents
13F(2)	70 cents	73 cents
19(4)	R26,41	R27,39
19(5)	R26,41	R27,39
20(2)(b)	R8,26	R8,57
30(5)	21 cents	22 cents
31(1)	31 August 2020	31 August 2021
31(1)	1 September 2019	1 September 2020

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

1. In clause 1(2)(b), substitute the new expression "R140 946,00 per annum" for the existing expression "R135 930,00 per annum".
2. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has

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implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

3. In clause 4(1), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

4. 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)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Part A - Cutting Department					
Head Cutter		2700.00	2160.00	2710.50	2168.50
Pattern Maker:					
(a)	Qualified	2700.00	2160.00	2710.50	2168.50
(b)	Leamer				
	First year				
	First six months of experience	1512.00	1209.50	1517.50	1214.00
	Second six months of experience	1670.00	1336.00	1675.50	1340.50
	Second year				
	First six months of experience	1628.50	1461.00	1635.00	1468.00

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Second six months of experience	1994.00	1595.00	2004.00	1603.00
	Third year				
	First six months of experience	2175.50	1740.50	2184.50	1747.50
	Next four months of experience	2347.00	1877.50	2358.50	1887.00
	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2166.50
	Pattern Grader				
(a)	Qualified	2177.50	1742.00	2188.00	1749.00
(b)	Leamer				
	First year				
	First six months of experience	1421.00	1137.00	1429.50	1143.50
	Second six months of experience	1612.00	1209.50	1517.50	1214.00
	Second year				
	First six months of experience	1600.50	1280.50	1610.50	1288.50
	Second six months of experience	1715.50	1372.50	1723.50	1379.00
	Third year				
	First six months of experience	1826.50	1461.00	1835.00	1468.00
	Next four months of experience	1944.50	1555.50	1954.00	1563.00
	Thereafter, the wage specified in (a), i.e.	2177.50	1742.00	2188.00	1749.00
	Cutter, lay-maker:				
(a)	Qualified	2101.00	1681.00	2108.00	1686.50
(b)	Leamer				
	First year				
	First six months of experience	1275.00	1020.00	1282.50	1026.00
	Second six months of experience	1404.50	1123.50	1410.00	1128.00
	Second year				
	First six months of experience	1531.50	1225.00	1539.50	1231.50
	Second six months of experience	1675.50	1340.50	1685.50	1348.50
	Third year				
	First four months of experience	1837.50	1470.00	1847.00	1477.50
	Thereafter, the wage specified in (a), i.e.	2101.00	1681.00	2108.00	1686.50
	Interlining cutter, trimmer, leather cutter and tie cutter				
(a)	Qualified	1513.50	1211.00	1520.00	1216.00
(b)	Leamer				
	First year				
	First six months of experience	1136.50	909.00	1140.00	912.00
	Second six months of experience	1205.00	964.00	1209.00	967.00
	Second year				
	First six months of experience	1267.00	1013.50	1273.50	1019.00
	Second six months of experience	1334.50	1067.50	1342.00	1073.50
	Third year				
	First four months of experience	1400.50	1120.50	1406.00	1125.00
	Thereafter, the wage specified in (a), i.e.	1513.50	1211.00	1520.00	1216.00
(c)	If advanced to leamer cutter:				

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	First six months from date of advancement	1640.00	1312.00	1648.50	1319.00
	Second six months from date of advancement	1837.50	1470.00	1847.00	1477.50
	Thereafter, the wage specified for a qualified cutter, i.e.	2101.00	1681.00	2108.00	1688.50
Layer-up:					
(a)	Qualified	1305.00	1044.00	1310.00	1048.00
(b)	Learner				
	First year				
	First six months of experience	1098.50	882.50	1103.50	883.00
	Second six months of experience	1136.50	909.00	1140.00	912.00
	Second year				
	First six months of experience	1187.00	949.50	1193.00	954.50
	Thereafter, the wage specified in (a), i.e.	1305.00	1044.00	1310.00	1048.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1305.00	1044.00	1310.00	1048.00
	Second six months from date of advancement	1531.50	1225.00	1539.50	1231.50
	Third six months from date of advancement	1675.50	1340.50	1685.50	1348.50
	Fourth six months from date of advancement	1837.50	1470.00	1847.00	1477.50
	Thereafter, the wage specified for a qualified cutter, i.e.	2101.00	1681.00	2108.00	1688.50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
	First six months from date of advancement	1305.00	1044.00	1310.00	1048.00
	Second six months from date of advancement	1400.50	1120.50	1406.00	1125.00
	Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1513.50	1211.00	1520.00	1216.00
(e)	If advanced to fitter-up:				
	First six months from date of advancement	1305.00	1044.00	1310.00	1048.00
	Second six months from date of advancement	1353.00	1082.50	1358.00	1086.50
	Third six months from date of advancement	1421.00	1137.00	1429.50	1143.50
	Fourth six months from date of advancement	1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified for fitter-up, i.e.	1670.00	1338.00	1675.50	1340.50
Clicker:					
(a)	Qualified	1561.00	1249.00	1568.50	1255.00
(b)	Learner				
	First year	1170.50	936.50	1176.00	941.00
	Second year	1334.50	1067.50	1342.00	1073.50
	Thereafter, the wage specified in (a) i.e.	1561.00	1249.00	1568.50	1255.00

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Tracer:					
(a)	Qualified	1465.00	1172.00	1470.50	1176.50
(b)	Leamer				
	First year				
	First six months of experience	1170.50	936.50	1176.00	941.00
	Second six months of experience	1253.00	1002.50	1258.50	1007.00
	Second year				
	First six months of experience	1326.00	1061.00	1331.00	1065.00
	Thereafter, the wage specified in (a), i.e.	1465.00	1172.00	1470.50	1176.50
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	2700.00	2160.00	2710.50	2168.50
(b)	Leamer				
	First year				
	First six months of experience	1512.00	1209.50	1517.50	1214.00
	Second six months of experience	1670.00	1336.00	1675.50	1340.50
	Second year				
	First six months of experience	1826.50	1461.00	1835.00	1468.00
	Second six months of experience	1994.00	1595.00	2004.00	1603.00
	Third year				
	First four months of experience	2175.50	1740.50	2184.50	1747.50
	Second four months of experience	2347.00	1877.50	2358.50	1887.00
	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2168.50
Clothing technician:					
(a)	Qualified	2700.00	2160.00	2710.50	2168.50
(b)	Leamer				
	First year				
	First six months of experience	1512.00	1209.50	1517.50	1214.00
	Second six months of experience	1670.00	1336.00	1675.50	1340.50
	Second year				
	First six months of experience	1826.50	1461.00	1835.00	1468.00
	Second six months of experience	1994.00	1595.00	2004.00	1603.00
	Third year				
	First six months of experience	2175.50	1740.50	2184.50	1747.50
	Next four months of experience	2347.00	1877.50	2358.50	1887.00
	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2168.50
Grade A employees:					
(a)	Qualified	1670.00	1336.00	1675.50	1340.50
(b)	Leamer				
	First year				
	First six months of experience	1175.00	940.00	1179.00	943.00

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Second six months of experience	1266.00	1013.00	1271.50	1017.00
	Second year				
	First six months of experience	1363.00	1082.50	1358.00	1086.50
	Second six months of experience	1421.00	1137.00	1429.50	1143.50
	Third year				
	First four months of experience	1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified in (a), i.e.	1670.00	1336.00	1675.50	1340.50
	Grade B employee:				
(a)	Qualified	1426.50	1141.00	1432.00	1145.50
(b)	Learner				
	First year				
	First six months of experience	1167.50	926.00	1163.00	930.50
	Second six months of experience	1218.00	974.50	1223.00	978.50
	Second year				
	First six months of experience	1279.50	1023.50	1285.00	1028.00
	Thereafter, the wage specified in (a), i.e.	1426.50	1141.00	1432.00	1145.50
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1426.50	1141.00	1432.00	1145.50
	Second six months from date of advancement	1469.00	1175.00	1475.50	1180.50
	Third six months from date of advancement	1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1670.00	1336.00	1675.50	1340.50
	Grade C employee:				
(a)	Qualified	1266.00	1013.00	1271.50	1017.00
(b)	Learner				
	First year				
	First six months of experience	1134.50	907.50	1139.00	911.00
	Second six months of experience	1166.50	933.00	1172.00	937.50
	Thereafter, the wage specified in (a), i.e.	1266.00	1013.00	1271.50	1017.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1266.00	1013.00	1271.50	1017.00
	Second six months from date of advancement	1279.50	1023.50	1285.00	1028.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1426.50	1141.00	1432.00	1145.50
	Underpresser, blocker:				
(a)	Qualified	1279.50	1023.50	1285.00	1028.00
(b)	Learner				
	First year				
	First six months of experience	1098.50	882.50	1103.50	883.00



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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Second six months of experience	1136.50	909.00	1140.00	912.00
		Second year				
		First six months of experience	1187.00	949.50	1193.00	954.50
		Thereafter, the wage specified in (a), i.e.	1279.50	1023.50	1285.00	1028.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	1279.50	1023.50	1285.00	1028.00
		Second six months from date of advancement	1513.50	1211.00	1520.00	1216.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1670.00	1336.00	1675.50	1340.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1837.50	1470.00	1847.00	1477.50
	(b)	Learner				
		First year	1357.00	1085.50	1361.00	1089.00
		Second year	1474.00	1179.00	1481.00	1185.00
		Third year				
		First four months of experience	1611.50	1289.00	1619.00	1295.00
		Thereafter, the wage specified in (a), i.e.	1837.50	1470.00	1847.00	1477.50
Factory Clerk						
	(a)	Qualified	1378.50	1103.00	1386.50	1109.00
	(b)	Learner				
		First year	1098.50	882.50	1103.50	883.00
		Second year	1170.50	936.50	1176.00	941.00
		Third year				
		First four months of experience	1266.00	1013.00	1271.50	1017.00
		Thereafter, the wage specified in (a), i.e.	1378.50	1103.00	1386.50	1109.00
Part D - General						
		Boiler attendant	1309.50	1047.50	1316.50	1053.00
		Despatch packer	1353.00	1082.50	1358.00	1086.50
		General Worker	1268.00	1013.00	1271.50	1017.00
		Labourer	1279.50	1023.50	1285.00	1028.00
		Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a)	does not exceed 1 360 kg	1353.00	1082.50	1358.00	1086.50
	(b)	exceeds 1 360 but not 2 720 kg	1404.50	1123.50	1410.00	1128.00
	(c)	exceeds 2 720 kg	1600.50	1280.50	1610.50	1288.50
		Supervisor, quality controller and instructor	1715.50	1372.50	1723.50	1379.00
		Traveller's driver	1404.50	1123.50	1410.00	1128.00

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week		1459.50	1167.50	1466.00	1173.00
(b)	60 hours per week		1531.50	1225.00	1539.50	1231.50

NB: All employees who employed after on 20/01/2012 New Entry Wage Dispensation must comply with the existing minimum wage scheme and increase the Weekly Wage to 80% of the NMW or the New Entry Wage Dispensation, whichever is the highest.

5. In clause 4(1)(b), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

6. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery 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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Blocker					
(a)	Qualified	1332.50	1088.00	1337.00	1089.50
(b)	Learner				
	First year				
	First six months of experience	921.50	882.50	927.00	882.50
	Second six months of experience	1028.00	882.50	1033.00	882.50
	Second year				
	First six months of experience	1126.00	901.00	1132.00	905.50
	Second six months of experience	1230.50	984.50	1235.50	988.50
	Thereafter, the wage specified in (a), i.e.	1332.50	1088.00	1337.00	1089.50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):					
(a)	Qualified	1099.00	882.50	1105.00	884.00
(b)	Learner				
	First year				
	First six months of experience	921.50	882.50	927.00	882.50
	Second six months of experience	957.00	882.50	963.00	882.50
	Second year				
	First six months of experience	991.50	882.50	995.50	882.50
	Second six months of experience	1030.50	882.50	1034.50	882.50
	Third year				
	First four months of experience	1064.00	882.50	1068.00	882.50
	Thereafter, the wage specified in (a), i.e.	1099.00	882.50	1105.00	884.00
Clerk					
(a)	Qualified	1837.50	1470.00	1847.00	1477.50
(b)	Learner				
	First year	1357.00	1085.50	1361.00	1089.00
	Second year	1474.00	1179.00	1481.00	1185.00
	Third year				
	First four months of experience	1611.50	1289.00	1619.00	1295.00
	Thereafter, the wage specified in (a), i.e.	1837.50	1470.00	1847.00	1477.50
General Worker (Millinery)		1088.50	882.50	1092.00	882.50
Grade 1 Employee (Millinery):					
(a)	Qualified	1076.50	882.50	1080.50	882.50

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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 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(b)	Learner				
		First year				
		First six months of experience	921.50	882.50	927.00	882.50
		Second six months of experience	959.50	882.50	966.50	882.50
		Second year				
		First six months of experience	1014.50	882.50	1018.50	882.50
		Thereafter, the wage specified in (a), i.e.	1076.50	882.50	1080.50	882.50
Milliner						
	(a)	Qualified	1163.50	931.00	1169.50	935.50
	(b)	Learner				
		First year				
		First six months of experience	921.50	882.50	927.00	882.50
		Second six months of experience	979.50	882.50	984.00	882.50
		Second year				
		First six months of experience	982.50	882.50	986.00	882.50
		Second six months of experience	1027.50	882.50	1032.50	882.50
		Third year				
		First six months of experience	1074.00	882.50	1076.00	882.50
		Next four months of experience	1126.00	901.00	1132.00	905.50
		Thereafter, the wage specified in (a), i.e.	1163.50	931.00	1169.50	935.50
Millinery Machinist						
	(a)	Qualified	1176.00	941.00	1182.00	945.50
	(b)	Learner				
		First year				
		First six months of experience	921.50	882.50	927.00	882.50
		Second six months of experience	1004.50	882.50	1010.00	882.50
		Second year				
		First six months of experience	1065.00	882.50	1071.00	882.50
		Thereafter, the wage specified in (a), i.e.	1176.00	941.00	1182.00	945.50
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	1396.50	1117.00	1404.00	1123.00
	(b)	exceeds 2268	1475.50	1180.50	1482.00	1185.50
Plain Sewer (Millinery):						
	(a)	Qualified	1099.00	882.50	1105.00	884.00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.6% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(b) Learner						
First year						
	First six months of experience		921.50	882.50	927.00	882.50
	Second six months of experience		970.00	882.50	977.00	882.50
Second year						
	First six months of experience		1033.50	882.50	1038.00	882.50
	Thereafter, the wage specified in (a), i.e.		1099.00	882.50	1105.00	884.00
Supervisor (Millinery)			1577.00	1261.50	1584.50	1267.50
Watchman or Caretaker (Millinery)			1691.00	1273.00	1697.50	1278.00
NB: All employees who employed start on 20/03/2021 New Entry Wage Dispensation until 31/08/2021. With the coming into effect of this provision, increase the Weekly Wage for those employees by the stated Wage Increase of 3.5% across the Board.						

7. In clause 4, insert the following new sub-clause (13):

"(13) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

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Clause No.	Existing 2019/2020	New 2020/2021
1(3)	11(4)(b)	11(4)(d)
4(12)	1 September 2019	1 March 2021
5(5)(c)	the Provident Fund Agreement	Clause 50 of this Agreement
15(1)(a)(i)	15 ordinary working days at full wage	16 ordinary working days at full pay
15(6)	subclause (9)	subclause (10)
22(2)(a)	R3,05	R3,16
22(2)(b)	R4,89	R5,07
26(4)(b)	R12,69	R13,16
26(4)(b)	R15,14	R15,70
26(4)(b)	R16,52	R17,13
26(4)(b)	R28,20	R29,24
26(4)(b)	R28,20	R29,24
26(4)(b)	R28,20	R29,24
27(3)	47 cents	49 cents
27(4)	70 cents	73 cents
30(2)(b)	the Collective Agreement of the Provident Fund	Clause 50 of this Agreement
38(5)	31 cents	32 cents
39(3)	55 cents	57 cents
41(1)	31 August 2020	31 August 2021
41(1)	1 September 2019	1 September 2020

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

1. In clause 1(2)(b), substitute the new expression "R106 652.00 per annum" for the existing expression "R102 858.00 per annum".
2. In Clause 3(1), substitute the existing expression, for the following new expression;

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

3. In clause 4(1), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

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4. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas 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 Mar 2021 to 31 Aug 2021	New Ees on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
Part A - Cutting Department						
		Head Cutter	2042.50	1634.00	2051.00	1641.00
		Pattern Maker:				
	(a)	Qualified	2042.50	1634.00	2051.00	1641.00
	(b)	Learner				
		First year				
		First six months of experience	1230.00	984.00	1235.50	988.50
		Second six months of experience	1336.00	1069.00	1342.50	1074.00
		Second year				
		First six months of experience	1448.00	1158.50	1455.00	1164.00
		Second six months of experience	1560.00	1248.00	1566.50	1253.00
		Third year				
		First four months of experience	1683.00	1346.50	1688.00	1350.50
		Thereafter, the wage specified in (a), i.e.	2042.50	1634.00	2051.00	1641.00
		Pattern Grader				
	(a)	Qualified	1687.00	1349.50	1694.50	1355.50
	(b)	Learner				
		First year				
		First six months of experience	1158.50	927.50	1163.50	931.00
		Second six months of experience	1230.00	984.00	1235.50	988.50
		Second year				
		First six months of experience	1297.00	1037.50	1302.50	1042.00
		Second six months of experience	1368.50	1095.00	1375.00	1100.00
		Third year				
		First six months of experience	1448.00	1158.50	1455.00	1164.00
		Next four months of experience	1526.50	1221.00	1532.00	1226.50
		Thereafter, the wage specified in (a), i.e.	1687.00	1349.50	1694.50	1355.50
		Cutter, lay-maker:				
	(a)	Qualified	1630.50	1304.50	1639.00	1311.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(b)	Learner					
	First year					
	First six months of experience		1083.50	882.50	1088.00	882.50
	Second six months of experience		1154.00	923.00	1159.50	927.50
	Second year					
	First six months of experience		1247.50	998.00	1249.50	999.50
	Second six months of experience		1344.00	1075.00	1350.50	1080.50
	Third year					
	First six months of experience		1457.00	1185.50	1462.50	1170.00
	Next four months of experience		1630.50	1304.50	1639.00	1311.00
	Interlining cutter, trimmer, leather cutter and file cutter					
(a)	Qualified		1235.00	988.00	1238.50	991.00
(b)	Learner					
	First year					
	First six months of experience		971.00	882.50	972.50	882.50
	Second six months of experience		1014.50	882.50	1017.00	882.50
	Second year					
	First six months of experience		1080.00	882.50	1084.50	882.50
	Second six months of experience		1105.00	884.00	1107.00	885.50
	Third year					
	First four months of experience		1152.00	921.50	1154.50	923.50
	Thereafter, the wage specified in (a) i.e.		1235.00	988.00	1238.50	991.00
(c)	If advanced to learner cutter:					
	First six months from date of advancement		1320.00	1056.00	1326.00	1061.00
	Second six months from date of advancement		1457.00	1165.50	1462.50	1170.00
	Thereafter, the wage specified for a qualified cutter, i.e.		1630.50	1304.50	1639.00	1311.00
	Layer-up:					
(a)	Qualified		1083.00	882.50	1087.00	882.50
	First year					
	First six months of experience		947.00	882.50	951.00	882.50
	Second six months of experience		971.00	882.50	972.50	882.50
	Second year					
	First six months of experience		1003.50	882.50	1006.50	882.50
	Thereafter, the wage specified in (a),		1083.00	882.50	1087.00	882.50

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		i.e.				
	(b)	If advanced to learner cutter:				
		First six months from date of advancement	1083.00	882.50	1087.00	882.50
		Second six months from date of advancement	1247.50	998.00	1249.50	999.50
		Third six months from date of advancement	1344.00	1075.00	1350.50	1080.50
		Fourth six months from date of advancement	1457.00	1185.50	1482.50	1170.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1630.50	1304.50	1639.00	1311.00
		Glicker:				
	(a)	Qualified	1267.00	1013.50	1271.50	1017.00
	(b)	Learner				
		First year of experience	994.00	882.50	995.50	882.50
		Second year of experience	1105.00	884.00	1107.00	885.50
		Thereafter, the wage specified in (a), i.e.	1267.00	1013.50	1271.50	1017.00
		Tracer:				
	(a)	Qualified	1200.50	960.50	1203.50	963.00
	(b)	Learner				
		First year				
		First six months of experience	994.00	882.50	995.50	882.50
		Second six months of experience	1048.50	882.50	1051.50	882.50
		Second year				
		First six months of experience	1098.50	882.50	1105.00	884.00
		Thereafter, the wage specified in (a), i.e.	1200.50	960.50	1203.50	963.00
		Part B - Factory Operatives				
		Clothing machine mechanic:				
	(a)	Qualified	2042.50	1634.00	2051.00	1641.00
	(b)	Learner				
		First year				
		First six months of experience	1230.00	984.00	1235.50	988.50
		Second six months of experience	1336.00	1069.00	1342.50	1074.00
		Second year				
		First six months of experience	1448.00	1158.50	1455.00	1164.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Second six months of experience	1560.00	1248.00	1566.50	1253.00
		Third year				
		First six months of experience	1583.00	1346.50	1688.00	1350.50
		Next four months of experience	1804.50	1443.50	1810.50	1448.50
		Thereafter, the wage specified in (a), i.e.	2042.50	1634.00	2051.00	1641.00
		Grade A employee:				
	(a)	Qualified	1336.00	1069.00	1342.50	1074.00
	(b)	Learner				
		First year				
		First six months of experience	997.00	882.50	1003.00	882.50
		Second six months of experience	1058.50	882.50	1063.50	882.50
		Second year				
		First six months of experience	1113.50	891.00	1118.00	894.50
		Second six months of experience	1169.50	935.50	1175.00	940.00
		Third year				
		First four months of experience	1235.00	988.00	1238.50	991.00
		Thereafter, the wage specified in (a), i.e.	1336.00	1069.00	1342.50	1074.00
		Grade B employee:				
	(a)	Qualified	1132.00	905.50	1147.00	917.50
	(b)	Learner				
		First year				
		First six months of experience	997.00	882.50	997.00	882.50
		Second six months of experience	1031.00	882.50	1033.50	882.50
		Second year				
		First six months of experience	1063.00	882.50	1068.00	882.50
		Thereafter, the wage specified in (a), i.e.	1132.00	905.50	1147.00	917.50
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1132.00	905.50	1147.00	917.50
		Second six months from date of advancement	1139.50	911.50	1154.00	923.00
		Third six months from date of advancement	1190.00	952.00	1209.00	967.00
		Thereafter, the wage specified for a	1325.00	1060.00	1315.00	1052.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		qualified Grade A employee, i.e.				
		Grade C employee:				
	(a)	Qualified	1058.50	882.50	1063.50	882.50
	(b)	Learner				
		First year				
		First six months of experience	968.00	882.50	970.00	882.50
		Second six months of experience	993.00	882.50	994.50	882.50
		Thereafter, the wage specified in (a), i.e.	1058.50	882.50	1063.50	882.50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1058.50	882.50	1063.50	882.50
		Second six months from date of advancement	1066.00	882.50	1070.50	882.50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1159.50	927.50	1163.50	931.00
		Underpresser, blocker:				
	(a)	Qualified	1066.00	882.50	1070.50	882.50
	(b)	Learner				
		First year				
		First six months of experience	947.00	882.50	951.00	882.50
		Second six months of experience	971.00	882.50	972.50	882.50
		Second year				
		First six months of experience	1003.50	882.50	1006.50	882.50
		Second six months of experience	1066.00	882.50	1070.50	882.50
	(c)	If advanced to learner presser:				
		First six months from date of advancement	1066.00	882.50	1070.50	882.50
		Second six months from date of advancement	1235.00	988.00	1238.50	991.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1336.00	1069.00	1342.50	1074.00
		Part C - Clerical employees				
		Clerk				
	(a)	Qualified	1457.00	1185.50	1462.50	1170.00
	(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 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Eas on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First year of experience	1119.50	896.50	1124.00	899.00
		Second year of experience	1207.00	965.50	1214.00	971.00
		Third year				
		First six months of experience	1298.50	1039.00	1305.50	1044.50
		Thereafter, the wage specified in (a), i.e.	1457.00	1165.50	1462.50	1170.00
		Factory Clerk				
	(a)	Qualified	1136.50	909.00	1140.00	912.00
	(b)	Learner				
		First year of experience	945.50	882.50	947.50	882.50
		Second year of experience	994.50	882.50	997.00	882.50
		Third year				
		First six months of experience	1055.50	882.50	1058.50	882.50
		Thereafter, the wage specified in (a), i.e.	1136.50	909.00	1140.00	912.00
		Part D - General				
		Boiler attendant	1087.00	882.50	1089.50	882.50
		Despatch packer	1115.50	882.50	1119.50	895.50
		General Worker	1054.00	882.50	1064.50	882.50
		Labourer	1066.00	882.50	1070.50	882.50
		Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
	(a)	under 2 720 kg	1160.00	928.00	1164.00	931.00
	(b)	2 720 kg and over	1297.00	1037.50	1302.50	1042.00
		Supervisor, quality controller and instructor	1368.50	1095.00	1375.00	1100.00
		Traveller's driver	1160.00	928.00	1164.00	931.00
		Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week	1195.00	956.00	1201.00	981.00
	(b)	60 hours per week	1247.50	998.00	1249.50	999.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.7% Across the Board.						

5. In clause 4, insert the following new sub-clause (13):

"(13) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

Clause No.	Existing 2019/2020	New 2020/2021
4(12)	1 September 2019	1 March 2021
5(5)(c)	the Provident Fund Agreement	Clause 50 of this Agreement
15(1)(a)(i)	15 ordinary working days at full wage	16 ordinary working days at full pay
15(6)	subclause (9)	subclause (10)
22(2)(a)	R3,31	R3,43
22(2)(b)	R4,80	R4,98
27(3)	45 cents	47 cents
27(4)	70 cents	73 cents
30(2)(b)	the Collective Agreement of the Provident Fund	Clause 50 of this Agreement
38(5)	31 cents	32 cents
39(3)	60 cents	62 cents

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41(1)	31 August 2020	31 August 2021
41(1)	1 September 2019	1 September 2020

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

2. In clause 4(1), insert the following new expression preceding the existing wording:

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

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3. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for knitting 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 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	2700.00	2160.00	2710.50	2168.50
(b)	Leamer				
	First year				
	First six months of experience	1512.00	1209.50	1517.50	1214.00
	Second six months of experience	1670.00	1336.00	1675.50	1340.50
	Second year				
	First six months of experience	1826.50	1461.00	1835.00	1468.00
	Second six months of experience	1994.00	1595.00	2004.00	1603.00
	Third year				
	First six months of experience	2175.50	1740.50	2184.50	1747.50
	Next four months of experience	2347.00	1877.50	2358.50	1887.00
	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2168.50
Pattern Grader					
(a)	Qualified	2177.50	1742.00	2186.00	1749.00
(b)	Leamer				
	First year				
	First six months of experience	1421.00	1137.00	1429.50	1143.50
	Second six months of experience	1512.00	1209.50	1517.50	1214.00
	Second year				
	First six months of experience	1600.50	1280.50	1610.50	1288.50
	Second six months of experience	1715.50	1372.50	1723.50	1379.00
	Third year				
	First six months of experience	1826.50	1461.00	1835.00	1468.00
	Next four months of experience	1944.50	1555.50	1954.00	1563.00
	Thereafter, the wage specified in (a), i.e.	2177.50	1742.00	2186.00	1749.00
Football Jersey Cutter					
(a)	Qualified	1513.50	1211.00	1520.00	1216.00

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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 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(b)	Learner				
	First year				
	First six months of experience	1136.50	909.00	1140.00	912.00
	Second six months of experience	1205.00	964.00	1209.00	967.00
	Second year				
	First six months of experience	1267.00	1013.50	1273.50	1019.00
	Second six months of experience	1334.50	1067.50	1342.00	1073.50
	Third year				
	First four months of experience	1400.50	1120.50	1406.00	1125.00
	Thereafter, the wage specified in (a), i.e.	1513.50	1211.00	1520.00	1216.00
	Layer-up				
(a)	Qualified	1305.00	1044.00	1310.00	1048.00
(b)	Learner				
	First year				
	First six months of experience	1096.50	882.50	1103.50	883.00
	Second six months of experience	1136.50	909.00	1140.00	912.00
	Second year				
	First six months of experience	1187.00	949.50	1193.00	954.50
	Thereafter, the wage specified in (a), i.e.	1305.00	1044.00	1310.00	1048.00
	Part B - Factory Operatives				
	Grade A employee:				
(a)	Qualified	1670.00	1336.00	1675.50	1340.50
(b)	Learner				
	First year				
	First six months of experience	1175.00	940.00	1179.00	943.00
	Second six months of experience	1266.00	1013.00	1271.50	1017.00
	Second year				
	First six months of experience	1353.00	1082.50	1358.00	1086.50
	Second six months of experience	1421.00	1137.00	1429.50	1143.50
	Third year				
	First four months of experience	1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified in (a), i.e.	1670.00	1336.00	1675.50	1340.50

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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 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
Grade B employee:						
(a)	Qualified		1426.50	1141.00	1432.00	1145.50
(b)	Learner					
	First year					
	First six months of experience		1157.50	926.00	1163.00	930.50
	Second six months of experience		1218.00	974.50	1223.00	978.50
	Second year					
	First six months of experience		1279.50	1023.50	1285.00	1028.00
	Thereafter, the wage specified in (a), i.e.		1426.50	1141.00	1432.00	1145.50
(c)	If advanced to Grade A employee:					
	First six months from date of advancement		1426.50	1141.00	1432.00	1145.50
	Second six months from date of advancement		1469.00	1175.00	1475.50	1180.50
	Third six months from date of advancement		1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.		1670.00	1338.00	1675.50	1340.50
Grade C employee:						
(a)	Qualified		1266.00	1013.00	1271.50	1017.00
(b)	Learner					
	First year					
	First six months of experience		1134.50	907.50	1139.00	911.00
	Second six months of experience		1166.50	933.00	1172.00	937.50
	Thereafter, the wage specified in (a), i.e.		1266.00	1013.00	1271.50	1017.00
(c)	If advanced to Grade B employee:					
	First six months from date of advancement		1266.00	1013.00	1271.50	1017.00
	Next six months from date of advancement		1279.50	1023.50	1285.00	1028.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.		1426.50	1141.00	1432.00	1145.50
Part C - Clerical employees						
Clerk						

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 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Qualified		1837.50	1470.00	1847.00	1477.50
(b)	Learner					
	First year		1357.00	1085.50	1361.00	1089.00
	Second year		1474.00	1179.00	1481.00	1185.00
	Third year					
	First four months of experience		1611.50	1289.00	1619.00	1295.00
	Thereafter, the wage specified in (a), i.e.		1837.50	1470.00	1847.00	1477.50
Factory Clerk						
(a)	Qualified		1878.50	1103.00	1386.50	1109.00
(b)	Learner					
	First year		1098.50	882.50	1103.50	883.00
	Second year		1170.50	936.50	1176.00	941.00
	Third year					
	First four months of experience		1266.00	1013.00	1271.50	1017.00
	Thereafter, the wage specified in (a), i.e.		1378.50	1103.00	1386.50	1109.00
Part D - General						
	Boiler attendant		1309.50	1047.50	1316.50	1053.00
	Despatch packer		1363.00	1082.50	1358.00	1086.50
	General Worker		1266.00	1013.00	1271.50	1017.00
	Labourer		1279.50	1023.50	1285.00	1028.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -						
(a)	does not exceed 1 360 kg		1353.00	1082.50	1358.00	1086.50
(b)	exceeds 1 360 but not 2 720 kg		1404.50	1123.50	1410.00	1128.00
(c)	exceeds 2 720 kg		1600.50	1280.50	1610.50	1288.50
	Supervisor, quality controller and instructor		1715.50	1372.50	1723.50	1379.00
	Traveller's driver		1404.50	1123.50	1410.00	1128.00
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week		1459.50	1167.50	1466.00	1173.00
(b)	60 hours per week		1531.50	1225.00	1539.50	1231.50

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 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheme Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
NB: All employers who employed staff on 2014/2015 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.72% across the Board.					

4. In clause 4, insert the following new sub-clause (13):

"(13) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

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

Clause No.	Existing 2019/2020	New 2020/2021
4(11)	1 September 2019	1 March 2021

Clause No.	Existing 2019/2020	New 2020/2021
5(5)(c)	the Provident Fund Agreement	Clause 50 of this Agreement
15(1)(a)(i)	15 ordinary working days at full wage	16 ordinary working days at full pay
15(6)	subclause (9)	subclause (10)
22(2)(a)	R3,05	R3,16
22(2)(b)	R4,89	R5,07
26(4)(b)	R12,69	R13,16
26(4)(b)	R15,14	R15,70
26(4)(b)	R16,52	R17,13
26(4)(b)	R28,20	R29,24
26(4)(b)	R28,20	R29,24
26(4)(b)	R28,20	R29,24
27(3)	47 cents	49 cents
27(4)	70 cents	73 cents
30(2)(b)	the Collective Agreement of the Provident Fund	Clause 50 of this Agreement
38(5)	31 cents	32 cents
39(3)	55 cents	57 cents
41(1)	31 August 2020	31 August 2021
41(1)	1 September 2019	1 September 2020

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

1. In Clause 3(1), substitute the existing expression, for the following new expression:

"Complying employer" means an employer whose company or concern is fully registered with the Council or a council which amalgamated to form the National Bargaining Council, which has given effect to the applicable Council Main and Benefit Fund Collective Agreements in each of its establishments or has received due exemption therefrom, who is up to date with Council and any Benefit Fund contributions, trade union, employer subscriptions or who has implemented a signed Council-approved arrears repayment plan and who has registered all permanent and contract employees with the Council;"

2. In clause 4(1), insert the following new expression after the existing wording "Minimum wages":

"Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW."

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

"

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Category A				
0 - 6 months	1,004.00	934.00	970.50	934.00
Thereafter	1,074.00	934.00	1,012.50	934.00
Category B				
0 - 6 months	1,002.50	934.00	983.00	934.00
7 - 12 months	1,049.50	934.00	1,011.50	934.00
13 - 18 months	1,098.50	934.00	1,040.00	934.00
Thereafter	1,163.00	934.00	1,075.50	934.00
Category C				
0 - 6 months	1,036.00	934.00	987.50	934.00
7 - 12 months	1,139.50	934.00	1,048.00	934.00
13 - 18 months	1,245.00	996.00	1,109.50	934.00
19 - 22 months	1,345.50	1,076.50	1,175.50	940.50
Thereafter	1,448.50	1,159.00	1,242.00	993.50
Category D				
0 - 6 months	1,036.00	934.00	987.50	934.00
7 - 12 months	1,112.50	934.00	1,033.00	934.00
13 - 18 months	1,215.50	972.50	1,078.50	934.00
19 - 22 months	1,265.00	1,012.00	1,123.00	934.00
Thereafter	1,425.50	1,140.50	1,227.00	981.50
Category E				
0 - 6 months	1,088.00	934.00	1,018.50	934.00
7 - 12 months	1,208.50	967.00	1,090.50	934.00
13 - 18 months	1,348.00	1,078.50	1,176.50	941.00
19 - 22 months	1,484.50	1,187.50	1,266.00	1013.00
Thereafter	1,633.00	1,308.50	1,360.00	1088.00
Band Knife Cutter				
0 - 6 months	995.50	934.00	964.00	934.00

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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 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
7 - 12 months	1,074.00	934.00	1,009.50	934.00
13 - 18 months	1,148.00	934.00	1,054.50	934.00
19 - 22 months	1,230.00	934.00	1,102.00	934.00
Thereafter	1,353.50	1,083.00	1,182.00	945.50
Clerical				
0 - 6 months	1,021.00	934.00	978.00	934.00
7 - 12 months	1,118.50	934.00	1,038.50	934.00
13 - 18 months	1,197.00	957.50	1,082.50	934.00
Thereafter	1,375.00	1,100.00	1,193.00	954.50
Assistant Head Cutter	1,584.50	1,267.50	1,330.00	1064.00
Head Cutter	1,914.00	1,531.00	1,542.50	1234.00
Foreperson	1,716.00	1,373.00	1,452.50	1182.00
Watchperson	1,192.50	954.00	1,079.50	934.00
Driver 1 (454kg)	1,136.50	934.00	1,047.00	934.00
Driver 2 (454 - 2722kg)	1,216.50	973.00	1,094.50	934.00
Driver 3 (2722 - 4540kg)	1,374.00	1,098.00	1,192.50	954.00
Driver 4 (4540kg)	1,603.00	1,282.50	1,342.50	1074.00
NB: All employers who employed staff on 20/11/2012 New Entry Wage Dispensation must, with the coming into effect of this agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.7% Across the Board.				

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

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Clause No.	Existing 2019/2020	New 2020/2021
4(9)	1 September 2019	1 March 2021
32(2)	R3,84	R3,98
32(2)	1 September 2019	1 March 2021
32(2)	R4,87	R5,05
32(2)	1 September 2019	1 March 2021
36(6)(a)	62 cents	64 cents
40(1)	31 August 2020	31 August 2021
40(1)	1 September 2019	1 September 2020
Annexure C of Clause 43(5)	19 cents	20 cents

5. In clause 4(11), insert the following new sub-clause (d):

"(d) A once-off payment equivalent to one (1) day's pay at the rates applicable as at the end of December 2020 shall be paid to all employees by no later than 1st June 2021."

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

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


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Clause No.	Existing 2019/2020	New 2020/2021
4(1)(a)	R3,04	R3,15
4(1)(b)	R3,27	R3,39
5A(2)(b)	R28,45	R29,50
5B(2)(b)	R28,45	R29,50
6(5)	21 cents	22 cents
7A(2)(b)	R13,20	R13,69
7B(2)(b)	R13,20	R13,69
16(1)	47 cents	49 cents
16(2)	71 cents	74 cents

Signed at CAPE TOWN on behalf of the Parties this 26th day of February 2021.


MARTHIE RAPHAEL
 Chairperson


FREDA OOSTHYSEN
 Vice-Chairperson


PAUL WILD
 General Secretary

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