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.

Mut 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 INGXENYE 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 1 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 fails under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

2. PERIOD OF OPERATION OF THIS AGREEMENT

- This agreement is binding on the parties hereto from 1 September 2018 until 31
 August 2024 unless the parties agree otherwise in writing.
- 2. The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties until 31 August 2024, unless the parties agree otherwise in writing.

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

1. In Clause 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 crus 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		employees on the 0.5% / Incentiva Scheme)		employees NOT on the vity incentive Scheme)
	DESCR	IPTION OF OCCUPATION	Wagə 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
		1	- R	R	R	Wage)
<u>(a)</u>	Foreman		2375.00	1900.00	2387.00	<u> </u>
					001.00	1808.00
(6)	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 third six months of experience	1203.50	963,00	1207.50	966.00
		fourth six months of experience	1440.50	1152.50	1447,00	1157.50
		fifth six months of experience	1603.50	1283.00	1612.00	1289.50
		sixth six months of experience	1783.00 1934.00	1426.50	1793.50	1435.00
		seventh six months of experience	2105.00	1684.00	1943.00 2116.00	1554.50
		eighth six months of experience	2274.50	1819,50	2286.50	1693.00
		next four months of experience	2414.50	1931.50	2424.00	1829.00
		Thereafter, the wage specified in (b)(i) i.e.	3029.00	2423.00	3043.00	2434.50
(0)	Cuindant					
(6)	Grader: (i)	Course and the second sec				
	(ii)	Qualified:	2176.00	1741.00	2185.00	1748.00
		first six months of experience	4001.00			
		second six months of experience	1024.00	872.00	1028.00	872.00
		third six months of experience	1113.50	891.00	1118.50	895.00
		fourth six months of experience	1210.50	988.50 1016.50	1218.00	974.50
		fifth six months of experience	1469.00	1016.50	1275.00	1020.00
		sixth six months of experience	1571.50	1257,00	1475.50	1180.50
		seventh six months of experience	1658.00	1326.50	1666.50	1264.00
		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
	<u> </u>	Thereafter, the wage specified in (c)(i) i.e.	2176.00	1741.00	2186.00	1748.00
(d)	Marker-in:					
é	(i)	Qualified:	1658.00	1200 50	4000 -	
			1000.00	1326.50	1666.50	1333.00
	(1)	Learners:	1			

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1	WAGE SCHEDULE	GROUP A (I.e. (Productivity	mployces on the 0.5% Incontive Scheme)		employees NOT on th My 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)	Wags 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
		R	R	R	Wage) R
	second six months of experience	1098.50	877.00	1103.00	R 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 (d)(i) i.e.	1658.00	1326.50	1666.50	1333.00
(e) B;	nd-knife cutter:	<u> </u>			
	Qualified				
No	e: Subject to the availability of a band knife, or ployee	1658.00 nly a qualified (1326.50 Sutter-out shall pro	1666.50 ogress to this	1333.00 class of
f) Cu	ter-out:	<u> </u>			
(i)	Qualified:	1466.00	4479.00	4470.00	
(8)	Learners:	1400.00	1173.00	1472.00	1177.50
	first six months of experience	1024.00	872.00	1028.00	070.00
	second six months of experience	1074.00	872.00	1028.00	872.00
	third six months of experience	1107.50	888.00	1112.00	889.50
	fourth eix 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) Lay	er-up:				
()	Qualified:	4840 50			
(i)	Learners	1149,50	919.50	1153.50	923.00
	first six months of experience	1024.00	030.00	1000	
		1024.001	872.00	1028.00	872.00
	second six months of eventence				
	second six months of experience	1047.50	872.00	1051.50	872.00
	second six months of experience third six months of experience	1047.50	872.00	1070.50	872.00
	second six months of experience	1047.50	872.00	1051.50 1070.50 1087.00 1153.50	
	Second six months of experience third six months of experience fourth six months of experience Thereafter, the wage specified in (g)(l) i.e.	1047.50 1064.50 1080.00	872.00 872.00 872.00	1070.50	872.00 872.00
) Spe	Second six months of experience third six months of experience fourth six months of experience Thereafter, the wage specified in (g)(I) i.e.	1047.50 1084.50 1080.00 1149.50	872.00 872.00 872.00	1070.50	872.00 872.00
) Spe	Second six months of experience third six months of experience fourth six months of experience Thereafter, the wage specified in (g)(I) i.e. Clallsed presser: Qualified:	1047.50 1064.50 1080.00	872.00 872.00 872.00	1070.50	872.00 872.00 923.00
) Spe	Second six months of experience third six months of experience fourth six months of experience Thereafter, the wage specified in (g)(I) i.e.	1047.50 1084.50 1080.00 1149.50	872.00 872.00 872.00 919.50	1070.50 1087.00 1153.50	872.00 872.00

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	1	WAGE SCHEDULE	GROUP A fl.e. o Productivity	employees on the 0.5% (Incentive Scheme)		employees NOT on th vity incentive Scheme
	DESCR	IPTION 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 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
		second six months of experience	1065.50	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
<u> </u>		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
		eighth six months of experience	1398.50	1119.00	1405.00	1124.00
		next four months of experience Thereafter, the wage specified in	1429.50	1143.50	1436.00	1149.00
		(h)(l) i.e.	1598.50	1279.00	1607.50	1286.00
	Examiner:	· · · · · · · · · · · · · · · · · · ·				
	<u>D</u>	Qualified:	1369.00	1095.00	1374.50	1099.50
(il)	Leamers:				1008.00
		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
	lachinist:					······································
<u>(</u>		Qualified:	1342.50	1074.00	1348.00	1078.50
(i)	Learners:			10-10-00	103-0.00
		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
)(b) P	resser, trir	nmer, factory clerk, embroldery mac	hinist and cl	oak room attend	ant:	
(1)		Qualified:	1342.50	1074.00	1348.00	1078,50
(il	<u>, </u>	Learners;				
		first six months of experience	1024.00	872.00	1028.00	872,00
		second six months of experience third six months of experience	1048.00	872.00	1052.50	872.00
		fourth six months of experience	1078.50	872.00	1085.50	872.00
		next four months of exactance				898.00
		Thereafter the wace provided in				920.00
		(i)(i) i.e.	1342.00	10/4.00	1348.00	1078.50
		fourth six months of experience next four months of experience Thereafter, the wage specified in (j)(i) i.e.	1116.00 1145.00 1342.50	893.00 916.00 1074.00	1120.00 1150.00 1348.00	898.00 920.00

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		WAGE SCHEDULE		employees on the 0.5% vincentive Scheme)	GROUP B (Le. 0.5% Producti	employees NOT on the why incentive Scheme)
	DESC	RIPTION 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)	Program	s examiner:				
<u></u>	(i)	Qualified:	1357,50	dana ar		
	(ii)	Learners:	1331,30	1086.00	1361.50	1089.00
		first six months of experience	1075.50	872.00	1079.50	872.00
		Thereafter, the wage specified in	1357.50	1086.00	1361.50	1089.00
	+	(k)(i) i.e.				
.))	Despate	bar	┝───┤			
	(i)	Qualified:	1285.00	1028.00	1289.50	1004 50
	(ii)	Learners;	1200.00	1020,00	1209.00	1031.50
		first six months of experience	1085.50	872.00	1089.00	872.00
		Thereafter, the wage specified in	1285.00	1028.00	1289.50	1031.50
	<u> </u>	(I)(i) i.e.	ļ			
m)	Checker	in the Knitting section:				
<u></u>	(i)	Qualified:	1140.00	912.00	1147.00	047 20
	(1)	Leaners:	1140.00	912.00	1147.00	917.50
		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
1)	General I		[i	
	(1)	Qualified:	1107.00	885.50	1111.00	889.00
	(11)	Learners:				
	· · · ·	first six months of experience	1024.00	872.00	1028.00	872.00
	t	Thereafter, the wage specified in	1047.50	872.00	1051.50	872.00
	ł		107.00	885.50	1111.00	889.00
		(n)(i) i.e.			1	
	01					
	Steambo	x pleater;				
ə)	_(1)	x pleater: Qualified:	1305.00	1044.00	1310.00	1048.00
0)	Steambo: (i) (ii)	x pleater: Qualified: Learners: first six months of experience				
o)	_(1)	x pleater: Qualified:	1305.00 1024.00 1071.00	1044.00 872.00 872.00	1310.00 1028.00 1075.50	1048.00 872.00 872.00

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		WAGE SCHEDULE	GROUP A (I.a. a Productivity	unployees on the 0.5% (incentive Scheme)	GROUP B (I.e. 0.5% Producti	employees NDT on the vity incentive Scheme)
	DESC	RIPTION 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 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
		fourth six months of experience	1147.00	917.50	1151.00	921.00
	-	Thereafter, the wage specified in (0)(i) i.e.	1305.00	1044.00	1310.00	1048.00
(p)	Plain sew	(A)*				
	()	Qualified:	1147.00	917.50	4454 00	
	(ii)	Learners:	1147.00	917.50	1151.00	921.00
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1036.00	872.00	1020.00	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 a	ssistant	1253.00	4000 50	1050 50	
(r)	Clearler		1116.00	1002.50	1258.50	1007.00
(s)	Tea make	P	1116.00	893.00	1120.00	698.00
(t)	Watchmai		1357.60	1086.00	1361.60	<u> </u>
						1003.00
(u)		icle driver:				
	()	(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	1813.00	1290.50
	(0)	(ad) exceeds 4 536 kg	1881.00	1505.00	1891.00	1513.00
	1	Part-time driver of a motor vehicle	1255.50	1004.50	1259.00	1007.00
(Y)	Clicker:					
	(1)	Qualified:	2196.00	1757.00	2205.00	1704.05
	(ii)	Learners:	2100.00	1/07.00	2203.00	1764.00
		first six months of experience	1024.00	872.00	1028.00	872.00
		second six months of experience	1107.50	886.00	1112.00	889.50
		third six months of experience	1197.50	958.00	1205.00	964.00
		fourth six months of experience	1355.00	1084.00	1359.00	1087.00
	-	fifth six months of experience	1457.00	1165.50	1462.50	1170.00
		sixth six months of experience	1538.50	1229.00	1642.50	1234.00

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		WAGE SCHEDULE		employees on the 0.5% ty incentive Scheme)		employses NOT on the why incentive Scheme,
	DESC	RIPTION OF OCCUPATION	Wage per week from 01 Mar 2021 to 31 Aug 2021	Scheme Effective 1	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
_			R	R	R	Wage)
		seventh six months of experience	1628.50	1303.00	1638.00	R 1310.50
		eighth 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	1764.00
(W)	Beader		1369.00	6005.00	4074.50	
(x)	Chlorinat	or	1231.00	1095.00	1374.50	1099.50
(y)	Compond		1457.00	985.00 1165.50	1237.50 1462.50	990.00
(z)	Dipper					•
	0	Qualified:				
	<u> </u>	Category A	1457.00	1165.50	1462.50	1170.00
		Category B	1489.00	1191.00	1499.00	1197.00
		Category C	1539.00	1231.00	1544.00	1235.00
	(0)	Learners:	1108.00	888.50	.1113.50	891.00
		first six months of experience to Category A	1457.00	1165.50	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
aa)	Glove turn	ar	1400.50	1120.50	1406.00	1125.00
ab)	Mouldmak		1176.00	941.00	1182.00	945.50
ac)	Packer		1847.50	1478.00	1854.50	1483.50
ad)		duct co-ordinator	1134.00	907.90	1140.00	912.00
86)	A supervisor	shall be paid the qualified rate applicable to	1781.50	1425.00	1788.50	1431.00
	Provided that	k		<u> </u>		
	aufine 3.000.00	pervisor shall serve a probationary period not ex ing supervised, plus 10 per cent;				-
	noterios producos	upervisor, who is not considered suitable for pror n at his former wage.				
		លន់ អ្នស៊ីសៃ ដែលចំណូចសូមសូមភាពប្រទេស ស្រីសេស លោកសូមភាពសូម លោកសំណើនចំនួ		$\left[\frac{1}{2}, \frac{1}{2}, \frac{1}{2},$	Magazillani	กลับเอาอุเล

 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."

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

WAGE SCHEDULE	GROU	A (Le. employee) Incentive	on the 0.5% Scheme}	Productivity	GROUP	B (Le, employees incenti	NGT on the Q. /e Scheme)	74 Productivity
	Agreemant EPCMA & S calculation is	ACTWL. The based on 95% Cape Knitting	Agreem	n to "2008" Sids ant between & SACTWU	Agreement i EPCMA & S celculation I	ACTWU. The s based on 95% Cape Kalifina	Agreement	er to "2005" Side between EPCMA & ACTWU
DESCRIPTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Besed on 42.6hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 ** 80% (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjueted to comply with the National Minimu m Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab Is the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le fine Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage par week from 1 Mar 2021 to 31 Aug 2021 (Basød on 42hrs per week)	New Ees on incentivise d 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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<u> </u>		R	R	R	R	R	R	R	R
Par	rt A - Cutting Department				1				<u> </u>
	m Maker						1		
	Qualified	2565.00	2052.00	2535.00	2028.00	2575.00	2080.00	2544.50	2035
(b)	Learner		1	1	1	1 2010.00		2044300	2030
	First year						<u> </u>		
	First aix months of	1438.50	1149.00	1419.50	1135.60	1481.00	1185.00	1 4 100 50	1474
	experience		11.10,00	1410.00	1100.00	1 1401,00	1105,00	1463.50	1171.
	Second six months of	1586.50	1269.00	1568.00	4054 50	4007.00	1000.00		
	ахреленса	1000.00	1209.00	1000,00	1254.50	1635.00	1308.00	1616.00	1293.
	Second year			 	<u> </u>				
	First six months of	4708.00	1000 00					<u> </u>	
		1735.00	1388.00	1714.50	1371.50	1791.00	1433.00	1770.00	1416.
	experience	+		L	L			1	
	Second six months of	1894.50	1515.60	1872.00	1497.50	1955.50	1564.50	1932.50	1546.
	experience			1					
	Third year								
	First six months of	2068.50	1653.00	2042.00	1633.50	2132.00	1705.50	2107.00	1685.
	exparience						1,00.00	A.107.00	1000.
	Next four months of	2228,50	1783.50	2203.50	1763.00	2302.00	1841.50	2275.00	1820.
	j experience					1001.00	1041.00	2210.00	1020.
	Thereafter, the wage	2565.00	2052.00	2535.00	2025.00	2645.50	2116.60	0044.80	
	specified in (a), i.e.		2002,00		2020.00	2040.00	2110.00	2614.50	2091.
Pattern	n Grader								
	Qualified	2068.50	1655.00	0044:00	4000 00				
	Learner	2000.00	1000.00	2044.00	1635.00	2133.00	1706.50	2108.00	1686.
	First vear								
— <u>+</u> "	First six months of								
		1350.00	1080.00	1334.00	1067.00	1395.00	1116.00	1378.50	1103.
	experience								
	Second six months of	1436.50	1149.00	1419.50	1135.50	1481.00	1185.00	1463.50	1171.0
	axperience								
18	Second year								
	First six months of	1520.50	1216.50	1502.50	1202.00	1572.00	1257.50	1553.60	1243.0
	experience				(404000	1012.00	1401.00	1555;50	1493.0
	Second six months of	1629.50	1303.50	1610.50	1288.50	1682.00	1045 50	1000 000	
. 1	experience			1010,00	1200.30	1002,00	1345.50	1662.00	1329.4
Ť	hird year								
	First six months of	1735.00	1388.00	4744 20	1000				
1	experience	1733.00	1360.00	1714.50	1371.50	1791.00	1433.00	1770.00	1416.0
	Next four months of	4047.50							
	experience	1847,50	1478.00	1826.00	1461.00	1907.00	1525.50	1884.50	1507.5
	Thereafter, the wage	2068.50	1665.00	2044.00	1635.00	2133.00	1706.50	2108.00	1686.5
	specified in (a), i.e.								
	I Jersey Cutter							+	
	lualified	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.0
the second second	camer						107,00	1400.00	11/3.0
Fi	inst year	T		h		+			
	First six months of	1079.50	882.50	1067.00	872.00	1112.50	000.00	1000 00	
	experience		00000	1007100	0/2:00	1112.00	890.00	1099.50	879.5
	Second six months of	1145.00	915.00	1131.50	007.00			1100	
1	experience	1.000	a 10.00	1131.00	905.00	1180.00	944.00	1166.00	933.0
S	econd year								
	First six months of	4202 60		4400					
	experience	1203.60	963.00	1189.50	951.50	1242.50	994.00	1228.00	982.5
-+-	Second six months of	4000.00							
1		1268.00	1014.50	1253.00	1002.50	1309.50	1047.50	1294.00	1035.0
	experience		·····		(,
-1-11	hird year				1				
1	First four months of	1330.50	1064.50	1315.00	1052.00	1372.50	1098.00	1356.50	1085.0
	experience								1000,0
	Thereafter, the wage	1438.00	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	4470 0
	specified in (a), i.e.						1107.00	1400.00	1173.0
iyer-ur									
) Qi	ualified	1240,00	992.00	1225.50	980.50	1278.50	6000.00	4000 50	
	samer		002.00		300.00	1210.00	1023.00	1263.50	1011.0
	ret year								
- <u>- "</u>	First six months of	1040 20							
- E	LI BOLOW HIGHING OI	1043.50	882.50	1031.00	872.00	1077.00	882.50	1084 80	872.00

A

		AGE SCHEDULE			ss on the 0.5% ve Scheme)	Productivity	GROW		ns NOT on the (ative Scheme)	8% Productivity
			Agreemen EPCMA & calculation of Western	er to "2008" Side t between SACTWAL The is bissed on 95% Cape Kaltling as per week)	Agree EPCM	fer to "2008" Side mant between A & SACTWU	Agreement EPCMA & calculation of Western	er to "2008" Side between SACTWU, The Is based on 95% Cape Knilling Is per week)	Agreemen	alar to "2008" Skie I between EPCMA . SACTWU
	DESCRIP	PTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	per week from 1 Mar 2021 to 31 Aug 2021 (Based an 42hrs per week)	Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	per	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted fo comply with the National Minimu m Wage)	per week from 1 Mar 2021 to	New Ees on Incentivised d Scheme Effective 1 March 2021 = 80% (Whare 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
		experience Second six months of experience	1079.50	882.50	1087.00	872.00	1112.60	890.00	1099.50	879.50
	Seco	nd year First six months of	1127.50							
	<u> </u>	experience Thereafter, the wage	1240.00	902.00	1114.00	891.00 980.50	1164.00 1278.50	931.00	1150.50	920.50
		specified in (a), i.e.					12/0.00	1023.00	1263.60	1011.00
		Factory Operatives								
Grac (a)	Qual	1pioyee	1586.50	1269.00	1500.00					
<u>(b)</u>	Lean		1000000	1409.00	1568.00	1254.50	1635.00	1308.00	1616.00	1293.00
	First									
		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
	Seco	nd year								
		First six months of experience	1285.50	1028.50	1270.50	1016,50	1325,50	1060.50	1310.00	1048.00
		SOCOR BL ROOMER A	1350.00	1080.00	1334.00	1067.00	1395.00	1116.00	1378.50	1103.00
	Third	Second six months of experience					}			
	Third	experience	1438.00 1586:50	1150.50	1421.00	1137.00	1483.50	1187.00	1466.00	1173.00

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R

	W	AGE SCHEDULE			ive Scheme)	Productivity	GROU		is NOT on the (live Scheme)	1.5% Productivity
			Agreemen EPCMA & coiculation of Westan	erto "2008" Side t balwsin SACTWU, The is based on 96% t Ceps Knitting as per week)	Agree EPCM	lerto "2008" Side ment between A & SACTWU	Agreamen EPGMA & calculation of Western	er to "2008" Side I beliveen SACTVAL The Is based on 95% Cape Knilling Is per weak)	Agreemen	eler to "2008" Side t between EPCIAA & SACTWL)
D	IESCRI	PTION OF OCCUPATION	Wsge per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivi sted Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	per week from 1 Mar	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	per week from 1 Mar	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	per week from 1 Mar 1021 fr	New Ees on incentivise d Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
Grad	le Brer	npioyee	R	R	R	R	R	R	R	R
(a)	Qua		1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	4004 00	4 4 7 7 7 7 7
(b)	Lear				1000100	1011.00	1007.00.	1110.00	1381.00	1105.00
	First	Year First six months of experience	1099.50	882,50	1086:50	872.00	1135.00	908.00	1121.50	897.00
	Seco	Second six months of experience nd year	1157.00	925:50	1143.50	915.00	1193.50	955.00	1179.50	943.50
		First six months of expetience Thereafter, the wage	1215.50	972.50	1201.00	861.00	1254.00	1003.00	1239.00	991.00
					1339.00	4074 80			4004 00	1105.00
(c)	lf ach	specified in (a), i.e.		1084.00	1338.00	1071.00	1397.50	1118.00	1381.00	
(c)	lf aich	specified in (s), i.e. ranced to Grade A empto First six months from date of advancement	yee: 1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	1381.00	1105.00
(c)	lf adv	specified in (a), i.e. ranced to Grade A empto First six months from date of advancement Second six months from date of advancement	yee: 1355.00 1395.50	1084.00						
(c)	lf aidh	specified in (8), i.e. anced to Grade A emplo First six months from date of advancement Second six months from date of advancement Third six months from date of advancement	yee: 1355.00 1395.50 1438.00	1084,00 1116,50 1150,50	1339.00 1379.00 1421.00	1071.00 1103.00 1137.00	1397.50 1440.00 1483.50	1118.00 1152.00 1187.00	1381.00 1423.00 1466.00	1105.00 1138.50 1173.00
		specified in (a), i.e. ranced to Grade A emplo First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	yee: 1355.00 1395.50	1084.00	1339.00 1379.00	1071.00	1397.50	1118.00	1381.00 1423.00	1105.00
Grade	• C um	specified in (8), i.e. anced to Grade A emplo First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	yee: 1355.00 1395.50 1438.00 1586.60	1084.00 1116.50 1150.50 1269.00	1339.00 1379.00 1421.00 1568.00	1071.00 1103.00 1137.00 1254.50	1397.50 1440.00 1483.50 1635.00	1118.00 1182.00 1187.00 1308.00	1381.00 1423.00 1466.00 1616.00	1105.00 1138.50 1173.00
		specified in (8), i.e. anced to Grade A emplo First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. ployee	yee: 1355.00 1395.50 1438.00	1084,00 1116,50 1150,50	1339.00 1379.00 1421.00	1071.00 1103.00 1137.00	1397.50 1440.00 1483.50	1118.00 1152.00 1187.00	1381.00 1423.00 1466.00	1105.00 1138.50 1173.00

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	WAGE SCHEDULE	GROU	IP A (Le. amploya Incenti	es on the 0.5% ve Schemej	Productivity	GROW	B (I.e. employee Incen	s NOT on the D dvs Scheme)	5% Productivity
		Agrosment EPCMA & calculation of Western Wege Rate	er in "2006" Side t betwaen SACTWU. The Is based on 95% Cape Knilling es per weak)	Agtear EPCM	er to "2006" Skie nent between 4 & SACTWU	Agreemani EPOMA & calculation of Western	r to "2005" Side	Note: Re Agreement	Marto "2008" Sida betwoon EPCMA & SACTWU
	SESCRIPTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week) R	New Ees on incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	por week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Whare applicab Is the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	per week from 1 Mar 2021 to 31.Aug 2021 (Based on 42.5hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab ie the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	Waga per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42trs per week)	New Eas on Incentivise d Schame Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	First year		R	R	<u>R</u>	R	R	R	R
	First six months of experience Second six months of	1078.00	882.50	1065.50	872,00	1111.50	889.00	1098.50	879,00
	Experience Thereafter, the wage	1108.00 1202.50	886.50 962.00	1095,00	876.00	1143.50	915.00	1130.00	904.00
(c)	specified in (a), i.e. If advanced to Grade B employ		302.00	1188.50	951.00	1240.50	992,50	1226.00	981.00
	First six months from date of advancement	1202.50	962.00	1188.50	951.00	1240.50	992.50	1226.00	981.00
	Second six months from date of advancement	1215.50	972.50	1201.00	961.00	1254.00	1003.00	1239.00	991.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1355.00	1084.00	1339.00	1071.00	1397.50	1118.00	1381.00	1105.00
Pa	art C - Clerical Employees								
Clerk (a)	Qualified	1745.50	1398.50	1725.00	1000	4000			
Ъ	Learner		1000.00	1120,00	1380.00	1802.00	1441.50	1781.00	1425.00
	First year Second year	1289.00	1031.00	1274.00	1019.00	1328.00	1062,50	1312,50	1050.00
	Third year	1400.50	1120.60	1384.00	1107.00	1445.00	1156.00	1428.00	1142.50
	First four months of experience	1531.00	1225.00	1513.00	1210.50	1580.00	1264.00	1561.50	1249.00
	Thereafter, the wage	1745.50	1396.50	1725.00	1380.00	1802.00	1441.50	1781.00	1425.00
								15 of 5	10.3 20 10 10

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		NHCED G	ve Schemej			B (i.e. amployee) Incent	live Scheme)	
	Agreement EPCMA & celculation of Western	er to "2008" Side between SACTWU. The Is based on 95% Cepe Knitting is per week)	Agreen EPCM/	er to "2008" Side nent between 1 & SACTWU	Agreement EPCMA & calculation of Western	r to "2006" Side bolwaan SACTWL The la based on 05% Cape Knitting ra per waskj	Agreeman	derio "2008" Side Detween EPCMA & SACTWU
DESCRIPTION OF OCCUPATION	Wage per wesk from 1 Mar 2021 (D 2021 (Based on 42.5hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le fhe Minimu m Wage plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42hrs per week)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Whare applicab ie the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage per week from 1 Mair 2021 to 31 Aug 2021 (Based on 42.5hrs per w6ok)	New Ees on Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage per week from 1 Mär 2021 to 31 Aug 2021 (Based on 42hrs për week)	New Ees on incentivise d Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
<u> </u>								
specified in (a), i.e.	R	R	R	R	R	R	R	R
	R		R	R	<u></u>	R	R	R
actory Clerk	R 1309.50		R 1294.00	R 1035.00	R	R 1082.50	R 1337.00	R
ectory Glerk) Qualified) Learner Fitst year	1309.50	R		1035.00	1353.00	1082.50	1337.00	1069,50
Clark Qualfiled Learner Fitst year Second year		R 1047.50	1294.00				1337.00 1084.60	1069.50
ictory Clerk Qualified Learner First year Second year Third year First four months of	1309.50	R 1047,50 862,50	1294.00	1035.00	<u>1353.00</u> 1077.00	1082.50	1337.00	1069,50
ictory Clark Qualfled Learner First year Second year Third year	1309.50 1043.50 1112.00	R 1047.50 882.50 889.50	1294.00 1031.00 1099.00	1035.00 872.00 879.00	1353.00 1077.00 1147.50	1082.50 882.60 918.00	1337.00 1084.60 1134.00	1069,50 872.00 907.00
Interview	1309.50 1043.50 1112.00 1202.50	R 1047,50 882,50 889,50 962,00	1294.00 1031.00 1099.00 1188.50	1035.00 872.00 879.00 951.00	1353.00 1077.00 1147.50 1240.50	1082.50 882.60 918.00 992.50	1337.00 1064.60 1134.00 1226.00	1069.50 872.00 907.00 981.00
Ctory Clerk Qualified Learner First year First year Third year Third year Third year Third year Thereafter, the wage specified in (a), i.e. Fart D - General	1309.50 1043.50 1112.00 1202.50 1309.50	R 1047:50 882:50 889:50 962:00 1047:50	1294.00 1031.00 1099.00 1188.50 1284.00	1035.00 872.00 879.00 961.00 1035.00	1353.00 1077.00 1147.50 1240.50 1353.00	1082.50 882.60 918.00 992.50 1082.60	1337.00 1084.60 1134.00 1226.00 1337.00	1089.50 872.03 907.00 981.00 1069.60
Intervention	1309.50 1043.50 1112.00 1202.50	R 1047,50 882,50 889,50 962,00	1294.00 1031.00 1099.00 1188.50	1035.00 872.00 879.00 961.00 1035.00 983.50	1353.00 1077.00 1147.50 1240.50 1353.00 1285.00	1082.50 882.80 918.00 992.50 1082.60	1337.00 1064.60 1134.00 1226.00 1337.00 1270.00	1069.50 872.00 907.00 981.00 1069.60
ctory Cierk Qualified Learner First year Second year Third year First four monities of experience Thereafter, the wage specified in (a), i.e. Part D - General filer attendant spatch packer neral Worker	1309.50 1043.50 1112.00 1202.50 1309.50 1244.00 1285.50 1202.50	R 1047.50 882.60 889.50 962.00 1047.50 985.00 1028.50 982.00	1294.00 1031.00 1099.00 1188.50 1284.00 1284.00 1229.50 1270.50 1188.50	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50	1353.00 1077.00 1147.50 1240.50 1353.00	1082.50 882.60 918.00 992.50 1082.60	1337.00 1084.60 1134.00 1226.00 1337.00	1069.50 872.00 907.00 981.00 1069.60 1016.00 1048.00
ictory Clerk Qualified Qualified Learner First year First four months of experience Thereafter, the wage specified in (a), i.e. Part D - General Iller attendant spatch packer meral Worker bourer	1309.50 1043.50 1112.00 1202.50 1309.50 1244.00 1285.50 1202.50 1216.50	R 1047:50 882:50 889:50 962:00 1047:50 995:00 1028:50 982:00 972:50	1294.00 1031.00 1099.00 1188.50 1294.00 1229.50 1270.60 1201.00	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 951.00 961.00	1353.00 1077.00 1147.50 1240.50 1353.00 1325.50 1286.00 1325.50 1254.00	1082.50 882.60 918.00 992.50 1082.60 1082.60 1080.50 992.50	1337.00 1084.60 1134.00 1226.00 1337.00 1310.00 1310.00 1220.00	1069.50 872.00 907.00 981.00 1069.60 1018.00 1048.00 981.00
ctory Clerk Cualified Learner First year Second year Third year Third year Third year Thereafter, the wage specified in (a), i.e. Part D - General iller attendant spatch packer neral Worker bourer bourer	1309.50 1043.50 1112.00 1202.50 1309.50 1244.00 1285.50 1202.50 1216.50	R 1047:50 882:50 889:50 962:00 1047:50 995:00 1028:50 982:00 972:50	1294.00 1031.00 1099.00 1188.50 1294.00 1229.50 1270.60 1201.00	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 951.00 961.00	1353.00 1077.00 1147.50 1240.50 1353.00 1325.50 1286.00 1325.50 1254.00	1082.50 882.60 918.00 992.50 1082.60 1082.60 1080.50 992.50	1337.00 1084.60 1134.00 1226.00 1337.00 1310.00 1310.00 1220.00	1069.50 872.00 907.00 981.00 1069.60 1018.00 1048.00 981.00
ictory Clerk Qualified Learner First year Second year Third year Third year First four monities of experience Thereafter, the wage specified in (a), i.e. Part D - General Mier attendant epatch packer meral Worker bourer bour whicle driver of a vehicle, t ch vehicle - loses not exceed 1 380 kg	1309.50 1043.50 1112.00 1202.50 1309.50 1244.00 1285.50 1202.50 1216.50	R 1047.50 882.50 962.00 1047.50 995.00 1028.50 962.00 962.00 972.50	1294.00 1031.00 1099.00 1188.50 1294.00 1229.50 1270.60 1188.50 1201.00 ch, togethe	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 951.00 961.00 961.00	1353.00 1077.00 1147.50 1240.50 1353.00 1355.00 1325.50 1240.50 1254.00 1254.00	1082.50 882.60 918.00 992.50 1082.60 1082.60 1080.50 992.50 1003.00 s of any trails	1337.00 1064.60 1134.00 1226.00 1337.00 1310.00 1226.00 1239.00 ar or trailer	1069.50 872.00 907.00 981.00 1069.60 1018.00 981.00 981.00 991.00 s-drawn-by
actory Clerk Clearing Clearing Clearing Clearing First year First year Third year Third year Third year Third year Thereafter, the wage Specified in (a), i.e. Part D - General Plart D - Genera	1309.50 1043.50 1112.00 1202.50 1309.50 1202.50 1244.00 1285.50 1202.50 1216.50 1216.50 1216.50 1218.50 1334.50	R 1047:50 882:50 889:50 962:00 1047:50 995:00 1028:50 982:00 972:50	1294.00 1031.00 1099.00 1188.50 1284.00 1284.00 1270.50 1270.50 1201.00 ch, togethe 1270.50 1319.00	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 951.00 961.00	1353.00 1077.00 1147.50 1240.50 1353.00 1325.50 1286.00 1325.50 1254.00	1082.50 882.60 918.00 992.50 1082.60 1082.60 1080.50 992.50	1337.00 1084.60 1134.00 1226.00 1337.00 1310.00 1310.00 1220.00	1069.50 872.00 907.00 981.00 1069.60 1018.00 1048.00 981.00
Action of Clear Action A	1309.50 1043.50 1112.00 1202.50 1309.50 1202.50 1244.00 1285.50 1216.50 he utiladen 1285.50 1334.50 1520.50	R 1047.50 882.50 889.50 962.00 1047.50 995.00 1028.50 982.00 972.50 mass of whit 1028.60 1067.50 1216.50	1294.00 1031.00 1099.00 1188.50 1294.00 1229.50 1270.60 1270.60 1201.00 ch, togethe 1270.50 1319.00 1502.50	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 951.00 961.00 r with the un 1016.50 1055.00 1202.00	1353.00 1077.00 1147.50 1240.50 1353.00 1353.00 1325.50 1325.50 1325.50 1325.50 1325.50 1375.50 1375.50 1572.00	1082.50 882.6D 918.00 992.50 1082.60 1028.00 1028.00 1050.50 992.50 1003.00 992.50 1003.00 1080.60	1337.00 1064.6D 1134.00 1226.00 1337.00 1337.00 1270.00 1310.00 1226.00 1239.00 ar or trailer 1310.00	1069.50 872.00 907.00 981.00 1069.60 1016.00 1048.00 981.00 981.00 981.00 981.00 981.00 981.00 981.00 981.00
actory Clerk Clearing Clearing Clearing Clearing First year First year Third year Third year Third year Thereafter, the wage Specified in (a), i.e. Part D - General Diler attendant Separtch packer aneral Worker Source to vehicle driver of a vehicle, t tch vehicle - Clearing Clearin	1309.50 1043.50 1112.00 1202.50 1309.50 1202.50 1244.00 1285.50 1202.50 1216.50 1216.50 1216.50 1218.50 1334.50	R 1047.50 882.50 889.50 962.00 1047.50 985.00 1028.50 962.00 972.50 mass of whit 1028.60 1067.50	1294.00 1031.00 1099.00 1188.50 1284.00 1284.00 1270.50 1270.50 1201.00 ch, togethe 1270.50 1319.00	1035.00 872.00 879.00 961.00 1035.00 983.50 1018.50 991.00 981.00 981.00 r with the un 1016.50 1055.00	1353.00 1077.00 1147.50 1240.50 1353.00 1325.50 1325.50 1240.50 1325.50 1325.50 1325.50 1376.50	1082.50 882.60 918.00 992.50 1082.60 1080.60 1080.60 1080.60 1100.50	1337.00 1084.60 1134.00 1226.00 1337.00 1337.00 1310.00 1226.00 1239.00 ar or trailer 1310.00 1359.50	1069.50 872.00 907.00 981.00 1069.60 1046.00 981.00 981.00 991.00 s. drawn by 1048.00 1087.50

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WAGE SCHEDULE	GROU	GROUP A (i.e. amployees on the 0.5% Productivity GROUP B (i.e. Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity incentive Scheme)			
	Agraement EPCMA & calculation of Western	r to "2008" Skle belween SACTWU, The Is besed on 95% Caps Knilling s per week)	Agrees	er in "2008" Side nent bebrech 4 & SÀCTWÚ	Apreement EPCMA 6 calculation of Western	v (o "2008" Side between SACTWU, The la based on 95% Cape Knitting S per week)	Agreement	vier to "2008" Side between EPCMA SACTWLI	
DESCRIPTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per week)	New Ees on incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wago per week from 1 Mar 2021 to 31 Aug 2021 to 31 Aug 31	New Ees of Incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	Wage per wesk from 1 Mar 2021 to 31 Aug 2021 (Based on 42.5hrs per wesk)	New Ees on incentivi sed Scheme Effective 1 March 2021 = 80% (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	Wago per week from 1 Mar 2021 to 31 Aug 2021 (Based 6 ased 42hrs per week)	New Ees on Incentivis d Scham Effective March 2021 = 80% (Whare applicabl the Minimum Wage has been adjusted to comply with the National Minimum Wage)	
-	R	R	R	R	R	R	R	R	
less than 60 hours per week	1386.50	1400 00	1454.44						
60 hours per week	1386.50	1109.00	1370.00	1098.00	1430.00	1144.00	1413.00	1130:50	
A HUDDLAND BIT WEEK	1400.001	1164:00	1438.00	1150,50	1502.50	1202,00	1485.00	1188,0	
SAL smaley are sho simpleyed. Remain the mass movies by vi-		HUZUHZ CAUZ	귀나오.()	0.44.07036	a mily ase	ill hiteseelinin	Cicic Shi	ST. A.D. R.S.	

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

Existing 2019/2020	New 2020/2021
1 September 2019	1 March 2021
R1,39	R1,45
47 cents	49 cents
	1 September 2019 R1,39

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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 cents	20 cents
19(5)		

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;"

 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."

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

WAGE SCHEDUL		A (i.e. employees on the 0.5% tivity incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCU	PATION Wage pe week from 01 Mar 2021 to 3 Aug 202	n Incentivised Scheme 1 Effective 1	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

	<u> </u>	WAGE SCHEDULE	GROUP A Productiv	(i.e. employaes on the 0.5% ity Incentive Scheme)	GROUP B (i.e. employees NOT as the 0.5% Productivity incentive Scheme)		
	a 	ESCRIPTION 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	
(1)		Foreman	3912.00	3129,50	3930.00	3144.00	
	(b)	Supervisor/Quality Conntroller					
<u> </u>		(i) Qualified	1598.50	1279.00	1607.50	1286.00	
		(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	1 279.00	1607.50	1286.00	
		Cloakroom Supervisor/Watchman	1114.50	891.50	1118.00	894.50	
		Mechanic	3670.50	2936.50	3688.00	2950.50	
		Unqualified Mechanic	1367.50	1094.00	1375.50	1100.50	
		Watchman	1114.50	891.50	1118.00	894.50	
••••		Labourer	872.00	872.00	904.50	872.00	
(17)		Boller Attendant tern Grader	957.00	872.00	961.50	872.00	
(11)							
		(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 fifth six months of experience	1279.50	1023.50	1285.00	1028,00	
	╆╾┠╴	sixth six months of experience	1437.00	1149.50	1441.00	1153.00	
	1	Seventh six months of experience	1593.00	1274.50	1600.50	1280.50	
	+	next four months of experience	1752.00	1401.50	1759,50	1407.50	
	╞╌┠╴	Thereafter, the wage specified in (ii)(i) i.e.	1910.50 2072.50	1628.50 1658.00	1917.50 2082.00	1534.00	
(111)	Mar	ker-in					
		() Qualified	1598,50	1279.00	1007 00	4000.00	
	1	(iii) Learners	1090'00	1213.00	1607.60	1286.00	
		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	
	Ħ	third six months of experience	1004.00	872.00	1007.00	872.00	
· · · · · · · · · · · · · · · · · · ·		fourth elx months of experience	1099.50	879.50	1105.00	884.00	
		fifth six months of experience	1202.00	961.50	1206.00	965,00	
	1 1			V41.V4	1200.00	300,00 [
		sixth six months of experience	1298.50	1039.00	1305 00	1044.00	
		sixth six months of experience seventh six months of experience	1298.50 1399.50	1039.00 1119.50	1305.00 1406.50	1044.00 1125.00	

	WAGE SCHEDULE		GROUP A (Producsivil	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (Le. employees NOT on the 0.5% Productivity Incentive Scheme)		
			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 weak 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		
	1 (ii)(i) 1.e.	e wage specified in	1598.50	1279,00	1607.50	1286.0		
(iv)	Shaper & Chopper-ou Interlining and/or trim	t, other than an ming chopper-out						
	(i) Qualified		1281.00	1025.00	1288.50	1D31.00		
	(ii) Learners							
		s of experience	904.50	872.00	904.50	872.0		
		nths of experience	904.50	872.00	904.50	872.0		
		is of experience	936.50	872.00	943.00	872.0		
		ths of experience	1022.50	872.00	1025.00	872.0		
		s of exparience	1107.50	886.00	1114.50	891.50		
		hs of experience	1195.00	956.00	1201.00	961.0		
	(iv)(i) i.e.	wage specified in	1281.00	1025.0D	1288.50	1031.00		
(Ÿ)	Checker, Exeminer an	d/or Passer						
	(i) Qualified		1114.50	891.50	1118.00	894.50		
	(ii) Leamers							
		s of experience	904.50	872.00	904.50	872.00		
		nithe of experience	904.50	872.00	904.50	872.00		
		s of experience	936.50	872.00	943.00	872.00		
	next four mont	hs of experience	1023.00	872.00	1026.00	872.00		
4 41	(V)(I) .e.	wage specified in	1114.50	891.50	1118.00	894.50		
(vi)	(a) Invoice Clerk							
_	(i) Qualified		1598.50	1279.00	1807.50	1286.00		
	(ii) Leamers							
	first six months		1152.00	921.50	1157.50	926.00		
	(vð(a)(i) l.e.	waga specified in	1598.50	1279.00	1607.50	1286.00		
	(b) Despatch Clerk, Fa Stores Clerk	ctory Clerk and/or						
_	(i) Qualified		1171.00	937.00	1176.00	941.00		
	(ii) Leamers							
	first six months		904,50	872.00	904.50	872.00		
		nins of experience	1005.00	872.00	1008.50	872.00		
	Thereafter, the (vi)(b)(i) i.e.	wage specified in	1171.00	937.00	1176.00	941.00		

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	WAGE SCHEDULE		GROUP A (Producilivi	i.e. employees on the 0.6% ty Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	DES	CRIPTION OF OCCUPATION	Wzge 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 Inas 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)	sleev ladies	ng Machinist engaged in setting in es and/or sewing round men's and s' tailored coats and overcoats;					
	1	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	\$29.00	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 (vii)(f) i.e.	1261.50	1009.00	1266.00	1013.00	
(viliî)	mass mass	r of a Motor Vehicle, the unladen of which together with the unladen of any trailer/trailers drawn by vehicle—:					
	(8)	Does not exceed 2 722 kg	1378.50	1103.00	1385,50	1108.50	
	(b)		1603.00	1282.50	1611.00	1289.00	
(ix)	Part-ti	ime Driver of a Motor Vehicle	1256.00	1005.00	1261.50	1009.00	
(X)		ng Machine Operator					
		Qualified	1643.00	1314.50	1652.00	1321.50	
	(1)	Learners					
		first six months of experience	904.50	872.0D	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	1643.00	1314.50	1652.00	1321.50	
(xi)	Mainte	(x)(l) i.e. ensince hand	. 				
F-4		Qualified	943.00	872.00	945.50	070.00	
		Leamers	340.00	0/2.00	940.00	872.00	
		first six months of experience	904.50	872.00	904.50	072.00	
		second six months of experience	804.50	872.00	904.50	872.00 872.00	
		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	

		WAGE SCHEDULE		GROUP A Productiv	(Le. amployees on the 0.5% ly incentive Scheme)	GROUP B (Le. amployees NOT on the 0.5% Productivity Incentive Scheme)		
		DES	CRIPTION 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	943.00	872.00	945.60	872.00	
BLC	EMI ON	FONT	(XI)(I) I.e. AGISTERIAL DISTRICTS OF EIN, KIMBERLEY AND Machinist					
(a)								
			Qualified	1114.50	891.50	1118,00	894.50	
	-	(ii)	Learners					
		-	first six months of experience	904.50	872.00	904.50	872.00	
	<u> </u>	-	second six months of experience	904.50	872.00	904.50	872.00	
	+_	1	third six months of experience	904.50	872.00	904.50	872.00	
			Thereafter, the wage specified in (1)(1) i.e.	1114.50	891.50	1118.0D	894.50	
(l) (b)		rkann Filain n <mark>d Sc</mark>	le Mender, Finisher, Presser, er, Marker-In and/ar Chopper-out gs and trimmings, Former Scriber reen Printer					
· · · <u>-</u>		A 27.	Qualified	1114.50	891.50	1118.00	894.50	
	+	(0)	Leemers					
		 	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	
-	1-		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	
	+	ł	next four months of experience Thereafter, the wage specified in	1054.50	872.00	1057.50	872.00	
			()(i) f.e.	1114,50	891.50	1118.00	894.50	
	Se	t Lea	der and/or Team Leader	1183.60	947.00	1188.00	950.50	
(il)	Ge	iners'	Worker/Pleater		V71,14V	100.00	200.00	
		(1) (Qualified	904.50	872.00	904.50	872.00	
		(1)	Learners		072.00	004.00	012.00	
			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 (II)() i.e.	904.50	872.00	904.50	872.00	
(111)	De		ch Packer and Layer-up					
	\square		luzified	904.50	872.00	904.50	872.00	
		{ II)	eamers					
			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 Productiv	(1.e. employees on the 0.5% ly 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	904.50	872.00	904.50	872.00	
(iv)	PI	ain Sewar					
()	+	(i) Qualified	909.00	872.00	MA PA	810 A4	
	+	(ii) Learners	203.00	0/2.00	914.60	872.00	
		first six months of experience	904.50	872.00	904.50	872.00	
	+	Thereafter, the wage spacified in	909.00	872.00	904.50	872.00	
		(iv)(i) i.e.			314-00	972.00	
(v) C. 1		ample Machinist IE MAGISTERIAL DISTRICTS OF	1266.00	1013.00	1273.00	1018.50	
FRA	NKF	ORT, PARYS AND VREDEFORT					
(i) (a)	36	wing Machinist					
		(i) Qualified:	1070.50	872.00	1074.00	872.00	
		(ii) Leamers:					
		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	
	1	third six months of experience	904.50	872.00	904.50	872.00	
		Thereafter, the wage specified in (i)(e)(i) i.e.	1070.50	872.00	1074.00	872.00	
(i) (b)	of	visible Mender, Finleher, Presser, Immer, Marker-In and/or Chopper-out linings and trimmings, Former Scriber Id Screen Printer:					
		(i) Qualified:	1070.50	872.00	1074.00	872.00	
		(ii) Learners:		1			
	1	first six months of experience	904.50	872.00	904.50	872.00	
	1 1						
	╉╍┥	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	
		third six months of experience fourth six months of experience	904.50 905,50	872.00 872.00	904.50 907.50	872.00 872.00	
		third six months of experience fourth six months of experience fifth six months of experience	904.50 905,50 956.00	872.00 872.00 872.00	904.50 907.50 960.50	872.00 872.00 872.00	
		third six months of experience fourth six months of experience flith six months of experience Next four months of experience	904.50 905,50 956.00 1013.00	872.00 872.00 872.00 872.00 872.00	904.50 907.50 960.50 1016.00	872.00 872.00 872.00 872.00 872.00	
		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (0(b)(0 i.e.	904.50 905,50 956.00	872.00 872.00 872.00	904.50 907.50 960.50	872.00 872.00 872.00	
		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (i)(b)(i) i.e. t Leader and/or Team Leader	904.50 905,50 956.00 1013.00	872.00 872.00 872.00 872.00 872.00 872.00	904.50 907.50 960.50 1016.00 1074.00	872.00 872.00 872.00 872.00 872.00 872.00	
(ii)		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (0)(b)() i.e. t Leader and/or Team Leader meral Worker/Pleater	904.50 905,50 956.00 1013.00 1070.50	872.00 872.00 872.00 872.00 872.00	904.50 907.50 960.50 1016.00	872.00 872.00 872.00 872.00 872.00	
(11)		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (i)(b)(i) i.e. t Leader and/or Team Leader meral Worker/Pleater (i) Qualified	904.50 905,50 956.00 1013.00 1070.50	872.00 872.00 872.00 872.00 872.00 872.00	904.50 907.50 960.50 1016.00 1074.00	872.00 872.00 872.00 872.00 872.00 872.00 913.50	
(11)		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (i)(b)(i) i.e. t Leader and/or Team Leader meral Worker/Pleater (i) Qualified (ii) Leamers	904.50 905.50 956.00 1013.00 1070.50 1137.50	872.00 872.00 872.00 872.00 872.00 872.00 910.00	904.50 907.50 960.50 1016.00 1074.00 1142.00	872.00 872.00 872.00 872.00 872.00 872.00	
(il)		third six months of experience fourth six months of experience fifth six months of experience Next four months of experience Thereafter, the wage specified in (i)(b)(i) i.e. t Leader and/or Team Leader meral Worker/Pleater (i) Qualified	904.50 905.50 956.00 1013.00 1070.50 1137.50	872.00 872.00 872.00 872.00 872.00 872.00 910.00	904.50 907.50 960.50 1016.00 1074.00 1142.00	872.00 872.00 872.00 872.00 872.00 872.00 913.50	

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		WAGE SCHEDULE	GROUP A Productiv	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 fromNew Ees on incentivised01 Mar 2021 to 31Scheme Effective 1Aug 2021March 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has 		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	
(ili)	D	espatch Packer					
		(i) Qualified	904.50	872.00	904.50	872.00	
		(ii) Leamers		07.5.100		072.00	
		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	
(lv)	La	yer-Up					
	Ļ	(i) Qualified	904.60	872.00	904.50	872.00	
	<u> </u>	(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	
44		Thereafter, the wage spacified in (iii)(i) i.e.	904.50	872.00	904.50	872.00	
(V)	[-"	(i) Qualified					
		(ii) Leamers	904.50	872.00	904.50	872.00	
		first six months of experience					
	┝╌┤	Thereafter, the wage specified in	904.50	872.00	904.50	872.00	
(vi)	60	(iv)(i) i.e. mple Machinist	904.50	872.00	904.50	872.00	
			1215.50	972.50	1219.00	975.00	
		n Diovers Michael played start, on 2017 Ment Filosofe die Weekn Weg voor die	GI2 New Entry Se antiboyees (Va për Dëpersat soom 27 ind Aprend Margade	er av under ander Breger in Grand Aus Aller in Grand Aus	Cinto affect of deaths Boards :	

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

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- *(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:

d,

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:

""<u>Complying employer</u>" 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."

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

WAGE SCHEDULE	Group A 9.e Emplo Productivity I	Group A & Employers contributing to the Productivity Incentive Scheme)		yers NOT contributing ly incentive Scheme)
Description of Occupation	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Schema 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 Emplo Productivity i	yare contributing to the Incentive Scheme)	Group II (Le 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 Nationaj Minimum Wage)	Wage per week from D1 Mar 2021 to 31 Aug 2021	New Employees on incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plue incentive has been adjusted to comply with the National Minimum Wage)	
			R	R	R 1436.75 948.40 1049.00 1149.60 1436.75 1248.80	R	
GR	CADE (a)		4400.45	44444			
	(a) (b)	Qualified	1430.15	1144.10	1436.75	1149.40	
	(~)	Learner	943.95				
		7 - 12 months	1044.20	882.30		882.30	
		13 - 18 months **	1144.25	882.30 915.40		882.30	
		Thereafter, the qualifying wage	1430.15	1144.10	1149.60	919,70	
		applies	1400,10	1144.10	1436.75	1149.40	
GR	ADE	2					
	(a)	Qualified	1242.90	994.30	1248,80	999.05	
	(b)	Leamer					
		0-6 months	938.90	882.30	943.25	882.30	
		Thereafter, the qualifying wage applies	1242.90	994.30	1248.80	999.05	
GR	ADE	A				000.00	
	(8)	Qualified	1273.55	1018.85	1279.30	1023.45	
	(b)	Learner					
\square		0 - 6 months	989.20	882.30	993.90	882.30	
		Thereafter, the qualifying wage applies	1273,55	1018.85	1279.30	1023.45	
HE/	AD C	UTTER	2281.70	1825.35	2292.15	1833.70	
AS:	SIST/	INT HEAD CUTTER	1825.20	1460.15	1833.55	1466.85	
		TRIMMER					
		Qualified	1433.60	1146,90	1440.30	1152.25	
	(b)	Leamer					
\rightarrow		0-6 months	899.20	882.30	903.45	882.30	
\rightarrow		7 - 12 months	1004.75	882.30	1009.15	882.30	
+		13 - 18 months	1105.95	884.75	1111.15	886.90	
_		19 - 22 months	1226.25	981.00	1231.75	985.40	
		Thereafter, the qualifying wage applies	1433.60	1148.90	1440.30	1152.25	
BAI	ND K	NIFE CUTTER					

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		WAGE SCHEDULE	Group A (Le Empio Productivity I	Group A (Le 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 plue 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						
L	1	0 - 6 months	1006.05	882.30	1010.60	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	1068.15	1341.30	1073.05		
		Thereafter, the qualifying wage applies	1508,75	1207.00	1515.65	1212.50		
N)	ECHA	NIC						
	(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	1348.30	1690.80	1352.65		
		25 - 30 months	1887.45	1509.95	1896,30	1517.05		
		31 - 36 months	2075.60	1660.50	2085.15	1668.10		
		37 - 40 months	2260.55	1808.45	2271.10	1816.90		
		Thereafter, the qualifying wage applies	2452.05	1961,65	D400 00	4070.05		
CI	ERK '				2463.30	1970.65		
	(a)	Qualified	1532.60	1226.10	1539.75	1004 00		
	(b)	Learner	-		1008.70	1231.80		
		0 - 6 months	1042.05	882.30	1046.85	882.30		
		7 - 12 months	1176.60	941.30	1182.00	945.60		
		13 - 18 months	1287.20	1029.75	1293.05	1034.45		
		Thereafter, the qualifying wage applies	1532.60	1226.10	1539.75	1231.80		
WV/	ATCH		1284.55	1027.65	1290.45	1032.35		
	IVER		1208.55	965.25	1212.15	969.70		
	IVER		1318.40	1054.70	1324.50	1059.60		

 $|\mathbf{r}|$

WAGE SCHEDULE	Group A (La Emplo Productivity i	yers contributing to the ncantive 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 Åug 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	1406.20	1765,95	1412.75	
DRIVER 4 FOREPERSON * Provided a registered productivity incentive sc ** Provided that a sewing machinist (grade 1) sho NB:: All employers who employed staff on 201	1757.75 heme is in place. auld be paid the qua	1408.20	1765.95	14 exparience.	

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

Board

"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."

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

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		WAGE SCHEDULE	Group A (I.e to the Product	Group A (I.e Employers contributing to the Productivity Incentive Scheme)		3 (I.e Employers NOT ig to the Productivity nilve Scheme)
ang da ana ang ang ang ang ang ang ang ang an	DESCRIPTION OF OCCUPATION		DN OF OCCUPATION Wage rate per week from 01 New Employees or incentivised Mar 2021 Scheme to 31 Aug 2021 Effective 1 2021 March 2021 = 80% (Where applicable the Minimum Wag 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
0	For	eman:	2684.65	2147.85	2697.00	2157.60
m	Dye	r; (See (iv) below)		*141.40	T081-00	2101.00
(11)	Stor	eman:			·	
	()	Qualified:	2684.05	2067.25	2595.85	2076.75
	(11)	Leamers;				2070.70
		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.	2584.05	2067.25	2596.95	2076.75
(iv)	Mec	hanic/Dyer:				
	(i)	Qualified:	2684.55	2147.65	2697.00	2157.60
	(ii)	Learners:				
		first six months of experience	933.65	882.30	937.95	882.30
	1	second six months of experience	1108.35	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	1157.10	1465,50	1172,49
		fifth six months of experience	1634.10	1307,30	1641.85	1313.50
		sixth six months of experience	1808.65	1446.90	1817.00	1453.60
		seventh six months of experience	1984.25	1587.40	1993.45	1594.75
		eighth aix months of experience	2159.30	1727.45	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:					
	(1)	Qualified:	1758.55	1408.85	1766.75	1413.40
	(11)	Learners:			t	
		first six months of experience	933.55	882.30	937.95	882.30
		second six months of experience	1015.25	882.30	1019,96	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	848.75

"(b)

		WAGE SCHEDULE	Group A (i.e to the Product	Employers contributing with incentive Scheme)	contributin	3 (Le Employers NOT ng lo the Productivity Intive Scheme)
	DI	ESCRIPTION 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 por 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
		next four months of experience	1593.35 1676.05	1274.70	1690.70	1280.55
	1	Thereafter, the wage specified in (v)(i)	1758.55	1340.85	1663.65	1346.90
		l.e.	1.00.00	1400.00	316675	1413,40
)		ervisor:	1859.00	1487.20	1867.60	1494.10
li)	Fina	Examiner of fully-fashioned garments:	1726.35	1381.10	1734.30	1387.45
li)		ory Clark, Despatch Clark, Stores Clark:				
	(1)	Learners:	1690.35	1352.30	1698.25	1358.60
	1.00	first six months of experience	933.56	682,30	937.95	200.00
	1	second six months of experience	1122.55	895.05	1127.85	882.30 902.30
	<u> </u>	third six months of experience	1311.85	1049.50	1318.05	1054.45
		next four months of experience	1501.30	1201.05	1508.25	1208.60
		Thereafter, the wage specified in (viii)(i) i.e.	1690,35	1352.30	1698.25	1358.60
×)	Shap	tine Operator, Dyer's Assistant, uring Mass-Measurer and/or Cutter or ef (Knitting) of fully-fashioned garments, yman and Warper:				
	()	Qualified:	1690.35	1352.30	1688.25	1358.60
	(8)	Learners:				
		first six months of experience second six months of experience	933.55	882.30	937.95	882.30
		third six months of experience	1059.30	882.30	1064.40	882,30
		fourth six months of experience	1185.30	948.25	1190.85	852.70
		Thith six months of experience	1311.85	1049.50	1318.15	1054.50
					1444.50	1155.60
		next four months of experience	1584,40	1261.50	1571.05	1155.60 1257.30 32 of 81

		WAGE SCHEDULE	Group A (i.e to the Product	Group A (Le Employers contributing to the Productivity Incentive Scheme)		Group B (Le Employers NOT contributing to the Productivity Incentive Scheme)		
	DE	SCRIPTION 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)	Ove seco	ler of magazine or comb, Linker, rlocker other than an overlocker of onds in socks, Sewing Machinist ting) including a botton, bittonhole and ming machinist, Mender and Flain Sewer:						
	(1)	Qualified:	1474.95	1179.95	1481.90	1185:50		
	(ii)	Leamers:						
		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	1203.80	963.05	1209.40	967.50		
		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		
(xl)	of w	er of a Motor Vehicle, the unladen mass hich, together with the unladen mass of relier 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	1338.06		
		(c) exceeds 2 721 kg but not 4 535 kg	1772.85	1418.30	1781.00	1424.80		
1.15		(d) exceeds 4 535 kg	1923.85	1539,10	1932.65	1546.10		
(Xii)		rity Officer:	2153.50	1722.80	2163.60	1730.80		
(Xili)	-	hman:	1861.95	1329.65	1669,60	1335.70		
(XIV)	Employee not elsewhere specified:							
	(1)	Qualified:	1730.30	1384.25	1738.15	1390.50		
	(1)	Learners: first six months of experience	000 54		4070.07			
			933.55	882.30	937.95	882.30		
	<u>+</u> :	second six months of experience	1132.30	805.85	1137.76	910.20		
	ļ	third six months of experience	1332.20	1065.75	1338.25	1070.60		
		next four months of experience thereafter, the wage specified in (xiv)(i)	1531.06	1224.85	1538.15	1230.50		
						1390.50		

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		WAGE SCHEDULE	Group A (i.e to the Producti	Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (Le Employers NDT contributing to the Productivity incentive Scheme)	
	DI	ESCRIPTION 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 Mialmum 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)	an d and emp sam sec fabr Drav For of crop Crop mac and three Wax Desp	mar, Mander of socks, Sorter, Cleaner (i.e. employee engaged in cleaning garments for fabrics), Grader, Sampler (i.e. an loyee engaged in the making up of pple cards), Winder, Overlocker for onde in socks and/or Examiner of knitted ics and articles, Backwinder, withraater, Pre- and Post-Boarder or mar, Precutter, Presser, Turner, Operator calendar, slitting, setting or steaming the, Operator of brushing, raising and/or oping machine, Operator of dye machine, rator of drying and/or hydro-extracting hine, employee engaged in Transferring for Labelling, Carding and/or Packing, ring Maker, Boiler Attendant, Greeter, patch Packer, Parcel Maker and Floor ken/Runner.					
	0	Qualified:	1212.55	\$70.05	1010 40		
		Learners:	1474,00	5(V.U0	1218.15	974.50	
	<u> </u>	first six months of experience	933.55	882.30	937,95	682.30	
		second six months of experience	1026.25	882.30	1031.05	882,30	
		third six months of experience	1120.10	898,10	1125.15	900.10	
		Thereafter, the wage specified in (xv) (i) i.e.	1212.55	970.05	1218.15	974.50	
xvi)	Trav and/	eller's Assistant, Cloakroom Supervisor or Attendant, Teamaker	1212.55	970.05	1218.15	974.50	
(xvii)	Gen	eral Worker (Knitting)	1408.60	1128.80	1418.10	1132.10	
	n chine a	ployers who employed staff on 2011/2012 N Increase the Weekly Wage to: those employ	E891-141-6-1-01	i Dispensation, musi sed Wage Increase o		Some Borging a	

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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."
- 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	

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

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

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"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 proceeding 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."

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

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	WAGE SCHEDULE	GROUP A (0,5% Productivi	1.e. employees on the ity Incentive Scheme)	GROUP B (i.e. employees NC on the 0.5% Productivity incentive Scheme)		
	DESCRIPTION OF OCCUPATION	Wage par 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 plue Incentive has been adjusted to comply with the National Minimum Wage)	
(A)	Dattern Biston and in the day	R	R	R	R	
(11)	Pattern Maker and/or Grader: (i) Qualified:					
 	(i) Leamers:	2572.50	2058.00	2584.30	2067.40	
├ ───	first six months of experience					
	second six months of experience	926.60	830.40	930.50	830.40	
<u> </u>	third six months of experience	1199.00	959.20	1204.70	963.80	
	tourth six months of experience	1475.70	1180.60	1482.50	1186.00	
<u> </u>	fifth six months of experience	1727.20	1381.80	1735.20	1388,20	
	next four months of experience	2027.10	1621.70	2036.80	1629.40	
	Thereafter, the wage specified in (A)(I) i.e.	2302.30	1841,80	2313.00	1850.40	
(B)	Marker-In:	2572.50	2058.00	2584.30	2067.40	
(0)	(i) Qualified:					
<u> </u>		2135.70	1708.60	2146.00	1716.80	
	(ii) Learners:					
	first six months of experience	926.60	830.40	930.50	830.40	
	second six months of experience	1126.20	901.00	1131.70	905.40	
<u> </u>	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	1305.80	1740.70	1392.60	
	next four months of experience	1934.70	1547.80	1943.40	1654.70	
(1)	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	1316.90	1053.50	
	I I IIII'' SIX MORINE OF AVRAGIONAL	1440.20	1152.20	1446.90	1157.50	
	sixth six months of experience	1567.60	1254.10	1575.10	1260,10	
	sixth six months of experience seventh six months of experience	1697.60	1358.10	1575.10 1705.50	1260.10 1364.40	
	sixth six months of experience seventh six months of experience eighth six months of experience	1697.60 1825.80	1358.10 1460.60	1575.10		
	sixth six months of experience seventh six months of experience	1697.60	1358.10	1575.10 1705.50	1364.40	

	WAGE SCHEDULE	GROUP A (0.5% Productivi	i.e. amployeas on the ly Incentive Scheme)	on the 0.5%	(i.e. antployees NOT Productivity Incentive Schame)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Schems Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive Iss been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Ees on incentivised Schame 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:				
	lirst six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1080.20	864.20	1085.60	868.50
	third six months of experience	1236.60	989.30	1242,30	993.80
	next four months of experience Thereafter, the wage specified In (D)(i) i.e.	1393.90	1115.10	1400.30	1120.20
*(E1)	Sample Machinist:	1547.00 1538.30	1237.60	1554.60 1545.50	1243.70
(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	1032.60	830.40
	fining six months of experience	1129.10	903.30	1134.70	907.80
(E)(b)	Thereafter, the wage specified in (E)(i) i.e. Finisher, invisible Mender Embroiderer.	1337.30	1069.80	1343.60	1074.90
(6)	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 Guring Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	1337.30	1069.80	1343.60	1074.90
	(II) Learners:				
	Tirst six months of experience	926.60	830.40	930.50	830.40
	second six months of experience	1027.70	630.40	1032.50	830.40
	third six months of experience	1129.10	903.30	1134.70	907.80
	next four months of experience	1236.90	989.50	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	0.5% Productivi	(Le. employees on the By Incentive Scheme)	on the 0.5%	(i.e. employees NO 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 = 30% (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 explicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
15.41	-		R	R	R	R
(F1)	wac	hinist promoted to Assistant Supervisor:				
		(I) Qualified:	1589.10	1271.30	1596.70	1277.40
		ii) Learners:	1			
		first six months of experience	1337.30	1069.80	1343.60	1074.90
		second six months of experience	1424.30	1139.40	1430.70	1144.60
		third six months of experience.	1508.00	1206.40	1515.20	1212.20
	ΓΓ	Thereafter, the wage specified in (F1)(i)	1589.10	1271.30	1596,70	1277.40
F)	i.e 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
	T	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)	Dthe			1		
(G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/	r Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, war, aprons, overalls and blouces without embroidery, tucks and handmade pleats; nine belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployee engaged on the Trubenizing of ra and/or Clicker and Shaper by template; eral worker; Applique Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:				
G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/	er Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, vear, aprons, overalls and blouses without embroidery, tucks and handmade pleats; nine belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployee engaged on the Trubenizing of ra and/or Clicker and Shaper by template; real worker; Appilque Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:	1109.50	887.60	1114.50	891 60
G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/ Emb	er Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, wear, aprons, overalls and blouses without embroidery, tucks and handmade pleats; inne belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployée engaged on the Trubanizing of rs and/or Clicker and Shaper by template; eral worker; Applique Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:	1109.50	887.60	1114.50	891.60
G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/ Emb	r Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, wear, aprons, overalls and blouses without embroidery, tucks and handmade pleats; inne belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployée engaged on the Trubankzing of rs and/or Clicker and Shaper by template; eral worker; Applique Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:	1109.50	887.60	1114.50	
G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/ Emb	r Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, wear, aprons, overalls and blouses without embroidery, tucks and handmade pleats; inne belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployée engaged on the Trubankzing of rs and/or Clicker and Shaper by template; eral worker; Applique Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:				830.40
G)	Undi and knitv lace, Maci Laye cove an e colla Gene and/ Emb	r Pressers, not provided for elsewhere; erpresser; Presser of shirts, ties, pyjamas other nightwear, hats, caps, underwear, wear, aprons, overalls and blouses without embroidery, tucks and handmade pleats; inne belt-fixer; Maintenance Assistance; r-up; Plain Sewer; Operator of a button ring, zip tacking and/or pleating machine; mployée engaged on the Trubankzing of rs and/or Clicker and Shaper by template; eral worker; Applique Cutter; Tracer or Marker and/or Framer; Pleater and roldery Machine Minder:	926.60	830.40	930.50	891.60 830.40 830.40 830.40 830.40

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	WAGE SCHEDULE	GROUP A (0.5% Productive	i.s. employees on the ly 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 Jus 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 = B0% (Where applicable the Minimium 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
NB): A affect c the Bo	Sample Machinist. Any employee when called upon so employed be paid the wage of a sample machini provision of clause 4 (2) (a) of this Agreement II.employers who employed staff on 2011/2012 Ne of this agreement. Increase the Weekly Wege for these	st: Provided th	at such wage sh	all not be sui	bject to the

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

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Wage Category	GROUP A (I.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. snipkoyees NOT on the 0.5% Productivity Incentive Scheme)			
	Waga 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)	Wags 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 weak 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 10 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		
<u>A</u>	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	1715.80		
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	1,089.80	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	1,531.80	1922.80	68.60	1538.20		
H3	4006.40	142.90	3,205,10	4024.70	143.60	3219.80		
H4	1232.80	44.00	986.20	1238.70	44.20	991.00		
H5	1424.50	50.80	1,139.60	1431.20	51.10	1145.00		
HB	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		

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

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	WAGE SCHEDULE	GROUP A (LA Productivity	. employees on the 0,5% Incentive Scheme)	GROUP B (Le. shiployass 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 Inas 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)	Supervisor:	R	R	R	R	
(a)	oupervisior;	2158.90	1727.10	2164.00	1731.20	
(b)	Milliner (Upgrade to Trimmer):	_				
	(i) Qualified	4740.00				
	(ii) Learners:	1712,30	1389.80	1716.90	1373.50	
	first six months of experience	1213.20				
	second six months of experience	1326.60	970.60	1216.10	.972.90	
	third six months of experience	1456.60	1061.30	1329.60	1063.70	
	next four months of experience	1615.20	1165.30	1459.90	1167.90	
	Thereafter, the wage specified in (b)(i) 1712.30	1292.20	1619.10	1295.30	
	Le.	1 12.30	1369.80	1716.90	1373.50	
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):					
	(I) Qualified:	1440.80	1152.60	1444.20	1455 10	
	(li) Learners:		1102.00	U	1155.40	
	first six months of experience	1194.20	955.40	1197.10	957.70	
	second six months of experience	1232.90	986.30	1235.70	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:	1				
_	(i) Qualified:	1333.50	1066.80	1336.20	1069.00	
_	(II) Learners:	1		1000.20	1008.00	
	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. Productivity I	employees on the 0.5% norming 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 weck from 01 Mar 2021 to 31 Aug 2021	New Ees on Incentivised Schame 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	1187.60	950.10	1190.40	952.30	
••••••	Thereafter, the wage specified in (d)(i)	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	921.60	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)	1136.60	909,30	1139.10	911.30	
(f)	Boller Attendant & Watchman:	1243.10	994.50	1246.30	997.00	
effect	All employers who employed staff on 2011 t of Inte agreement, impress the Wesky Wage card	ar these simploy	les by the spreed	etterrimise, ve Wege ingreese	h the coming imo at 3.7% Across	

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

e

Existing 2019/2020	New 2020/2021	
31 August 2018	31 August 2019	
31 August 2020	31 August 2021	
1 September 2019	1 September 2020	
21 cents	22 cents	
	31 August 2018 31 August 2020 1 September 2019	

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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:

""<u>Complying employer</u>" 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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 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."

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

4

	WAGE SCHEDULE	GROUP A (0.5% Productivit	i.e. employees on the ly 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 adjueted to comply with the National Minimum Wage)	Wage per weak 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	
(#)	Dyer: (See (iv) below)					
(111)	Storeman:					
	(i) Qualified:	2568.50	2054.80	2580.60	2064.50	
	(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	1756.10	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	2580.60	2064.50	
(iv)	Mochanic/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 (.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT 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 Inae been adjusted to comply with the National Minimum Wage)	W2ge 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 Incentive Incentive Incentive Incentive Incentive Incentive Incentive Incentive Minimum Wage)
	_		R	R	R	R
ļ		second six months of experience	1101.40	882.30	1106.40	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	1806.10	1444.90
	-	seventh six months of experience	1971.90	1577.50	1981.20	1585.00
	-	eighth six months of experience	2146.10	1716.90	2156.10	1724.90
	-	ninth six months of experience	2319.80	1855.80	2330.50	1864.40
		next four months of experience	2494.80	1995.80	2506.40	2005.10
4>		Thereafter, the wage specified in (iv)(i) i.e.	2668.40	2134.70	2681.00	2144.80
(v)		chanic's Assistant:				
		(i) Quellfled:	1747.40	1397.90	1755.40	1404.30
	+-+	(ii) Leamers:		_		
	┼╾┼	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	1096.60	882.30
	+	fourth six months of experience	1173.00	938,40	1178.20	942.60
		fifth six months of experience	1255.50	1004,40	1261.20	1009.00
	+	sixth six months of experience	1337.70	1070.20	1344.00	1075.20
	┨╴┥	seventh six months of experience	1419.30	1135,40	1428.10	1140.90
		eighth six months of experience	1502.00	1201.60	1508.40	1206.70
	╈╾╍╋	ninth six months of experience	1583.40	1266.70	1590.60	1272.50
	-	next four months of experience	1665.90	1332.70	1673.30	1338.60
(a.1)		Thereafter, the wage specified in (v)(i) i.e.	1747.40	1397.90	1755.40	1404.30
(V!)		ervisor;	1847.60	1478.10	1856.20	1485.00
(vil) (vili)	1 5 101	al Examiner of fully-fashioned garments:	1715.40	1372.30	1723.60	1378.90
(viii)	FRC	tory Clerk, Despatch Clerk, Stores Clerk:		1-		
		(I) Qualified	1679.70	1343.80	1687.70	1350,20
	╆╍╾┝	(ii) Learners:				
	\vdash	first six months of experience	927.30	882.30	931.70	882.30
		second six months of experience	1115.20	892.20	1120.50	896.40
		third six months of experience	1303.40	1042.70	1309.30	1047.40
		next four months of experience	1491.80	1193.40	1499.00	1199.20
		Thereafter, the wage specified in (vili)(i) i.e.	1679.70	1343.80	1687.70	1350.20

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	WAGE SCHEDULE	GROUP A 0.5% Productiv	GROUP A (I.e. employees on the 0.5% Productivity Incentive Scheme)		.e. employees NOT on ductivity incentive cheme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Mar.2021 to 31 Aug 2021	New Ess 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 ori Incentivised Scheine 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- fashloned garments, Handyman and Warper:				
	(i) Qualified:	1679.70	1343.60	1687.70	1350.20
	(il) Learners:				
L	first six months of experience	927.30	882.30	931.70	882.30
<u> </u>	second six months of experience	1052.50	882.30	1056,90	882.30
	third six months of experience	1177.80	942.10	1182.90	946.30
	fourth six months of experience	1303.40	1042,70	1309.30	1047.40
	fifth six months of experience	1428.60	1142.90	1435.60	1148.50
	Thereafter, the wage specified in (ix)(i) i.e.	1554.50 1679.70	1243.60	1561.40	1249.10
(x)(a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:	10/0/10	1343.80	1687.70	1350,20
	(i) Qualified:	1465.70	1172.60	1472.40	1177.90
	(ii) Learners:				
	first six months of experience	927.30	882.30	931.70	862.30
	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
	hext four months of experience Thereafter, the wage specified in (x)(i) i.e.	1331.10	1064.90	1337.30	1069.60
(x)(b)	Sewing Machinist including a button, buttonhole and hemming machinist:	1465.70	1172.60	1472.40	1177.90
	(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
	Lining six months of experience	1196.00	956.80	1201.70	961.40
(xi)	Thereafter, the wage specified in (x)(i) i.e. Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle:	1465.70	1172.60	1472.40	1177.90
	(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

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	WAGE SCHEDULE	GROUP A (0.5% Productivi	l.e. employees on the ty incentive Scheme)	the 0.5% Pro	e, employees NOT on ductivity incentive heme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Mar 2021 to 31 Aug 2021	Naw Ees on Incentivised Scheme Effectivs 1 March 2021 == 80% (Where spplicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Mar 2021 10 31 Aug 2021	New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive liss lucen 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
(Xfi)	Security Officer:	2140.40	1712.30	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 third six months of experience	1124.80	899.80	1130.20	904.20
	next four months of experience	1323.30 1521.20	1058.60	1329.60	1063.70
	Thereafter, the wage specified in (xiv)(i) i.e.	1521.20	1217.00 1375.50	1528.20 1727.30	1222.60 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, Overlecker 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 dys 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, Boller Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	1399.50	1119.60	1406.00	1124.80
(xvi) (xvii)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-86-1987: All employees classified in (xv) and who were employed after 30-06-1987, other then general	1204.70	963.80	1210.30	968.20
	worker, travelier's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(I) Qualified:	1204.70	963.80	1210.30	968.20



New Ees on Incentivised Scheme	Wage per week from	New Ees on
Effective 1 March 2021 = 80% (Where pplicable the Minlinum Age Payable tus Incentive Inas been adjusted to comply with the National Minimum Wage)	01 Mar 2021 to 31 Aug 2021	Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive fus been adjusted to comply with the National Minimum Wage)
R	R	R
882,30	931.70	882.30
882.30	1024.10	882.30
		894.20
983.80	1210.30	968.20
	890.20 963.80	890.20 1117.70

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:

**

Existing 2019/2020	New 2020/2021
R3,04	R3,15
R3,27	R3,39
	R3,04

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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
0(2)(b)	R8,26	R8,57
0(5)	21 cents	22 cents
1(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))

- 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 50 of 81 .

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."

 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)		(i.a. employees NOT on stivity 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 epplicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Rent A Contribution D	R	R	R	R
Head	Part A - Gutting Department				
Cutter		2700.00	2160.00	2710.50	2168.50
Pattern N	laker.				
(a)	Qualified	2700.00	2160.00	2710.50	0.000.000
(b)	Leamer		2100.00	<u>~~(10.00</u>	2168.50
_	First year				
	First six months of experience	1512.00	1209.50	1517.50	4044.00
	Second str months of experience	1670.00	1336.00		
	Second year		1000.00	1675.50	1340.50
	First six months of experience	1626.50	1461.00	1835.00	1468.00

	WAGE SCHEDULE		GROUP A 0.5% Product	(I.e. employees on the vity 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 = 30% (Where epplicable the Minimum Wage Payable plus incentive has been adjusted to comply with this National Minimum Wage)	
┣	- <u> </u>		R	R	R	R	
 		Second six months of experience	1994.00	1595.00	2004.00	1503.00	
ļ	<u> </u>	Third year					
L_		First six months of experience	2175.50	1740.50	2184.50	1747.50	
<u> </u>		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	
Pa		Grader					
	(a)	Qualified	2177.50	1742,00	2186.00	1749.00	
	(b)	Leamer					
_	<u> </u>	First year					
		First six months of experience	1421.00	1137.00	1429.50	1143.50	
	<u> </u>	Second six months of experience	1512.00	1209.50	1517.50	1214.00	
		Second year					
		First six months of experience	1600.50	1280.50	1810.50	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	
	L.	Thereafter, the wage specified in (a), i.e.	2177.50	1742.00	2186.D0	1749.00	
Cu	itter, la	y-maker:				11-14/40	
	(a)	Qualified	2101.00	1681.00	2108.00	1686.50	
	(b)	Learner		1001100	2100.00	1000.00	
		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		1120.00	1410.00	1120.00	
		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	1070.00	10-10.00	1005.00	1340,00	
		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	
Inte	alining	cutter, trimmer, leather cutter and tie cutter	-101.00	100100	2100.00	1000.00	
	(a)	Qualified	1513.50	1211.00	1520.00	1216.00	
	(b)	Leamer	101000	1211.00	1920.00	(210.00	
		First year					
		First six months of experience	1136.50	909.00	1140.00	010.00	
		Second six months of experience	1205.00	964.00	1209.00	912.00	
		Second year	1200.00	504.00	1403,00	967.00	
	_	First six months of experience	1267.00	1013.50	1273.50	X040.00	
		Second six months of experience	1334.60	1013.50	1342.00	1019.00	
		Third year	1004.00	1007.00	1042.00	1073.50	
		First four months of experience	1400.50	1120.50	1400.00	4407.00	
-		Thereafter, the wage specified in (a), i.e.	1513.50		1406.00	1125.00	
\neg	(c)	If advanced to learner cutter:	1010.00	1211.00	1520.00	1216.00	
				1			

WAGE SCHEDULE		GROUP A	(i.e. employees on the ay incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wago par 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 Soheme 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	1686.50
Layer-up					
(8)	Qualified	1305.00	1044.00	1310.00	1048.00
(b)	Leamer				
	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	1700,00	000.00	(1-10.00	
	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
(6)	If advanced to learner cutter:	1305.00	1044.00	1310.00	1040.00
(0)		1005.00	1011.00	4040.00	1048.00
	First six months from date of advancement	1305.00	1044.00	1310.00	
	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	1837.50	1470.00	1847.00	1477.50
	advancement	1001.00	1410,00	10.11.00	1771-9,200
	Thereafter, the wage specified for a qualified cutter, i.e.	2101.00	1681.00	2108.00	1686.50
(d)	If advanced to learner Intertining cutter, learner	ar frimmer: learn	ar leather cutter or l	erner tie culter.	
	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 lie cutter, i.e.	1513.50	1211.00	1520.00	1216.00
(8)	If advanced to fitter-up:	l			
	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	1336.00	1675.50	1340,50
Clicker:					
(a)	Qualified	1561.00	1249.00	1568.50	1255.00
(b)	Learner				
- 1.2	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		1568.50	1255.00

WAGE SCHEDULE		GROUP A 0.5% Product	(Le: employees on the vity Incentive Scheme)	GROUP B (Le. 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 Employee 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	
<u> </u>		R	R	R	R R	
Tracer;					<u> </u>	
(8)	Qualified	1465.00	1172.00	1470,50	43700 100	
(b)	Leamer	1100100	1122.00	144 0.00	1176.50	
	First year					
	First six months of experience	1170.50	000 25	11111		
	Second six months of experience		936.50	1176.00	941.00	
	Second year	1253.00	1002.50	1258.50	1007.00	
	First six months of experience					
	Thereafter, the wage specified in (g), i.e.	1326.00	1061.00	1331.00	1085.00	
	interoaner, the wage specified in (a), i.e.	1465.00	1172.00	1470.50	1176.50	
Bladfalm.	Part B - Factory Operatives					
	r machine mechanic:					
(a)	Qualified	2700.00	2160.00	2710.50	2188.50	
(b)	Leamer			2110.00	2100.00	
	First year					
	First six months of experience	1512.00	1209.50	4847 64	(01100	
	Second six months of experience	1670.00	1336.00	1517.50	1214.00	
		1070.00	1330,00	1675.60	1340.50	
	Second year	╋────╈				
	First six months of experience	4000 50				
1	Second six months of experience	1826.50	1461.00	1835.00	1468.00	
	Third year	1994.00	1595.00	2004.00	1603.00	
	First four months of experience					
+	Second four months of experience	2175.50	1740.50	2184.50	1747.50	
+		2347.00	1877.50	2358.50	1887.00	
latione	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2168.50	
	technician:					
<u>(a)</u>	Qualified	2700.00	2160.00	2710.50	2168.50	
(b)	Learner				A-100.00	
+	Flist year					
- <u> </u>	First six months of experience	1512.00	1209.50	1517.50	4044.00	
-	Second six months of experience	1670.00	1336.00	1675.50	1214.00	
	Second year		1000.00	10/3.00	1340.50	
	First six months of experience	1826.50	1464.00	7000 00		
	Second six months of experience	1994.00	1461.00	1835.00	1468.00	
1	Third year	1004.00	1595.00	2004.00	1603.00	
	First six months of experience	0477 50	dist 1			
1	Next four months of experience	2175.50	1740,50	2184.50	1747.50	
1	Thereofter the work and the training	2347.00	1877.50	2358.50	1887.00	
rade A -	Thereafter, the wage specified in (a), i.e.	2700.00	2160.00	2710.50	2168.50	
					- 100.00	
<u>(a)</u>	Qualified	1670.00	1336.00	1675.50	1340.50	
	Leamer	····		1010100	1340.30	
(b)		1	1		1	
(b)	First year First six months of experience					

WAGE SCHEDULE		GROUP A 0.5% Produces	(Le. employees on the vity 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)	Wags per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentified Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the Nationat Minimum Wage
			R	R	R	R
		Second six months of experience	1266.00	1013.00	1271.50	1017.00
		Second year				1911.00
		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		1101.00	1-14-01-00	(140.00
-		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	1676.50	1216.00
Grade	e B	employee:	1010.00	1000.00	1070.00	1090.00
	2)	Qualified	1426.50	1141.00	4400.00	4445 50
	b)	Learner	1420.00	1141.00	1432.00	1145.50
	-/	Firat year				
		First six months of experience	44 1000 100	000.00	4400.00	
		Second six months of experience	1157.50	926.00	1163.00	930.50
			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
(0	<u>c]</u>	If advanced to Grade A employee;				
	<u> </u>	First six months from date of advancement	4400 50	44.44.00	4400.00	4445.50
		There are montate norm office 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	1670.00	1338.00	1675.50	1340.50
		qualified Grade A employee, i.e.	1419/99	1000.00	1010.00	1040,00
Grade	Ce	employee:				
(a		Qualified	1266.00	1013.00	1271.50	1017.00
(b	2)	Learner	-			
		First year		[i	
		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
(0)	3	If advanced to Grade B employee:				<u> </u>
		First six months from date of advancement	1266.00	1013.00	1271.50	1017.00
\top		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.	1428.50	1141.00	1432.00	1145.50
Under	pres	sser, blocker:				
(8)	Qualified	1279.50	1023.50	1285.00	1028.00
(b)		Learner			100,00	1040,00
	-	First year				
		First six months of experience	1098.50	882.50	1103.50	883.00
			1000.001	002.00	1100.00 [003.00

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	WAGE SCHEDULE	GROUP A	(.e. employees on the vity 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	
├ ── ├ ──		<u>R</u>	R	R	8	
	Second six months of experience	1136,50	809,00	1140.00	912.00	
┟─┼─	Second year					
\vdash	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)						
	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	
Clerk	Part C - Clerical employees					
(a) (b)		1837.50	1470.00	1847.00	1477.50	
	First year	1357.00	1085.50	1361.00	1069,00	
	Second year Third year	1474.00	1179,00	1481.00	1185.00	
_+ _	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	Clark					
(a)	Qualified					
(b)	Leamer	1378.50	1103.00	1386.50	1109.00	
	First year					
	Second year	1098,50	882.50	1103.50	883.00	
	Third year	1170.50	936.50	1176.00	941.00	
	First four months of experience	4000				
	Thereafter, the wage specified in (a), i.e.	1266.00	1013.00	1271.50	1017.00	
		1378.50	1103.00	1386,50	1109.00	
	Part D - General					
Boiler at		4040 50				
	h packer	1309.50	1047.50	1316.50	1053.00	
General		1353.00	1082.50	1358.00	1086.50	
Laboure		1266.00	1013.00	1271.50	1017.00	
	ehicle driver of a vehicle, the unladen mass of w	1279,50	1023.50	1285.00	1028.00	
	r with the unladen mass of any trailer or trailers	drawo				
togethe						
togethe	vehicle -					
togethe	vehicle - does not exceed 1.360 kg	1353 00	1000 50	1250.00	4000 -	
togethe by such	vehicle - does not exceed 1.360 kg	1353.00	1082.50	1358.00	1086.50	
togethe by such (a) (b) (c)	vehicle - does not exceed 1 360 kg exceeds 1 360 but not 2 720 kg exceeds 2 720 kg	1404.50	1123.50	1410.00	1128.00	
togethe by such (a) (b) (c)	vehicle - does not exceed 1 360 kg exceeds 1 360 but not 2 720 kg					

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	WAGE SCHEDULE		(i.e. employees on the ity Incentive Scheme)		i.e. employees NOT on livity Incentive Scheme)
τ.	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 61 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.
Watchma	n or caretaker, whose ordinary hours of work ar	ra -			
(e)	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
	en pover v verske mole verske met an 2014/2014 em an - Dichert Suit Versky Versk (och pers		Derona Koroas accedutace Jerr	estanan semi hirologosocia	finillation in this of the Device of the second

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

"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."

 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 / 0.5% Produc	A (I.e. employees on the tivity Incentive Scheme)	GROUP E	d.e. employees NOT a
		Di	SCRIPTION 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 of Incentivised Scheme Effective 1 March 2021 80% (Where applicable the Minimum Wag Payable pius Incentive has been adjusted to comply wit the National Minimum Wage)
Blo	cker			R	R	R	R
T	(a)		ualified	Angenala mich			
-	(b)		amer	1332.50	1066.00	1337.00	1069.5
			rst year	+			
		1	First six months of experience	921.50	882.50	007.00	
			Second six months of experience	1028.00	882.50	927.00	882.6
		Se	cond year	1020.00	002.00	1033,00	882.5
_		1	First six months of experience	1126.00	901.00	1132.00	905.5
+	_		Second six months of experience	1230.50	984.60	1235.50	988.5
_		_	Thereafter, the wage specified in (a), i.e.	1332.50	1066.00	1337.00	1069.5
	innai						
T	(a)		(Millnery)/Trimmer (Millinery)/Packer (Millinery)/P				
	(b)		amer	1099.00	882.50	1105.00	884.0
			styear				
Т			First six months of experience	921.50	882.50	007 00	
			Second six months of experience	957.00	882.50	927.00	882.5
		10.				993.00	882.5
\pm		26	cond year		002.00		
		56	First six months of experience	991,50		995 50	
	_		First six months of experience Second six months of experience	991.50 1030.50	882.50	995.50 1034.50	882.5
			First six months of experience Second six months of experience rd year	1030.50	882,50	995.50 1034.50	882.5
			First six months of experience Second six months of experience rd year First four months of experience	1030.50	882,50	1034.50	882.5
			First six months of experience Second six months of experience rd year	1030.50	882,50 882,50	1034.50	882.50 882.50 882.50 882.50 884.00
	<pre></pre>		First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a).	1030.50	882.50 882.50 882.50	1034.50	882.5 882.5 882.5
		Th	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e.	1030.50 1064.00 1099.00	882.50 882.50 882.50 882.50	1034.50 1058.00 1105.00	882.50 882.50 882.60 884.00
1	((a) (b)	Th	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a).	1030.50	882.50 882.50 882.50	1034.50	882.50 882.50 882.60 884.00
1	(a)	Thi	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e.	1030.50 1064.00 1099.00 1837.50	882.50 882.50 882.50 882.50 882.50 1470.00	1034.50 1068.00 1105.00 1847.00	882.50 882.50 882.60 884.00 1477.50
1	(a)	Thi Qua Lea Firs	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. allified men t year ond year	1030.50 1064.00 1099.00 1837.50 1357.00	882.50 882.50 882.50 882.50 882.50 1470.00 1085.50	1034.50 1058.00 1105.00 1847.00 1361.00	882.50 882.50 882.50 884.00 1477.50 1089.00
1	(a)	Qua Qua Lea Firs Sec This	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. alified mer t year ond year d year	1030.50 1064.00 1099.00 1837.50	882.50 882.50 882.50 882.50 882.50 1470.00	1034.50 1068.00 1105.00 1847.00	882.50 882.50 882.50 884.00 1477.50 1089.00
1	(a)	Th Qua Lea Firs Sec	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. alified mer tyear ond year d year First four months of experience	1030.50 1064.00 1099.00 1837.50 1357.00 1474.00	882.50 882.50 882.50 882.50 1470.00 1085.50 1178.00	1034.50 1058.00 1105.00 1105.00 1847.00 1381.00 1481.00	882.50 882.50 882.60 884.00 1477.50 1089.00 1185.00
1	(a)	Th Qua Lea Firs Sec Thir	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. alified mer t year ond year d year	1030.50 1064.00 1099.00 1837.50 1357.00	882.50 882.50 882.50 882.50 882.50 1470.00 1085.50	1034.50 1058.00 1105.00 1847.00 1361.00	882.50 882.50 882.50 884.00 1477.50 1089.00 1185.00 1295.00
		Qua Qua Firs Sec Thu	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. allified mer t year ond year First four months of experience Thereafter, the wage specified in (a), i.e.	1030.50 1064.00 1099.00 1837.50 1357.00 1474.00 1611.50 1837.50	882.50 882.50 882.50 882.50 882.50 1470.00 1085.50 1178.00 1289.00 1470.00	1034.50 1058.00 1105.00 1847.00 1361.00 1481.00 1619.00 1847.00	882.50 882.50 882.50 884.00 1477.50 1089.00 1185.00 1295.00 1477.50
	a) b)	Qua	First six months of experience Second six months of experience rd year First four months of experience Thereafter, the wage specified in (a), i.e. alified mer tyear ond year d year First four months of experience Thereafter, the wage specified in (a),	1030.50 1064.00 1099.00 1837.50 1357.00 1474.00 1611.50	882.50 882.50 882.50 882.50 1470.00 1085.50 1179.00 1289.00	1034.50 1058.00 1105.00 1105.00 1847.00 1361.00 1481.00 1619.00	882.50 882.50 882.50 884.00 1477.50 1089.00 1185.00 1295.00

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	WAGE SCHEDULE	GROUP / 0.5% Produc	A (Le. employees on the livity incentive Scheme)	GROUP B	(i.e. employees NOT on IciMity Incentive Scheme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Schema 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)					
	First year				
	First six months of experience	921.50	882.50	927.00	882.50
	Second six months of experience Second year	959.50	882.50	966.50	882.50
	First six months of experience	1014 50		10 10 10	_
	Thereafter, the wage specified in (a),	1014.50	882.50	1018.50	862.50
	I.e.	1076.50	682.00	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	882,60
	Second six months of experience	1027.50	882.50	1032.50	882.50
	First six months of experience	1074.00		1070.00	
-	Next four months of experience	1126.00	<u>882.50</u> 901.00	1078.00	882.50
	Thereafter, the wage specified in (a)	1163.50	931.00	1169.50	905.50
	i.e.	1100.00	001.00	1108.00	935.30
	Machinist				
<u>(a)</u>	Qualified	1176.00	941.00	1182.00	945.50
<u>(b)</u>	Learner	<u> </u>			
	First year	-			
	First six months of experience Second six months of experience	921.50	882.50	927.00	852.50
	Second vear	1004.50	882,50	1010.00	882.50
	First six months of experience	1065.00		1074 00	
	Thereafter, the wage specified in (a),	1176.00	882.50 941.00	1071.00	882.50 945.50
-	i.e.				·
drawn b	ehicle driver of a vehicle, the unladen mass of y such vehicle is as follows -	which, togethe	or with the unladen r	nass of any b	aller or trallers
(a)	does not exceed 2268 kg	1396.50	4447 00	4404 00 T	//00.00
(b)	exceeds 2268	1475.50	1117.00	1404.00	1123.00
	wer (Millingry):	1470,00	1 00.00	1482.00	1185.50
(a)	Qualified	1099.00	882.50	1105.00	884.00

	WAGE SCHEDULE DESCRIPTION OF OCCUPATION	GROUP A 0.5% Protuct Wage per week from 01 Mar 2021 to 31 Aug 2021	(i.e. employees on the inty incentive Scheme) New Employees on Incentivisad Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	the 0.5% Produ Wage per week from 01 Mar 2021 to 31 Aug 2021	(Le. employees NOT on civity incentive Scheme) 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	Ŕ	R
(b)	Learner	<u> </u>			
⊢ ↓ −−−	First year	004.50	020.50	007.00	882.50
├	First six months of experience	921.50	882.50	927.00	882.50
┣──┤───	Second six months of experience	970.00	882.50	811.00	002.30
	Second year First six months of experience	1033.50	882.50	1038.00	882.50
	Thereafter, the wage specified in (a),	1033.50	882.50	1105.00	884.00
	l í.é.				
	sor (Millinery)	1577.00	1261.50	1584.50	1267.50
Watchm	an or Garetaker (Millinery)	1591.00	1273.00	1597.50	1278.00
THE FOR	Semployers, violamployed, control (2011) dis - granten - manage hy Westury/ce. or di	0179 - Skient 015 - Skiel (97	V Ware Dispense At the transferred W	den marie estad Seguldares - OC	deline (Service Street) de 74 o 7 George Street george Street Stre

- 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)			
4(12)	1 September 2019	1 March 2021		
5(5)(c)	the Provident Fund Agreement	Clause 50 of this		
15(1)(a)(i)	15 ordinary working days at full wage			
15(6)	subclause (9)	at full pay 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			
38(5)	31 cents	Agreement 32 cents		
39(3)	55 cents	57 cents		
11(1)	31 August 2020	31 August 2021		
11(1)	1 September 2019	1 September 2020		

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

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

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

	WAGE SCHEDULE		Group A g.a Productivity	Group A (.e. employees on the 0.5% Productivity incentive Schame)		employees NOT on the ity Incentive Scheme)
		DESCRIPTION OF OCCUPATION	Wage per week from D1 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 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
Lie		Part A - Cutting Department				
	ead Ci		2042.50	1634,00	2051.00	1641.00
Fe		Maker:				
	(a) (b)	Qualified	2042.50	1634.00	2051.00	1641.00
	100	First year]	
		First six months of experience				
		Second six months of experience	1230.00	984.00	1235.50	988.50
		Second year	1336.00	1069.00	1342.50	1074.00
		First six months of experience	140.00			
	1	Second six months of experience	1448.00	1158.50	1455.00	1164.00
		Third year	1960.00	1248.00	1566.50	1253.00
		First four months of experience	1683.00	4040 00		
		Thereafter, the wage specified in (a),	2042.50	1346.50	1688.00	1350.50
		i.e.	2042.00	1034.00	2051.00	1641,00
Pa	ttern (Grader				
	(a)	Qualified	1687.00	1349.50	1694.50	1255 50
	(b)	Learner		1040.00	1034.00	1355.50
		First year				
		First six months of experience	1159.50	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				
\dashv		First six months of experience	1448.00	1158.50	1455.00	1164.00
		Next four months of experience	1526.50	1221.00	1532.00	1225.50
		Thereafter, the wage specified in (a), i.e.	1687.00	1349.50	1694.50	1355.50
	tor la	y-maker:				
T	(a)	Qualified				
	1997 I	ocounieu	1630.50	1304.50	1639.00	1311.00

DESCRIPTION OF OCCUPATION	Group A (i.e. Productivity	employees on the 0.5% 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	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 Véage)	Wage par 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 acjusted to comply with the National Minimum Wage)	
	R	R	R	Ŕ	
(b) Learner					
First year					
First six months of experience	1063.50	882.50	1066.00	882.50	
Second six months of experience Second year	1154.00	923.00	1159.50	927.50	
First six months of experience	1247.50		10.00		
Second six months of experience	1247.50	998.00	1249.50	999.50	
Third year	1044.00		1350.50	1080.50	
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	
nlining cutter, trimmer, leather cutter and the				1011.00	
(a) Qualified	1235.00	988.00	1238.50	991.00	
(b) Learner			12.00.00		
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 Second six months of experience	1060.00	882.50	1064.50	882.50	
Third year	1105.00	884.00	1107.00	885.50	
First four months of experience	1152.00	031 50			
Thereafter, the wage specified in (a)	1235.00	921.50	1154.50	923.50	
Le.		040.04	1200.00	291.00	
(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	1482.50	1170.00	
Thereafter, the wage specified for a	1630.50	1304.50	1639.00	1311.00	
qualified cutter, i.e.					
[qualified cutter, i.e.		882.50	1087.00	662.50	
qualified cutter, i.e. er-up: (a) Qualified	1083.00	002.00 [1001.00		
(a) Qualified cutter, i.e. (a) Qualified First year					
(a) Qualified cutter, i.e. (a) Qualified First year First six months of experience	947,00	882.50	951.00	882.50	
(a) Qualified cutter, i.e. (a) Qualified First year First six months of experience Second six months of experience					
a) Qualified cutter, i.e. a) Qualified First year First six months of experience	947,00	882.50	951.00	882.50	

	WAGE SCHEDULE DESCRIPTION OF OCCUPATION		Group A (i.e Productivity	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		employees NOT on the Ny Incentive Scheme)
			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)
			Ŗ	R	R	R
-	5	i.e.				
(b)	2	If advanced to learner outler: First six months from date of				
		advancement	1083.00	882.50	1087.00	882.50
		Second six months from date of	1247.50	998.00	1249.50	999.50
	\square	advancement	12.11.00	00.066	1248.00	229.00
		Third six months from date of	1344.00	1075.00	1350.50	1080.50
		advancement				
1		Fourth six months from date of advancement	1457.00	1185.50	1462.50	1170.00
		Thereafter, the wage specified for a	1630.59	1304.50	4000.00	1011.00
		qualified cutter, i.e.	1000.00	1304.00	1639.00	1311.00
Clicker	-					
(8)	_	Qualified	1267.00	1013.50	1271.50	1017.00
<u>(b)</u>		Learner	!			
		First year of experience Second year of experience	994,00	882.50	995.50	882.50
	+	Thereafter, the wage specified in (a),	1105.00	884.00	1107.00	885.50
		i.e.	1267.00	1013.50	1271.50	1017.00
Tracer:						
(a)		Qualified	1200.50	960.50	1203.50	963.00
(b)		Learnar			12,00,00	300.00
	_	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 Thereafter, the wage specified in (a),	1098.50	882.50	1105.00	884.00
	E	i.e.	1200.50	\$60.50	1203.50	963.00
'art B -	- Fa	ctory Operatives				
		achine mechanic:				
(a)		Qualified	2042.50	1634.00	2051.00	1641.00
(b)		eamer				
-	-+-	First year	1			
	+	First six months of experience	1280.00	984.00	1235.50	988.50
		Second six months of experience	1336.00	1069.00	1342.50	1074.00
	5					

R 800-500 1 Mar 1 to 31 2021 2021 2021 2021 2021 2021 2021 20	Incentivised Scheme	R 1566.50 1688.00 1810.50 2051.00 1342.50 1003.00 1063.50 1118.00	Incentivised Schame Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plue incentive has been adjusted to comply with the National Minimum Wage) R 1253.00 1350.50 1448.50 1641.00 1074.00 882.50 884.60
560.00 583.00 504.50 504.50 5042.50 536.00 58.50 13.50 69.50 35.00	1248.00 1346.50 1443.50 1634.00 1059.00 882.50 882.50 891.00	1566.50 1688,00 1810.50 2051.00 1342.50 1003.00 1063.50 1118,00	1253.00 1350.50 1448.50 1641.00 1074.00 882.50 882.50 884.50
683.00 804.60 042.60 336.00 997.00 158.50 13.50 69.50 35.00	1248.00 1346.50 1443.50 1634.00 1059.00 882.50 882.50 891.00	1566.50 1688,00 1810.50 2051.00 1342.50 1003.00 1063.50 1118,00	1253.00 1350.50 1448.50 1641.00 1074.00 882.50 882.50 884.50
683.00 804.60 042.60 336.00 997.00 158.50 13.50 69.50 35.00	1346.50 1443.50 1634.00 1059.00 882.50 882.50 891.00	1688,00 1810.50 2051.00 1342.50 1003.00 1063.50 1118,00	1350.50 1448.50 1641.00 1074.00 882.50 882.50 894.50
804.60 042.50 336.00 997.00 058.50 13.50 69.50 35.00	1443.50 1634.00 1059.00 882.50 882.50 891.00	1810.50 2051.00 1342.50 1003.00 1063.50 1118.00	1448.50 1641.00 1074.00 882.50 882.50 894.50
042.50 336.00 997.00 58.50 13.50 69.50 35.00	1634.00 1059.00 882.50 882.60 891.00	1810.50 2051.00 1342.50 1003.00 1063.50 1118.00	1448.50 1641.00 1074.00 882.50 882.50 894.50
336.00 997.00 58.50 13.50 69.50 35.00	1059.00 882.50 882.60 891.00	2051.00 1342.50 1003.00 1063.50 1118.00	1641.00 1074.00 882.50 882.50 894.60
997.00 058.50 13.50 69.50 35.00	882.50 882.50 891.00	1003.00 1063.50 1118.00	882.50 882.50 882.50 894.50
997.00 058.50 13.50 69.50 35.00	882.50 882.50 891.00	1003.00 1063.50 1118.00	882.50 882.50 882.50 894.50
997.00 058.50 13.50 69.50 35.00	882.50 882.50 891.00	1003.00 1063.50 1118.00	882.50 882.50 882.50 894.50
058.50 13.50 69.50 35.00	882.60	1063.50	882.50
058.50 13.50 69.50 35.00	882.60	1063.50	882.50
13.50 69.50 35.00	882.60	1063.50	882.50
69.50 35.00	891.00	1118,00	894.50
69.50 35.00			
69.50 35.00			
35.00		1175.00	940.00
		111.0.00	370,00
00.00	968.00	1238.50	991.00
36.00	1069.00	1342.50	1074.00
32.00	.905.50	1147.00	917.50
	000,00	1147.00	817,30
97.00	882.50	997 00	882.50
31.00	882.50		862.50
			046,00
63.00	882.50	1068.00	882.50
32.00	905.50	1147.00	917.50
32.00	905.50	1147.00	917.50
39.50	911.50	1154.00	923.00
00.00	952.00	1209.00	967.00
25.00	1060 00	1315 00	1052.00 66 of 81
	31.00 33.00 32.00 32.00 32.00	97.00 882.50 31.00 882.50 33.00 882.50 32.00 905.50 92.00 905.50 92.00 905.20 92.00 905.20 92.00 905.20	37.00 882.50 997.00 31.00 882.50 1033.50 33.00 882.50 1068.00 32.00 905.50 1147.00 32.00 905.50 1147.00 32.00 905.50 1147.00 32.00 905.50 1147.00 32.00 905.50 1147.00 32.00 905.50 1147.00 32.00 905.50 1147.00

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	WAGE SCHEDULE	Group A (i.i Producivit	c employees on the 0.5% / 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 Warch 2021 = 80% (Where applicable the Minimum Wage Payable plue Incentive has been adjusted to comply with the National Minimum Wage)	
		R	R	R	R	
+	gualified Grade A employee, i.e.					
irade C	cemployee:					
(2)	Qualified	1058.50	882.50	1063.50	882.50	
(b)	Leamer				002.30	
+	First year					
	First six months of experience Second six months of experience	968.00	882.50	970.00	882.50	
+	Thereafter, the wage specified in (a),	993.00 1058.50	882.50	994.50	882.50	
	i.e.	1030.30	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	682.50	
<u> </u>	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1159.50	927.50	1163.60	931.00	
1 ademire	98ser, blocker:					
(a)	Qualified	1066.00	882.50	1070.50	882.50	
(b)	Learner	1000.00	002.00	10/0.00		
	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	
<u> </u>	First six months of experience	1003.50	000 50	4000.00		
	Second six months of experience	1066.00	882.50	1006.50	882.50	
(c)	if advanced to learner presser.	1040100	022.00	1010.50	882.50	
	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	1059.00	1342.50	1074.00	
rt C - C	Cierical employees					
rk						
	Qualified	1457.00	1185.50	1462.50	1170.00	
(a) (b)	Learner				1110.00	

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	WAGE SCHEDULE	Group A (i.e Productivity	employees on the 0.5% Incentive Scheme)	Group B (i.e 0.5% Productiv	. employees NOT on the dly 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 Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plue Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	First year of experience	1119.50	895.50	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 (
(a)	Qualified	1136.50	909,00	1140.00	912.00
<u>(b)</u>	Learner				
	First year of experience	945.50	882.50	947.50	882.50
	Second year of experience Third year	994.50	882.50	997.00	682.50
	First six months of experience	1055.50	882.50	4010 10	
	Thorbaftor, the wage specified in (a), i.e.	1136.50	909,00	1058.50 1140.00	882.50 912.00
Deat D. A					
Part D - 0 Boiler att					
Despatch		1087.00	882.50	1089.50	882.50
General \		1115.50 1054.00	892.50	1119.50	895.50
Labourer		1054.00	882.50	1064.50	882.50
Motor vel trailers dr	hicle driver of a vehicle, the unladen mass of awn by such vehicle is as follows -	of which, togeti	ner with the unlade	n mass of any	trailer or
(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
	r, quality controller and instructor	1368.50	1095.00	1375.00	1100.00
Traveller's Watchma	s driver In or caretaker, whose ordinary hours of wo	1160.00 vrk are -	928.00	1164.00	931.00
(a)	less than 60 hours per week	1195,00	OEB AD	4004.00	
10	60 hours per week	1247.50	956.00	1201.00	961.00
NBAR		201.00	E CUIDES	1249.30	999.50
hoon	employers.who.employed.staff.on.2011/ htof.libe.agreement: merease.traiwaakh koroaadhel-Board.	nan an	हर्स्ट र स्था मुझ्ते। २. इ. जीविविधः इ.स.		witherconting. Vageting page :

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- 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	Clause 50 of this
	Agreement	Agreement
15(1)(a)(i)	15 ordinary working days	16 ordinary working days
	at full wage	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	Clause 50 of this
	of the Provident Fund	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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 In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for knitting establishments):

	WAGE SCHEDULE	Group A (). 0.5% Productivity	e, employees on the y incentive Scheme)	Group B (Le, employees NOT on the 0.5% Productivity locantive 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 Wags)	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Scheime Effective 1 Mar 2021 = 80% (Where applicable this Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Part A - Gutting Department				
	Maker:				
(8)	Qualified	2700.00	2160.00	2710.50	2168.50
<u>(b)</u>	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	2700.00	2160.00	2710.50	2168.50
Pattern	(a), i.e.				
(a)	Qualified				
(b)	Leamer	2177.50	1742.00	2186.00	1749.00
	First year				
-				·	
	First six months of experience	1421.00	1137.00	1429.50	1143,50
	Second six months of experience	1512.00	1209.50	1517.60	1214.00
	First six months of experience	4050			
	Second six months of experience	1600.50	1280.50	1610.50	1288.50
	Third year	1715.50	1372.50	1723.50	1379.00
	First six months of experience	1826.50	1484.00	4005 05	
	Next four months of experience	1826.50	1461.00	1835.00	1468.00
	Thereafter, the wage specified in	2177.50	1555.50	1954.00	1563.00
	(a), i.e.	21/1.30	1742.00	2186.00	1749.00
Football	Jersey Cutter				
(a)	Qualified	1513.50	1211.00	1520.00	4040.00
		1010:00	1211.00		1216.00

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	WAGE SCHEDULE	0.5% Productivit	s. amployees on the y Incentive Scheme)	on the 0.6% P	.e employees NOT roductivity Incentive
	DESCRIPTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Schame Effective 1 Mar 2021 = 80% (Where applicable the Minimum Wage Peyable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per wesk 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
1	Thereafter, the wage specified in (a), i.e.	1513.50	1211.00	1520.00	1216.00
Layer-u		·]			
(a)	Quelified	1305.00	1044 00	1010.00	
(b)	Learner	1305.00	1044.00	1310.00	1048.00
	First year	<u> </u>			
	First six months of experience	1098,50	862.50	1102 50	000.00
	Second six months of experience	1136.50	909.00	1103.50	883.00
	Second year	1100.00	303.00	1,140,00	512.00
	First six months of experience	1187.00	949.60	1193.00	954.50
	Thereafter, the wage specified in (a), i.e.	1305,00	1044.00	1310.00	1048.00
أحصاص	Best D. Frankling C.				
Grada A	Part B - Factory Operatives				
(a)	Qualified				
(a) (b)	Leamer	1670.00	1336.00	1675.50	1340.50
┿╩┽╡	First year				
+	First six months of experience	1175.00	940.00	4470.00	040.00
	Second six months of experience	1266.00	1013.00	1179.00 1271.50	943.00
	Second year	1200.00	1213.00	1471.00	1017.00
		1353.00	1082.50	1358.00	1086.50
					1143.50
	Third year			142.0,00	
		1513.50	1211.00	1520.00	1216.00
	Thereafter, the wage specified in (a), i.e.	1670.00	1336.00	1675.50	1340.50
	First six months of experience Second six months of experience Third year First four months of experience Thereafter, the wage specified in	1353.00 1421.00 1513.50 1870.00	1082.50 1137.00 1211.00 1336.00	1358.00 1429.50 1520.00 1675.50	114

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		WAGE SCHEDULE	Group A (Ja 0.5% Productivity	a employees on the y incentive Scheme)	on the 0.6% Pi	.e. employees NOT oductivity incentive theme)
		DESCRIPTION OF OCCUPATION	Wage par 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 Incertivised 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
G		B employee:				
	(a)	Qualified	1426.50	1141.00	1432.00	1145.50
	(b)	Leamer				
		First year First six months of experience	1155 50			
		Second six months of experience	1157.50	926.00	1163.00	930.50
		Second year	1218.00	974.50	1223.00	978.50
		First six months of experience	1279.50	1023.50	1285.00	1028.00
		Thereafter, the wage specified in	1426.50	1141.00	1432.00	1145.50
		(a), i.e.			1102.00	11-10.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1426.60	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
Gra	ade C	employee:				
Ĩ	(a)	Qualified	1266.00	1013.00	1271.50	1017.00
	(b)	Learner			1401 11000	1017.00
-		First year				
_ <u> </u>		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
	(c)	Thereafter, the wage specified in (a), i.e.	1266.00	1013.00	1271.50	1017.00
┯╋	<u>(9)</u>	If advanced to Grade B employee: First six months from date of	4000 00			
	·	Advancement Next six months from date of	1266.00	1013.00	1271.50	1017.00
		advancement	1279.50	1023.50	1285.00	1028.00
		Thereafter, the wage specified for a qualified Grade B employee, Le.	1426.50	1141.00	1432.00	1145.50
		Part C - Clerical employees	· · · · · · · · · · · · · · · · · · ·			

	WAGE SCHEDULE		a. amployees on the y lacentive Scheme)	on the 0.5% Pr	e. employees NOT oductivity incentive heme)
	DESCRIPTION OF OCCUPATION	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Employees on Incentivised Soheme Effective 1 Mar 2021 == 80% (Where applicable the Minimum Wage Payable pitus 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 = 30% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(2)	Qualified	1837.50	1470.00	1847.00	1477.50
(b)	Learner				
	First year	1357.00	1085.50	1361.00	1089.00
	Second year Third year	1474.00	1179,00	1481.00	1185.00
1	First four months of experience	1611.50	1289.00	1619.00	1295.00
	Thereafter, the wage specified in	1837.50	1470.00	1847.00	1477.50
	(a), i.e.				
actory	Clerk Qualified	1000 00			
(a) (b)	Learner	1378.50	1103.00	1386.50	1109.00
	First year	1098.50	882.50	1103,50	883.00
1	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	1378.50	1103.00	1388.50	1109.00
+	(a), i.e.				
	Part D - General				······································
loiler at	tendant	1309.50	1047.50	1316.50	1053,00
	h packer	1353.00	1082.60	1358.00	1086.50
	Worker	1266.00	1013.00	1271.50	1017.00
aboure		1279.50	1023.50	1285.00	1028.00
railer or	hicle driver of a vehicle, the unladen mas trailers drawn by such vehicle -				-
(a)	does not exceed 1 360 kg	1353.00	1082,50	1358.00	
	exceeds 1 360 but not 2 720 kg	1404.50	1123.50	1410.00	1128.00
(c) Supervis	exceeds 2 720 kg or, quality controller and instructor	1600.50	1280.50	1810.50	1288.50
	's driver	1715.50	1372.50	1723.50	1379.00
	an or caretaker, whose ordinary hours of	work are -	1120.00	10.00	1120.00
1.4-1	loss the college			· [
	tess than 60 hours per week 60 hours per week	1459.50 1531.50	1167.50	1466.00	1173.00
(())		1331.30	1225.00	1539.50	1231.50 74 of 81
					74 of 81

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WAGE SCHEDULE	Group A (I.s. 0.5% Productivity	employees on the Incantive Scheme)	on the 0.5% Pr	e. employees NOT oductivity Incentive. heme)
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 fnas 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 amployed storf on 201 the coming into office of the egreement. Increasing the end of the	百乘行到计划	ntextuaritat Nevelo nerati	itente Morai Strangleri A	ng cysrift of ny nife (c s

- 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 erid of December 2020 shall be paid to all employees by no later than 1st June 2021."

n

 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	
		-	75 of 81 2 0
			<u>م</u>
		S	K4

Clause No.	Existing 2019/2020	New 2020/2021
5(5)(c)	the Provident Fund	Clause 50 of this
	Agreement	Agreement
15(1)(a)(i)	15 ordinary working days	16 ordinary working days
	at full wage	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
20(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	Clause 50 of this
	of the Provident Fund	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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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;"

 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."

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

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Category / Occupation	Camperd	igistorial Districts of own, uMzinto, Paarl, Ind Ultenhage (Non-Metro A)	All Other	Areas (Non-Motro 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 pits 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
Gategory A				
0 - 8 months	1,004.00	934.00	970.60	934.00
Thereafter	1,074.00	934.00	1,012.50	934.00
Calegory 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	1,098.60	934.00	1,040.00	934.00
Thereafter	1,163.00	934.00	1,075.50	934.00
Category C				
0 - 8 months	1,036.00	934.00	987.50	934.00
7 - 12 months	1,139.50	934.00	1,048.00	984.00
13 - 18 months	1,245.00	986.00	1,109.50	934.00
19 - 22 months	1,345.50	1,076.50	1,175,50	940.59
Thereafter	1,448.50	1,159.00	1,242.00	993.50
Category D				
0 - 6 months	1,036:00	934.00	987.50	
7 - 12 months	1,112.50	934.00		934.00
13 - 18 months	1,215.50	972.50	1,033.00	934.00
19 - 22 months	1,265.00	1,012.00	1,078.50	934.00
Thereafter	1,425.50	1,140.50	1,123.00	934.00 981.50
ategory E				
0-6 months	1,088.00	934.00	1,018.50	934.00
7 - 12 months	1,208.60	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	1,265.00	1013.00
Thereafter	1,633.00	1,306.50	1,360.00	1088.00
land Knife Cutter				
0-6 months	995.50	934.00	964.00	934.00

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Category / Occupation	Camperd	gisterial Districts of own, uMzinto, Paarl, Ind Ultenhage (Non-Metro A)	All Other /	Arsas (Non-Metro 8)
	Wage per week from 1 Mar 2021 to 31 Aug 2021	New Ess on Incentivised Scheme Effective 1 March 202t = 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 Ess 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	984.00
13 - 18 months	1,148.00	934.00	1,054.50	934.00
19 - 22 months	1,230.00	984.00	1,102.00	834.00
Thereafter	1,353.50	1,083.00	1,182.00	945.60
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	1,330.00	
Foreperson	1,716.00	1,373.00	1,342.50	1234.00
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	1,024.50	934.00
Driver 3 (2722 -4540kg)	1,374.00	1,099.00	1,192.50	954.00
Driver 4 (4640kg)	1,603.00	1,282.50	1,342.50	1074.00
VB : All employers who em coming into effect of this a Vage increase of 3:7% Acr	Philas an Allifera	2011/2012 New Entry Wa are the Weekly Wage for	ge Dispensatio Wolse employ	inimust with the say by the agreed w

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
10(1)	31 August 2020	31 August 2021
0(1)	1 September 2019	1 September 2020
vinexure C of Clause	19 cents	20 cents
3(5)		

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

4

"(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.

rahael,

MARTHIE RAPHAEL Chairperson

FREDA OOSTHYSEN Vice-Chairperson

PAUL WILD General Secretary

