

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 1586

10 December 2021

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING
COLLECTIVE AGREEMENT**

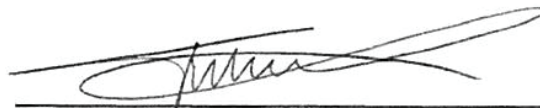
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa**, 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 of this notice and for the period ending 30 June 2026.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 22/11/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZICATHULO ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA
INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 22/11/2021

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995,
made and entered into by and between the:

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of
the one part, and the

National Union of Leather & Allied Workers' Union (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other
part, being parties to the National Bargaining Council of the Leather Industry
of South Africa, to amend the agreement published under Government
Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2
February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007,
R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December
2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the
14 October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326
of 3 May 2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of
17 October 2014 , R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763
of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017
R.1257 of 16 November 2018, R.1382 of 25 October 2019, R.217 of 18
March 2021 and R.454 of 28 May 2021.



1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry: -
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;
 - (b) in the Republic of South Africa.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall;
 - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1)

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties on 1 July 2021 and remain in force for the period ending 30 June 2026.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

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3. CLAUSE 9: TERMINATION OF EMPLOYMENT

Substitute the following for **Subclause 9.3 "Rate of pay for Severance Pay"**:

Despite the rates of pay as prescribed in Annexure D to this agreement, an employee who is retrenched before 30 June 2022, shall have his/her severance pay calculated at the rate of pay as it existed on 30 June 2021 plus an increase of 7.5% on the rate of pay as prescribed for the operation performed.

4. CLAUSE 15: DISPUTE RESOLUTION

Substitute the following for **Subclause (34)**

- (34) (a) If the Arbitrator finds that any party has failed to comply with any provision of the collective agreement which is binding on that party, the Arbitrator may, in addition to any other appropriate order, impose a penalty.
- (b) The maximum penalty that the Arbitrator may impose-
- (i) for a failure to comply with a provision of the collective agreement not involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table One;
 - (ii) for a failure to comply with a provision of the collective agreement involving a failure

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to pay any amount due to an employee/party is the penalty determined in terms of Table Two.

**TABLE ONE:
MAXIMUM PERMISSIBLE PENALTY NOT INVOLVING AN UNDERPAYMENT**

No previous failure to comply	R300 per employee or incident in respect of whom/which the failure to comply occurs i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply in respect of the same provision	R600 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R900 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Three previous failures to comply in respect of the same provision within three years	R1200 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Four previous failures to comply in respect of the same provision within three years	R1500 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.

**TABLE TWO:
MAXIMUM PERMISSIBLE PENALTY INVOLVING AN UNDERPAYMENT**

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provision within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provision within three years	200% of the amount due, including any interest owing on the amount at the date of the order

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5 CLAUSE 8. REMUNERATION

Substitute Annexure D1 with Annexure D as follows:

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ANNEXURE D

WAGES: GENERAL

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A Per week	Column B Per week	Column A Per week	Column B Per week
A	Watchman.....	1789,72	1968,69	1793,93	1973,32
B	Storeman and or warehouseman, despatch clerk.....	1838,18	2022,00	1842,50	2026,75
C	Boiler attendant.....	1789,72	1968,69	1793,93	1973,32
D	Motor vehicle driver driving a vehicle authorized to carry or haul a payload of:				
	(i) under 2722 kg.....	1813,92	1995,31	1818,19	2000,01
	(ii) 2722 kg.....	1838,18	2022,00	1842,50	2026,75
	(iii) over 2722 kg but not exceeding 4546 kg.....	1956,59	2152,25	1961,20	2157,32
	(iv) over 4546 kg but not exceeding 6350 kg.....	2323,39	2555,73	2328,86	2561,75
E	Minors employed in occupations for which rates have not been prescribed in this Agreement:				
	First six months.....	1148,31	1263,14	1151,01	1266,11
	Second six months.....	1262,75	1411,03	1265,76	1414,34
	Thereafter.....	1789,72	1968,69	1793,93	1973,32
F	Cardboard box-making operations:				
	(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by:-				
	(a) power.....	2654,84	2820,32	2661,08	2927,19
	(b) hand.....	2140,19	2354,21	2145,23	2359,75
	(ii) Cardboard box-makers.....	1789,72	1968,69	1793,93	1973,32
	(iii) Making cardboard boxes, according to experience:				
	First six months.....	1272,52	1399,77	1275,52	1403,07
	Second six months.....	1262,75	1411,03	1265,76	1414,34
	Thereafter.....	1789,72	1968,69	1793,93	1973,32
G	Employees employed on hand typesetting and printing labels on a printing machine.....	2402,83	2643,11	2408,49	2649,34
H	Employees employed on well-making:				
	(i) Splitting, skiving, cutting, grooving and bevelling.....	1789,72	1968,69	1793,93	1973,32
	(ii) All other operators.....	1789,72	1968,69	1793,93	1973,32
I	Packers.....	1789,72	1968,69	1793,93	1973,32
J	Employees employed on currying.....	2071,03	2278,13	2075,00	2283,49
K	Employees employed on spraying of leather.....	2398,16	2637,98	2403,60	2644,18
L	Employees employed on knife-making				
	(i) Welding and/or brazing and/or silver soldering.....	2888,46	3177,30	2895,25	3184,78
	(ii) Finishing of joints after welding.....	1878,37	2066,21	1882,79	2071,07
	(iii) Tack and/or spot welding.....	1789,72	1968,69	1793,93	1973,32
	(iv) Bending to template and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	1789,72	1968,69	1793,93	1973,32
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)					
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Rates					

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED


	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT				
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman.....	3006,66	3307,55	3013,94	3315,33
(ii) (a) employed on hand grading and not producing original standards.....	2541,14	2795,25	2547,12	2801,83
(b) employed on grading machines.....	2541,14	2795,25	2547,12	2801,83
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2541,14	2795,25	2547,12	2801,83
(d) CAD-CAM operator not producing original standard.....	2541,14	2795,25	2547,12	2801,83
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	2011,23	2212,35	2015,96	2217,56
(B) CLICKING DEPARTMENT				
Qualified employees on				
(i) Clicking and cutting uppers by hand or machine:				
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	2970,54	3277,49	2986,55	3285,21
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African language).....	2970,54	3277,49	2986,55	3285,21
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	2970,54	3277,49	2986,55	3285,21
(b) Any other materials.....	2970,54	3277,49	2986,55	3285,21
(c) Cutting by CAD-CAM technology:				
employed on nesting operation.....	2970,54	3277,49	2986,55	3285,21
employed on cutting (excluding nesting).....	1840,17	2024,19	1844,49	2028,04
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	3006,66	3307,55	3013,94	3315,33
(e) Examining of cut leather components for quality.....	3006,66	3307,55	3013,94	3315,33
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....				
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>	2071,03	2278,13	2075,90	2283,49
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	2071,03	2278,13	2075,90	2283,49
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof	2071,03	2278,13	2075,90	2283,49
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	2071,03	2278,13	2075,90	2283,49
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....				
.....	1838,18	2022,00	1842,50	2026,75
(iv) Giving out patterns.....				
Operating splitting machine.....	2011,23	2212,35	2015,96	2217,56
(v) Size stamping and/or painting.....				
Applying acrylic backing.....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(C) CLOSING DEPARTMENT					
Qualified employees on:					
(i)	Puritan machining.....	2203,93	2424,32	2209,12	2430,03
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	2203,93	2424,32	2209,12	2430,03
(iii)	Pilot machining.....	2084,53	2292,08	2080,43	2208,37
(iv)	Strobel machining.....	2084,53	2292,08	2080,43	2208,37
(v)	Other machining:				
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1800,68	1900,75	1804,92	1985,41
	White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	1800,68	1900,75	1804,92	1985,41
	(b) Operations on leathers other than those specified in (a):				
	Vamping.....	1890,59	2070,65	1895,04	2084,54
	Flat binding by machine.....	1890,59	2070,65	1895,04	2084,54
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	1890,59	2070,65	1895,04	2084,54
	Golosh machining (whole goloshes).....	1890,59	2070,65	1895,04	2084,54
	Fancy shoes on the held-together system, machined through (all classes).....	1890,59	2070,65	1895,04	2084,54
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....	1890,59	2070,65	1895,04	2084,54
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	1890,59	2070,65	1895,04	2084,54
	Vamping shoes with quarters over vamps.....	1890,59	2070,65	1895,04	2084,54
	Conveyor belt console operator feeding individual operators.....	1890,59	2070,65	1895,04	2084,54
	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	1890,59	2070,65	1895,04	2084,54
	(d) Computerised stitching machine operator.....	1840,17	2024,19	1844,49	2028,94
	(e) All operations on children's work up to size 1½.....	1800,68	1980,75	1804,92	1985,41
	All leather slippers (men's, women's and children's).....	1800,68	1980,75	1804,92	1985,41
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1800,68	1980,75	1804,92	1985,41
(vi)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	1990,59	2079,65	1995,04	2084,54
(vii)	Bagging.....	1789,72	1968,69	1793,93	1973,32
	Turning of binding.....	1789,72	1968,69	1793,93	1973,32
	Button fastening.....	1789,72	1968,69	1793,93	1973,32
	Buttonholding.....	1789,72	1968,69	1793,93	1973,32
	Lacing.....	1789,72	1968,69	1793,93	1973,32
	Handpunching.....	1789,72	1968,69	1793,93	1973,32
	Portuguese seaming.....	1789,72	1968,69	1793,93	1973,32
	Staying and taping.....	1789,72	1968,69	1793,93	1973,32
	Seam rubbing.....	1789,72	1968,69	1793,93	1973,32
	Seam hammering.....	1789,72	1968,69	1793,93	1973,32
	Sewing on bows and buckles by hand or machine.....	1789,72	1968,69	1793,93	1973,32
	Silk screen printing.....	1789,72	1968,69	1793,93	1973,32
	Table-hands.....	1789,72	1968,69	1793,93	1973,32
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(D) ROUGH STUFF DEPARTMENT					
Class I Operations					
Qualified employees:					
(i)	On cutting sole from leather.....	2862,02	3148,22	2868,76	3155,64
	On sorting, examining and filling up ungraded and unstamped stock.....	2862,02	3148,22	2868,76	3155,64
	On sorting and examining graded and stamped stock.....	2862,02	3148,22	2868,76	3155,64
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than split and cutting sole from material other than leather.....	2517,88	2769,67	2623,81	2776,10
	On reducing shaped rubber soles on the press.....	2517,88	2769,67	2623,81	2776,10
[Ratio: See subclause (P)]					
Class II Operations					
Qualified employees on:					
(i)	Channeling:				
	Wetted insoles.....	2071,03	2278,13	2075,90	2283,49
	Other work.....	2071,03	2278,13	2075,90	2283,49
(ii)	Press cutting operations, other than those in Class I.....	2129,48	2342,43	2134,49	2347,94
(iii)	Assembling from stock, whether or not sorted or graded.....	2011,23	2212,35	2016,96	2217,56
	Attaching ribs to wetted insoles.....	2011,23	2212,35	2016,96	2217,56
	Flap splitting.....	2011,23	2212,35	2016,96	2217,56
	Gemming and taping.....	2011,23	2212,35	2016,96	2217,56
	Heel breasting.....	2011,23	2212,35	2016,96	2217,56
	Heel building.....	2011,23	2212,35	2016,96	2217,56
	Heel compressing.....	2011,23	2212,35	2016,96	2217,56
	Slugging.....	2011,23	2212,35	2016,96	2217,56
	Sole and insole rounding.....	2011,23	2212,35	2016,96	2217,56
	Sole grooving, sole roughening and reducing on automatic machine.....	2011,23	2212,35	2016,96	2217,56
	Tip filling.....	2011,23	2212,35	2016,96	2217,56
[Ratio: See subclause (P)]					
Class III Operations					
Qualified employees on:					
	Channel opening.....	1789,72	1968,69	1793,93	1973,32
	Edge covering.....	1789,72	1968,69	1793,93	1973,32
	Edge reducing.....	1789,72	1968,69	1793,93	1973,32
	Automatic edge preparation machine operating for soles prior to attachment.....	1789,72	1968,69	1793,93	1973,32
	Flexing.....	1789,72	1968,69	1793,93	1973,32
	Insole feathering.....	1789,72	1968,69	1793,93	1973,32
	Insole grooving.....	1789,72	1968,69	1793,93	1973,32
	Insole slotting.....	1789,72	1968,69	1793,93	1973,32
	Insole marking.....	1789,72	1968,69	1793,93	1973,32
	Lift and/or rand tacking.....	1789,72	1968,69	1793,93	1973,32
	Lip turning.....	1789,72	1968,69	1793,93	1973,32
	Press room scouring operations.....	1789,72	1968,69	1793,93	1973,32
	Shank assembling.....	1789,72	1968,69	1793,93	1973,32
	Shank moulding.....	1789,72	1968,69	1793,93	1973,32
	Skiving.....	1789,72	1968,69	1793,93	1973,32
	Size stamping.....	1789,72	1968,69	1793,93	1973,32
	Sole, insole and stiffener moulding.....	1789,72	1968,69	1793,93	1973,32
	Sole and insole splitting.....	1789,72	1968,69	1793,93	1973,32
	Sole grading machine operating.....	1789,72	1968,69	1793,93	1973,32
	Sole roughening for stuck-on work.....	1789,72	1968,69	1793,93	1973,32
	Solutioning.....	1789,72	1968,69	1793,93	1973,32
	Staining and/or inking of insoles.....	1789,72	1968,69	1793,93	1973,32
	Stiffener waxing and crimping.....	1789,72	1968,69	1793,93	1973,32
	Welt preparation.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]					

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT				
Class I Operations				
Qualified employees on:				
(i) Pulling over, Consol lasting and/or Littleway lasting				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2517,88	2769,67	2523,81	2776,19
(e) Combined pulling over and forepart lasting.....	2862,02	3148,22	2868,76	3155,64
(f) All other grades.....	2862,02	3148,22	2868,76	3155,64
(ii) Bed lasting (toes only):				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Other Work.....	2862,02	3148,22	2868,76	3155,64
(iii) Lasting of seats and sides by machine				
(a) Weltd work, other than staple weltd work.....	2282,82	2511,10	2288,20	2517,02
(b) Other work.....	2282,82	2511,10	2288,20	2517,02
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>				
(iv) Complete sole attaching by staple machine.....	2052,10	2257,31	2056,93	2262,62
Staple welt attaching.....	2052,10	2257,31	2056,93	2262,62
(v) Welt sewing.....	2862,02	3148,22	2868,76	3155,64
(vi) Rough rounding:				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Stitchdowns.....	2862,02	3148,22	2868,76	3155,64
(c) Other work.....	2862,02	3148,22	2868,76	3155,64
(vii) Sole sewing by any machine.....	2862,02	3148,22	2868,76	3155,64
(viii) Sole stitching:				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....	2517,88	2769,67	2523,81	2776,19
(c) Other work.....	2862,02	3148,22	2868,76	3155,64
(ix)(a) Stitchdown staple lasting.....	2052,10	2257,31	2056,93	2262,62
(b) Stitchdown thread lasting.....	2052,10	2257,31	2056,93	2262,62
(c) Stitchdown toe forming.....	2052,10	2257,31	2056,93	2262,62
(d) Wiping platform covers by machine.....	2052,10	2257,31	2056,93	2262,62
(e) Lasting operations on a Kamborian machine.....	2052,10	2257,31	2056,93	2262,62
(f) String-lasting by hand.....	2052,10	2257,31	2056,93	2262,62
(x) Pounding:				
(a) Weltd work, other than stapled weltd work.....	2400,39	2640,43	2406,04	2646,64
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots.....)	2630,70	2893,77	2636,89	2900,58
(c) Other work.....	2400,39	2640,43	2406,04	2646,64
<i>Note: No employee under the age of 18 may be employed on pounding</i>				
(xi) Examining.....	2862,02	3148,22	2868,76	3155,64
[Ratio: See subclause (P)]				

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
Class II Operations					
Qualified employees on:					
(i)	Sole positioning on upper with pre-finished extended welt edge.....	2189,87	2408,80	2195,02	2414,52
(ii)	Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	2129,48	2342,43	2134,49	2347,94
(iii) Slush-on process work:					
	Sole positioning on upper and press, operating in one operation.....	2011,23	2212,35	2015,96	2217,56
	Sole positioning on upper at forepart and seat before pressing.....	2011,23	2212,35	2015,96	2217,56
	Press operating with the sole previously positioned (See Class III for tracking at seat only).....	2011,23	2212,35	2015,96	2217,56
	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	2011,23	2212,35	2015,96	2217,56
	Stitchdown assembling and pulling over stitchdown work.....	2011,23	2212,35	2015,96	2217,56
	Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	2011,23	2212,35	2015,96	2217,56
	Hobnailing by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Putting on toe plates and heel tips by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Heel attaching.....	2011,23	2212,35	2015,96	2217,56
	Football boot studding and barring.....	2011,23	2212,35	2015,96	2217,56
	Handlevelling, other than stitchdown.....	2011,23	2212,35	2015,96	2217,56
	Inseam trimming.....	2011,23	2212,35	2015,96	2217,56
	Joining (clearing linings and tacking uppers down over joints).....	2011,23	2212,35	2015,96	2217,56
	Loose nailing or pegging foreparts and waists.....	2011,23	2212,35	2015,96	2217,56
	Louis flap trimming by hand.....	2011,23	2212,35	2015,96	2217,56
	Machine levelling.....	2011,23	2212,35	2015,96	2217,56
	Screwing.....	2011,23	2212,35	2015,96	2217,56
	Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	2011,23	2212,35	2015,96	2217,56
	Sole adhesive heat activating by machine.....	2011,23	2212,35	2015,96	2217,56
	Stiffener cornering and tacking.....	2011,23	2212,35	2015,96	2217,56
	Stitch separating.....	2011,23	2212,35	2015,96	2217,56
	String nailing.....	2011,23	2212,35	2015,96	2217,56
	Tacking forward of heel seats.....	2011,23	2212,35	2015,96	2217,56
	Upper roughening.....	2011,23	2212,35	2015,96	2217,56
	Waist reducing after being sewn.....	2011,23	2212,35	2015,96	2217,56
	Wooden heel fitting.....	2011,23	2212,35	2015,96	2217,56
	Welt butting and skiving.....	2011,23	2212,35	2015,96	2217,56
	Welt wheeling.....	2011,23	2212,35	2015,96	2217,56
	Rand welting by machine.....	2011,23	2212,35	2015,96	2217,56
	Slugging and gang slugging.....	2011,23	2212,35	2015,96	2217,56
	Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Back part and waist pre-moulding.....	2011,23	2212,35	2015,96	2217,56
	Back part moulding.....	2011,23	2212,35	2015,96	2217,56
(iv)	Vulcanising process.....	2011,23	2212,35	2015,96	2217,56
	Vulcanising soles to lasted uppers.....	2011,23	2212,35	2015,96	2217,56
	Rand welting by machine.....	2011,23	2212,35	2015,96	2217,56
	Moulding of sole units.....	2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2023	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Class III Operations				
Qualified employees on:				
Beating.....	1789,72	1968,69	1793,93	1973,32
Application by machine of hardening resins to puffs.....	1789,72	1968,69	1793,93	1973,32
Bottom fitting.....	1789,72	1968,69	1793,93	1973,32
Channel closing and edge raising.....	1789,72	1968,69	1793,93	1973,32
Feeding nails to heeling machines.....	1789,72	1968,69	1793,93	1973,32
Hand leveling of stitchdowns.....	1789,72	1968,69	1793,93	1973,32
Heel covering.....	1789,72	1968,69	1793,93	1973,32
Inserting stiffeners and puffs.....	1789,72	1968,69	1793,93	1973,32
Louis heel flap clamping, Louis heel sticking.....	1789,72	1968,69	1793,93	1973,32
Louis heel flap trimming by machine.....	1789,72	1968,69	1793,93	1973,32
Reverse seat moulding for stitchdowns.....	1789,72	1968,69	1793,93	1973,32
Seat nailing and/or pegging.....	1789,72	1968,69	1793,93	1973,32
Seat rounding.....	1789,72	1968,69	1793,93	1973,32
Shank attaching.....	1789,72	1968,69	1793,93	1973,32
Sole tacking at seat for stuck-on process.....	1789,72	1968,69	1793,93	1973,32
Solutioning, damping and pasting.....	1789,72	1968,69	1793,93	1973,32
Sorting hobs.....	1789,72	1968,69	1793,93	1973,32
Sole laying welted work and/or rubber soles.....	1789,72	1968,69	1793,93	1973,32
Sole tacking or sole fitting throughs and runners.....	1789,72	1968,69	1793,93	1973,32
Tack pulling.....	1789,72	1968,69	1793,93	1973,32
Tacking bottom stock to last.....	1789,72	1968,69	1793,93	1973,32
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1789,72	1968,69	1793,93	1973,32
				
Tacking over sandal backs where no stiffener is inserted.....	1789,72	1968,69	1793,93	1973,32
Tacking top pieces on stitchdowns and sandals.....	1789,72	1968,69	1793,93	1973,32
All other wire grip tacking.....	1789,72	1968,69	1793,93	1973,32
Upper stapling after lasting sides.....	1789,72	1968,69	1793,93	1973,32
Upper trimming.....	1789,72	1968,69	1793,93	1973,32
Plastic pelletising and granulating.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]				

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
HAND-LASTING OPERATIONS					
Qualified employees on:					
(i)	Pulling over by hand and/or hand-lasting miners' or miners' type footwear..... Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.	2541,14	2765,25	2547,12	2801,83
(ii)	Other pulling over by hand and/or hand-lasting, including forced testing of moccasins	2011,23	2212,35	2015,96	2217,66
	Hand-lasting seats of stitchdowns.....	2011,23	2212,35	2015,96	2217,66
	Hand-lasting in the manufacture of clogs.....	2011,23	2212,35	2015,96	2217,66
	Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	2011,23	2212,35	2015,96	2217,66
(F) FINISHING DEPARTMENT					
Operations					
Qualified employees on:					
(a)	Edge trimming:				
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2517,88	2769,67	2523,81	2776,19
	Rubber and rubber composition soles.....	2517,88	2769,67	2523,81	2776,19
	Children's footwear, all sizes up to and including size 12.....	2517,88	2769,67	2523,81	2776,19
	All slippers (men's, women's and children's).....	2517,88	2769,67	2523,81	2776,19
	Stitchdown footwear produced from box hide and willow hide.....	2517,88	2769,67	2523,81	2776,19
	(b) All other work.....	2862,02	3148,22	2868,76	3155,64
(v)	Edge setting:				
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2052,10	2257,31	2056,93	2262,62
	Through runners.....	2052,10	2257,31	2056,93	2262,62
	Waist and/or top pieces.....	2052,10	2257,31	2056,93	2262,62
	Children's footwear, all sizes up to and including size 12.....	2052,10	2257,31	2056,93	2262,62
	All slippers (men's, women's and children's).....	2052,10	2257,31	2056,93	2262,62
	Stitchdown footwear produced from box hide and willow hide.....	2052,10	2257,31	2056,93	2262,62
	(b) Automatic edge-setting machine, all grades.....	2052,10	2257,31	2056,93	2262,62
	(c) All other work.....	2517,88	2769,67	2523,81	2776,19
(vi)	Heel trimming.....	2052,10	2257,31	2056,93	2262,62
(vii)	Examining.....	2862,02	3148,22	2868,76	3155,64
[Ratio: See subclause (P)]					

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Class II Operations				
Qualified employees on:				
Bitting by hand or machine.....	2011,23	2212,35	2015,06	2217,56
Bottom scouring.....	2011,23	2212,35	2015,06	2217,56
Heel scouring.....	2011,23	2212,35	2015,06	2217,56
Heel spraying.....	2011,23	2212,35	2015,06	2217,56
Ploughing out.....	2011,23	2212,35	2015,06	2217,56
Complete finishing by hand.....	2011,23	2212,35	2015,06	2217,56
Top piece trimming.....	2011,23	2212,35	2015,06	2217,56
Bunk wheeling.....	2011,23	2212,35	2015,06	2217,56
Louis flap ironing.....	2011,23	2212,35	2015,06	2217,56
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and leather of edge.....	2011,23	2212,35	2015,06	2217,56
Seat wheeling.....	2011,23	2212,35	2015,06	2217,56
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	2011,23	2212,35	2015,06	2217,56
Welt wheeling.....	2011,23	2212,35	2015,06	2217,56
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	2011,23	2212,35	2015,06	2217,56
[Ratio: See subclause (P)]				
Class III Operations				
Qualified employees on:				
Brushing, padding and/or burnishing.....	1789,72	1968,69	1793,93	1973,32
Crow wheeling.....	1789,72	1968,69	1793,93	1973,32
Finger scouring.....	1789,72	1968,69	1793,93	1973,32
Heel breast cornering.....	1789,72	1968,69	1793,93	1973,32
Inking, staining, waxing and damping.....	1789,72	1968,69	1793,93	1973,32
Inserting, slipping and putting away lasts.....	1789,72	1968,69	1793,93	1973,32
Ploughing (removing the scarf round under edge of sole).....	1789,72	1968,69	1793,93	1973,32
Rubbing of edges and bottoms.....	1789,72	1968,69	1793,93	1973,32
Spew and/or flash trimming.....	1789,72	1968,69	1793,93	1973,32
Conveyor belt loading.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]				
(G) SHOE ROOM				
Qualified employees on:				
Faking.....	2422,64	2665,12	2426,54	2671,39
Examining.....	2422,64	2665,12	2426,54	2671,39
Patent repairing.....	1789,72	1968,69	1793,93	1973,32
Embossing and/or stamping.....	1789,72	1968,69	1793,93	1973,32
Boxing.....	1789,72	1968,69	1793,93	1973,32
Dressing and/or sizing.....	1789,72	1968,69	1793,93	1973,32
Dressing by spray-gun.....	1789,72	1968,69	1793,93	1973,32
Hand polishing and cleaning.....	1789,72	1968,69	1793,93	1973,32
Ironing.....	1789,72	1968,69	1793,93	1973,32
Labelling.....	1789,72	1968,69	1793,93	1973,32
Lining trimming.....	1789,72	1968,69	1793,93	1973,32
Size stamping on footwear.....	1789,72	1968,69	1793,93	1973,32
Socking.....	1789,72	1968,69	1793,93	1973,32
Stamping descriptions and sizes on labels.....	1789,72	1968,69	1793,93	1973,32
Quarter forming by machine.....	1789,72	1968,69	1793,93	1973,32
Smoothing insole before socking or boxing.....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(H) MILL-ROOM OPERATIONS					
Qualified employees on:					
(i) Group 2:					
Calendar operating.....	1830,24	2013,26	1834,55	2018,01	
Batch mass-measuring and assembling of chemicals.....	1830,24	2013,26	1834,55	2018,01	
Operating extruding machine.....	1830,24	2013,26	1834,55	2018,01	
Operating an open mixing mill with a width of not less than 1,52m.....	1830,24	2013,26	1834,55	2018,01	
Operating internal mixer.....	1830,24	2013,26	1834,55	2018,01	
Slabbing sheet rubber to gauge (stretching compound).....	1830,24	2013,26	1834,55	2018,01	
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1830,24	2013,26	1834,55	2018,01	
Warming compound on open mill.....	1830,24	2013,26	1834,55	2018,01	
Hydraulic press operating.....	1830,24	2013,26	1834,55	2018,01	
Operating splitting machine.....	1830,24	2013,26	1834,55	2018,01	
(ii) Group 1:					
Issuing soles and heels.....	1789,72	1968,69	1793,93	1973,32	
Press cutting blanks (clicking).....	1789,72	1968,69	1793,93	1973,32	
Attending autoclave.....	1789,72	1968,69	1793,93	1973,32	
Assisting mass-measurer.....	1789,72	1968,69	1793,93	1973,32	
Mould checking.....	1789,72	1968,69	1793,93	1973,32	
Operating an open mixing mill with a width of less than 1,01m.....	1789,72	1968,69	1793,93	1973,32	
Masticating, sheeting out, cracking or breaking compound.....	1789,72	1968,69	1793,93	1973,32	
Buffing or scouring machine operations.....	1789,72	1968,69	1793,93	1973,32	
Feeding rubber into calendar (feeding stretchers).....	1789,72	1968,69	1793,93	1973,32	
Grinding scrap by machine.....	1789,72	1968,69	1793,93	1973,32	
Mould cleaning.....	1789,72	1968,69	1793,93	1973,32	
Trimming.....	1789,72	1968,69	1793,93	1973,32	
Blank cutting and mass-measuring to fixed standards.....	1789,72	1968,69	1793,93	1973,32	
Extruding into trays.....	1789,72	1968,69	1793,93	1973,32	
Bale cutting.....	1789,72	1968,69	1793,93	1973,32	
Sieving chemicals, buffings and grindings.....	1789,72	1968,69	1793,93	1973,32	
Stencilling or making bales.....	1789,72	1968,69	1793,93	1973,32	
Applying powder.....	1789,72	1968,69	1793,93	1973,32	
Packing soles and heels.....	1789,72	1968,69	1793,93	1973,32	
Granulating.....	1789,72	1968,69	1793,93	1973,32	
Assisting calendar operator.....	1789,72	1968,69	1793,93	1973,32	
Dipping machine operator.....	1789,72	1968,69	1793,93	1973,32	
(I) HIGH FREQUENCY WELDING					
Qualified employees on:					
(i) High-frequency welding, embossing pre-cut uppers.....	1878,37	2068,21	1882,79	2071,07	
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	2979,54	3277,49	2986,55	3285,21	
(iii) High-frequency welding, embossing of socks and other components.....	1789,72	1968,69	1793,93	1973,32	
(iv) High-frequency welding, combined with cutting of socks and other components.....	2071,03	2278,13	2075,90	2283,49	

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>				
Qualified employees on:				
(i) Flow moulding pre-cut uppers.....	1878,37	2066,21	1882,70	2071,07
(ii) Flow moulding pre-cut socks.....	1878,37	2066,21	1882,70	2071,07
(iii) Flow moulding where eventual upper is presented in liquid form.....	1878,37	2066,21	1882,70	2071,07
(iv) Colour application to moulds prior to flow moulding.....	1878,37	2066,21	1882,70	2071,07
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	1878,37	2066,21	1882,70	2071,07
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>				
Qualified employees on:				
Injection moulding units to lasted uppers or string-lasting uppers or sole units:				
(a) Where one employee is employed on an injection moulding machine.....	2011,23	2212,35	2015,96	2217,56
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	2011,23	2212,35	2015,96	2217,56
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	1789,72	1968,69	1793,93	1973,32
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>				
Qualified employees on:				
(i) String-lasting of fabric uppers.....	2011,23	2212,35	2015,96	2217,56
(ii) String-lasting of synthetic uppers.....	2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING				
Operations not provided for in any other section in clause 1 of this Annexure:				
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):				
Qualified employees on:				
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	2129,48	2342,43	2134,49	2347,94
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	2129,48	2342,43	2134,49	2347,94
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1789,72	1968,69	1793,93	1973,32
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	2129,48	2342,43	2134,49	2347,94
(v) Cutting of heel covers to a pattern from layered heel covering material.....	2129,48	2342,43	2134,49	2347,94
(vi) (aa) Cross cutting of timber into lengths.....	1789,72	1968,69	1793,93	1973,32
(vi) (ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	1789,72	1968,69	1793,93	1973,32
(vi) (ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	1789,72	1968,69	1793,93	1973,32
(vi) (ad) Cupping of heels to fit heel soles.....	1789,72	1968,69	1793,93	1973,32
(vii) Cementing heels and heel covers.....	1789,72	1968,69	1793,93	1973,32
(viii) Spotting of heel covers to heels and pressing.....	1789,72	1968,69	1793,93	1973,32
(ix) Trimming of heel covers.....	1789,72	1968,69	1793,93	1973,32
(x) Top piece attaching.....	2011,23	2212,35	2015,96	2217,56
(b) Manufacture of wooden units inclusive and/or exclusive of heels:				
Qualified employees on:				
(i) Selecting and/or planning of raw timber.....	1789,72	1968,69	1793,93	1973,32
(ii) Measuring, marking and cutting timber into required lengths.....	1789,72	1968,69	1793,93	1973,32
(iii) Marking top and side elevation for profile cutting of unit.....	1789,72	1968,69	1793,93	1973,32
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	2011,23	2212,35	2015,96	2217,56
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	2011,23	2212,35	2015,96	2217,56
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1789,72	1968,69	1793,93	1973,32
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	2011,23	2212,35	2015,96	2217,56
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles.....	1789,72	1968,69	1793,93	1973,32
(ix) Attaching top pieces to heels.....	2011,23	2212,35	2015,96	2217,56
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1789,72	1968,69	1793,93	1973,32
(x) (ab) Scouring units by hand prior to or after sole attaching.....	2011,23	2212,35	2015,96	2217,56
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1789,72	1968,69	1793,93	1973,32
(xii) Examining for quality.....	2422,84	2665,12	2428,54	2671,39
(xiii) Repairing of units.....	1789,72	1968,69	1793,93	1973,32
(xiv) Size stamping.....	1789,72	1968,69	1793,93	1973,32
(xv) Varnishing, painting, spraying or dipping units.....	1789,72	1968,69	1793,93	1973,32
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(N) LEARNERS				
(i) Learners employed on the operations referred to in Clause 4, according to experience:				
First six months.....	1502,18	1652,40	1505,72	1658,29
Second six months.....	1659,36	1825,30	1663,26	1829,69
Third six months.....	1824,63	2007,09	1828,92	2011,81
Fourth six months.....	1961,70	2157,87	1966,32	2162,95
Fifth six months.....	2201,16	2421,30	2206,30	2427,00
Thereafter, the prescribed rate				
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Thereafter, the prescribed rate.				
(iii) Learners employed on the operations referred to in subclause (H), according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Thereafter, the prescribed rate				
(iv) Other learners, according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Third six months.....	1423,26	1565,50	1426,61	1569,27
Fourth six months.....	1580,15	1738,17	1583,87	1742,26
Thereafter, the prescribed rate.				
Provided that -				
(i) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;				
(ii) learners in the Closing Department or Shoe Room shall -				
(aa) after the second six months of experience become entitled to a wage of R1789,72 per week until 31 December 2021 and R1793,93 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(ab) after the third six months of experience become entitled to a wage of R1890,59 per week until 31 December 2021 and R1895,04 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(ac) after the fourth six months of experience being entitled to a wage of R2084,53 per week or until 31 December 2021 and R2089,43 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R1789,72 until 31 December 2021 and R1793,93 from 01 January 2022				
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:				
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.				

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>				
General Workers.....	1789,72	1968,60	1793,93	1973,32
<u>(P) RATIOS</u>				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees.				
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios.				
<u>(Q) MILK</u>				
All employees in the milk room and on press cutting operations shall be supplied with half a litre of milk per day.				

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toeceps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2802: 1961 International Standards Organisation R105 / Part 2) Provided further that -

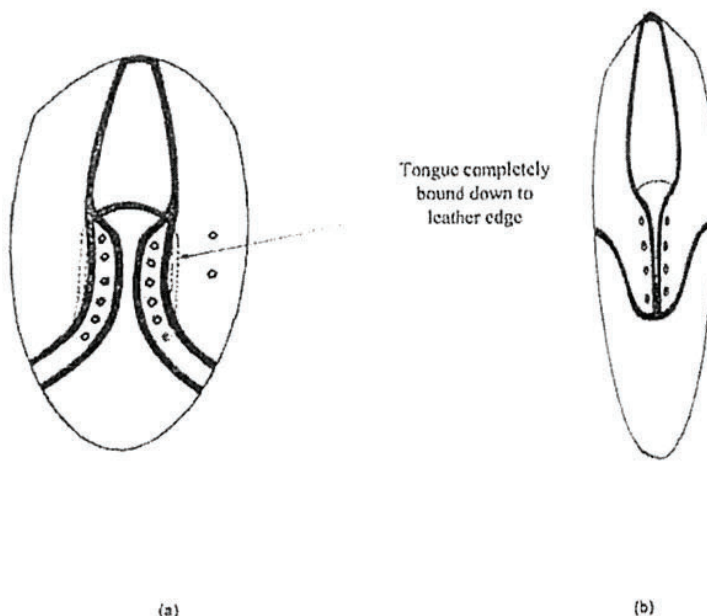
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(1) WAGES				
<u>A. LACE-UP RUBBER BOOTS</u>				
Qualified employees on:				
(i) Marking and/or cutting of textile fabrics.....	2655,79	2921,37	2662,04	2928,24
(ii) Cutting of rubber uppers.....	2071,03	2278,13	2075,00	2282,5
(iii) Cutting of fabric impregnated with rubber.....	2071,03	2278,13	2075,90	2283,49
(iv) Closing Departments:				
(a) Upper closing.....	1890,59	2079,65	1895,04	2084,54
(b) Lining closing.....	1890,59	2079,65	1895,04	2084,54
(c) Eyeletting.....	1890,59	2079,65	1895,04	2084,54
(d) Buffing tongues.....	1789,72	1968,69	1793,93	1973,32
(e) Inserting tongues.....	1789,72	1968,69	1793,93	1973,32
(f) Securing tongues.....	1789,72	1968,69	1793,93	1973,32
(g) Table-hands.....	1789,72	1968,69	1793,93	1973,32
(v) All sole cutting operations, whether by hand or press.....	2541,14	2795,25	2647,12	2801,83
(vi) All other press cutting operations (bottom stock only).....	1789,72	1968,69	1793,93	1973,32
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	2011,23	2212,35	2015,06	2217,50
(viii) Insole attaching.....	1789,72	1968,69	1793,93	1973,32
(ix) Placing material around the last.....	1789,72	1968,69	1793,93	1973,32
(x) Sole attaching.....	1789,72	1968,69	1793,93	1973,32
(xi) Attending an autoclave.....	1789,72	1968,69	1793,93	1973,32
(xii) Solutioning by hand.....	1789,72	1968,69	1793,93	1973,32
(xiii) Solutioning by machine.....	1789,72	1968,69	1793,93	1973,32
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1789,72	1968,69	1793,93	1973,32
(b) Moulding of boots other than in an autoclave.....	1789,72	1968,69	1793,93	1973,32
(xv) Hobnailing.....	2011,23	2212,35	2015,06	2217,50
(xvi) Sole roughing.....	1789,72	1968,69	1793,93	1973,32
(xvii) Upper roughing.....	1789,72	1968,69	1793,93	1973,32
(xviii) Edge trimming.....	1789,72	1968,69	1793,93	1973,32
(xix) Spew and/or flash trimming on moulded boots.....	1789,72	1968,69	1793,93	1973,32
(xx) Inserting laces.....	1789,72	1968,69	1793,93	1973,32
(xxi) Slipping and sorting lasts.....	1789,72	1968,69	1793,93	1973,32
(xxii) Trimming linings.....	1789,72	1968,69	1793,93	1973,32
(xxiii) Rolling uppers.....	1789,72	1968,69	1793,93	1973,32
(xxiv) Cutting and/or inserting stays.....	1789,72	1968,69	1793,93	1973,32
(xxv) Dressing.....	1789,72	1968,69	1793,93	1973,32
(xxvi) Cleaning.....	1789,72	1968,69	1793,93	1973,32
(xxvii) Stamping sizes on linings.....	1789,72	1968,69	1793,93	1973,32
(xxviii) Loading trolley for autoclave.....	1789,72	1968,69	1793,93	1973,32
(xxix) Pairing.....	1789,72	1968,69	1793,93	1973,32
(xxx) Attaching thoughts or insole covers.....	1789,72	1968,69	1793,93	1973,32
(xxxi) Operations not specified in (i) to (xxx) above.....	1789,72	1968,69	1793,93	1973,32
(xxxii) General workers.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
B. OTHER FOOTWEAR IN THIS SECTION				
Qualified employees on:				
(i) Upper cutting Department:				
Group 1:				
Marking and/or cutting (from canvas or fabric).....	2655,78	2921,30	2662,03	2928,23
Group 2:				
Assisting clicker.....	1789,72	1968,69	1793,93	1973,32
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1789,72	1968,69	1793,93	1973,32
Gum boots.....	1789,72	1968,69	1793,93	1973,32
Size marking.....	1789,72	1968,69	1793,93	1973,32
(ii) Closing Department:				
Group 3:				
Attaching stays.....	1789,72	1968,69	1793,93	1973,32
Size stamping on linings.....	1789,72	1968,69	1793,93	1973,32
Tread trimming.....	1789,72	1968,69	1793,93	1973,32
All other closing room operations, including eyeletting, perforating and skiving.....	1890,59	2079,85	1895,04	2084,54
(iii) Bottom stock Department:				
Group 4:				
Sole cutting from rubber by press or by hand.....	2541,14	2795,25	2547,12	2801,83
Group 5:				
Cutting or extruding blanks for the moulding of soles and/or heels.....	1789,72	1968,69	1793,93	1973,32
Group 6:				
All other press cutting operations.....	1789,72	1968,69	1793,93	1973,32
(iv) Making Department:				
Group 7:				
Applying insole filler.....	1789,72	1968,69	1793,93	1973,32
Size stamping insole.....	1789,72	1968,69	1793,93	1973,32
Hand-lasting, rubber sole attaching by hand.....	1789,72	1968,69	1793,93	1973,32
Vulcanising soles to uppers.....	1789,72	1968,69	1793,93	1973,32
Solutioning by hand or machine.....	1789,72	1968,69	1793,93	1973,32
Assembling.....	1789,72	1968,69	1793,93	1973,32
Direct moulding of soles to canvas uppers.....	1878,37	2066,21	1882,79	2071,07
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:				
(a) Where one employee is employed on an injection moulding machine.....	2011,23	2212,35	2015,96	2217,56
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	2011,23	2212,35	2015,96	2217,56
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	2011,23	2212,35	2015,96	2217,56
String-lasting.....	1878,37	2066,21	1882,79	2071,07
Lasting operations on a Kamborian machine.....	2071,03	2278,13	2075,90	2283,49
Lasting seats or sides by machine.....	2304,01	2534,41	2309,43	2540,37
Combined pulling over and forepart lasting.....	2886,45	3177,30	2895,25	3164,78
(v) Group 8:				
Hobnailing by hand or machine.....	2011,23	2212,35	2015,96	2217,56
(vi) Group 9:				
Attaching back strip.....	1789,72	1968,69	1793,93	1973,32
Attaching foxing.....	1789,72	1968,69	1793,93	1973,32
Attaching insole.....	1789,72	1968,69	1793,93	1973,32
Attaching lining to upper.....	1789,72	1968,69	1793,93	1973,32
Cementing.....	1789,72	1968,69	1793,93	1973,32
Cleaning soles.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Cutting foxing.....	1789,72	1968,60	1793,93	1973,32
Feeding conveyor.....	1789,72	1968,60	1793,93	1973,32
Granulating.....	1789,72	1968,60	1793,93	1973,32
Inserting the puffs.....	1789,72	1968,60	1793,93	1973,32
Rolling uppers.....	1789,72	1968,60	1793,93	1973,32
Slipping lasts.....	1789,72	1968,60	1793,93	1973,32
Sole rolling.....	1789,72	1968,60	1793,93	1973,32
Supplying lasts.....	1789,72	1968,60	1793,93	1973,32
Trimming uppers.....	1789,72	1968,60	1793,93	1973,32
Mass-measuring pellets for direct moulding.....	1789,72	1968,60	1793,93	1973,32
Wheeling.....	1789,72	1968,60	1793,93	1973,32
Checking and repairing.....	1789,72	1968,60	1793,93	1973,32
Edge scouring.....	1789,72	1968,60	1793,93	1973,32
Silk screen printing.....	1789,72	1968,60	1793,93	1973,32
(vii) Any operations not specified in (i) to (vi) above.....	1789,72	1968,60	1793,93	1973,32
(viii) General Workers.....	1789,72	1968,60	1793,93	1973,32
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1262,91	1411,20	1265,92	1414,51
Thereafter, the prescribed rate:				
(3) RATIOS				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios				
(4) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of these operations.				
(5) DEFINITIONS				
For the purposes of this clause -				
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof; "canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness; "one colour" is an entirely natural or bleached colour of one solid shade or tone.				

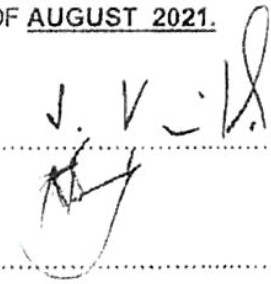
		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER					
(1) WAGES					
Qualified employees on:					
A. Upper Cutting Department:					
(i) Upper cutting.....		2654,84	2920,32	2661,08	2927,10
(ii) Stock cutting and/or lining cutting.....		2071,03	2278,13	2075,90	2283,49
(iii) Upper assembling.....		2071,03	2278,13	2075,90	2283,49
(iv) Marking and/or stamping.....		1789,72	1968,69	1793,93	1973,32
B. Machining Department:					
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....		1800,68	1990,76	1804,92	1985,41
(ii) Machining of uppers, socks, pads and soft soles together.....		1890,69	2079,65	1895,04	2084,54
(iii) Machining elastic bound edges of uppers to soft soles.....		1690,59	2079,65	1895,04	2084,54
C. Rough Stuff Department:					
(i) Sole cutting from leather.....		2888,45	3177,30	2895,25	3184,78
(ii) Sole cutting from other than leather.....		2541,14	2795,25	2547,12	2801,83
(iii) Insole cutting and lift and top-piece cutting.....		2541,14	2795,25	2547,12	2801,83
(iv) Stamping.....		1789,72	1968,69	1793,93	1973,32
(v) Heel covering.....		1789,72	1968,69	1793,93	1973,32
D. Making Department:					
(i) Slipper turn sewing.....		2194,23	2413,65	2199,40	2419,34
(ii) Steaming and blocking into shape:					
(a) Felt work.....		2011,23	2212,35	2015,96	2217,56
(b) Leather work, fabric Cubans.....		2011,23	2212,35	2015,96	2217,56
(iii) Stuck-on process:					
(a) Hand-lasting.....		2011,23	2212,35	2015,96	2217,56
Sole roughening.....		2011,23	2212,35	2015,96	2217,56
Sole positioning on upper and press operating in one operation.....		2011,23	2212,35	2015,96	2217,56
Sole positioning on upper and forepart seat before pressing.....		2011,23	2212,35	2015,96	2217,56
Press operating with sole previously positioned.....		2011,23	2212,35	2015,96	2217,56
(b) Soling operation.....		1789,72	1968,69	1793,93	1973,32
(c) Sole and insole tacking.....		1789,72	1968,69	1793,93	1973,32
(iv) Vulcanising soles to lasted uppers.....		2011,23	2212,35	2015,96	2217,56
(v) Slugging.....		1789,72	1968,69	1793,93	1973,32
(vi) Channelling.....		1789,72	1968,69	1793,93	1973,32
Hand-levelling.....		1789,72	1968,69	1793,93	1973,32
Heel attaching.....		1789,72	1968,69	1793,93	1973,32
Tacking backs.....		1789,72	1968,69	1793,93	1973,32
(vii) Slipper turning.....		1789,72	1968,69	1793,93	1973,32
(viii) Fetching and putting away lasts.....		1789,72	1968,69	1793,93	1973,32
(ix) Inserting heel pads.....		1789,72	1968,69	1793,93	1973,32
(x) Conveyor operating.....		1789,72	1968,69	1793,93	1973,32
(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:					
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:					
(a) Where one employee is employed on an injection moulding machine.....		2011,23	2212,35	2015,96	2217,56
(b) Where two employees are employed on an injection moulding machine each shall be paid.....		2011,23	2212,35	2015,96	2217,56
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....		2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
E. Finishing Department				
Edge trimming.....	2541,14	2795,25	2547,12	2801,63
Edge setting.....	2073,36	2280,69	2078,23	2286,06
Heel trimming.....	1769,72	1968,69	1783,93	1973,32
Securing operations.....	1769,72	1968,69	1783,93	1973,32
Inking, staining and brushing.....	1769,72	1968,69	1783,93	1973,32
Slipping uppers.....	1769,72	1968,69	1783,93	1973,32
F. Shoe Room Department				
Examining.....				
All other Shoe Room operations.....	1769,72	1968,69	1783,93	1973,32
(2) LEARNERS				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1282,75	1411,03	1285,76	1414,34
Third six months.....	1423,26	1565,59	1426,61	1569,27
Fourth six months.....	1580,17	1736,19	1583,69	1742,28
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:				
Provided further that learners on operations for which a wage rate of R1684,44 prescribed shall, after the second six months of experience, become entitled to this wage rate:				
(3) GENERAL WORKERS				
General workers.....	1769,72	1968,69	1783,93	1973,32
(4) RATIO				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees				
"Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios				
(5) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.				

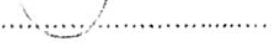
	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
CLAUSE 4: "PLATNATE" AND "DOPPERS"				
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.				
Qualified employees on:				
(i) Clicking.....	2008,15	2208,97	2012,67	2214,16
(ii) Machining by power.....	1800,68	1980,75	1804,92	1985,41
Machining other than by power.....	1800,68	1980,75	1804,92	1985,41
Other Closing Department operations.....	1800,68	1980,75	1804,92	1985,41
(iii) Sole cutting by power.....	2370,06	2613,67	2381,65	2619,82
Sole cutting other than by power.....	1789,72	1968,69	1793,93	1973,32
(iv) Pulling over by hand and/or hand-lasling.....	1789,72	1968,69	1793,93	1973,32
Stitching by hand.....	1789,72	1968,69	1793,93	1973,32
(v) Edge trimming by power.....	2026,70	2229,37	2031,47	2234,62
Edge trimming other than by power.....	1789,72	1968,69	1793,93	1973,32
(vi) Pairing and/or size marking.....	1789,72	1968,69	1793,93	1973,32
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1789,72	1968,69	1793,93	1973,32
(2) LEARNERS				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1282,75	1411,03	1265,76	1414,34
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;				
(3) GENERAL WORKERS				
General workers.....	1968,69	2165,56	1973,32	2170,65
(4) RATIO				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees.				
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios				
(5) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.				

SIGNED AT DURBAN ON THIS 28th DAY OF AUGUST 2021.

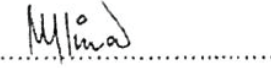
J J V VYMETAL, Member of the Council



A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council

