DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 1643 24 December 2021

LABOUR RELATIONS ACT, 1995

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 of this notice and for the period ending 31 August 2024.

MR TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 10/12/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI

EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA

KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO

SELULELWA KILABO 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 EZABASEBENZI

Turn

USUKU: 10/12/2021

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

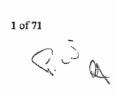
Apparel and Textile Association of South Africa

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,



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 | 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.



Agreements published under Government Notice No. R. 252 of 14 April 2014 in Government Gazette No. 37509 as further amended and extended by Government Notices No's R. 230 and R.231 of 20 March 2015, R. 989 dated 16 October 2015, R.197 and R.198 of 03 March 2017, R.504 of 18 May 2018, R.100 of 01 February 2019, R.80 of 31 January 2020 and R.421 of 14 May 2021, (hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

2. PERIOD OF OPERATION OF THIS AGREEMENT

- This agreement is binding on the parties hereto from 1 September 2020 until 31
 August 2024 unless the parties agree otherwise in writing.
- 2. The parties record that they intend to request the Minister of Employment and 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 of Employment and Labour. The National Main Collective 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.



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

 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 | | mplayees on the 0.5% Incentive Scheme) | | mployees NOT on the ity incentive Scheme) |
|-----|---------------------------|----------------------------------|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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) | Fore | man | 2475.00 | 1980.00 | 2487.50 | 1990.00 |
| (b) | Desi | gner: | | | | |
| | (i) | Qualified: | 3156.00 | 2525.00 | 3155.50 | 2524.50 |
| | (ii) | Learners: | | | 0.00.00 | |
| | | first six months of experience | 1076.50 | 911.00 | 1081.50 | 911.00 |
| | | second six months of experience | 1254.00 | 1003.00 | 1258.00 | 1006.50 |
| | | third six months of experience | 1501.00 | 1201.00 | 1508.00 | 1206.50 |
| | | fourth six months of experience | 1671.00 | 1337.00 | 1679.50 | 1343.50 |
| | | fifth six months of experience | 1858.00 | 1486.50 | 1869.00 | 1495.00 |
| | | sixth six months of experience | 2015.00 | 1612.00 | 2024.50 | 1619.50 |
| | | seventh six months of experience | 2193.50 | 1755.00 | 2205.00 | 1764.00 |
| | | eighth six months of experience | 2370.00 | 1896.00 | 2382.50 | 1906.00 |
| | | next four months of experience | 2516.00 | 2013.00 | 2526.00 | 2021.00 |

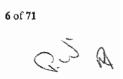


| | | WAGE SCHEDULE | | mployees on the 0.5% Incentive Scheme) | | mployees NOT on the ity incentive Scheme) |
|---|---------------------------|---|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 (b)(i) i.e. | 3156.00 | 2525.00 | 3171.00 | 2537.00 |
| 7-3 | | | | | | |
| (c) | Grad | Qualified: | 2007.50 | 4044.00 | 0077.00 | 4004.50 |
| | (i) (ii) | Learners: | 2267.50 | 1814.00 | 2277.00 | 1821.50 |
| | - (II) | first six months of experience | 1067.00 | 911.00 | 4074.00 | 044.00 |
| | | second six months of experience | 1160.50 | 928.50 | 1071.00 1165.50 | 911.00 932.50 |
| | | third six months of experience | 1261.50 | 1009.00 | 1269.00 | 1015.00 |
| | | fourth six months of experience | 1324.00 | 1059.00 | 1328.50 | 1063.00 |
| | - | fifth six months of experience | 1530.50 | 1224.50 | 1537.50 | 1230.00 |
| | | sixth six months of experience | 1637.50 | 1310.00 | 1646.50 | 1317.00 |
| | | seventh six months of experience | 1727.50 | 1382.00 | 1736.50 | 1389.00 |
| | | eighth six months of experience | 1815.00 | 1452.00 | 1823.50 | 1459.00 |
| | | next four months of experience | 1932.00 | 1545.50 | 1941.00 | 1553.00 |
| | | Thereafter, the wage specified in (c)(i) i.e. | 2267.50 | 1814.00 | 2277.00 | 1821.50 |
| (d) | Réarie | der-in: | | | | |
| (u) | (i) | Qualified: | 1727.50 | 1382.00 | 1736.50 | 4200.00 |
| | (ii) | Learners: | 1121.50 | 1302.00 | 1730.30 | 1389.00 |
| | 127 | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 |
| | | second six months of experience | 1142.50 | 914.00 | 1149.50 | 919.50 |
| *************************************** | | third six months of experience | 1219.50 | 975.50 | 1225.50 | 980.50 |
| | | fourth six months of experience | 1300.50 | 1040.50 | 1305.50 | 1044.50 |
| | | next four months of experience | 1452.50 | 1162.00 | 1460.00 | 1168.00 |
| ··· | - | Thereafter, the wage specified in (d)(i) i.e. | 1727.50 | 1382.00 | 1736.50 | 1389.00 |
| (e) | Band | I-knife cutter: | | | | |
| | | Qualified | 1727.50 | 1382.00 | 1736.50 | 1389.00 |
| | Note: empl | Subject to the availability of a band knif | e, only a qualifie | ed cutter-out shall | progress to th | |
| | | | | | | |
| (f) | Cutte | er-out: | | | | |
| | (i) | Qualified: | 1527.50 | 1222.00 | 1534.00 | 1227.00 |
| | (ii) | Leamers: | | | | |
| | | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 |





| | * ## | WAGE SCHEDULE | | nployees on the 0.5% incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|-------|-------------|---|---|---|--|---|--|
| | DESC | CRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | | | R | R | R | R | |
| | | second six months of experience | 1119.00 | 911.00 | 1123.50 | 911.00 | |
| | | third six months of experience | 1154.00 | 923.00 | 1158.50 | 927.00 | |
| | | fourth six months of experience | 1196.00 | 957.00 | 1200.50 | 960.50 | |
| | | next four months of experience | 1247.50 | 998.00 | 1254.00 | 1003.00 | |
| | | Thereafter, the wage specified in (f)(i) i.e. | 1527.50 | 1222.00 | 1534.00 | 1227.00 | |
| (~) | 1 | 7.1101 | | | | | |
| (g) | Laye (i) | Qualified: | 1198.00 | 958.50 | 1202.00 | 961.50 | |
| | (ii) | Learners: | 1130.00 | 930.30 | 1202.00 | 901.00 | |
| | (") | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 | |
| | _ | second six months of experience | 1091.50 | 911.00 | 1095.50 | 911.00 | |
| | _ | third six months of experience | 1109.00 | 911.00 | 1115.50 | 911.00 | |
| | | fourth six months of experience | 1125.50 | 911.00 | 1132.50 | 911.00 | |
| | | Thereafter, the wage specified in (g)(i) i.e. | 1198.00 | 958.50 | 1202.00 | 961.50 | |
| (h) | Spec | Lialised presser: | | | | | |
| 1.1.7 | (i) | Qualified: | 1665.50 | 1332.50 | 1675.00 | 1340.00 | |
| | (ii) | Learners: | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | ,,,,, | 1010.00 | 10.00 | |
| | 1/ | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 | |
| | | second six months of experience | 1110.50 | 911.00 | 1118.00 | 911.00 | |
| | | third six months of experience | 1151.50 | 921.00 | 1156.00 | 925.00 | |
| | | fourth six months of experience | 1196.00 | 957.00 | 1200.50 | 960.50 | |
| | | fifth six months of experience | 1244.50 | 995.50 | 1249.00 | 999.00 | |
| | | sixth six months of experience | 1286.50 | 1029.00 | 1290.50 | 1032.50 | |
| | | seventh six months of experience | 1405.50 | 1124.50 | 1414.50 | 1131.50 | |
| | | eighth six months of experience | 1457.00 | 1165.50 | 1464.00 | 1171.00 | |
| | | next four months of experience | 1489.50 | 1191.50 | 1496.50 | 1197.00 | |
| | | Thereafter, the wage specified in (h)(i) i.e. | 1665.50 | 1332.50 | 1675.00 | 1340.00 | |
| (i) | Exan | niner: | | | | | |
| | (i) | Qualified: | 1426.50 | 1141.00 | 1432.00 | 1145.50 | |
| | (ii) | Learners: | | | | | |
| | | first six months of experience | 1196.00 | 957.00 | 1200.50 | 960.50 | |
| | | Thereafter, the wage specified in (i)(i) i.e. | 1426.50 | 1141.00 | 1432.00 | 1145.50 | |



| | *********** | WAGE SCHEDULE | | nployees on the 0.5% Incentive Scheme) | | mployees NOT on the ity Incentive Scheme) |
|--|--|---|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | *************************************** | R | R | R | R |
| | | | | | | |
| (j)(a) | | hinist: | | | | |
| | (i) | Qualified: | 1399.00 | 1119.00 | 1404.50 | 1123.50 |
| | (ii) | Learners: first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 |
| | | second six months of experience | 1092.00 | 911.00 | 1096.50 | 911.00 |
| | | third six months of experience | 1124.00 | 911.00 | 1131.00 | 911.00 |
| | | Thereafter, the wage specified in (j)(i) i.e. | 1399.00 | 1119.00 | 1404.50 | 1123.50 |
| (j)(b) | Pres | ser, trimmer, factory clerk, embroidery | machinist an | d cloak room at | tendant: | |
| | (i) | Qualified: | 1399.00 | 1119.00 | 1404.50 | 1123.50 |
| | (ii) | Learners: | | | | |
| ······································ | | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 |
| | | second six months of experience | 1092.00 | 911.00 | 1096.50 | 911.00 |
| | | third six months of experience | 1124.00 | 911.00 | 1131.00 | 911.00 |
| | - | fourth six months of experience | 1163.00 | 930.50 | 1167.00 | 933.50 |
| | - | next four months of experience Thereafter, the wage specified in (j)(i) | 1193.00 1399.00 | 954.50 1119.00 | 1198.50 1404.50 | 959.00 1123.50 |
| | | i.e. | | | | |
| (k) | | ress examiner: | 4444 50 | 4404 89 | 4440.70 | J. 50 0 0 0 |
| | (i) | Qualified: | 1414.50 | 1131.50 | 1418.50 | 1135.00 |
| | (ii) | Learners: first six months of experience | 1120 50 | 011.00 | 1125.00 | 014.00 |
| | - | Thereafter, the wage specified in | 1120.50 1414.50 | 911.00 1131.50 | 1125.00 1418.50 | 911.00 1135.00 |
| | | (k)(i) i.e. | 1717.00 | 1101.00 | 1410.00 | 1135,00 |
| (1) | Desr | J patcher: | | | | |
| <u> </u> | (i) | Qualified: | 1339.00 | 1071.00 | 1343.50 | 1075.00 |
| | (ii) | Learners: | | | 101000 | 107.01.0 |
| | 1 | first six months of experience | 1131.00 | 911.00 | 1134.50 | 911.00 |
| | | Thereafter, the wage specified in (I)(i) i.e. | 1339.00 | 1071.00 | 1343.50 | 1075.00 |
| (m) | | ker in the Knitting section: | | | | |
| | (i) | Qualified: | 1188.00 | 950.50 | 1195.00 | 956.00 |



| | | WAGE SCHEDULE | | mpioyees on the 0.5% Incentive Scheme) | | mployees NOT on the ity Incentive Scheme) | | |
|----------|-------|---|---------|--|--|---|---|---|
| | DES | | | SCRIPTION OF OCCUPATION Wage per week from 01 Sep 2021 to 31 Aug 2022 | | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R | | |
| | (ii) | Leaners: | | | | | | |
| | | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 | | |
| | | second six months of experience | 1091.50 | 911.00 | 1095.50 | 911.00 | | |
| | | third six months of experience | 1119.00 | 911.00 | 1123.50 | 911.00 | | |
| | | Thereafter, the wage specified in (m)(i) i.e. | 1188.00 | 950.50 | 1195.00 | 956.00 | | |
| (n) | Gene | eral Worker: | | | | | | |
| | (i) | Qualified: | 1153.50 | 923.00 | 1157.50 | 926.00 | | |
| ļ | (ii) | Learners: | | 020:00 | 1107.00 | 020.00 | | |
| | 1 | first six months of experience | 1067.00 | 911.00 | 1071.00 | 872.00 | | |
| | | second six months of experience | 1091.50 | 911.00 | 1095.50 | 872.00 | | |
| | | Thereafter, the wage specified in (n)(i) i.e. | 1153.50 | 923.00 | 1157.50 | 926.00 | | |
| (0) | Stea | mbox pleater: | | | #************************************* | | | |
| | (i) | Qualified: | 1360.00 | 1088.00 | 1365.00 | 1092.00 | | |
| | (ii) | Learners: | | | | | | |
| | | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 | | |
| | | second six months of experience | 1116.00 | 911.00 | 1120.50 | 911.00 | | |
| | | third six months of experience | 1151.50 | 921.00 | 1156.00 | 925.00 | | |
| | | fourth six months of experience | 1195.00 | 956.00 | 1199.50 | 959.50 | | |
| | | Thereafter, the wage specified in (o)(i) i.e. | 1360.00 | 1088.00 | 1365.00 | 1092.00 | | |
| (p) | Plain | sewer: | | | | | | |
| | (i) | Qualified: | 1195.00 | 956.00 | 1199.50 | 959.50 | | |
| | (ii) | Learners: | | | | | | |
| | | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 | | |
| | | second six months of experience | 1079.50 | 911.00 | 1083.50 | 911.00 | | |
| | | third six months of experience | 1092.00 | 911.00 | 1096.50 | 911.00 | | |
| | | fourth six months of experience | 1109.00 | 911.00 | 1115.50 | 911.00 | | |
| | | next four months of experience | 1131.00 | 911.00 | 1134.50 | 911.00 | | |
| W | | Thereafter, the wage specified in (p)(i) i.e. | 1195.00 | 956.00 | 1199.50 | 959.50 | | |
| (p) | Gene | eral assistant | 1305.50 | 1044.50 | 1311.50 | 1049.00 | | |
| (1) | Clear | | 1163.00 | 930.50 | 1167.00 | 933.50 | | |



| | | WAGE SCHEDULE | | mployees on the 0.5% Incentive Scheme) | | mployees NOT on the ity Incentive Scheme) |
|-------|---------------------------|--|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| (s) | Tear | naker | 1163.00 | 930.50 | 1167.00 | 933.50 |
| (t) | | hman | 1414.50 | 1131.50 | 1418.50 | 1135.00 |
| (u) | | r vehicle driver: | | | | |
| | (i) | (aa) does not exceed 453 kg | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| | | (ab) exceeds 453 kg but does not exceed 2 722 kg | 1515.50 | 1212.50 | 1522.50 | 1218.00 |
| | | (ac) exceeds 2 722 kg but does not exceed 4 536 kg | 1676.50 | 1341.00 | 1680.50 | 1344.50 |
| | | (ad) exceeds 4 536 kg | 1960.00 | 1568.00 | 1970.50 | 1576.50 |
| | (ii) | Part-time driver of a motor vehicle | 1308.00 | 1046.50 | 1312.00 | 1049.50 |
| (31) | Click | | | | | |
| (v) | (i) | Qualified: | 2288.00 | 1830.50 | 2297.50 | 1838.00 |
| | (ii) | Learners: | 2200.00 | 1030.50 | 2237.30 | 1030.00 |
| | 1 | first six months of experience | 1067.00 | 911.00 | 1071.00 | 911.00 |
| | 1 | second six months of experience | 1154.00 | 923.00 | 1158.50 | 927.00 |
| | | third six months of experience | 1248.00 | 998.50 | 1255.50 | 1004.50 |
| | | fourth six months of experience | 1412.00 | 1129.50 | 1416.00 | 1133.00 |
| | | fifth six months of experience | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| | | sixth six months of experience | 1601.00 | 1281.00 | 1607.50 | 1286.00 |
| | | seventh six months of experience | 1697.00 | 1357.50 | 1707.00 | 1365.50 |
| | | eighth six months of experience | 1787.50 | 1430.00 | 1795.00 | 1436.00 |
| | | next four months of experience | 1884.00 | 1507.00 | 1891.00 | 1513.00 |
| | | Thereafter, the wage specified in (v)(i) i.e. | 2288.00 | 1830.50 | 2297.50 | 1838.00 |
| (111) | Pane | lor | 1426.50 | 1141.00 | 1422.00 | 1145 50 |
| (w) | Bead | rinator | 1282.50 | 1026.00 | 1432.00 1289.50 | 1145.50 1031.50 |
| (y) | | ponder | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| (z) | Dipp | | 1310.00 | 1217,00 | .024.00 | 12.10.00 |
| 1 | (i) | Qualified: | | | | |
| | | Category A | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| | | Category B | 1551.50 | 1241.00 | 1559.00 | 1247.00 |
| | | Category C | 1603.50 | 1283.00 | 1609.00 | 1287.00 |
| | (ii) | Learners: | | | | |
| | | first six months of experience to Category A | 1154.50 | 923.50 | 1160.50 | 928.50 |
| | | first six months of experience to | 1518.00 | 1214.50 | 1524.00 | 1219.00 |



| | WAGE SCHEDULE | | nployees on the 0.5% ncentive Scheme) | | mployees NOT on the ity Incentive Scheme) |
|--|--|---|---|---|---|
| The control of the co | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R |
| | Category B | | | | |
| | first six months of experience to Category C | 1551.50 | 1241.00 | 1559.00 | 1247.00 |
| (aa) | Glove turner | 1840.50 | 1472.50 | 1849.00 | 1479.00 |
| (ab) | Mouldmaker | 1459.50 | 1167.50 | 1465.00 | 1172.00 |
| (ac) | Packer | 1225.50 | 980.50 | 1231.50 | 985.00 |
| (ad) | Quality product co-ordinator | 1925.00 | 1540.00 | 1932.50 | 1546.00 |
| (ae) | A supervisor shall be paid the qualified rate applical | | | | |
| | Provided that- | | | | |
| The state of the s | (i) a trainee supervisor shall serve a probationary period employees being supervised, plus 10 per cent; | not exceeding six n | nonths and shall be p | aid the qualified r | ate applicable to the |
| | (ii) a trainee supervisor, who is not considered suitable former position at his former wage. | or promotion after o | ompletion of the prob | ationary period, s | hall return to his |
| | | Entry Wage Dis | pensation, must | with the comin | g into effect of |

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

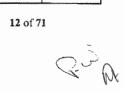
| WAGE SCHEDULE | | s on the 0.5% Productivity e Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | | |
|---------------|--|---|---|---|--|--|
| | Nota: Refer to "2008" Side Agreement between EPCMA & SACTVM. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) | Note: Refer to "2008" Side Agreement between EPCMA & SACTWU | Note: Refer to "2008" Side Agræment between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) | Note: Refer to "2008" Side Agreement between EPCMA & SAGTWU | | |



| | DESCRIPTION OF OCCUPATION | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees On Incentivise d Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|------------|---|---|--|--|--|---|---|--|--|
| | | R | R | R | R | R | R | R | R |
| | A - Cutting Department | | | | | | | | |
| | em Maker Qualified | 2673.00 | 2,138.50 | 2,641.50 | 2,113.00 | 2692.50 | 2147.00 | 2652.00 | 2424 50 |
| (a) (b) | Leamer | 2013.00 | 2,130.00 | 2,041.00 | 2,113.00 | 2683.50 | 2147.00 | 2652.00 | 2121.50 |
| \0/ | First year | | | | | | | | |
| | First six months of experience | 1496.50 | 1,197.00 | 1,479.00 | 1,183.00 | 1502.00 | 1201.50 | 1484.50 | 1187.50 |
| | Second six months of experience | 1653.00 | 1,322.50 | 1,633.50 | 1,307.00 | 1658.50 | 1327.00 | 1639.00 | 1311.00 |
| | Second year | | | | | | | | |
| | First six months of experience | 1808.00 | 1,446.50 | 1,786.50 | 1,429.00 | 1816.50 | 1453.00 | 1795.00 | 1436.00 |
| | Second six months of experience | 1973.50 | 1,579.00 | 1,950.50 | 1,560.50 | 1983.50 | 1587.00 | 1960.00 | 1568.00 |
| | Third year | | | *************************************** | | | | | |
| | First six months of experience | 2153.50 | 1,723.00 | 2,128.00 | 1,702.50 | 2162.00 | 1729.50 | 2136.50 | 1709.00 |
| | Next four months of experience | 2323.00 | 1,858.50 | 2,295.50 | 1,836.50 | 2334.50 | 1867.50 | 2307.00 | 1845.50 |
| | Thereafter, the wage specified in (a), i.e. | 2673.00 | 2,138.50 | 2,641.50 | 2,113.00 | 2683.50 | 2147.00 | 2652.00 | 2121.50 |
| | ern Grader | 0450.50 | 4 70 4 50 | 0.400.00 | 4 70 4 00 | 0464.00 | 4704.00 | 0400.50 | 4747.00 |
| (a) (b) | Qualified Leamer | 2155.50 | 1,724.50 | 2,130.00 | 1,704.00 | 2164.00 | 1731.00 | 2138.50 | 1711.00 |
| (0) | First year | | | | | | | | |
| | First six months of experience | 1406.50 | 1,125.00 | 1,390.00 | 1,112.00 | 1415.00 | 1132.00 | 1398.50 | 1119.00 |
| | Second six months of experience | 1496.50 | 1,197.00 | 1,479.00 | 1,183.00 | 1502.00 | 1201.50 | 1484.50 | 1187.50 |
| | Second year | | | | | | | | |
| | First six months of experience | 1584.00 | 1,267.00 | 1,565.50 | 1,252.50 | 1594.00 | 1275.00 | 1575.00 | 1260.00 |
| | Second six months of experience | 1698.00 | 1,358.50 | 1,678.00 | 1,342.50 | 1706.00 | 1365.00 | 1686.00 | 1349.00 |
| | Third year | 4000 00 | 4 4 4 4 4 4 | 1 705 | 1 100 00 | 4045 55 | 4 186 55 | 4705.50 | |
| | First six months of experience | 1808.00 | 1,446.50 | 1,786.50 | 1,429.00 | 1816.50 | 1453.00 | 1795.00 | 1436.00 |
| | Next four months of experience | 1924.50 | 1,539.50 | 1,902.00 | 1,521.50 | 1934.00 | 1547.00 | 1911.00 | 1529.00 |
| | Thereafter, the wage specified in (a), i.e. | 2155.50 | 1,724.50 | 2,130.00 | 1,704.00 | 2164.00 | 1731.00 | 2138.50 | 1711.00 |



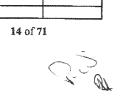
| WAGE SCHEDULE | | GROUP A | (i.e. employee: Incentive | s on the 0.5% Scheme) | Productivity | | IP B (i.e. emplo) Productivity Ind | | |
|---------------------------|---|--|--|--|--|---|---|--|---|
| | | Note: Refer to "2008" Sida Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) | | Agreement be | Note: Refer to "2009" Side Agreement between EPCMA & SACTWU | | 2003" Side een EPCMA & palculation is If Western Cape ates per week) | Note: Refer to "2008" Side Agreement between EPCMA & SACTWU | |
| DESCRIPTION OF OCCUPATION | | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivise d Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | ball Jersey Cutter Qualified | 1498.00 | 1,198.50 | 1,480.50 | 1,184.50 | 1505.00 | 1204.00 | 1487.50 | 1190.00 |
| (a) (b) | Leamer | 1430.00 | 1, 100.00 | 1,400.00 | 1,104.00 | 1505.00 | 1204.00 | 1407.50 | 1180.00 |
| | First year | 4405.55 | 000.00 | 4 445 55 | 244.55 | 1 100 == | 005.55 | 4447.00 | |
| | First six months of experience | 1125.00 | 922.00 | 1,112.00 | 911.00 | 1128.50 | 922.00 | 1115.00 | 911.00 |
| | Second six months of experience | 1192.50 | 954.00 | 1,178.50 | 943.00 | 1197.00 | 957.50 | 1183.00 | 946.50 |
| | First six months of experience | 1254.00 | 1,003.00 | 1,239.00 | 991.00 | 1260.50 | 1008.50 | 1245.50 | 996.50 |
| | Second six months of experience Third year | 1321.00 | 1,057.00 | 1,305.50 | 1,044.50 | 1328.50 | 1063.00 | 1313.00 | 1050.50 |
| | First four months of experience | 1386.50 | 1,109.00 | 1,370.00 | 1,096.00 | 1392.00 | 1113.50 | 1375.50 | 1100.50 |
| | Thereafter, the wage specified in (a), i.e. | 1498.00 | 1,198.50 | 1,480.50 | 1,184.50 | 1505.00 | 1204.00 | 1487.50 | 1190.00 |
| Laye | r-up | | | | | | | | |
| (a) | Qualified | 1292.00 | 1,033.50 | 1,277.00 | 1,021.50 | 1297.00 | 1037.50 | 1281.50 | 1025.00 |
| (b) | Learner First year | | | | | | | | |
| | First six months of experience | 1087.50 | 922.00 | 1,074.50 | 911.00 | 1092,50 | 922.00 | 1079.50 | 911.00 |
| | Second six months of experience Second year | 1125.00 | 922.00 | 1,112.00 | 911.00 | 1128.50 | 922.00 | 1115.00 | 911.00 |
| | First six months of | 1175.00 | 940.00 | 1,161.00 | 929.00 | 1181.00 | 945.00 | 1167.00 | 933.50 |
| | experience | | <u> </u> | | | | | | |
| | Thereafter, the wage specified in (a), i.e. | 1292.00 | 1,033.50 | 1,277.00 | 1,021.50 | 1297.00 | 1037.50 | 1281.50 | 1025.00 |



| WAGE SCHEDULE | | GROUP / | A (i.e. employee incentiv | s on the 0.5% e Scheme) | Productivity | GRO | he 0.5% e) | | |
|---|---|---|--|--|--|--|---|--|---|
| | | Note: Refer to "2008" Side Agreement between EP-GMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Waga Rates per week) | | Note: Refor to "2009" Side Agreement behveen EPCMA & SACTWU | | Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% or Western Cape Knitting Wage Rates per week) | | Note: Refer to "2008" State Agreement between EPCMA & SACTWU | |
| | DESCRIPTION OF OCCUPATION | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivise d Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| *************************************** | e A employee | | | | | | | | |
| (a) (b) | Qualified Learner | 1653.00 | 1,322.50 | 1,633.50 | 1,307.00 | 1658.50 | 1327.00 | 1639.00 | 1311.00 |
| \2/ | First year | | | | | | | | |
| | First six months of experience | 1163.50 | 931.00 | 1,150.00 | 920.00 | 1167.00 | 933.50 | 1153.50 | 923.00 |
| | Second six months of experience Second year | 1253.00 | 1,002.50 | 1,238.50 | 991.00 | 1259.00 | 1007.00 | 1244.00 | 995.00 |
| | First six months of experience | 1339.50 | 1,071.50 | 1,323.50 | 1,059.00 | 1344.50 | 1075.50 | 1328.50 | 1063.00 |
| | Second six months of experience | 1406.50 | 1,125.00 | 1,390.00 | 1,112.00 | 1415.00 | 1132.00 | 1398.50 | 1119.00 |
| | Third year First four months of experience | 1498.00 | 1,198.50 | 1,480.50 | 1,184.50 | 1505.00 | 1204.00 | 1487.50 | 1190.00 |
| | Thereafter, the wage specified in (a), i.e. | 1653.00 | 1,322.50 | 1,633.50 | 1,307.00 | 1658.50 | 1327.00 | 1639.00 | 1311.00 |
| | e B employee | 4440.00 | 4 400 50 | 4 00= == | | 4.4.4. | | | |
| (a) (b) | Qualified Learner | 1412.00 | 1,129.50 | 1,395.50 | 1,116.50 | 1417.50 | 1134.00 | 1401.00 | 1121.00 |
| N-/ | First year | | | | | | | | |
| | First six months of experience | 1145.50 | 922.00 | 1,132.00 | 911.00 | 1151.50 | 922.00 | 1138.00 | 911.00 |
| | Second six months of experience Second year | 1205.50 | 964.50 | 1,191.50 | 953.00 | 1211.00 | 969.00 | 1197.00 | 957.50 |
| | First six months of | 1266.50 | 1,013.00 | 1,251.50 | 1,001.00 | 1272.00 | 1017.50 | 1257.00 | 1005.50 |
| | experience | | | | | 12.20 | 1017.30 | 1207.00 | 1000.50 |
| | Thereafter, the wage specified in (a), i.e. | 1412.00 | 1,129.50 | 1,395.50 | 1,116.50 | 1417.50 | 1134.00 | 1401.00 | 1121.00 |



| | WAGE SCHEDULE | GROUP A | A (i.e. employee Incentiv | s on the 0.5% e Scheme) | Productivity | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | | | |
|-------------|---|--|--|--|--|---|---|--|--|--|
| | | Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week) | | Agreement b | Note: Refer to "2006" Side Agreement between EPCMA & SACTWU | | "2008" Side ween EPCMA & calculation is of Western Cape tales per week) | Note: Refer to "2008" Side Agreement between EPCMA & SACTWU | | |
| | DESCRIPTION OF OCCUPATION | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivise d Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable pius Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 == 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to compily with the National Minimum Wage) | |
| | First six months from date of advancement | 1412.00 | 1,129.50 | 1,395.50 | 1,116.50 | 1417.50 | 1134.00 | 1401.00 | 1121.00 | |
| | Second six months from date of advancement | 1454.00 | 1,163.00 | 1,437.00 | 1,149.50 | 1460.50 | 1168.50 | 1443.50 | 1155.00 | |
| | Third six months from date of advancement | 1498,00 | 1,198.50 | 1,480.50 | 1,184.50 | 1505.00 | 1204.00 | 1487.50 | 1190.00 | |
| | Thereafter, the wage specified for a qualified Grade A employee, i.e. | 1653.00 | 1,322.50 | 1,633.50 | 1,307.00 | 1658.50 | 1327.00 | 1639.00 | 1311.00 | |
| | e C employee | 4252.00 | 4 000 50 | 4 000 60 | 004.00 | | | | | |
| (a) (b) | Qualified Learner | 1253.00 | 1,002.50 | 1,238.50 | 991.00 | 1259.00 | 1007.00 | 1244.00 | 995.00 | |
| / | First year | | | | | | | - | | |
| | First six months of experience | 1123.00 | 922.00 | 1,110.00 | 911.00 | 1127.50 | 922.00 | 1114.00 | 911.00 | |
| | Second six months of experience Thereafter, the wage | 1154.50 1253.00 | 923.50 | 1,141.00 | 913.00 991.00 | 1160.00 | 928.00 | 1146.50 | 917.00 | |
| | specified in (a), i.e. | | 1,002.00 | 1,200.00 | 331,00 | 1259.00 | 1007.00 | 1244.00 | 995.00 | |
| (c) | If advanced to Grade B en | | | | | | | | | |
| | First six months from date of advancement | 1253.00 | 1,002.50 | 1,238.50 | 991.00 | 1259.00 | 1007.00 | 1244.00 | 995.00 | |
| | Second six months from date of advancement | 1266.50 | 1,013.00 | 1,251.50 | 1,001.00 | 1272.00 | 1017.50 | 1257.00 | 1005.50 | |
| | Thereafter, the wage specified for a qualified Grade B employee, i.e. | 1412.00 | 1,129.50 | 1,395.50 | 1,116.50 | 1417.50 | 1134.00 | 1401.00 | 1121.00 | |
| Part | C - Clerical Employees | | | | | | | | | |
| 4 42 5 6. 1 | vieriusi Lilluluyees | | | | J | 1 | | | | |



| WAGE SCHEDULE | | | | e Scheme) | • | GROUP B (i.e. employees NOT on Productivity Incentive Schen | | | me) | |
|------------------------------|---|---|--|--|---|--|---|--|---|--|
| DESCRIPTION OF OCCUPATION | | Note: Refer to Agreement bety SACTWU. The based on 95% o Knitting Wage F | veen EPCMA & calculation is of Western Cape | Note: Refer to "2008" Side Agreement between EPCMA & SACTYAU | | Note: Refer to "2008" Side Agreement between EPCMA & SACTYUL The calculation is based on 55% of Western Cape Knitting Wage Rates per week) | | Note: Refer to '2008' Stde Agreement between EPCMA & SACTNU | | |
| | | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivise d Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicabl e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| Cler (a) | k Qualified | 1819.00 | 1,455.00 | 1,797.50 | 1.438.00 | 1828.50 | 4.400.00 | 4007.00 | 444777 | |
| (b) | Learner | 1015.00 | 1,400.00 | 3,787.30 | 1,430,00 | 1020.00 | 1463.00 | 1807.00 | 1445.50 | |
| | First year | 1343.50 | 1,075.00 | 1,327.50 | 1,062.00 | 1347.00 | 1077.50 | 1331.00 | 1065.00 | |
| | Second year | 1459.00 | 1,167.00 | 1,442.00 | 1,153.50 | 1466.00 | 1173.00 | 1449.00 | 1159.00 | |
| | Third year First four months of experience | 1595.00 | 1,276.00 | 1,576.00 | 1,261.00 | 1602.50 | 1282.00 | 1583.50 | 1267.00 | |
| F4 | Thereafter, the wage specified in (a), i.e. | 1819.00 | 1,455.00 | 1,797.50 | 1,438.00 | 1828.50 | 1463.00 | 1807.00 | 1445.50 | |
| (a) | ory Clerk Qualified | 1364.50 | 1,091.50 | 1,348.50 | 4.070.00 | 1070 50 | 1000.00 | | | |
| (b) | Learner | 1007.00 | 1,001.00 | 1,0-0.00 | 1,079.00 | 1372.50 | 1098.00 | 1356.50 | 1085.00 | |
| | First year | 1087.50 | 922.00 | 1,074.50 | 911.00 | 1092.50 | 922.00 | 1079.50 | 911.00 | |
| | Second year | 1158.50 | 927.00 | 1,145.00 | 916.00 | 1164.00 | 931.00 | 1150.50 | 920.50 | |
| | Third year First four months of experience | 1253.00 | 1,002.50 | 1,238.50 | 991.00 | 1259.00 | 1007.00 | 1244.00 | 995.00 | |
| | Thereafter, the wage specified in (a), i.e. | 1364.50 | 1,091.50 | 1,348.50 | 1,079.00 | 1372.50 | 1098.00 | 1356.50 | 1085.00 | |
| Part | l D - General | | | | | | | | | |
| | er attendant | 1296.50 | 1,037.00 | 1,281.00 | 1,025.00 | 1303.50 | 1043.00 | 1288.00 | 1030.50 | |
| | oatch packer | 1339.50 | 1,071.50 | 1,323.50 | 1,059.00 | 1344.50 | 1075.50 | 1328.50 | 1030,50 | |
| | eral Worker | 1253.00 | 1,002.50 | 1,238.50 | 991.00 | 1259.00 | 1007.00 | 1244.00 | 995.00 | |
| | ourer | 1266.50 | 1,013.00 | 1,251.50 | 1,001.00 | 1272.00 | 1017 50 | 1257.00 | 1005.50 | |
| Moto | or vehicle driver of a vehic I vehicle - | ie, the unlad | en mass of v | vhich, toget | her with the u | nladen mas: | s of any trail | er or trailers | drawn by | |
| (a) | does not exceed 1 360 kg | 1339.50 | 1,071.50 | 1,323.50 | 1,059.00 | 1344.50 | 1075.50 | 1328.50 | 1063.00 | |
| (b) | exceeds 1 360 but not 2 720 kg | 1390.50 | 1,112.50 | 1,374.00 | 1,099.00 | 1395.50 | 1116.50 | 1379.00 | 1103.00 | |
| (C) | exceeds 2 720 kg | 1584.00 | 1,267.00 | 1,565.50 | 1,252.50 | 1594.00 | 1275.00 | 1575.00 | 1260.00 | |



| | WAGE SCHEDULE | GROUP A | l (i.e. employee) incentiv | s on the 0.5% e Scheme) | Productivity | | JP B (i.e. emplo Productivity Inc | | |
|------|--|--|--|--|--|---|--|--|--|
| | | Note: Refer to ' Agreement betw SACTWU, The o based on 95% o Knitting Wage R | reen EPCMA & calculation is fivestern Cape | Agreement be | r ib "2006" Side ziween EPCMA & CTWU | Note: Refer to Agraement betw SACTWU. The o based on 95% o Kultting Wage R | reen EPCMA & calculation is If Western Cape | Agreement be | to "2008" Side tween EPCMA & TWU |
| | DESCRIPTION OF OCCUPATION | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivise d Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42hrs per week) | New Ees on Incentivis ed Scheme Effective 1 Sep 2021 = 80% (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| cont | ervisor, quality roller and instructor | 1698.00 | 1,358.50 | 1,678.00 | 1,342.50 | 1706.00 | 1365.00 | 1686.00 | 1349.00 |
| | eller's driver | 1390.50 | 1,112.50 | 1,374.00 | 1,099.00 | 1395.50 | 1116.50 | 1379.00 | 1103.00 |
| | hman or caretaker, whos are - | | | | | | | | |
| (a) | less than 60 hours per week | 1445.00 | 1,156.00 | 1,428.00 | 1,142.50 | 1451.00 | 1161.00 | 1434.00 | 1147.00 |
| (b) | 60 hours per week | 1516.00 | 1,213.00 | 1,498.00 | 1,198,50 | 1524.00 | 1219.00 | | |

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

| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|------------------|
| 6.3(2) | 1 March 2021 | 1 September 2021 |
| 12.1(3)(b) | R1,45 | R1,51 |
| V // / | | |



| Clause No. | Existing 2020/2021 | New 2021/2022 |
|----------------------|--------------------|------------------|
| 12.2 | 49 cents | 51 cents |
| 12.4 | 73 cents | 76 cents |
| 14.1(1) | R3,10 | R3,23 |
| 14.1(2) | R4,74 | R4,94 |
| 15(1) | 31 August 2021 | 31 August 2022 |
| 15(1) | 1 September 2020 | 1 September 2021 |
| Annexure C of Clause | 20 cents | 21 cents |
| 19(5) | | |

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

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

..

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



| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|---|---------------------------|--|---|---|---|---|
| | | No. of a day | R | R | R | R |
| | | REAS | | | | |
| (i) | , , , | Foreman | 4076.50 | 3261.00 | 4095.00 | 3276.00 |
| | (a) | Supervisor/Quality Conntroller (i) Qualified | 4000 50 | | | |
| | +-+ | (ii) Leamers | 1665.50 | 1332.50 | 1675.00 | 1340.00 |
| | | first six months of experience | 1143.50 | 045.00 | 4440.50 | 040.50 |
| | +- | second six months of experience | 1365.00 | 915.00 1092.00 | 1149.50 | 919.50 |
| | + | Thereafter, the wage specified in (ii)(i) i.e. | 1665.50 | 1332.50 | 1372.00 1675.00 | 1097.50 |
| *************************************** | 1/2 | | | | | 1340.00 |
| | (c) (d) | Cloakroom Supervisor/Watchman Mechanic | 1161.50 | 929.00 | 1165.00 | 932.00 |
| | | Unqualified Mechanic | 3824.50 | 3059.50 | 3843.00 | 3074.50 |
| | | Watchman Watchman | 1425.00 | 1140.00 | 1433.50 | 1147.00 |
| | | Labourer | 1161.50 | 929.00 | 1165.00 | 932.00 |
| | 4 | Boiler Attendant | 949.50 | 911.00 | 949.50 | 911.00 |
| (ii) | <u>_```</u> | ttern Grader | 997.00 | 911.00 | 1002.00 | 911.00 |
| , | + | (i) Qualified | 2159.50 | 1727.50 | 2169.50 | 1735.50 |
| | +-+ | (ii) Learners | 2109.00 | 1727.30 | 2109.50 | 1/35.50 |
| - | +-+ | first six months of experience | 949.50 | 911.00 | 949.50 | 044.00 |
| | + + | second six months of experience | 1000.00 | 911.00 | 1003.00 | 911.00 911.00 |
| | $\dagger \dagger \dagger$ | third six months of experience | 1163.50 | 931.00 | 1169.50 | 935.50 |
| | 1-1 | fourth six months of experience | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | 1 | fifth six months of experience | 1497.50 | 1198.00 | 1501.50 | 1201.00 |
| | 1 1 | sixth six months of experience | 1660.00 | 1328.00 | 1667.50 | 1334.00 |
| | 11 | seventh six months of experience | 1825.50 | 1460.50 | 1833.50 | 1467.00 |
| | \Box | next four months of experience | 1990.50 | 1592.50 | 1998.00 | 1598.50 |
| ····· | 1 | Thereafter, the wage specified in (ii)(i) i.e. | 2159.50 | 1727.50 | 2169.50 | 1735.50 |
| (iii) | Ma | rker-in | - | | | .,,,,,, |
| \4/ | + 1 | (i) Qualified | 1665.50 | 1332.50 | 1675.00 | 1240.00 |
| | 1 | (ii) Leamers | :000.00 | 1002.00 | 1073.00 | 1340.00 |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| **** | 1 1 | third six months of experience | 1046.00 | 911.00 | 1049.50 | 911.00 |
| *************************************** | T^{\dagger} | fourth six months of experience | 1145.50 | 916.50 | 1151.50 | 921.00 |
| | | fifth six months of experience | 1252.50 | 1002.00 | 1256.50 | 1005.00 |
| | | sixth six months of experience | 1353.00 | 1082.50 | 1360.00 | 1088.00 |
| | | seventh six months of experience | 1458.50 | 1167.00 | 1465.50 | 1172.50 |



| | | WAGE SCHEDULE | GROUP A (i.e 0.5% Productivity | e employees on the incentive Scheme) | GROUP B (i.e. the 0.5% Productivit | employees NOT on ty Incentive Scheme) |
|---|----------|---|---|---|---|---|
| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 | 1559.50 | 1247.50 | 1566.00 | 1253.00 |
| (iv) | | Thereafter, the wage specified in (iii)(i) i.e. taper & Chopper-out, other than an interlining d/or trimming chopper-out | 1665.50 | 1332.50 | 1675.00 | 1340.00 |
| | + | (i) Qualified | 1335.00 | 1068.00 | 1342.50 | 1074.00 |
| | 1- | (ii) Learners | 1000.00 | 1000.00 | 1072.00 | 1074.00 |
| | 1 | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | 1 | third six months of experience | 976.00 | 911.00 | 982.50 | 911.00 |
| *************************************** | 1 | fourth six months of experience | 1065.50 | 911.00 | 1068.00 | 911.00 |
| | | fifth six months of experience | 1154.00 | 923.00 | 1161.50 | 929.00 |
| | | next four months of experience | 1245.00 | 996.00 | 1251.50 | 1001.00 |
| | - | Thereafter, the wage specified in (iv)(i) i.e. | 1335.00 | 1068.00 | 1342.50 | 1074.00 |
| (v) | Ch | necker, Examiner and/or Passer | <u> </u> | | | |
| | | (i) Qualified | 1161.50 | 929.00 | 1165.00 | 932.00 |
| | | (ii) Learners | | WHAT TO THE TOTAL OF THE TOTAL | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | third six months of experience | 976.00 | 911.00 | 982.50 | 911.00 |
| | | next four months of experience | 1066.00 | 911.00 | 1069.00 | 911.00 |
| | | Thereafter, the wage specified in (v)(i) i.e. | 1161.50 | 929.00 | 1165.00 | 932.00 |
| (vi) | (a) | Invoice Clerk | | | | |
| | | (i) Qualified | 1665.50 | 1332.50 | 1675.00 | 1340.00 |
| *************************************** | 4 | (ii) Learners | 1222 == | | | |
| | \vdash | first six months of experience | 1200.50 | 960.50 | 1206.00 | 965.00 |
| | | Thereafter, the wage specified in (vi)(a)(i) i.e. | 1665.50 | 1332.50 | 1675.00 | 1340.00 |
| | | Despatch Clerk, Factory Clerk and/or Stores erk | | | | |
| | | (i) Qualified | 1220.00 | 976.00 | 1225.50 | 980.50 |
| | | (ii) Learners | | | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 1047.00 | 911.00 | 1051.00 | 911.00 |



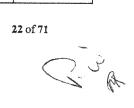
| | | WAGE SCHEDULE | GROUP A (i.e 0.5% Productivity | employees on the Incentive Scheme) | GROUP B (l.e. the 0.5% Productivit | emptoyees NOT on y Incentive Scheme) |
|--------|----------|--|---|---|---|---|
| | DE | SCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | Thereafter, the wage specified in (vi)(b)(i) | 1220.00 | R 976.00 | R 1225.50 | R 980.50 |
| | | i.e. | 1220.00 | 370.00 | 1225.00 | 330.30 |
| (vii) | and/or s | Machinist engaged in setting in sleeves sewing round men's and ladies' tailored nd overcoats: | | | | |
| | (i) C | Qualified | 1314.50 | 1051.50 | 1319.00 | 1055.00 |
| | (ii) | Learners | | | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | third six months of experience | 964.50 | 911.00 | 968.00 | 911.00 |
| | | fourth six months of experience | 1051.00 | 911.00 | 1055.00 | 911.00 |
| | | fifth six months of experience | 1137.50 | 911.00 | 1144.50 | 915.50 |
| | | next four months of experience | 1227.50 | 982.00 | 1233.00 | 986.50 |
| | | Thereafter, the wage specified in (vii)(i) i.e. | 1314.50 | 1051.50 | 1319.00 | 1055.00 |
| (viii) | which t | of a Motor Vehicle, the unladen mass of ogether with the unladen mass of any railers drawn by such vehicle—: | | | | |
| | (a) | Does not exceed 2 722 kg | 1436.50 | 1149.00 | 1443.50 | 1155.00 |
| | (b) | Exceeds 2 722 kg | 1670.50 | 1336.50 | 1678.50 | 1343.00 |
| (ix) | | ne Driver of a Motor Vehicle | 1309.00 | 1047.00 | 1314.50 | 1051.50 |
| (x) | | Machine Operator | 15.15.15 | 4666 | 4904 00 | 20.000 |
| | | Qualified | 1712.00 | 1369.50 | 1721.50 | 1377.00 |
| | (11) | Learners | 040.50 | 044.00 | 040.50 | 044.00 |
| | | first six months of experience second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | third six months of experience | 949.50 | 911.00 | 953.00 1103.00 | 911.00 |
| | | fourth six months of experience | 1099.50 1253.50 | 911.00 1003.00 | 1257.00 | 911.00 1005.50 |
| | | fifth six months of experience | 1405.00 | 1124.00 | 1410.50 | 1128.50 |
| | | next four months of experience | 1560.00 | 1248.00 | 1567.50 | 1254.00 |
| | | Thereafter, the wage specified in (x)(i) i.e. | 1712.00 | 1369.50 | 1721.50 | 1377.00 |
| (vi) | Ranimer | nance hand | | | | |
| (xi) | | | 000 50 | 911.00 | 985.00 | 044.00 |
| | {{}} { | Qualified | 982.50 | 911.00 | 905.00 | 911.00 |
| | | Learners | | | | |



| | WAGE SCHEDULE | | , employees on the Incentive Scheme) | GROUP B (i.e. the 0.5% Productivity | |
|------------|--|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R |
| | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | third six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | fourth six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | next four months of experience Thereafter, the wage specified in (xi)(i) i.e. | 949.50 | 911.00 911.00 | 952.50 985.00 | 911.00 911.00 |
| | N THE MAGISTERIAL DISTRICTS OF EMFONTEIN, KIMBERLEY AND KROONSTAD | | | | |
| (i) | Sewing Machinist | 4 | | | |
| | Sewing Machinist (i) Qualified | 1161.50 | 929.00 | 1165.00 | 932.00 |
| (i) | | 1161.50 | 929.00 | 1165.00 | 932.00 |
| (i) | (i) Qualified (ii) Learners first six months of experience | 1161.50 949.50 | 929.00 | 949.50 | |
| (i) | (i) Qualified (ii) Learners | | 911.00 911.00 | 949.50 949.50 | 911.00 911.00 |
| (i) | (i) Qualified (ii) Learners first six months of experience | 949.50 | 911.00 | 949.50 949.50 949.50 | 911.00 911.00 911.00 |
| (i) | (i) Qualified (ii) Learners first six months of experience second six months of experience | 949.50 949.50 | 911.00 911.00 | 949.50 949.50 | 932.00 911.00 911.00 911.00 932.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience | 949.50 949.50 949.50 | 911.00 911.00 911.00 | 949.50 949.50 949.50 | 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and | 949.50 949.50 949.50 | 911.00 911.00 911.00 | 949.50 949.50 949.50 | 911.00 911.00 911.00 932.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners | 949.50 949.50 949.50 1161.50 | 911.00 911.00 911.00 929.00 | 949.50 949.50 949.50 1165.00 | 911.00 911.00 911.00 932.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience | 949.50 949.50 949.50 1161.50 1161.50 | 911.00 911.00 911.00 929.00 929.00 | 949.50 949.50 949.50 1165.00 1165.00 | 911.00 911.00 911.00 932.00 932.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 | 911.00 911.00 911.00 929.00 929.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 | 911.00 911.00 911.00 932.00 932.00 911.00 |
| (i) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 976.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 982.50 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 982.50 1041.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 982.50 1041.00 1102.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. | 949.50 949.50 1161.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 1161.50 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 911.00 929.00 | 949.50 949.50 1165.00 1165.00 1165.00 949.50 949.50 982.50 1041.00 1102.00 1165.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of Ilnings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience next four months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. Set Leader and/or Team Leader | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 911.00 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 982.50 1041.00 1102.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. Set Leader and/or Team Leader General Worker/Pleater | 949.50 949.50 1161.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 1161.50 1233.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 929.00 986.50 | 949.50 949.50 1165.00 1165.00 1165.00 949.50 949.50 982.50 1041.00 1102.00 1165.00 1238.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 911.00 990.50 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. Set Leader and/or Team Leader General Worker/Pleater (i) Qualified | 949.50 949.50 1161.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 1161.50 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 911.00 929.00 | 949.50 949.50 1165.00 1165.00 1165.00 949.50 949.50 982.50 1041.00 1102.00 1165.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 911.00 990.50 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. Set Leader and/or Team Leader General Worker/Pleater (i) Qualified (ii) Learners | 949.50 949.50 949.50 1161.50 1161.50 949.50 949.50 949.50 1036.50 1099.00 1161.50 1233.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 929.00 986.50 | 949.50 949.50 949.50 1165.00 1165.00 949.50 949.50 949.50 1041.00 1102.00 1165.00 1238.00 | 911.00 911.00 911.00 932.00 932.00 911.00 911.00 911.00 911.00 911.00 911.00 911.00 |
| (i) (a) | (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience Thereafter, the wage specified in (i)(i) i.e. Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer (i) Qualified (ii) Learners first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience next four months of experience Thereafter, the wage specified in (i)(i) i.e. Set Leader and/or Team Leader General Worker/Pleater (i) Qualified | 949.50 949.50 1161.50 1161.50 1161.50 949.50 949.50 949.50 976.00 1036.50 1099.00 1161.50 1233.00 | 911.00 911.00 911.00 929.00 929.00 911.00 911.00 911.00 911.00 929.00 986.50 | 949.50 949.50 1165.00 1165.00 1165.00 949.50 949.50 982.50 1041.00 1102.00 1165.00 1238.00 | 911.00 911.00 911.00 |



| | | WAGE SCHEDULE | GROUP A (i.e 0.5% Productivity | e. employees on the Incentive Scheme) | GROUP B (i.e the 0.5% Productivi | employees NOT on ty Incentive Scheme) |
|------------|----------|---|---|---|---|---|
| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) |
| ***** | | | R | R | R | R |
| (iii) | De | espatch Packer and Layer-up | | | | |
| | - | (i) Qualified | 949.50 | 911.00 | 949.50 | 911.00 |
| | <u> </u> | (ii) Learners | | | | |
| | <u> </u> | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | 1 | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (iii)(i) i.e. | 949.50 | 911.00 | 949.50 | 911.00 |
| (iv) | PI | ain Sewer | | | | |
| | | (i) Qualified | 949.50 | 911.00 | 953.00 | 911.00 |
| | | (ii) Leamers | | | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (iv)(i) i.e. | 949.50 | 911.00 | 953.00 | 911.00 |
| (v) | Sa | ample Machinist | 1319.00 | 1055.00 | 1326.50 | 1061.00 |
| | | HE MAGISTERIAL DISTRICTS OF FRANKFORT, AND VREDEFORT | | | | |
| (i) (a) | Se | ewing Machinist | | | | |
| | ļ | (i) Qualified: | 1115.50 | 911.00 | 1121.00 | 911.00 |
| | <u> </u> | (ii) Learners: | | | | |
| | _ | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | _ | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | ļ | third six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (i)(a)(i) i.e. | 1115.50 | 911.00 | 1121.00 | 911.00 |
| (i) (b) | Ma | visible Mender, Finisher, Presser, Trimmer, arker-In and/or Chopper-out of linings and mmings, Former Scriber and Screen Printer: | | | | *************************************** |
| | | (i) Qualified: | 1117.50 | 911.00 | 1121.00 | 911.00 |
| | 1 | (ii) Learners: | | | | |
| ····· | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | 1 | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | 1 | third six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | fourth six months of experience | 950.50 | 911.00 | 950.50 | 911.00 |
| | | fifth six months of experience | 998.00 | 911.00 | 1002.50 | 911.00 |
| | T | Next four months of experience | 1057.50 | 911.00 | 1060.50 | 911.00 |



| | | WAGE SCHEDULE | GROUP A (Le 0.5% Productivity | employees on the Incentive Scheme) | GROUP B (i.e. the 0.5% Productivi | employees NOT on ty Incentive Scheme) |
|---|--|---|---|---|---|---|
| | C | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | γ | Thereafter, the wage specified in (i)(b)(i) | 1117.50 | 911.00 | R 1121.00 | 911.00 |
| | | i.e. | | 911.00 | 1121.00 | 511.00 |
| | | ader and/or Team Leader | 1187.00 | 949.50 | 1192.00 | 953.50 |
| (11) | 1 | al Worker/Pleater | | | | |
| | 1 ,, | Qualified | 949.50 | 911.00 | 949.50 | 911.00 |
| | (ii) | Leamers | | | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (ii)(i) i.e. | 949.50 | 911.00 | 949.50 | 911.00 |
| (ili) | Despa | tch Packer | | | | |
| | (i) | Qualified | 949.50 | 911.00 | 949.50 | 911.00 |
| | (ii) | Learners | | | | |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (iii)(i) i.e. | 949.50 | 911.00 | 949.50 | 911.00 |
| (iv) | Layer- | Up . | | | | |
| | (i) | Qualified | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Leamers | | | | 011.00 |
| | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| ************* | | second six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| | | Thereafter, the wage specified in (iii)(i) l.e. | 949.50 | 911.00 | 949.50 | 911.00 |
| (v) | Plain S | | | | | |
| | (i) | Qualified | 949.50 | 911.00 | 949.50 | 911.00 |
| | (ii) | Learners | | | | |
| ************ | | first six months of experience | 949.50 | 911.00 | 949.50 | 911.00 |
| *************************************** | | Thereafter, the wage specified in (iv)(i) i.e. | 949.50 | 911.00 | 949.50 | 911.00 |
| (vi) | Sampl | e Machinist | 1268.50 | 1015.00 | 1272.50 | 1018.00 |
| | 1 | overs who employed staff on 2011/2012 New | | | | |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.



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

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| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|------------------|
| 20(1)(a) | R3,15 | R3,28 |
| 20(1)(b) | R3,39 | R3,53 |
| 21(3) | R26,16 | R27,26 |
| 23D(1) | 49 cents | 51 cents |
| 23E(2) | 74 cents | 77 cents |
| 35(5) | 21 cents | 22 cents |
| 36(1) | 31 August 2021 | 31 August 2022 |
| 36(1) | 1 September 2020 | 1 September 2021 |

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

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

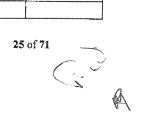
| WAGE SCHEDULE | Group A (i.e Employers contributing to the Productivity incentive Scheme) | Group B (i.e Employers NOT contributing to the Productivity incentive Scheme) |
|---------------|---|---|
| | | |

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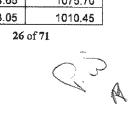
| | | Description of Occupation | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum |
|--|------|---|---|---|---|---|
| | | | R | R | R | Wage) |
| GRA | DE ' | | | | | |
| | (a) | Qualified | 1490.20 | 1192.15 | 1497.10 | 1197.70 |
| | (b) | Learner | | | | |
| | | 0 - 6 months | 983.60 | 921.85 | 988.25 | 921.85 |
| | | 7 - 12 months | 1088.05 | 921.85 | 1093.05 | 921.85 |
| | | 13 - 18 months ** | 1192.30 | 953.85 | 1197.90 | 958.30 |
| | | Thereafter, the qualifying wage applies | 1490.20 | 1192.15 | 1497.10 | 1197.70 |
| GRA | DE 2 | 2 | | | *************************************** | |
| | (a) | Qualified | 1295.10 | 1036.10 | 1301.25 | 1041.00 |
| | (b) | Learner | | | | |
| | | 0 - 6 months | 978.35 | 921.85 | 982.85 | 921.85 |
| | | Thereafter, the qualifying wage applies | 1295.10 | 1036.10 | 1301.25 | 1041.00 |
| GRA | DE / | | | | | 1041.00 |
| | (a) | Qualified | 1327.05 | 1061.65 | 1333.05 | 1066.45 |
| | (b) | Learner | *************************************** | | | . 500.70 |
| and the contract of the contra | | 0 - 6 months | 1030.75 | 921.85 | 1035.65 | 921.85 |
| | | Thereafter, the qualifying wage applies | 1327.05 | 1061.65 | 1333.05 | 1066.45 |
| HEA | D CL | JTTER | 2377.55 | 1902.05 | 2388.40 | 1910.70 |
| | | NT HEAD CUTTER | 1901.85 | 1521.50 | 1910.55 | 1528.45 |
| | | TRIMMER | | *************************************** | 1010.03 | 1040.40 |
| Ī | (a) | Qualified | 1493.80 | 1195.05 | 1500.80 | 1200.65 |
| | (b) | Learner | | | ,000,00 | 1200.00 |
| | | 0 - 6 months | 960.55 | 921.85 | 960.55 | 921.85 |
| | | 7 - 12 months | 1046.95 | 921.85 | 1051.55 | 921.85 |
| | | 13 - 18 months | 1152.40 | 921.90 | 1157.80 | 926.25 |
| | | 19 - 22 months | 1277.75 | 1022.20 | 1283.50 | 1026.80 |
| | | Thereafter, the qualifying wage applies | 1493.80 | 1195.05 | 1500.80 | 1200.65 |
| BAN | DK | IIFE CUTTER | | | 1300.00 | 1200.00 |

STAATSKOERANT, 24 DESEMBER 2021





| | WAGE SCHEDULE | to the Produ | oloyers contributing ctivity incentive heme) | Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme) | |
|---------|---|---|---|---|---|
| | Description of Occupation | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 | 1572.10 | 1257.70 | 1579.30 | 1263.45 |
| (b) | Learner | _ | | | |
| | 0 - 6 months | 1048.30 | 921.85 | 1053.05 | 921.85 |
| | 7 - 12 months | 1164.10 | 931.30 | 1169.60 | 935.70 |
| | 13 - 18 months | 1270.30 | 1016.25 | 1276.35 | 1021.10 |
| | 19 - 22 months | 1391.30 | 1113.05 | 1397.65 | 1118.10 |
| | Thereafter, the qualifying wage applies | 1572.10 | 1257.70 | 1579.30 | 1263.45 |
| MECHAN | NC | | | | |
| (a) | Qualified | 2555.05 | 2044.05 | 2 56 6.75 | 2053.40 |
| (b) | Learner | | | | |
| | 0 - 6 months | 1178.85 | 943.10 | 1184.15 | 947.30 |
| | 7 - 12 months | 1353.70 | 1082.95 | 1360.05 | 1088.05 |
| | 13 - 18 months | 1553.55 | 1242.85 | 1561.00 | 1248.80 |
| | 19 - 24 months | 1753.60 | 1402.90 | 1761.80 | 1409.45 |
| | 25 - 30 months 31 - 36 months | 1966.70 | 1573.35 | 1975.95 | 1580.75 |
| | 31 - 36 months 37 - 40 months | 2162.80 | 1730.25 | 2172.75 | 1738.20 |
| | | 2355.50 | 1884.40 | 2366.50 | 1893.20 |
| | Thereafter, the qualifying wage applies | 2555.05 | 2044.05 | 2566.75 | 2053.40 |
| CLERK * | | | | | |
| (a) | Qualified | 1596.95 | 1277.55 | 1604.40 | 1283.50 |
| (b) | Learner 0 - 6 months | 1005.00 | | | |
| | 7 - 12 months | 1085.80 1226.00 | 921.85 980.80 | 1090.80 | 921.85 |
| | 13 - 18 months | 1341.25 | | 1231.65 | 985.30 |
| | Thereafter, the qualifying wage applies | 1596.95 | 1073.00 1277.55 | 1347.35 | 1077,90 |
| | | 1338.50 | 1070.80 | 1604.40 | 1283,50 |
| NATCHA | | 1257.25 | | 1344.65 | 1075.70 |
| DRIVER | 1 | 1257.25 | 1005.80 | 1263.05 | 1010.45 |



| | to the Produc | oyers contributing tivity incentive eme) | Contributing to Incentive | Employers NOT the Productivity e Scheme) |
|---------------------------|---|---|--|---|
| Description of Occupation | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | per week from 01 Sep 2021 to 31 Aug | New Employees on Incentivised Scheme Effective 1 Sep 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 2 | 1373.75 | 1099.00 | 1380.15 | 1104.10 |
| DRIVER 3 | 1601.85 | 1281.50 | 1609.30 | 1287.4 |
| DRIVER 4 | 1934.70 | 1547.75 | 1943.75 | 1555.00 |
| | 1831.60 | 1465.30 | 1 | 1472.10 |

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

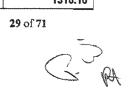
(d)"

Across-the-Board.

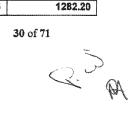
| | | WAGE SCHEDULE | | Employers contributing ity incentive Scheme) | contributing | (i.e Employers NOT to the Productivity ive Scheme) |
|---------|-------|--|---|---|---|---|
| | DESC | CRIPTION OF OCCUPATION | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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) | Fore | eman: | 2797.30 | 2237.85 | 2810.25 | 2248.20 |
| (ii) | Dye | r: (See (iv) below) | | | | |
| (iii) | | eman: | | | | |
| | (i) | Qualified: | 2692.60 | 2154.10 | 2705.00 | 2164.00 |
| | (ii) | Learners: | | 7 | | |
| | | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | | second six months of experience | 1402.75 | 1122.20 | 1409.15 | 1127.30 |
| | 1 | third six months of experience | 1832.95 | 1466.35 | 1841.35 | 1473.10 |
| | 1 | next four months of experience | 2262.70 | 1810.15 | 2273.10 | 1818.50 |
| | | Thereafter, the wage specified in (iii)(i) i.e. | 2692.60 | 2154.10 | 2705.00 | 2164.00 |
| (iv) | Mec | hanic/Dyer: | | | | |
| | (i) | Qualified: | 2797.30 | 2237.85 | 2810.25 | 2248.20 |
| | (ii) | Learners: | | | | |
| | | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | | second six months of experience | 1154.90 | 923.90 | 1160.50 | 928.40 |
| | | third six months of experience | 1337.40 | 1069.90 | 1343.75 | 1075.00 |
| | | fourth six months of experience | 1520.15 | 1216.10 | 1527.05 | 1221.65 |
| | | fifth six months of experience | 1702.75 | 1362.20 | 1710.80 | 1368.65 |
| | 1 | sixth six months of experience | 1884.60 | 1507.70 | 1893.30 | 1514.65 |
| | | seventh six months of experience | 2067.60 | 1654.10 | 2077.15 | 1661.70 |
| | - | eighth six months of experience | 2250.00 | 1800.00 | 2260.50 | 1808.40 |
| | | ninth six months of experience | 2432.25 | 1945.80 | 2443.55 | 1954.85 |
| | - | next four months of experience Thereafter, the wage specified in | 2615.20 2797.30 | 2092.15 2237.85 | 2627.25 2810.25 | 2101.80 2248.20 |
| (v) | Med | (iv)(i) i.e. :hanic's Assistant: | | | | |
| | (i) | Qualified: | 1832.40 | 1465.90 | 1840.95 | 1472.75 |
| | (ii) | Learners: | | | | |
| | + ""/ | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | + | second six months of experience | 1057.90 | | 1062.80 | 921.85 |
| | - | third six months of experience | 1145.10 | 921.85 | 1150.40 | 921.85 |
| - | 1 | fourth six months of experience | 1230.05 | 984.05 | 1235.75 | 988.60 |
| | - | fifth six months of experience | 1316.50 | 1053.20 | 1322.75 | 1058.20 |



| | *************************************** | WAGE SCHEDULE | | Employers contributing rity incentive Scheme) | contributing | (i.e Employers NOT to the Productivity tive Scheme) | |
|---|--|--|---|---|---|---|--|
| | DESC | RIPTION OF OCCUPATION | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 | sixth six months of experience | 1402.85 | 1122,30 | 1409.35 | 1127.50 | |
| | | seventh six months of experience | 1488.35 | 1190.70 | 1495.25 | 1196.20 | |
| | | eighth six months of experience | 1574.75 | 1259.80 | 1581.80 | 1265.45 | |
| *************************************** | 1 | ninth six months of experience | 1660.25 | 1328.20 | 1667.95 | 1334.35 | |
| | t | next four months of experience | 1746.45 | 1397.15 | 1754.35 | 1403.50 | |
| | | Thereafter, the wage specified in (v)(i) i.e. | 1832.40 | 1465.90 | 1840.95 | 1472.75 | |
| (vi) | Supe | ervisor: | 1937.10 | 1549.70 | 1946.05 | 1556.85 | |
| (vii) | | Examiner of fully-fashioned nents: | 1798.85 | 1439.10 | 1807.15 | 1445.70 | |
| (viii) | Facto Cleri | ory Clerk, Despatch Clerk, Stores K: | | | | | |
| | (i) | Qualified: | 1761.35 | 1409.10 | 1769.60 | 1415.70 | |
| ····· | (ii) | Learners: | | | *************************************** | | |
| | | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 | |
| | | second six months of experience | 1169.70 | 935.75 | 1175.20 | 940.15 | |
| | | third six months of experience | 1366.95 | 1093.55 | 1373.40 | 1098.70 | |
| | | next four months of experience | 1564.35 | 1251.50 | 1571.60 | 1257.30 | |
| | | Thereafter, the wage specified in (viii)(i) i.e. | 1761.35 | 1409.10 | 1769.60 | 1415.70 | |
| (ix) | Assider Assider | | | | | | |
| | (i) | Qualified: | 1761.35 | 1409.10 | 1769.60 | 1415.70 | |
| | (ii) | Learners: | | 17441V | | 1710.10 | |
| | `` | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 | |
| | | second six months of experience | 1103.80 | 921.85 | 1109.10 | 921.85 | |
| | | third six months of experience | 1235.10 | 988.10 | 1240.85 | 992.70 | |
| | ├──┼ | fourth six months of experience | 1366.95 | 1093.55 | 1373.50 | 1098.80 | |
| | | fifth six months of experience | 1498.35 | 1198.70 | 1505.15 | 1204.10 | |
| | 1 | next four months of experience | 1630.10 | 1304.10 | 1637.65 | 1310.10 | |



| | | WAGE SCHEDULE | | Employers contributing rity incentive Scheme) | contributing | (i.e Employers NOT to the Productivity ive Scheme) |
|--------|---|--|---|---|---|---|
| | DES | CRIPTION OF OCCUPATION | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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. | 1761.35 | 1409.10 | 1769.60 | 1415.70 |
| (x) | Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer: | | | | | |
| | (i) | Qualified: | 1536.90 | 1229.50 | 1544.15 | 1235.30 |
| | (ii) | Learners: | | | | |
| | | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | | second six months of experience | 1113.40 | 921.85 | 1118.45 | 921.85 |
| | | third six months of experience | 1254.35 | 1003.50 | 1260.20 | 1008.15 |
| | | next four months of experience | 1395.95 | 1116.75 | 1402.40 | 1121.90 |
| | | Thereafter, the wage specified in (x)(i) i.e. | 1536.90 | 1229.50 | 1544.15 | 1235.30 |
| (xi) | mas | er of a Motor Vehicle, the unladen as of which, together with the aden mass of any trailer or trailers wn by such vehicle—: | | | | |
| | | (a) does not exceed 453,5 kg | 1469.25 | 1175.40 | 1476.05 | 1180.85 |
| | | (b) exceeds 453,5 kg but not 2 721 kg | 1734.70 | 1387.75 | 1742.80 | 1394.25 |
| | | (c) exceeds 2 721 kg but not 4 535 | 1847.30 | 1477.85 | 1855.80 | 1484.65 |
| | | (d) exceeds 4 535 kg | 2004.65 | 1603.70 | 2013.80 | 1611.05 |
| (xii) | Sec | urity Officer: | 2243.95 | 1796.15 | 2254.35 | 1803.50 |
| (xiii) | | chman: | 1731.75 | 1385.40 | 1739.70 | 1391.75 |
| (xiv) | Em | oloyee not elsewhere specified: | | | | |
| | (i) | Qualified: | 1802.95 | 1442.35 | 1811.15 | 1448.90 |
| | (ii) | Learners: | | | *************************************** | |
| | | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | | second six months of experience | 1179.85 | 943.90 | 1185.55 | 948.45 |
| | | third six months of experience | 1388.16 | 1110.50 | 1394.45 | 1115.55 |
| | | next four months of experience | 1595.35 | 1276.30 | 1602.75 | 1282.20 |



| | | WAGE SCHEDULE | | Employers contributing rity incentive Scheme) | contributing | (i.e Employers NOT to the Productivity tive Scheme) |
|---|--------------|--|---|---|---|---|
| | DES | CRIPTION OF OCCUPATION | Wage rate per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 (xiv)(i) i.e. | 1802.95 | 1442.35 | 1811.15 | 1448.90 |
| (xv) | | | | | | |
| | (i) | Qualified: | 1263.50 | 1010.80 | 1269.30 | 1015.45 |
| | (ii) | Learners: | | 171717 | | .010.40 |
| | † · · | first six months of experience | 972.75 | 921.85 | 977.35 | 921.85 |
| | † | second six months of experience | 1069.35 | 921.85 | 1074.35 | 921.85 |
| *************************************** | | third six months of experience | 1167.15 | 933.70 | 1172.40 | 937.90 |
| | | Thereafter, the wage specified in (xv) (i) i.e. | 1263.50 | 1010.80 | 1269.30 | 1015.45 |
| (xvi) | | veller's Assistant, Cloakroom | 1263.50 | 1010.80 | 1269.30 | 1015.45 |
| (xvii) | | pervisor and/or Attendant, Teamaker neral Worker (Knitting) | 1467.65 | 1174.10 | 1878 EE | 4470 65 |
| | 1 | mployage who amployed staff on 2014 | 1. 1 | | 1474.55 | 1179.65 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.



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

| Clause No. | Existing 2020/2021 | New 2021/2022 |
|----------------------------|--------------------|------------------|
| 25(1) | R3,71 | R3,87 |
| 25(2) | R5,03 | R5,24 |
| 26(1) | 47 cents | 49 cents |
| 26(2) | 66 cents | 69 cents |
| 40(1) | 31 August 2021 | 31 August 2022 |
| 40(1) | 1 September 2020 | 1 September 2021 |
| Annexure C of Clause 43(5) | 21 cents | 22 cents |

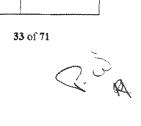
6. PART D (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))

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

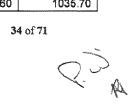
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9.3A

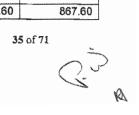
| | WAGE SCHEDULE | | employees on the 0.5% centive Scheme) | on the 0.5% P | (i.e. employees NOT Productivity Incentive cheme) | |
|-----|---|--|---|---|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | | R | R | R | R | |
| (A) | Pattern Maker and/or Grader: | | | | | |
| | (i) Qualified: | 2680.50 | 2144.40 | 2692.80 | 2154.20 | |
| | (ii) Leamers: | | | | | |
| | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 | |
| | second six months of experience | 1249.40 | 999.50 | 1255.30 | 1004.20 | |
| | third six months of experience | 1537.70 | 1230.20 | 1544.80 | 1235.80 | |
| | fourth six months of experience | 1799.70 | 1439.80 | 1808.10 | 1446.50 | |
| | fifth six months of experience | 2112.20 | 1689.80 | 2122.30 | 1697.80 | |
| | next four months of experience | 2399.00 | 1919.20 | 2410.10 | 1928.10 | |
| | Thereafter, the wage specified in (A)(i) i.e. | 2680.50 | 2144.40 | 2692.80 | 2154.20 | |
| (B) | Marker-in: | | | | | |
| | (i) Qualified: | 2225.40 | 1780.30 | 2236.10 | 1788.90 | |
| | (ii) Learners: | | | | | |
| | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 | |
| | second six months of experience | 1173.50 | 938.80 | 1179.20 | 943.40 | |
| | third six months of experience | 1384.50 | 1107.60 | 1391.10 | 1112.90 | |
| | fourth six months of experience | 1594.50 | 1275.60 | 1602.30 | 1281.80 | |
| | fifth six months of experience | 1805.00 | 1444.00 | 1813.80 | 1451.00 | |
| | next four months of experience | 2016.00 | 1612.80 | 2025.00 | 1620.00 | |
| | Thereafter, the wage specified in (B)(i) i.e. | 2225.40 | 1780.30 | 2236.10 | 1788.90 | |
| (C) | Mechanic: | | | | | |
| (-) | (i) Qualified: | 2170.50 | 1736.40 | 2180.80 | 1744.60 | |
| | (ii) Learners: | 2.110.00 | 1100.10 | 2100.00 | 11-77.00 | |
| | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 | |
| · | second six months of experience | 1097.30 | 877.80 | 1102.20 | 881.80 | |
| | third six months of experience | 1231.50 | 985.20 | 1237.50 | 990.00 | |
| | fourth six months of experience | 1365.90 | 1092.70 | 1372.20 | 1097.80 | |
| | fifth six months of experience | 1500.70 | 1200.60 | 1507.70 | 1206.20 | |
| | sixth six months of experience | 1633,40 | 1306.70 | 1641.30 | 1313.00 | |
| | seventh six months of experience | 1768.90 | | 1777.10 | | |
| | eighth six months of experience | 1902.50 | 1415.10 1522.00 | | 1421.70 | |
| | next four months of experience | 2037.30 | | 1911.90 | 1529.50 | |
| | Thereafter, the wage specified in (C)(i) | 2170.50 | 1629.80 1736.40 | 2046.80 | 1637.40 | |
| | i.e. | Z1/U.5U | 1/30.40 | 2180.80 | 1744.60 | |



| | WAGE SCHEDULE | GROUP A (i.e. e Productivity In | employees on the 0.5% centive Scheme) | on the 0.5% P | (i.e. employees NOT roductivity Incentive theme) |
|---|--|--|---|---|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on incentivised Scheme Effective 1 Sep 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: | | | N | |
| | (i) Qualified: | 1612.00 | 1289.60 | 1619.90 | 1295.90 |
| | (ii) Learners: | | | | |
| | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 |
| | second six months of experience | 1125.60 | 900.50 | 1131.20 | 905.00 |
| | third six months of experience | 1288.50 | 1030.80 | 1294.50 | 1035.60 |
| | next four months of experience | 1452.40 | 1161.90 | 1459.10 | 1167.30 |
| ~~~~ | Thereafter, the wage specified in (D)(i) i.e. | 1612.00 | 1289.60 | 1619.90 | 1295.90 |
| *(E1) (E)(a) | Sample Machinist: Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder): | 1602.90 | 1282.30 | 1610.40 | 1288.30 |
| | (i) Qualified: | 1393.50 | 1114.80 | 1400.00 | 1120.00 |
| | (ii) Learners: | | | | |
| ······································ | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 |
| | second six months of experience | 1070.90 | 867.60 | 1075.90 | 867.60 |
| | third six months of experience | 1176.50 | 941.20 | 1182.40 | 945.90 |
| | Thereafter, the wage specified in (E)(i) i.e. | 1393.50 | 1114.80 | 1400.00 | 1120.00 |
| (E)(b) | Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer: | | | | |
| | (i) Qualified: | 1393.50 | 1114.80 | 1400.00 | 1120.00 |
| | (ii) Learners: | ···· | | | ······································ |
| | | 000 00 | 867.60 | 969.60 | 867.60 |
| | first six months of experience | 900.09 | 1 110.100 | | |
| | first six months of experience second six months of experience | 965.50 1070.90 | <u></u> | | |
| *************************************** | first six months of experience second six months of experience third six months of experience | 1070.90 1176.50 | 867.60 941.20 | 1075.90 1182.40 | 867.60 945.90 |



| | WAGE SCHEDULE | | employees on the 0.5% centive Scheme) | on the 0.5% Productivity Incentiv Scheme) | | |
|------|--|--|---|---|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 (E)(i) i.e. | 1393.50 | 1114.80 | 1400.00 | 1120.00 | |
| (F1) | Machinist promoted to Assistant Supervisor: | | | | | |
| | (i) Qualified: | 1655.80 | 1324.60 | 1663.80 | 1331.00 | |
| | (ii) Learners: | 1000.00 | 1324.00 | 1000.00 | 1331.00 | |
| | first six months of experience | 1393.50 | 1114.80 | 1400.00 | 1120.00 | |
| | second six months of experience | 1484.10 | 1187.30 | 1490.80 | 1192.60 | |
| | third six months of experience. | 1571.30 | 1257.00 | 1578.80 | 1263.00 | |
| | Thereafter, the wage specified in (F1)(i) i.e | 1655.80 | 1324.60 | 1663.80 | 1331.00 | |
| (F) | Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman: | | | | | |
| | (i) Qualified: | 1655.80 | 1324.60 | 1663.80 | 1331.00 | |
| | (ii) Learners: | | | ····· | | |
| | first six months of experience | 965.50 | 867.60 | 969.60 | 867.60 | |
| | second six months of experience | 1137.70 | 910.20 | 1142.70 | 914.20 | |
| | third six months of experience | 1310.60 | 1048.50 | 1316.70 | 1053.40 | |
| | next four months of experience | 1485.20 | 1188.20 | 1492.40 | 1193.90 | |
| | Thereafter, the wage specified in (F)(i) i.e. | 1655.80 | 1324.60 | 1663.80 | 1331.00 | |
| (G) | Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder: | | | | | |
| | (i) Qualified: | 1156.10 | 924.90 | 1161.30 | 929.00 | |
| | (ii) Learners: | | | | | |
| | first six months of experience | | | | | |



| | WAGE SCHEDULE | | employees on the 0.5% centive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | |
|--------------|---|--|---|--|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R |
| | second six months of experience | 1012.10 | 867.60 | 1016.40 | 867.60 |
| | third six months of experience | 1059.30 | 867.60 | 1064.70 | 867.60 |
| | next four months of experience | 1106.90 | 885.50 | 1112.00 | 889.60 |
| ********* | Thereafter, the wage specified in (G)(i) i.e. | 1156.10 | 924.90 | 1161.30 | 929.00 |
| (H1) | Foreman: | 3656.80 | 2925.40 | 3673.80 | 2939.00 |
| (H2) | Supervisor, Assistant Foreman, Head Cutter: | 1994.50 | 1595.60 | 2003.60 | 1602.90 |
| (H3) | Artisan: | 4174.70 | 3339.80 | 4193.70 | 3355.00 |
| (H4) | Labourer, Scooter Driver and/or Boiler Attendant: | 1284.60 | 1027.70 | 1290.70 | 1032.60 |
| | * FFOITOMILE | | | | 4400.00 |
| (H5) | Watchman: | 1484.30 | 1187.40 | 1491.30 | 1193.00 |
| (H5) (H6) | | 1484.30 1463.20 | 1187.40 1170.60 | 1491.30 1469.70 | 1175.80 |

Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 4.2%, Across-the-Board.

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



| Wage Category | | | | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | | |
|------------------|--|--------------------------------|---|--|---|---|--|
| | Wage per week from 01 Sept 2021 to 31 Aug 2022 | Board t Increase 31 4.2% | New Ees on Incentivised Scheme Effective 1 September 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 September 2021 to 31 Aug 2022 | Across the Board Increase 4.2% | New Ees on Incentivised Scheme Effective 1 September 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 | |
| Α | 2 680.50 | 108.00 | 2 144.40 | 2 692.80 | 108.50 | 2 154.20 | |
| В | 2 225.40 | 89.70 | 1 780.30 | 2 236.10 | 90.10 | 1 788.90 | |
| С | 2 170.50 | 87.50 | 1 736.40 | 2 180.80 | 87.90 | 1 744.60 | |
| D | 1 612.00 | 65.00 | 1 289.60 | 1 619.90 | 65.30 | 1 295.90 | |
| E1 | 1 602.90 | 64.60 | 1 282.30 | 1 610.40 | 64.90 | 1 288.30 | |
| E (a) | 1 393.50 | 56.20 | 1 114.80 | 1 400.00 | 56.40 | 1 120.00 | |
| E (b) | 1 393.50 | 56.20 | 1 114.80 | 1 400.00 | 56.40 | 1 120.00 | |
| F1 | 1 655.80 | 66.70 | 1 324.60 | 1 663.80 | 67.10 | 1 331.00 | |
| F | 1 655.80 | 66.70 | 1 324.60 | 1 663.80 | 67.10 | 1 331.00 | |
| G | 1 156.10 | 46.60 | 924.90 | 1 161.30 | 46.80 | 929.00 | |
| H1 | 3 656.80 | 147.40 | 2 925.40 | 3 673.80 | 148.10 | 2 939.00 | |
| H2 | 1 994.50 | 80.40 | 1 595.60 | 2 003.60 | 80.80 | 1 602.90 | |
| Н3 | 4 174.70 | 168.30 | 3 339.80 | 4 193.70 | 169.00 | 3 355.00 | |
| H4 | 1 284.60 | 51.80 | 1 027.70 | 1 290.70 | 52.00 | 1 032.60 | |
| H5 | 1 484.30 | 59.80 | 1 187.40 | 1 491.30 | 60.10 | 1 193.00 | |
| Н6 | 1 463.20 | 59.00 | 1 170.60 | 1 469.70 | 59.20 | 1 175.80 | |
| H7 | 1 564.60 | 63.10 | 1 251.70 | 1 571.60 | 63.30 | 1 257.30 | |

In clause 4B(8), substitute the existing wage schedule with the following new 3. wage schedule (for Millinery Sector establishments):



| | WAGE SCHEDULE | GROUP A (i.e. 0.5% Productivity I | employees on the ncentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|-----|---|--|---|---|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | N | R | R | R | R | |
| (a) | Supervisor: | 2249.60 | 1799.70 | 2254.90 | 1803.90 | |
| (-) | | | | | | |
| (b) | Milliner (Upgrade to Trimmer): | | | | | |
| | (i) Qualified | 1784.20 | 1427.40 | 1789.00 | 1431.20 | |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1264.20 | 1011.40 | 1267.20 | 1013.80 | |
| | second six months of experience | 1382.30 | 1105.80 | 1385.40 | 1108.30 | |
| | third six months of experience | 1517.80 | 1214.20 | 1521.20 | 1217.00 | |
| | next four months of experience | 1683.00 | 1346.40 | 1687.10 | 1349.70 | |
| | Thereafter, the wage specified in (b)(i) i.e. | 1784.20 | 1427.40 | 1789.00 | 1431.20 | |
| (c) | (1) Blocker-Front (Upgrade from Assistant Blocker): | and the state of t | | | | |
| | (i) Qualified: | 1501.30 | 1201.00 | 1504.90 | 1203.90 | |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1244.40 | 995.50 | 1247.40 | 997.90 | |
| | second six months of experience | 1284.70 | 1027.80 | 1287.60 | 1030.10 | |
| | third six months of experience | 1365.90 | 1092.70 | 1369.00 | 1095.20 | |
| | next four months of experience | 1429.30 | 1143.40 | 1433.00 | 1146.40 | |
| | Thereafter, the wage specified in (c)(1)(i) | 1501.30 | 1201.00 | 1504.90 | 1203.90 | |
| | i.e. (2) Driver: | 1501.30 | 1201.00 | 1504.90 | 1203.90 | |
| | | 1301.30 | 7201.00 | 1007.50 | .200.30 | |
| (d) | Machine Operator & Chopper-Out: | 4290.50 | 1111.60 | 1392.30 | 1113.80 | |
| | (i) Qualified: | 1389.50 | 1111.00 | 1382,30 | 1113.00 | |
| | (ii) Learners: first six months of experience | 926.70 | 000 20 | 926.70 | 889.30 | |
| | second six months of experience | 1001.00 | 889.30 889.30 | 1003.40 | 889.30 | |
| | third six months of experience | 1001.00 | | 1074.60 | 889.30 | |
| | next four months of experience | 1237.50 | 889.30 990.00 | 1240.40 | 992.30 | |
| | Thereafter, the wage specified in (d)(i) i.e. | 1389.50 | 1111.60 | 1392.30 | 1113.80 | |
| | | | | | | |



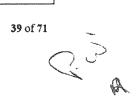


| WAGE SCHEDULE | GROUP A (i.e. 0.5% Productivity | employees on the incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | |
|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Ees on Incentivised Scheme Effective 1 Sep 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) Qualified: | 1184.30 | 947.40 | 1186.90 | 949.50 |
| (ii) Learners: | | | | |
| first six months of experience | 926.70 | 889.30 | 926.70 | 889.30 |
| | | | | |
| second six months of experience | 960.30 | 889.30 | 962.50 | 889.30 |
| | 960.30 1031.00 | 889.30 889.30 | 962.50 1033.80 | 889.30 889.30 |
| second six months of experience | 1031.00 1109.50 | 889.30 889.30 | 1033.80 1111.90 | 889.30 889.50 |
| second six months of experience third six months of experience | 1031.00 | 889.30 | 1033.80 | 889.30 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.

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

| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|------------------|
| 4A(1) | 31 August 2021 | 31 August 2022 |
| 27(1) | 31 August 2021 | 31 August 2022 |
| 27(1) | 1 September 2021 | 1 September 2022 |
| 30(5) | 22 cents | 23 cents |



| Clause No. | Existing 2020/2021 | New 2021/2022 | | |
|------------|--------------------|---------------|--|--|
| 33 (1)(a) | R3,15 | R3,28 | | |
| 33(1)(b) | R3,39 | R3,53 | | |

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

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

"

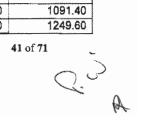
| | WAGE SCHEDULE | GROUP A 0.5% Productiv | (i.e. employees on the ity Incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | |
|-------|---|---|---|--|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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: | 2780.50 | 2224.40 | 2793.60 | 2234.90 |
| (ii) | Dyer: (See (iv) below) | | | | |
| (iii) | Storeman: | | | | |
| | (i) Qualified: | 2676.40 | 2141.10 | 2689.00 | 2151.20 |
| | (ii) Learners: | | | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 |
| | second six months of experience | 1393.80 | 1115.00 | 1400.20 | 1120.20 |
| | third six months of experience | 1821.30 | 1457.00 | 1829.90 | 1463.90 |
| | next four months of experience | 2248.90 | 1799.10 | 2259.50 | 1807.60 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 2676.40 | 2141.10 | 2689.00 | 2151.20 |
| (iv) | Mechanic/Dyer: | | | | |
| | (i) Qualified: | 2780.50 | 2224.40 | 2793.60 | 2234.90 |

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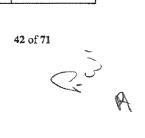


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| | WAGE SCHEDULE | | (i.e. employees on the ity Incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|---|--|---|---|--|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | | R | R | R | R | |
| | (ii) Learners: | | | | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | second six months of experience | 1147.70 | 921.80 | 1152.90 | 922.30 | |
| | third six months of experience | 1329.00 | 1063.20 | 1335.20 | 1068.20 | |
| | fourth six months of experience | 1510.70 | 1208.60 1353.50 | 1517.60 | 1214.10 1359.90 | |
| | fifth six months of experience | 1691.90 | | 1699.90 1882.00 | 1505.60 | |
| | sixth six months of experience | 1873.20 | 1498.60 | 2064.40 | 1651.50 | |
| | seventh six months of experience | 2054.70 2236.20 | 1643.80 1789.00 | 2246.70 | 1797.40 | |
| | eighth six months of experience ninth six months of experience | 2417.20 | 1933.80 | 2428.40 | 1942.70 | |
| | next four months of experience | 2599.60 | 2079.70 | 2611.70 | 2089.40 | |
| | Thereafter, the wage specified in (iv)(i) i.e. | 2780.50 | 2224.40 | 2793.60 | 2234.90 | |
| (v) | Mechanic's Assistant: | 2700.00 | 2227.70 | 2,700.00 | 220-7.00 | |
| (4) | (i) Qualified: | 1820.80 | 1456.60 | 1829.10 | 1463.30 | |
| | (ii) Learners: | 1020:00 | 1,100.00 | 7020110 | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | second six months of experience | 1050.80 | 921.80 | 1055.40 | 921.80 | |
| | third six months of experience | 1117.20 | 921.80 | 1142.70 | 921.80 | |
| | fourth six months of experience | 1222.30 | 977.80 | 1227.70 | 982.20 | |
| | fifth six months of experience | 1308.20 | 1046.60 | 1314.20 | 1051.40 | |
| | sixth six months of experience | 1393.90 | 1115.10 | 1400.40 | 1120.30 | |
| | seventh six months of experience | 1478.90 | 1183.10 | 1486.00 | 1188.80 | |
| | eighth six months of experience | 1565.10 | 1252.10 | 1571.80 | 1257.40 | |
| | ninth six months of experience | 1649.90 | 1319.90 | 1657.40 | 1325.90 | |
| | next four months of experience | 1735.90 | 1388.70 | 1743.60 | 1394.90 | |
| *************************************** | Thereafter, the wage specified in (v)(i) i.e. | 1820.80 | 1456.60 | 1829.10 | 1463.30 | |
| (vi) | Supervisor: | 1925.20 | 1540.20 | 1934.20 | 1547.40 | |
| (vii) | Final Examiner of fully-fashioned garments: | 1787.40 | 1429.90 | 1796.00 | 1436.80 | |
| (viii) | Factory Clerk, Despatch Clerk, Stores Clerk: | | | | | |
| | (i) Qualified | 1750.20 | 1400.20 | 1758.60 | 1406.90 | |
| | (ii) Leamers: | | | | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | second six months of experience | 1162.00 | 929.60 | 1167.60 | 934.10 | |
| | third six months of experience | 1358.10 | 1086.50 | 1364.30 | 1091.40 | |
| | next four months of experience | 1554.50 | 1243.60 | 1562.00 | 1249.60 | |



| | | | GROUP A 0.5% Productiv | (i.e. employees on the ity Incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|---|---|--|--|---|--|---|--|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | T | | R | R | R | R | |
| | | Thereafter, the wage specified in (viii)(i) | 1750.20 | 1400.20 | 1758.60 | 1406.90 | |
| (ix) | i.e. Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper: | | | | | | |
| | (i) Qualified: | | 1750.20 | 1400.20 | 1758.60 | 1406.90 | |
| | | ii) Leamers: | | | | | |
| | | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| *************************************** | | second six months of experience | 1096.70 | 921.80 | 1101.30 | 921.80 | |
| | | third six months of experience | 1227.10 | 981.70 | 1232.60 | 986.10 | |
| | | fourth six months of experience | 1358.10 | 1086.50 | 1364.30 | 1091.40 | |
| | | fifth six months of experience | 1488.60 | 1190.90 | 1495.90 | 1196.70 | |
| | | next four months of experience | 1619.80 | 1295.80 | 1627.00 | 1301.60 | |
| | | Thereafter, the wage specified in (ix)(i) i.e. | 1750.20 | 1400.20 | 1758.60 | 1406.90 | |
| (x) (a) | Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer: | | | | | | |
| | | (i) Qualified: | 1527.30 | 1221.80 | 1534.20 | 1227.40 | |
| | | (ii) Learners: | | | | | |
| | | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | | second six months of experience | 1106.10 | 921.80 | 1111.30 | 921.80 | |
| | | third six months of experience | 1246.20 | 997.00 | 1252.20 | 1001.80 | |
| | | next four months of experience | 1387.00 | 1109.60 | 1393.50 | 1114.80 | |
| | | Thereafter, the wage specified in (x)(i) i.e. | 1527.30 | 1221.80 | 1534.20 | 1227.40 | |
| (x) | Sewing Machinist including a button, buttonhole and hemming machinist: | | Account and the second and the secon | | | | |
| | | (i) Qualified: | 1527.30 | 1221.80 | 1534.20 | 1227.40 | |
| | | (ii) Learners: | | | | | |
| | | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | | second six months of experience | 1106.10 | 921.80 | 1111.30 | 921.80 | |
| | | third six months of experience | 1246.20 | 997.00 | 1252.20 | 1001.80 | |
| | | Thereafter, the wage specified in (x)(i) i.e. | 1527.30 | 1221.80 | 1534.20 | 1227.40 | |



| | WAGE SCHEDULE | | (i.e. employees on the ity Incentive Scheme) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|--------|--|---|---|--|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | | R | R | R | R | |
| (xi) | Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—: | | | | | |
| ļ | (a) does not exceed 453,5 kg | 1460.10 | 1168.10 | 1466.70 | 1173.40 | |
| | (b) exceeds 453,5 kg but not 2 721 kg | 1723.80 | 1379.00 | 1731.60 | 1385.30 | |
| | (c) exceeds 2 721 kg but not 4 535 kg | 1835.70 | 1468.60 | 1844.30 | 1475.40 | |
| | (d) exceeds 4 535 kg | 1992.10 | 1593.70 | 2001.60 | 1601.30 | |
| (xii) | Security Officer: | 2230.30 | 1784.20 | 2240.30 | 1792.20 | |
| (xiii) | Watchman: | 1720.80 | 1376.60 | 1728.80 | 1383.00 | |
| (xiv) | Employee not elsewhere specified: | | | | | |
| | (i) Qualified: | 1791.60 | 1433.30 | 1799.80 | 1439.80 | |
| | (ii) Learners: | | | | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 | |
| | second six months of experience | 1172.00 | 937.60 | 1177.70 | 942.20 | |
| | third six months of experience | 1378.90 | 1103.10 | 1385.40 | 1108.30 | |
| | next four months of experience | 1585.10 | 1268.10 | 1592.40 | 1273.90 | |
| | Thereafter, the wage specified in (xiv)(i) i.e. | 1791.60 | 1433.30 | 1799.80 | 1439.80 | |
| (xv) | Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boller Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner: | 1458.30 | 1166.60 | 1465.10 | 1172.10 | |



CONTINUES ON PAGE 130 OF BOOK 2

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overnment Gazette

Regulation Gazette

No. 11376

Regulasiekoerant

Vol. 678

December Desember

2021

No. 45696

Part 2 of 2

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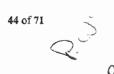
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| | WAGE SCHEDULE | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | .e. employees NOT on oductivity Incentive cheme) |
|--------|--|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R |
| (xvi) | General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987: | 1255.30 | 1004.20 | 1261.10 | 1008.90 |
| (xvii) | All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker: | | | | |
| | (i) Qualified: | 1255.30 | 1004.20 | 1261.10 | 1008.90 |
| | (ii) Leamers: | | | | |
| | first six months of experience | 966.20 | 921.80 | 970.80 | 921.80 |
| | second six months of experience | 1062.10 | 921.80 | 1067.10 | 921.80 |
| | third six months of experience | 1159.40 | 927.50 | 1164.60 | 931.70 |
| | Thereafter, the wage specified in (xvii) (i) i.e. | 1255.30 | 1004.20 | 1261.10 | 1008.90 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.

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

| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|---------------|
| 11(2)(a) | R3,15 | R3,28 |
| 11(2)(b) | R3,39 | R3,53 |



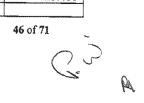
| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|------------------|
| 13E(1) | 48 cents | 50 cents |
| 13F(2) | 73 cents | 76 cents |
| 19(4) | R27.39 | R28.54 |
| 19(5) | R27.39 | R28.54 |
| 20(2)(b) | R8,57 | R8,93 |
| 30(5) | 22 cents | 23 cents |
| 31(1) | 31 August 2021 | 31 August 2022 |
| 31(1) | 1 September 2020 | 1 September 2021 |

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

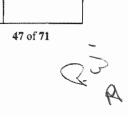
- 1. In clause 1(2)(b), substitute the new expression "R146 874,00 per annum" for the existing expression "R140 946,00 per annum".
- 2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

| WAGE SCHEDULE | GROUP A (i.e. employees on the | CDOUD D # |
|---------------|-------------------------------------|---|
| WAGE SCHEDOLE | GROOF A (i.e. employees on the | GROUP B (i.e. employees NOT on |
| | 0.5% Productivity incentive Scheme) | the 0.5% Productivity Incentive Scheme) |

| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) |
|---|---------------------------|---|--|---|--|---|
| | <u> </u> | Don't & Combine Deventor & | R | R | R | R |
| Head | Cutte | Part A - Cutting Department | 0040.50 | 0074 50 | | |
| *************************************** | m Ma | | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| | (a) | Qualified | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| | (b) | Learner | 2010.00 | £231.00 | 2024.00 | ZZD9.5U |
| | | First year | | | | |
| | | First six months of experience | 1575.50 | 1260.50 | 1581.00 | 1265.00 |
| | | Second six months of experience | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| | | Second year | | | | |
| | | First six months of experience | 1903.00 | 1522.50 | 1912.00 | 1529.50 |
| | | Second six months of experience | 2077.50 | 1662.00 | 2088.00 | 1670.50 |
| | | Third year | | | | |
| | | First six months of experience | 2267.00 | 1813.50 | 2276.00 | 1821.00 |
| | | Next four months of experience | 2445.50 | 1956.50 | 2457.50 | 1966.00 |
| Patter | m Gro | Thereafter, the wage specified in (a), i.e. | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| · auci | (a) | Qualified | 2269.00 | 4045 00 | 2070.00 | 4000.50 |
| | (b) | Learner | 2209.00 | 1815.00 | 2278.00 | 1822.50 |
| | | First year | | | | *************************************** |
| | | First six months of experience | 1480.50 | 1184.50 | 1489.50 | 1191.50 |
| | | Second six months of experience | 1575.50 | 1260.50 | 1581.00 | 1265.00 |
| | ************ | Second year | | | 1001.00 | 1200.00 |
| | | First six months of experience | 1667.50 | 1334.00 | 1678.00 | 1342.50 |
| | | Second six months of experience | 1787.50 | 1430.00 | 1796.00 | 1437.00 |
| | | Third year | | | | |
| | | First six months of experience | 1903.00 | 1522.50 | 1912.00 | 1529.50 |
| | | Next four months of experience | 2026.00 | 1621.00 | 2036.00 | 1629.00 |
| Cuttor | lover | Thereafter, the wage specified in (a), i.e. maker: | 2269.00 | 1815.00 | 2278.00 | 1822.50 |
| Junei | (a) | Qualified | 2400.00 | 4754.00 | 0/00 == | |
| | (b) | Leamer | 2189.00 | 1751.00 | 2196.50 | 1757.00 |
| | (4) | First year | | | | |
| | | First six months of experience | 1328.50 | 1063.00 | 1336.50 | 1069.00 |
| | | Second six months of experience | 1463.50 | 1171.00 | 1469.00 | 1175.00 |
| | | Second year | | | 1-700,00 | 7170.00 |
| | | First six months of experience | 1596.00 | 1277.00 | 1604.00 | 1283.00 |
| | | Second six months of experience | 1746.00 | 1397.00 | 1756.50 | 1405.00 |
| | | Third year | | | | |
| | | First four months of experience | 1914.50 | 1531.50 | 1924.50 | 1539.50 |
| Int a St | | Thereafter, the wage specified in (a), i.e. | 2189.00 | 1751.00 | 2196.50 | 1757.00 |
| interlir | ing ci | utter, trimmer, leather cutter and tie cutter Qualified | 1577.00 | | | |
| , | | | | 1261.50 | 1584.00 | |



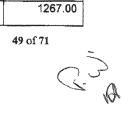
| | | WAGE SCHEDULE | GROUP A (i.e 0.5% Productivity | e. employees on the incentive Scheme) | GROUP B (i.e. the 0.5% Productivit | employees NOT on y Incentive Scheme) |
|-------|---|--|-----------------------------------|---|---------------------------------------|---|
| | | Sep 2021 to 31 Aug 2022 Effective 1 Sep 2021 to 31 Aug 2022 Effective 1 Sep 2021 to 31 Aug 2022 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National | | Wage per week from 01 Sep 2021 to 31 Aug 2022 Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum | | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| 1 | | | R | Wage) R | R | R |
| | | First year | | | WINNEY, | |
| | | First six months of experience | 1184.00 | 947.00 | 1188.00 | 950.50 |
| | | Second six months of experience | 1255.50 | 1004.50 | 1260.00 | 1008.00 |
| | | Second year | | | | |
| | | First six months of experience | 1320.00 | 1056.00 | 1327.00 | 1061.50 |
| | *************************************** | Second six months of experience | 1390.50 | 1112.50 | 1398.50 | 1119.00 |
| | | Third year | | | | |
| | | First four months of experience | 1459.50 | 1167.50 | 1465.00 | 1172.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | (c) | If advanced to learner cutter: | | | | |
| | | First six months from date of advancement | 1709.00 | 1367.00 | 1717.50 | 1374.00 |
| | | Second six months from date of advancement | 1914.50 | 1531.50 | 1924.50 | 1539.50 |
| | | Thereafter, the wage specified for a qualified cutter, i.e. | 2189.00 | 1751.00 | 2196.50 | 1757.00 |
| Layer | -up: | | | | | |
| | (a) | Qualified | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | (p) | Learner | | | | |
| | | First year | | | | |
| | | First six months of experience | 1144.50 | 922.00 | 1150.00 | 922.00 |
| | | Second six months of experience | 1184.00 | 947.00 | 1188.00 | 950.50 |
| | | Second year | | | | |
| | | First six months of experience | 1237.00 | 989.50 | 1243.00 | 994.50 |
| | | Thereafter, the wage specified in (a), i.e. | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | (c) | If advanced to learner cutter: | | | | |
| | | First six months from date of advancement | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | | Second six months from date of advancement | 1596.00 | 1277.00 | 1604.00 | 1283.00 |
| | | Third six months from date of advancement | 1746.00 | 1397.00 | 1756.50 | 1405.00 |
| | | Fourth six months from date of advancement | 1914.50 | 1531.50 | 1924.50 | 1539.50 |
| | (*) | Thereafter, the wage specified for a qualified cutter, i.e. If advanced to learner interlining cutter, lea | 2189.00 | 1751.00 | 2196.50 | 1757.00 |
| | (d) | | | | | |
| | | First six months from date of advancement | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | | Second six months from date of advancement Thereafter, the wage specified for a | 1459.50 | 1167.50 1261.50 | 1465.00 | 1172.00 1267.00 |
| | | qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e. | 1577.00 | 1201.50 | 1584.00 | 1207.00 |



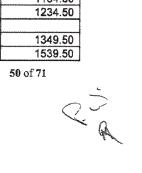
| WAGE SCHEDULE | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|----------------|---------------------------|--|--|---|--|---|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| 10 | (e) | If advanced to fitter-up: | | | | |
| | | First six months from date of advancement | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | | Second six months from date of advancement | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| | | Third six months from date of advancement | 1480.50 | 1184.50 | 1489.50 | 1191.50 |
| and the second | | Fourth six months from date of advancement | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | | Thereafter, the wage specified for fitter- up, i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| Clicker: | | | 4000 50 | 4004.00 | 1634 50 | 1307.50 |
| | (a) | Qualified | 1626.50 | 1301.00 | 1634.50 | 1307.30 |
| 1 | (b) | Leamer | 1219.50 | 975.50 | 1225.50 | 980.50 |
| | | First year Second year | 1390.50 | 1112.50 | 1398.50 | 1119.00 |
| | | Thereafter, the wage specified in (a) i.e. | 1626.50 | 1301.00 | 1634.50 | 1307.50 |
| Tracer. | | | | | | |
| | (a) | Qualified | 1526.50 | 1221.00 | 1532.50 | 1226.00 |
| <u> </u> | (b) | Learner | | | | |
| | | First year | | | | |
| | | First six months of experience | 1219.50 | 975.50 | 1225.50 | 980.50 |
| | | Second six months of experience | 1305.50 | 1044.50 | 1311.50 | 1049.00 |
| | | Second year | | | | |
| | | First six months of experience | 1381.50 | 1105.00 | 1387.00 | 1109.50 1226.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1526.50 | 1221.00 | 1532.50 | 1220.00 |
| | | Part B - Factory Operatives | | | | |
| Clothin | g ma | chine mechanic: | | | | |
| | (a) | Qualified | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| | (b) | Learner | | | | |
| | | First year | | 7888 55 | | 4005.00 |
| <u> </u> | | First six months of experience | 1575.50 | 1260.50 | 1581.00 | 1265.00 |
| - | | Second six months of experience | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| | | Second year | 4000.00 | 4500 F0 | 4042.00 | 4520 EA |
| | | First six months of experience | 1903.00 | | 1912.00 2088.00 | 1529.50 1670.50 |
| \vdash | | Second six months of experience | 2077.50 | 1662.00 | 2000.00 | 1670.30 |
| | | Third year First four months of experience | 2267.00 | 1813.50 | 2276.00 | 1821.00 |
| | | | . 2207 (10) | | | |
| | | Second four months of experience | 2445.50 | | 2457.50 | |



| | | WAGE SCHEDULE | GROUP A (i.d | e. employees on the | GROUP B (i.e. | employees NOT on ty Incentive Scheme) |
|--------------|------|---|--|---|--|---|
| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| Clothi | | chnician: | | | | |
| <u> </u> | (a) | Qualified | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| | (b) | Learner | | | | |
| | | First year | | | | |
| | | First six months of experience | 1575.50 | 1260.50 | 1581.00 | 1265.00 |
| | | Second six months of experience | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| | | Second year | | | | |
| | | First six months of experience | 1903.00 | 1522.50 | 1912.00 | 1529.50 |
| | | Second six months of experience | 2077.50 | 1662.00 | 2088.00 | 1670.50 |
| \vdash | | Third year | | | | |
| | | First six months of experience | 2267.00 | 1813.50 | 2276,00 | 1821.00 |
| | | Next four months of experience | 2445.50 | 1956.50 | 2457.50 | 1966.00 |
| | | Thereafter, the wage specified in (a), i.e. | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| Grade | | pployee: | | | | |
| | (a) | Qualified | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| | (b) | Learner | | | | |
| | | First year | | | | |
| | | First six months of experience | 1224.50 | 979.50 | 1228.50 | 983.00 |
| | | Second six months of experience | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | Second year | | | | |
| | | First six months of experience | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| | , | Second six months of experience | 1480.50 | 1184.50 | 1489.50 | 1191.50 |
| | | Third year | | | | |
| | | First four months of experience | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| Grade | B em | nployee: | | | | |
| | (a) | Qualified | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | (b) | Leamer | | | | |
| | | First year | | | | - |
| | | First six months of experience | 1206.00 | 965.00 | 1212.00 | 969.50 |
| | | Second six months of experience | 1269.00 | 1015.00 | 1274.50 | 1019.50 |
| | | Second year | | | | |
| | | First six months of experience | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | (4) | If advanced to Goods Association | ļ | | | |
| | (c) | If advanced to Grade A employee: | | | | *************************************** |
| | | First six months from date of advancement | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | | Second six months from date of | 1530.50 | 1224 50 | 4537 50 | 4000.00 |
| | | advancement | 1030.00 | 1224.50 | 1537.50 | 1230.00 |
| | | Third six months from date of | 1577.00 | 1261.50 | 1584.00 | 4007.00 |
| 1 1 | | I THEO SIX MOREUS FOR CARE OF | 1077.001 | 1201 30 C | Inga III | 1267.00 |



| | WAGE SCHEDULE DESCRIPTION OF OCCUPATION | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | |
|-------|--|---|--|---|---|---|
| | | | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 for a qualified Grade A employee, i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| Grade | | ployee: | 4040.55 | 10000 | | 4444 |
| | (a) | Qualified Learner | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | (n) | First year | 1 | | | |
| | | First six months of experience | 1182.00 | 945.50 | 1187.00 | 949.50 |
| | | Second six months of experience | 1215.50 | 972.50 | 1221.00 | 977.00 |
| | *************************************** | Thereafter, the wage specified in (a), i.e. | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | (c) | If advanced to Grade B employee: | | | | |
| 1 | | First six months from date of advancement | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | Second six months from date of advancement | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | | Thereafter, the wage specified for a qualified Grade B employee, i.e. | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| Unde | ··· | er, blocker: | | | | |
| | (a) | Qualified | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | (b) | Learner | | | | |
| | | First year | 4444 50 | 000.00 | 4460.00 | 000.00 |
| | | First six months of experience Second six months of experience | 1144.50 1184.00 | 922.00 | 1150.00 | 922.00 |
| | | Second year | 1104.00 | 947.00 | 1188.00 | 950.50 |
| | | First six months of experience | 1237.00 | 989.50 | 1243.00 | 994.50 |
| | | Thereafter, the wage specified in (a), i.e. | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | (c) | If advanced to learner presser: | | | | , , , , , , , |
| | | First six months from date of advancement | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | | Second six months from date of advancement | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | | Thereafter, the wage specified for a qualified Grade A employee, i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| | | Part C - Clerical employees | | | | |
| Clerk | | | | | | |
| | (a) | Qualified Learner | 1914.50 | 1531.50 | 1924.50 | 1539.50 |
| | (b) | First year | 1414.00 | 1121 00 | 4440.00 | 4404 50 |
| | | Second year | 1414.00 1536.00 | 1131.00 1229.00 | 1418.00 1543.00 | 1134.50 1234.50 |
| | | Third year | 1030.00 | 1223.00 | 1543.00 | 1234.50 |
| | | First four months of experience | 1679.00 | 1343.00 | 1687.00 | 1349.50 |
| | | Thereafter, the wage specified in (a), i.e. | 1914.50 | 1531.50 | 1924.50 | 1539.50 |



| | | WAGE SCHEDULE | | e. employees on the Incentive Scheme) | GROUP B (i.e. the 0.5% Productivit | employees NOT on ly Incentive Scheme) |
|---------------|---|---|--|---|--|---|
| | D | ESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | Т | | R | Ř | R | R |
| | | | | | | |
| Factory C | | | | | | 4455.60 |
| (a) | | Qualified | 1436.50 | 1149.00 | 1444.50 | 1155.50 |
| (b) |) | Learner | | | 1450.00 | 000.00 |
| | | First year | 1144.50 | 922.00 | 1150.00 | 922.00 |
| | | Second year | 1219.50 | 975.50 | 1225.50 | 980.50 |
| | | Third year | | | | |
| | | First four months of experience | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1436.50 | 1149.00 | 1444.50 | 1155.50 |
| | | | | | | |
| | | Part D - General | 1001.50 | 4004 50 | 4070.00 | 4007.50 |
| Boiler att | | | 1364.50 | 1091.50 | 1372.00 | 1097.50 1132.00 |
| Despatch | | | 1410.00 | 1128.00 1055.00 | 1415.00 1325.00 | 1060.00 |
| General | | ker | 1319.00 1333.00 | 1055.00 | 1325.00 | 1071.00 |
| Labourer | | le driver of a vehicle, the unladen mass of | | 1000.30 | 1338.00 | 1071.00 |
| togethe | eriic | the unladen mass of any trailer or trailer | windii, e drawn | | | |
| by such | | | T | | | |
| by such (a | | does not exceed 1 360 kg | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| (b | | exceeds 1 360 but not 2 720 kg | 1463.50 | 1171.00 | 1469.00 | 1175.00 |
| (c | | exceeds 7 300 bit rat 2 720 kg | 1667.50 | 1334.00 | 1678.00 | 1342.50 |
| | | quality controller and instructor | 1787.50 | 1430.00 | 1796.00 | 1437.00 |
| Traveller | *************************************** | | 1463.50 | 1171.00 | 1469.00 | 1175.00 |
| | | r caretaker, whose ordinary hours of work are | | | | |
| | | | | | | |
| (a | 1) | less than 60 hours per week | 1521.00 | 1217.00 | 1527.50 | 1222.00 |
| (b |) | 60 hours per week | 1596.00 | 1277.00 | 1604.00 | 1283.00 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Beard.

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



WAGE SCHEDULE GROUP B (i.e. employees NOT on GROUP A (i.e. employees on the the 0.5% Productivity Incentive 0.5% Productivity Incentive Scheme) Scheme) DESCRIPTION OF OCCUPATION Wage per New Wage per New **Employees** week week **Employees** from 01 from 01 on on Sep 2021 Incentivised Sep 2021 incentivised to 31 Aug to 31 Aug Scheme Scheme 2022 Effective 1 2022 Effective 1 Sep 2021 = Sep 2021 = 80% (Where 80% (Where applicable applicable the Minimum the Minimum Wage Wage Payable plus Payable plus Incentive has Incentive has been been adjusted to adjusted to comply with comply with the National the National Minimum Minimum Wage) Wage) R R R R Blocker 1393.00 Qualified 1388.50 1111.00 1114.50 (a) (b) Learner First year 960.00 922.00 966.00 922.00 First six months of experience 1071.00 922.00 1076.50 922.00 Second six months of experience Second year 1173.50 1179.50 943.50 939.00 First six months of experience Second six months of experience 1282.00 1025.50 1287.50 1030.00 Thereafter, the wage specified in (a), i.e. 1388.50 1111.00 1393.00 1114.50 Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery) 1145.00 922.00 1151.50 922.00 Qualified (a) Learner (b) First year 922.00 966.00 First six months of experience 960.00 922.00 997.00 922.00 1003.50 922.00 Second six months of experience Second year 1037.50 922.00 922.00 1033.00 First six months of experience 1078.00 Second six months of experience 1074.00 922.00 922.00 Third year 1108.50 922.00 1113.00 922.00 First four months of experience 1151.50 Thereafter, the wage specified in (a), i.e. 1145.00 922.00 922.00 Clerk Qualified 1914.50 1531.50 1924.50 1539.50 (a) (b) Learner 1414.00 1131.00 1418.00 1134.50 First year 1536.00 1229.00 1543.00 1234.50 Second year Third year 1679.00 1343.00 1687.00 1349.50 First four months of experience 1531.50 1924.50 1539.50 Thereafter, the wage specified in (a), i.e. 1914.50



| | | WAGE SCHEDULE | | (i.e. employees on the ily Incentive Scheme) | the 0.5% Pro | e, employees NOT on aductivity Incentive cheme) |
|-----|--------|---|--|---|--|---|
| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| | | Norker (Millinery) | 1134.00 | 922.00 | 1138.00 | 922.00 |
| Gra | | Employee (Millinery): | 4404.50 | 922.00 | 1126.00 | 922.00 |
| | (a) | Qualified | 1121.50 | 922.00 | 1126.00 | 922.00 |
| | (b) | Learner | | | | |
| - | | First year First six months of experience | 960.00 | 922.00 | 966.00 | 922.00 |
| | | Second six months of experience | 1000.00 | 922.00 | 1007.00 | 922.00 |
| - | | Second year | 1000.00 | | 1 | |
| | | First six months of experience | 1057.00 | 922.00 | 1061.50 | 922.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1121.50 | 922.00 | 1126.00 | 922.00 |
| Mil | liner: | | | | | |
| | (a) | Qualified | 1212.50 | 970.00 | 1218.50 | 975.00 |
| | (p) | Learner | | | | |
| _ | | First year | | | 000.00 | 000.00 |
| | | First six months of experience | 960.00 | 922.00 | 966.00 | 922.00 |
| | | Second six months of experience | 1020.50 | 922.00 | 1025.50 | 922.00 |
| | | Second year | 1024.00 | 922.00 | 1027.50 | 922.00 |
| | | First six months of experience Second six months of experience | 1070.50 | 922.00 | 1076.00 | 922.00 |
| | | Third year | 1070.00 | 322.00 | .070.00 | |
| | | First six months of experience | 1119.00 | 922.00 | 1123.50 | 922.00 |
| | | Next four months of experience | 1173.50 | 939.00 | 1179.50 | 943.50 |
| | | Thereafter, the wage specified in (a) i.e. | 1212.50 | 970.00 | 1218.50 | 975.00 |
| Mil | linery | Machinist: | | | | |
| | (a) | Qualified | 1225.50 | 980.50 | 1231.50 | 985.00 |
| | (b) | Learner | | | ļ | |
| | | First year | 1 | 22.2.2.2.2. | 200.00 | 600.66 |
| | ļ | First six months of experience | 960.00 | 922.00 | 966.00 | 922.00 |
| | | Second six months of experience | 1046.50 | 922.00 | 1052.50 | 922.00 |
| | | Second year First six months of experience | 1109.50 | 922.00 | 1116.00 | 922.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1225.50 | | | 985.00 |
| | | hicle driver of a vehicle, the unladen mass of who such vehicle is as follows - | | | | |
| | (a) | does not exceed 2268 kg | 1455.00 | 1164.00 | 1463.00 | 1170.50 |
| | (b) | exceeds 2268 | 1537.50 | | 1544.00 | 1235.00 |



| | | | GROUP A (i.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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| Ple | · | ver (Millinery): | 1145.00 | 922.00 | 1151.50 | 922.00 |
| | (a) (b) | Qualified | 1 145.00 | 922.00 | 1101.00 | 922.00 |
| _ | (1) | First year | | | | |
| | | First six months of experience | 960.00 | 922.00 | 966.00 | 922.00 |
| | | Second six months of experience | 1010.50 | 922.00 | 1018.00 | 922.00 |
| | | Second year | | | | |
| | | First six months of experience | 1077.00 | 922.00 | 1081.50 | 922.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1145.00 | 922.00 | 1151.50 | 922.00 |
| Su | perviso | or (Millinery) | 1643.00 | 1314.50 | 1651.00 | 1321.00 |
| \\/ | atchma | n or Caretaker (Millinery) | 1658.00 | 1326.50 | 1664.50 | 1331.50 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.

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



| Clause No. | Existing 2020/2021 | Existing 2021/2022 |
|------------|--------------------|--------------------|
| 4(12) | 1 March 2021 | 1 September 2021 |
| 22(2)(a) | R3,16 | R3,29 |
| 22(2)(b) | R5,07 | R5,28 |
| 26(4)(b) | R13,16 | R13,71 |
| 26(4)(b) | R15,70 | R16,36 |
| 26(4)(b) | R17,13 | R17,85 |
| 26(4)(b) | R29,24 | R30,47 |
| 26(4)(b) | R29,24 | R30,47 |
| 26(4)(b) | R29,24 | R30,47 |
| 27(3) | 49 cents | 51 cents |
| 27(4) | 73 cents | 76 cents |
| 38(5) | 32 cents | 33 cents |
| 39(3) | 57 cents | 59 cents |
| 41(1) | 31 August 2021 | 31 August 2022 |
| 41(1) | 1 September 2020 | 1 September 2021 |

STAATSKOERANT, 24 DESEMBER 2021

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

In clause 1(2)(b), substitute the new expression "R111 124.00 per annum" for the existing expression "R106 652.00 per annum".



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

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| WAGE SCHEDULE | | | Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | |
|---------------|--|---|---|---|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| T | | R | R | R | R | |
| | Part A - Cutting Department | | | | | |
| Head (| Cutter | 2128.50 | 1703.00 | 2137.00 | 1709.50 | |
| Patterr | n Maker: | | | | | |
| (a) | Qualified | 2128.50 | 1703.00 | 2137.00 | 1709.50 | |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 1281.50 | 1025.00 | 1287.50 | 1030.00 | |
| | Second six months of experience | 1392.00 | 1113.50 | 1399.00 | 1119.00 | |
| | Second year | | | | | |
| | First six months of experience | 1509.00 | 1207.00 | 1516.00 | 1213.00 | |
| | Second six months of experience | 1625.50 | 1300.50 | 1632.50 | 1306.00 | |
| | Third year | | | | | |
| | First four months of experience | 1753.50 | 1403.00 | 1759.00 | 1407.00 | |
| | Thereafter, the wage specified in (a), i.e. | 2128.50 | 1703.00 | 2137.00 | 1709.50 | |
| | n Grader | | | | | |
| (a) | Qualified | 1758.00 | 1406.50 | 1765.50 | 1412.50 | |
| (b) | Learner | | | | | |
| | First year | 4000.00 | 000 00 | 1010 50 | 070.00 | |
| 4 | First six months of experience | 1208.00 1281.50 | 966.50 | 1212.50 1287.50 | 970.00 1030.00 | |
| _ | Second six months of experience | 1281.50 | 1025.00 | 1287.30 | 1030.00 | |
| - | Second year | 1351.50 | 1081.00 | 1357.00 | 1085.50 | |
| | First six months of experience Second six months of experience | 1426.00 | 1141.00 | 1433.00 | 1146.50 | |
| | Third year | 1420.00 | 1141.00 | 1433.00 | 1140.00 | |
| _ | First six months of experience | 1509.00 | 1207.00 | 1516.00 | 1213.00 | |
| | Next four months of experience | 1590.50 | 1207.50 | 1596.50 | 1277.00 | |
| | Thereafter, the wage specified in (a), i.e. | 1758.00 | 1406.50 | 1765.50 | 1412.50 | |
| C.,44 | I nerealter, the wage specified in (a), i.e. lay-maker: | 1730.00 | 1400.30 | 1700.00 | 1416.50 | |
| outter | | 400000 | 4050.00 | / | 1000 FD | |
| (a) | Qualified | 1699.00 | 1359.00 | 1708.00 | 1366.50 | |



| WAGE SCHEDULE | | | employees on the 0.5% ncentive Scheme) | Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|---------------|---|---|---|--|---|--|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | |
| | | R | R | R | R | |
| | First year | | | | | |
| _ | First six months of experience | 1108.00 | 922.00 | 1111.00 | 922.00 | |
| | Second six months of experience | 1202.50 | 962.00 | 1208.00 | 966.50 | |
| | Second year | 4200.00 | 4040.00 | 4000.00 | 4044.50 | |
| - | First six months of experience Second six months of experience | 1300.00 1400.50 | 1040.00 | 1302.00 | 1041.50 | |
| | Third year | 1400.30 | 1120.50 | 1407.00 | 1125.50 | |
| | First six months of experience | 1518.00 | 1214.50 | 1524.00 | 1219.00 | |
| _ | Next four months of experience | 1699.00 | 1359.00 | 1708.00 | 1366.50 | |
| Interlin | ning cutter, trimmer, leather cutter and tie | 1000.00 | 1555.60 | 1700.00 | 1000.00 | |
| cutter | | | | | | |
| (a) | Qualified | 1287.00 | 1029.50 | 1290.50 | 1032,50 | |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 1012.00 | 922.00 | 1013.50 | 922.00 | |
| | Second six months of experience | 1057.00 | 922.00 | 1059.50 | 922.00 | |
| _ | Second year | 4404.50 | 200 00 | 4400.00 | 202.22 | |
| | First six months of experience | 1104.50 | 922.00 | 1109.00 | 922.00 | |
| - | Second six months of experience Third year | 1151.50 | 922.00 | 1153.50 | 923.00 | |
| - | First four months of experience | 1200.50 | 960.50 | 1203.00 | 962.50 | |
| _ | Thereafter, the wage specified in (a) i.e. | 1287.00 | 1029.50 | 1203.00 | 1032.50 | |
| (c) | If advanced to learner cutter: | 1207.00 | 1029.30 | 1230.00 | 1032.30 | |
| | First six months from date of advancement | 1375.50 | 1100.50 | 1381.50 | 1105.00 | |
| | Second six months from date of advancement | 1518.00 | 1214.50 | 1524.00 | 1219.00 | |
| | Thereafter, the wage specified for a qualified cutter, i.e. | 1699.00 | 1359.00 | 1708.00 | 1366.50 | |
| Layer- | | | | | Marian | |
| (a) | Qualified | 1128.50 | 922.00 | 1132.50 | 922.00 | |
| | First year | 007.00 | ^^^ | 004.00 | 882.53 | |
| - | First six months of experience Second six months of experience | 987.00 | 922.00 | 991.00 | 922.00 | |
| Secon | d year | 1012.00 | 922.00 | 1013.50 | 922.00 | |
| 00001 | First six months of experience | 1045.50 | 922.00 | 1049.00 | 922.00 | |
| _ | Thereafter, the wage specified in (a), i.e. | 1128.50 | 922.00 | 1132.50 | 922.00 | |
| (b) | If advanced to learner cutter: | 1120,00 | 322.00 | 1102.00 | 322.00 | |
| 1 10/ | First six months from date of | 1128.50 | 922.00 | 1132.50 | 922.00 | |



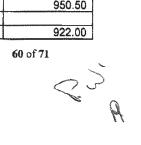
| WAGE SCHEDULE | | | employees on the 0.5% ncentive Scheme) | Group B (i.e. 0.5% Productiv | employees NOT on the ity Incentive Scheme) |
|---------------|---|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R |
| | advancement | | | | |
| | Second six months from date of advancement | 1300.00 | 1040.00 | 1302.00 | 1041.50 |
| | Third six months from date of advancement | 1400.50 | 1120.50 | 1407.00 | 1125.50 |
| | Fourth six months from date of advancement | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| | Thereafter, the wage specified for a qualified cutter, i.e. | 1699.00 | 1359.00 | 1708.00 | 1366.50 |
| Clicke | ~ | | | | |
| (a) | Qualified | 1320.00 | 1056.00 | 1325.00 | 1060.00 |
| (b) | Learner | 4005.50 | 000.00 | 4007.50 | 000.00 |
| _ | First year of experience Second year of experience | 1035.50 1151.50 | 922.00 922.00 | 1037.50 1153.50 | 922.00 923.00 |
| + | Thereafter, the wage specified in (a), i.e. | 1320.00 | 1056.00 | 1325.00 | 1060.00 |
| Trace | | 102.0.00 | 1000.00 | 1020.00 | 1000.00 |
| (a) | Qualified | 1251.00 | 1001.00 | 1254.00 | 1003.00 |
| (b) | Leamer | | | | |
| | First year | | | | |
| | First six months of experience | 1035.50 | 922.00 | 1037.50 | 922.00 |
| | Second six months of experience | 1092.50 | 922.00 | 1095.50 | 922.00 |
| 1- | Second year | 4444.50 | 000.00 | 1454.50 | 000 00 |
| - | First six months of experience Thereafter, the wage specified in (a), i.e. | 1144.50 1251.00 | 922.00 1001.00 | 1151.50 1254.00 | 922.00 1003.00 |
| | Thereaster, the wage specified in (a), i.e. | 1251.00 | 00,1001 | 1234.00 | 1003.00 |
| Part B | - Factory Operatives | | | | |
| | ng machine mechanic: | | | | |
| (a) | Qualified | 2128.50 | 1703.00 | 2137.00 | 1709.50 |
| (b) | Learner | | | | |
| | First year | | | 4 | |
| | First six months of experience | 1281.50 | 1025.00 | 1287.50 | 1030.00 |
| _ | Second six months of experience | 1392.00 | 1113.50 | 1399.00 | 1119.00 |
| - | Second year | 1500.00 | 1207.00 | 1516.00 | 4949.00 |
| | First six months of experience Second six months of experience | 1509.00 1625.50 | 1207.00 1300.50 | 1516.00 1632.50 | 1213.00 1306.00 |
| | Third year | 1020.00 | 1300.50 | 1032.00 | 1300.00 |
| - | First six months of experience | 1753.50 | 1403.00 | 1759.00 | 1407.00 |
| + | Next four months of experience | 1880.50 | 1504.50 | 1886.50 | 1509.00 |
| | Thereafter, the wage specified in (a), i.e. | 2128.50 | 1703.00 | 2137.00 | 1709.50 |



| WAGE SCHEDULE | | | employees on the 0.5% ocentive Scheme) | Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) | | |
|---------------|------|---|---|---|---|---|
| | | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| Т | | | R | R | R | R |
| | | | | | | |
| G | | A employee: | | | | 1110.00 |
| _ | (a) | Qualified | 1392.00 | 1113.50 | 1399.00 | 1119.00 |
| _ | (b) | Learner | | | | |
| _ | | First year | 1555.55 | | 4045.00 | 000.00 |
| _ | | First six months of experience | 1039.00 | 922.00 | 1045.00 | 922.00 |
| _ | | Second six months of experience | 1103.00 | 922.00 | 1108.00 | 922.00 |
| _ | | Second year | 4460 50 | 928.50 | 1165.00 | 932.00 |
| - | | First six months of experience | 1160.50 1218.50 | 975.00 | 1224.50 | 979.50 |
| | | Second six months of experience | 1210.50 | 975.00 | 1224.50 | 373.30 |
| \rightarrow | | Third year | 1287.00 | 1029.50 | 1290.50 | 1032.50 |
| | | First four months of experience Thereafter, the wage specified in (a), i.e. | 1392.00 | 1113.50 | 1399.00 | 1119.00 |
| \dashv | | Thereafter, the wage specified in (a), i.e. | 1332.00 | 1113.30 | 1000.00 | 1110.00 |
| _ | rade | B employee: | - | <u> </u> | | |
| ٦ | (a) | Qualified | 1179.50 | 943.50 | 1195.00 | 956.00 |
| | (b) | Learner | 1,7,0,00 | | | |
| | (0) | First year | | | | |
| \vdash | | First six months of experience | 1039.00 | 922.00 | 1039.00 | 922.00 |
| | | Second six months of experience | 1074.50 | 922.00 | 1077.00 | 922.00 |
| | | Second year | | | | |
| H | | First six months of experience | 1107.50 | 922.00 | 1113.00 | 922.00 |
| H | | Thereafter, the wage specified in (a), i.e. | 1179.50 | 943.50 | 1195.00 | 956.00 |
| Н | (c) | | | | | |
| | 1.7 | First six months from date of advancement | 1179.50 | 943.50 | 1195.00 | 956.00 |
| | | Second six months from date of advancement | 1187.50 | 950.00 | 1202.50 | 962.00 |
| | | Third six months from date of advancement | 1240.00 | 992.00 | 1260.00 | 1008.00 |
| | | Thereafter, the wage specified for a qualified Grade A employee, i.e. | 1380.50 | 1104.50 | 1370.00 | 1096.00 |
| G | | C employee: | 1103.00 | 922.00 | 1108.00 | 922.00 |
| H | (a) | Qualified Learner | 103.00 | 322.00 | 1,700.00 | |
| - | (b) | First year | | 1 | | |
| H | | First six months of experience | 1008.50 | 922.00 | 1010.50 | 922.00 |
| L_ | | Second six months of experience | 1034.50 | 922.00 | 1036.50 | 922.00 |



| WAGE SCHEDULE | | | employees on the 0.5% ncentive Scheme) | | employees NOT on the ity (ncentive Scheme) |
|------------------|---|---|---|---|---|
| | DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 (a), i.e. | 1103.00 | 922.00 | 1108.00 | 922.00 |
| (c) | If advanced to Grade B employee: | | | | |
| | First six months from date of advancement | 1103.00 | 922.00 | 1108.00 | 922.00 |
| | Second six months from date of advancement | 1111.00 | 922.00 | 1115.50 | 922.00 |
| | Thereafter, the wage specified for a qualified Grade B employee, i.e. | 1208.00 | 966.50 | 1212.50 | 970.00 |
| | | | | - | |
| | presser, blocker: | 4444.00 | 000.00 | 4445.50 | 022.00 |
| (a) (b) | Qualified Learner | 1111.00 | 922.00 | 1115.50 | 922.00 |
| (0) | First year | | | | |
| _ | First six months of experience | 987.00 | 922.00 | 991.00 | 922.00 |
| _ | Second six months of experience | 1012.00 | 922.00 | 1013.50 | 922.00 |
| _ | Second year | | | 70.0.00 | |
| | First six months of experience | 1045.50 | 922.00 | 1049.00 | 922.00 |
| | Second six months of experience | 1111.00 | 922.00 | 1115.50 | 922.00 |
| (c) | If advanced to learner presser: | | | | |
| | First six months from date of advancement | 1111.00 | 922.00 | 1115.50 | 922.00 |
| | Second six months from date of advancement | 1287.00 | 1029.50 | 1290.50 | 1032.50 |
| | Thereafter, the wage specified for a qualified Grade A employee, i.e. | 1392,00 | 1113.50 | 1399.00 | 1119.00 |
| Dort C | Clarical ampleuses | | | | |
| Clerk | - Clerical employees | | | | |
| (a) | | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| (b) | Learner | 70,0.00 | 1217.00 | .027.00 | |
| - \ | First year of experience | 1166.50 | 933.00 | 1171.00 | 937.00 |
| | Second year of experience | 1257.50 | 1006.00 | 1265.00 | 1012.00 |
| | Third year | | | *************************************** | |
| | First six months of experience | 1353.00 | 1082.50 | 1360.50 | 1088.50 |
| | Thereafter, the wage specified in (a), i.e. | 1518.00 | 1214.50 | 1524.00 | 1219.00 |
| Facto | ry Clerk | | | | |
| (a) | Qualified | 1184.00 | 947.00 | 1188.00 | 950.50 |
| (d) | | | | | |
| | First year of experience | 985.00 | 922.00 | 987.50 | 922.00 |



| WAGE SCHEDULE | | employees on the 0.5% accentive Scheme) | Group B (i.e. 0.5% Productiv | employees NOT on the ity Incentive Scheme) |
|---|---|---|---|---|
| DESCRIPTION OF OCCUPATION | Wage per week from 01 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | R | R | R | R |
| Second year of experience | 1036.50 | 922.00 | 1039.00 | 922.00 |
| Third year | | | | |
| First six months of experience | 1100.00 | 922.00 | 1103.00 | 922.00 |
| Thereafter, the wage specified in (a), i.e. | 1184.00 | 947.00 | 1188.00 | 950.50 |
| | | | | |
| Part D - General | 1132.50 | 922.00 | 1135.50 | 922.00 |
| Boiler attendant | 1162.50 | 930.00 | 1166.50 | 933.00 |
| Despatch packer General Worker | 1098.50 | 922.00 | 1109.00 | 922.00 |
| Labourer | 1111.00 | 922.00 | 1115.50 | 922.00 |
| Motor vehicle driver of a vehicle, the unladen mass of drawn by such vehicle is as follows - | f which, together | with the unladen m | nass of any tra | iller or trailers |
| (a) under 2 720 kg | 1208.50 | 967.00 | 1213.00 | 970.50 |
| (b) 2 720 kg and over | 1351.50 | 1081.00 | 1357.00 | 1085.50 |
| Supervisor, quality controller and instructor | 1426.00 | 1141.00 | 1433.00 | 1146.50 |
| Traveller's driver | 1208.50 | 967.00 | 1213.00 | 970.50 |
| Watchman or caretaker, whose ordinary hours of wor | rk are - | | | WOODSTREET, STATE OF THE STATE |
| (a) less than 60 hours per week | 1245.00 | 996.00 | 1251.50 | 1001.00 |
| (b) 60 hours per week | 1300.00 | 1040.00 | 1302.00 | 1041.50 |
| NR: All employers who employed staff on 2011/2 | | Wage Dispensatio | n. must with | the coming into |
| NB: All employers who employed staff on 2011/2 effect of this Agreement, Increase the Weekly Wa Across-the-Board. | 2012 New Entry ge for those em | Wage Dispensation ployees by the ag | n, must with reed Wage In | the coming int crease of 4.2% |

3. 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 March 2021 1 September 2021 22(2)(a) R3,43 R3,57 22(2)(b) R4,98 R5,19 27(3) 47 cents 49 cents 27(4) 73 cents 76 cents 38(5) 32 cents 33 cents 39(3) 62 cents 65 cents 41(1) 31 August 2021 31 August 2022 41(1) 1 September 2020 1 September 2021

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

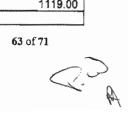
 In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for knitting establishments):

WAGE SCHEDULE

Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)

Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)

| | DESCRIPTION OF OCCUPATION | | Wage per week from 1 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|-------------|---|--|--|---|--|---|
| | | | R | R | R | R |
| | | Part A - Cutting Department | | | | |
| Pa | *************************************** | /laker: | | | | |
| | (a) | Qualified | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| | (b) | Learner | | | | |
| - | | First year | 4575 50 | 4000.50 | 4504.00 | 4005.00 |
| | ļ | First six months of experience Second six months of experience | 1575.50 | 1260.50 | 1581.00 | 1265.00 |
| | | Second year | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| - | | First six months of experience | 1903.00 | 1522.50 | 1912.00 | 1529.50 |
| - | | Second six months of experience | 2077.50 | 1662.00 | 2088.00 | 1670.50 |
| | <u> </u> | Third year | 1 20,1.00 | 1002.00 | 2000.00 | 1010.00 |
| | | First six months of experience | 2267.00 | 1813.50 | 2276.00 | 1821.00 |
| | | Next four months of experience | 2445.50 | 1956.50 | 2457.50 | 1966.00 |
| | | Thereafter, the wage specified in (a), i.e. | 2813.50 | 2251.00 | 2824.50 | 2259.50 |
| Pa | ~ | Grader | | | | |
| - | (a) | Qualified | 2269.00 | 1815.00 | 2278.00 | 1822.50 |
| | (b) | Learner | | | | |
| | | First year | 1400 50 | 4404.50 | 4400 50 | 1404.50 |
| - | | First six months of experience Second six months of experience | 1480.50 1575.50 | 1184.50 | 1489.50 | 1191.50 |
| - | 1 | Second year | 10/0.00 | 1260.50 | 1581.00 | 1265.00 |
| | | First six months of experience | 1667.50 | 1334.00 | 1678.00 | 1342.50 |
| | | Second six months of experience | 1787.50 | 1430.00 | 1796.00 | 1437.00 |
| | | Third year | | 1,00,00 | | |
| | | First six months of experience | 1903.00 | 1522.50 | 1912.00 | 1529.50 |
| | | Next four months of experience | 2026.00 | 1621.00 | 2036.00 | 1629.00 |
| | | Thereafter, the wage specified in | 2269.00 | 1815.00 | 2278.00 | 1822.50 |
| | L | (a), i.e. | | | | |
| Fo | | Jersey Cutter | | | | |
| | (a) | Qualified | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | (b) | Learner First year | | | | |
| - | | First year First six months of experience | 1184.00 | 947.00 | 1188.00 | 050.50 |
| - | | Second six months of experience | 1255.50 | 1004.50 | 1260.00 | 950.50 1008.00 |
| \vdash | | Second year | 12.00.00 | 1004.30 | 1200,00 | 1000.00 |
| | | First six months of experience | 1320.00 | 1056.00 | 1327.00 | 1061.50 |
| Н | | Second six months of experience | 1390.50 | 1112.50 | 1398.50 | 1119.00 |
| | 1 | Third year | | | | |



| | WAGE SCHEDULE | | 0.5% Productiv | i.e. employees on the ity Incentive Scheme) | the 0.5% P | i.e. employees NOT on roductivity Incentive Scheme) | |
|------------------------------|---|-----------------------------|---|---|--|---|-------------|
| | DESCRIPTION OF OCCUPATION | | Wage per week from 1 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 for a seather of average | | 1167.50 | 1465.00 | 1172.00 |
| | | | First four months of experience Thereafter, the wage specified in | 1459.50 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | | | (a), i.e. | 1577.00 | 1201.50 | 1564.00 | 1207.00 |
| Lay | /er-up | A | 444 | 4000 00 | 4000.00 | 4005.00 | 4000.00 |
| | (a) | Qualified | | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | (b) | Learner | | | | <u> </u> | |
| \vdash | | First yea | | 1114 50 | 022.00 | 1150.00 | 922.00 |
| | | | First six months of experience Second six months of experience | 1144.50 | 922.00 947.00 | 1150.00 1188.00 | 950.50 |
| | | Second) | | 1104.00 | 947.00 | 1100.00 | 950.50 |
| - | | Second | First six months of experience | 1237.00 | 989.50 | 1243.00 | 994.50 |
| - | | | Thereafter, the wage specified in | 1360.00 | 1088.00 | 1365.00 | 1092.00 |
| | | | (a), i.e. | 1000.00 | 1000.00 | 7000.00 | 1002.00 |
| lacksquare | | D4 D | r-t | | | | |
| <u></u> | -d- A | described to the control of | - Factory Operatives | | | | |
| Gra | | employee Qualified | | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| \vdash | (a) (b) | Learner | | 1740.00 | 1392.00 | 1740.00 | 1357.00 |
| \vdash | (0) | First yea | r | | | | |
| \vdash | | : not you | First six months of experience | 1224.50 | 979.50 | 1228.50 | 983.00 |
| | | | Second six months of experience | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | Second | | | | | |
| | *************************************** | | First six months of experience | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| | | | Second six months of experience | 1480.50 | 1184.50 | 1489.50 | 1191.50 |
| | | Third yea | | | | | |
| | | | First four months of experience | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| THE PERSON NAMED IN COLUMN 1 | | | Thereafter, the wage specified in (a), i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| Gra | ade B | employee | | | ************************************** | | 7-7/4/11/4/ |
| | (a) | Qualified | | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | (b) | Learner | | | | | |
| | | First yea | | | | | |
| | | | First six months of experience | 1206.00 | 965.00 | 1212.00 | 969.50 |
| | | | Second six months of experience | 1269.00 | 1015.00 | 1274.50 | 1019.50 |
| | | Second | | (4.5.5.5.5 | | | |
| | L | | First six months of experience | 1333.00 | 1066.50 | 1339.00 | 1071.00 |



| WAGE SCHEDULE | | | | | (i.e. employees on the vity Incentive Scheme) | the 0.5% P | (i.e., employees NOT on Productivity Incentive Scheme) |
|---------------|------------|------------|---|--|---|--|---|
| | | DESCRI | PTION OF OCCUPATION | Wage per week from 1 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 |
| | | | Thereafter, the wage specified in (a), i.e. | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | (c) | If advance | ced to Grade A employee: | | | | |
| | | | First six months from date of advancement | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | | | Second six months from date of advancement | 1530.50 | 1224.50 | 1537.50 | 1230.00 |
| | | | Third six months from date of advancement | 1577.00 | 1261.50 | 1584.00 | 1267.00 |
| | | | Thereafter, the wage specified for a qualified Grade A employee, i.e. | 1740.00 | 1392.00 | 1746.00 | 1397.00 |
| Gr | | employee | | 4040.00 | | | |
| | (a) (b) | Qualified | | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | (0) | First yea | r | | | | |
| | - | 1 ast yea | First six months of experience | 1182.00 | 945.50 | 1187.00 | 949.50 |
| | | | Second six months of experience | 1215.50 | 972.50 | 1221.00 | 977.00 |
| | | | Thereafter, the wage specified in (a), i.e. | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | (c) | If advance | ced to Grade B employee: | | | | |
| | | | First six months from date of advancement | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | | Next six months from date of advancement | 1333.00 | 1066.50 | 1339.00 | 1071.00 |
| | | | Thereafter, the wage specified for a qualified Grade B employee, i.e. | 1486.50 | 1189.00 | 1492.00 | 1193.50 |
| | L | | | | | | |
| <u>~:</u> | - d. | Part C | - Clerical employees | | | | |
| Cle | | Ouglific | | 4044.55 | 4544 | 400: | 1945 |
| | (a) | | | 1914.50 | 1531.50 | 1924.50 | 1539.50 |
| | (b) | First yea | r | 1414.00 | 4424.00 | 1419.00 | 4404 FO |
| - | | Second y | | 1536.00 | 1131.00 1229.00 | 1418.00 1543.00 | 1134.50 1234.50 |
| | | Third year | | 1030.00 | 1229.00 | 1043.00 | 1234,00 |
| | | Time yea | First four months of experience | 1679.00 | 1343.00 | 1687.00 | 1349.50 |
| | | | Thereafter, the wage specified in | 1914.50 | 1531.50 | 1924.50 | 1539.50 |



| | WAGE SCHEDULE | | | (i.e. employees on the vity Incentive Scheme) | the 0.5% P | i.e. employees NOT on roductivity Incentive Scheme) |
|-----------|----------------------|--|--|---|--|---|
| | DESCRI | PTION OF OCCUPATION | Wage per week from 1 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 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 Sep 2021 - 31 August 2022 | New Employees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | | R | R | R | R |
| Factory | | | | | | |
| (a) | Qualified | 1 | 1436.50 | 1149.00 | 1444.50 | 1155.50 |
| (b) | Learner | | | | | |
| | First yea | | 1144.50 | 922.00 | 1150.00 | 922.00 |
| | Second | S | 1219.50 | 975.50 | 1225.50 | 980.50 |
| | Third year | | | | | |
| | | First four months of experience | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| | | Thereafter, the wage specified in (a), i.e. | 1436.50 | 1149.00 | 1444.50 | 1155.50 |
| L | 1 | Part D - General | <u> </u> | | | |
| Boiler at | ****** | · art D - Odiforal | 1364.50 | 1091,50 | 1372.00 | 1097.50 |
| | h packer | | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| General | | | 1319.00 | 1055.00 | 1325.00 | 1060.00 |
| Laboure | | | 1333.00 | 1066.50 | 1339,00 | 1071.00 |
| Motor ve | | er of a vehicle, the unladen mass of wicle - | | | | |
| (a) | does not | exceed 1 360 kg | 1410.00 | 1128.00 | 1415.00 | 1132.00 |
| (b) | exceeds | 1 360 but not 2 720 kg | 1463.50 | 1171.00 | 1469.00 | 1175.00 |
| (c) | | | 1667.50 | 1334.00 | 1678.00 | 1342.50 |
| Supervis | | | 1787.50 | 1430.00 | 1796.00 | 1437.00 |
| Traveller | 's driver | | 1463.50 | 1171.00 | 1469.00 | 1175.00 |
| Watchma | an or care | taker, whose ordinary hours of work a | are - | | | |
| (a) | less than | 60 hours per week | 1521.00 | 1217.00 | 1527.50 | 1222.00 |
| (b) | 60 hours | per week | 1596.00 | 1277.00 | 1604.00 | 1283.00 |
| NID. AU | Section of Section 2 | rs who employed staff on 2014/204 | Y THE REAL PROPERTY OF THE PERSON OF THE PER | | | |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 4.2%, Across-the-Board.



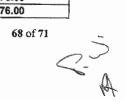
In the following table of clauses, substitute the existing expression, for the new expression:

| Clause No. | Existing 2020/2021 | New 2021/2022 |
|------------|--------------------|------------------|
| 4(11) | 1 March 2021 | 1 September 2021 |
| 22(2)(a) | R3,16 | R3,29 |
| 22(2)(b) | R5,07 | R5,28 |
| 26(4)(b) | R13,16 | R13,71 |
| 26(4)(b) | R15,70 | R16,36 |
| 26(4)(b) | R17,13 | R17,85 |
| 26(4)(b) | R29,24 | R30,47 |
| 26(4)(b) | R29,24 | R30,47 |
| 26(4)(b) | R29,24 | R30,47 |
| 27(3) | 49 cents | 51 cents |
| 27(4) | 73 cents | 76 cents |
| 38(5) | 32 cents | 33 cents |
| 39(3) | 57 cents | 59 cents |
| 41(1) | 31 August 2021 | 31 August 2022 |
| 41(1) | 1 September 2020 | 1 September 2021 |

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

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

| Category / Occupation | | | | I |
|---|---|---|---|---|
| • | | | | |
| | | Action Control | | |
| | Wage per week from 1 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the | Wage per week from 1 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the |
| | | Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | | Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | R | R | R | R |
| Category A | | | | |
| 0 - 6 months | 1,046.00 | 976.00 | 1,017.00 | 976.00 |
| Thereafter | 1,119.00 | 976.00 | 1,055.00 | 976.00 |
| | | | 7,000.00 | 0.000 |
| Category B | | | | |
| 0 - 6 months | 1,044.50 | 976.00 | 1,024.50 | 976.00 |
| 7 - 12 months | 1,093.50 | 976.00 | 1,054.00 | 976.00 |
| 13 - 18 months Thereafter | 1,144.50 | 976.00 | 1,083.50 | 976.00 |
| Thereafter | 1,212.00 | 976.00 | 1,120.50 | 976.00 |
| Category C | | | | |
| 0 - 6 months | 1,079.50 | 976.00 | 1,029.00 | 976.00 |
| 7 - 12 months | 1,187.50 | 976.00 | 1,092.00 | 976.00 |
| 13 - 18 months | 1,297.50 | 1,038.00 | 1,156.00 | 976.00 |
| 19 - 22 months | 1,402.00 | 1,121.50 | 1,225.00 | 980.00 |
| Thereafter | 1,509.50 | 1,207.50 | 1,294.00 | 1035.00 |
| Category D | | | *************************************** | |
| 0 - 6 months | 1,079.50 | 976.00 | 1,029.00 | 976.00 |
| 7 - 12 months | 1,159.00 | 976.00 | 1,076.50 | 976.00 |
| 13 - 18 months | 1,266.50 | 1,013.00 | 1,124.00 | 976.00 |
| 19 - 22 months | 1,318,00 | 1,054.50 | 1,170.00 | 976.00 |
| Thereafter | 1,485.50 | 1,188.50 | 1,278.50 | 1023.00 |
| Category E | | | | |
| 0 - 6 months | 1,133.50 | 976.00 | 4 004 50 | 676.66 |
| 7 - 12 months | 1,259.50 | 1,007.50 | 1,061.50 1,136.50 | 976.00 976.00 |
| 13 - 18 months | 1,404,50 | 1,123.50 | 1,226.00 | 981.00 |
| 19 - 22 months | 1,547.00 | 1,237.50 | 1,319.00 | 1055.00 |
| Thereafter | 1,701.50 | 1,361.00 | 1,417.00 | 1133.50 |
| Band Knife Cutter | | | | |
| 0 - 6 months | 1,037.50 | 976.00 | 1,017.00 | 976.00 |
| 7 - 12 months | 1,119.00 | 976.00 | 1,052.00 | 976.00 |
| 13 - 18 months | 1,196.00 | 976.00 | 1,099.00 | 976.00 |
| 19 - 22 months | 1,281.50 | 1,025.00 | 1,148.50 | 976.00 |



| Category / Occupation | | | | |
|-------------------------|---|---|---|---|
| | Wage per week from 1 Sep 2021 to 31 Aug 2022 | New Ees on incentivised Scheme Effective 1 Sep 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 Sep 2021 to 31 Aug 2022 | New Ees on Incentivised Scheme Effective 1 Sep 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 | 1,410.50 | 1,128.50 | 1,231.50 | 985.00 |
| Clerical | | | | |
| 0 - 6 months | 1,064.00 | 976.00 | 1,020.00 | 976.00 |
| 7 - 12 months | 1,165.50 | 976.00 | 1,080.00 | 976.00 |
| 13 - 18 months | 1,247.50 | 998.00 | 1,128.00 | 976.00 |
| Thereafter | 1,433.00 | 1,146.50 | 1,243.00 | 994.50 |
| Assistant Head Cutter | 1,651.00 | 1,321.00 | 1,386.00 | 1109.00 |
| Head Cutter | 1,994.50 | 1,595.50 | 1,607.50 | 1286.00 |
| Foreperson | 1,788.00 | 1,430.50 | 1,513.50 | 1211.00 |
| Watchperson | 1,242.50 | 994.00 | 1,125.00 | 976.00 |
| Driver 1 (454kg) | 1,184.00 | 976.00 | 1,091.00 | 976.00 |
| Driver 2 (454 - 2722kg) | 1,267.50 | 1,014.00 | 1,140.50 | 976.00 |
| Driver 3 (2722 -4540kg) | 1,431.50 | 1,145.00 | 1,242.50 | 994.00 |
| Driver 4 (4540kg) | 1,670.50 | 1,336.50 | 1,399.00 | 1119.00 |

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.

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

44

| Clause No. | Existing 2020/2021 | New 2021/2022 1 September 2021 R4,15 1 September 2021 R5,26 | |
|------------|--------------------|---|--|
| 4(9) | 1 March 2021 | | |
| 32(2) | R3,98 | | |
| 32(2) | 1 March 2021 | | |
| 32(2) | R5,05 | | |



| Existing 2020/2021 | New 2021/2022 1 September 2021 | |
|--------------------|--|--|
| 1 March 2021 | | |
| 64 cents | 67 cents | |
| 31 August 2021 | 31 August 2022 | |
| 1 September 2020 | 1 September 2021 | |
| 20 cents | 21 cents | |
| | | |
| | 1 March 2021 64 cents 31 August 2021 1 September 2020 | |

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

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

| Clause No. | Existing 2020/2021 | New 2021/2022 R3,28 | |
|------------|--------------------|------------------------|--|
| 4(1)(a) | R3,15 | | |
| 4(1)(b) | R3,39 | R3,53 | |
| 5A(2)(b) | R29,50 | R30,74 | |
| 5B(2)(b) | R29,50 | R30,74 | |
| 6(5) | 22 cents | 23 cents | |
| 7A(2)(b) | R13,69 | R14,27 | |
| 7B(2)(b) | R13,69 | R14,27 | |
| 16(1) | 49 cents | 51 cents | |
| 16(2) | 74 cents | 77 cents | |
| 16(1) | 49 cents | 51 cents | |

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Signed at <u>CAPE TOWN</u> on behalf of the Parties this 13... day of <u>October</u> 2021.

MARTHIE RAPHAEL

Chairperson

Signed at <u>DURBAN</u> on behalf of the Parties this!2... day of <u>Octobev</u> 2021.

PAUL WILD
General Secretary

