

DEPARTMENT OF EMPLOYMENT AND LABOUR


NO. R. 1643

24 December 2021

LABOUR RELATIONS ACT, 1995

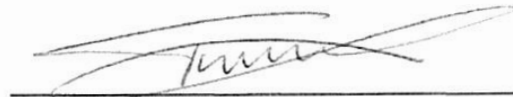
**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING COLLECTIVE
AGREEMENT**

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 INGXYENYE 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
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,

1 of 71



1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

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

2 of 71

F.W. 12

- (2) The provisions contained in Parts A to I of the National Main Collective 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

1. 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)

1. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 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)	Foreman		2475.00	1980.00	2487.50	1990.00
(b)	Designer:					
	(i)	Qualified:	3156.00	2525.00	3155.50	2524.50
	(ii)	Learners:				
		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

4 of 71

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)
			R	R	R	R
		Thereafter, the wage specified in (b)(i) i.e.	3156.00	2525.00	3171.00	2537.00
(c)	Grader:					
	(i)	Qualified:	2267.50	1814.00	2277.00	1821.50
	(ii)	Learners:				
		first six months of experience	1067.00	911.00	1071.00	911.00
		second six months of experience	1160.50	928.50	1165.50	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)	Marker-in:					
	(i)	Qualified:	1727.50	1382.00	1736.50	1389.00
	(ii)	Learners:				
		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-knife cutter:					
		Qualified	1727.50	1382.00	1736.50	1389.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee						
(f)	Cutter-out:					
	(i)	Qualified:	1527.50	1222.00	1534.00	1227.00
	(ii)	Learners:				
		first six months of experience	1067.00	911.00	1071.00	911.00

5 of 71

D.W. A

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)
			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
(g)	Layer-up:					
	(i)	Qualified:	1198.00	958.50	1202.00	961.50
	(ii)	Learners:				
		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)	Specialised presser:					
	(i)	Qualified:	1665.50	1332.50	1675.00	1340.00
	(ii)	Learners:				
		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)	Examiner:					
	(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

R. J. A

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)
			R	R	R	R
(j)(a)	Machinist:					
	(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)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(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	1193.00	954.50	1198.50	959.00
		Thereafter, the wage specified in (j)(i) i.e.	1399.00	1119.00	1404.50	1123.50
(k)	Progress examiner:					
	(i)	Qualified:	1414.50	1131.50	1418.50	1135.00
	(ii)	Learners:				
		first six months of experience	1120.50	911.00	1125.00	911.00
		Thereafter, the wage specified in (k)(i) i.e.	1414.50	1131.50	1418.50	1135.00
(l)	Despatcher:					
	(i)	Qualified:	1339.00	1071.00	1343.50	1075.00
	(ii)	Learners:				
		first six months of experience	1131.00	911.00	1134.50	911.00
		Thereafter, the wage specified in (l)(i) i.e.	1339.00	1071.00	1343.50	1075.00
(m)	Checker in the Knitting section:					
	(i)	Qualified:	1188.00	950.50	1195.00	956.00

7 of 71

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)
			R	R	R	R
	(ii)	Learners:				
		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)	General Worker:				
	(i)	Qualified:	1153.50	923.00	1157.50	926.00
	(ii)	Learners:				
		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
	(o)	Steambox 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
		Thereafter, the wage specified in (p)(i) i.e.	1195.00	956.00	1199.50	959.50
	(q)	General assistant	1305.50	1044.50	1311.50	1049.00
	(r)	Cleaner	1163.00	930.50	1167.00	933.50

Q. 5
14

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)
		R	R	R	R
(s)	Tea maker	1163.00	930.50	1167.00	933.50
(t)	Watchman	1414.50	1131.50	1418.50	1135.00
(u)	Motor 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
(v)	Clicker:				
	(i) Qualified:	2288.00	1830.50	2297.50	1838.00
	(ii) Learners:				
	first six months of experience	1067.00	911.00	1071.00	911.00
	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
(w)	Beader	1426.50	1141.00	1432.00	1145.50
(x)	Chlorinator	1282.50	1026.00	1289.50	1031.50
(y)	Componder	1518.00	1214.50	1524.00	1219.00
(z)	Dipper				
	(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

R. J.
R

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)
			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 applicable to the employees being supervised, plus 33 1/3 per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All 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 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

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

P. W. A

DESCRIPTION OF OCCUPATION		Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	2673.00	2,138.50	2,641.50	2,113.00	2683.50	2147.00	2652.00	2121.50
(b)	Learner								
	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
Pattern Grader									
(a)	Qualified	2155.50	1,724.50	2,130.00	1,704.00	2164.00	1731.00	2138.50	1711.00
(b)	Learner								
	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								
	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

P. J. A.

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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)
Football Jersey Cutter									
(a)	Qualified	1498.00	1,198.50	1,480.50	1,184.50	1505.00	1204.00	1487.50	1190.00
(b)	Leamer								
	First year								
	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
	Second year								
	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	1321.00	1,057.00	1,305.50	1,044.50	1328.50	1063.00	1313.00	1050.50
	Third year								
	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
Layer-up									
(a)	Qualified	1292.00	1,033.50	1,277.00	1,021.50	1297.00	1037.50	1281.50	1025.00
(b)	Leamer								
	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	1125.00	922.00	1,112.00	911.00	1128.50	922.00	1115.00	911.00
	Second year								
	First six months of experience	1175.00	940.00	1,161.00	929.00	1181.00	945.00	1167.00	933.50
	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
Part B - Factory Operatives									

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION	Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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)
Grade A employee								
(a) Qualified	1653.00	1,322.50	1,633.50	1,307.00	1658.50	1327.00	1639.00	1311.00
(b) Learner								
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	1253.00	1,002.50	1,238.50	991.00	1259.00	1007.00	1244.00	995.00
Second year								
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
Grade B employee								
(a) Qualified	1412.00	1,129.50	1,395.50	1,116.50	1417.50	1134.00	1401.00	1121.00
(b) Learner								
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	1205.50	964.50	1,191.50	953.00	1211.00	969.00	1197.00	957.50
Second year								
First six months of experience	1266.50	1,013.00	1,251.50	1,001.00	1272.00	1017.50	1257.00	1005.50
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
(c) If advanced to Grade A employee:								



WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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)
	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
Grade C employee									
(a)	Qualified	1253.00	1,002.50	1,238.50	991.00	1259.00	1007.00	1244.00	995.00
(b)	Learner								
	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	1154.50	923.50	1,141.00	913.00	1160.00	928.00	1146.50	917.00
	Thereafter, the wage specified in (a), i.e.	1253.00	1,002.50	1,238.50	991.00	1259.00	1007.00	1244.00	995.00
(c)	If advanced to Grade B employee:								
	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									

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU.		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU.	
DESCRIPTION OF OCCUPATION		Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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)
Clerk									
(a)	Qualified	1819.00	1,455.00	1,797.50	1,438.00	1828.50	1463.00	1807.00	1445.50
(b)	Learner								
	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
	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
Factory Clerk									
(a)	Qualified	1364.50	1,091.50	1,348.50	1,079.00	1372.50	1098.00	1356.50	1085.00
(b)	Learner								
	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 D - General									
	Boiler attendant	1296.50	1,037.00	1,281.00	1,025.00	1303.50	1043.00	1288.00	1030.50
	Despatch packer	1339.50	1,071.50	1,323.50	1,059.00	1344.50	1075.50	1328.50	1063.00
	General Worker	1253.00	1,002.50	1,238.50	991.00	1259.00	1007.00	1244.00	995.00
	Labourer	1266.50	1,013.00	1,251.50	1,001.00	1272.00	1017.50	1257.00	1005.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -									
(a)	does not exceed 1 360 kg	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

15 of 71

P. J. A.

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION	Wage per week from 1 Sep 2021 to 31 Aug 2022 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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 (Based on 42.5hrs per week)	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 (Based on 42hrs per week)	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)
Supervisor, quality controller and instructor	1698.00	1,358.50	1,678.00	1,342.50	1706.00	1365.00	1686.00	1349.00
Traveller's driver	1390.50	1,112.50	1,374.00	1,099.00	1395.50	1116.50	1379.00	1103.00
Watchman or caretaker, whose ordinary hours of work 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	1506.00	1205.00
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 in line with this schedule								

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

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 19(5)	20 cents	21 cents

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

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

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

DESCRIPTION OF OCCUPATION		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
A. ALL AREAS					
(i)	(a) Foreman	4076.50	3261.00	4095.00	3276.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	1665.50	1332.50	1675.00	1340.00
	(ii) Learners				
	first six months of experience	1143.50	915.00	1149.50	919.50
	second six months of experience	1365.00	1092.00	1372.00	1097.50
	Thereafter, the wage specified in (ii)(i) i.e.	1665.50	1332.50	1675.00	1340.00
	(c) Cloakroom Supervisor/Watchman	1161.50	929.00	1165.00	932.00
	(d) Mechanic	3824.50	3059.50	3843.00	3074.50
	(e) Unqualified Mechanic	1425.00	1140.00	1433.50	1147.00
	(f) Watchman	1161.50	929.00	1165.00	932.00
	(g) Labourer	949.50	911.00	949.50	911.00
	(h) Boiler Attendant	997.00	911.00	1002.00	911.00
(ii)	Pattern Grader				
	(i) Qualified	2159.50	1727.50	2169.50	1735.50
	(ii) Learners				
	first six months of experience	949.50	911.00	949.50	911.00
	second six months of experience	1000.00	911.00	1003.00	911.00
	third six months of experience	1163.50	931.00	1169.50	935.50
	fourth six months of experience	1333.00	1066.50	1339.00	1071.00
	fifth six months of experience	1497.50	1198.00	1501.50	1201.00
	sixth six months of experience	1660.00	1328.00	1667.50	1334.00
	seventh six months of experience	1825.50	1460.50	1833.50	1467.00
	next four months of experience	1990.50	1592.50	1998.00	1598.50
	Thereafter, the wage specified in (ii)(i) i.e.	2159.50	1727.50	2169.50	1735.50
(iii)	Marker-In				
	(i) Qualified	1665.50	1332.50	1675.00	1340.00
	(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	1046.00	911.00	1049.50	911.00
	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. 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)
		R	R	R	R
	next four months of experience	1559.50	1247.50	1566.00	1253.00
	Thereafter, the wage specified in (iii)(i) i.e.	1665.50	1332.50	1675.00	1340.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	1335.00	1068.00	1342.50	1074.00
	(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	976.00	911.00	982.50	911.00
	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)	Checker, Examiner and/or Passer				
	(i) Qualified	1161.50	929.00	1165.00	932.00
	(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	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
	(ii) Learners				
	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
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(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. 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)
			R	R	R	R
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1220.00	976.00	1225.50	980.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	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)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	1436.50	1149.00	1443.50	1155.00
	(b)	Exceeds 2 722 kg	1670.50	1336.50	1678.50	1343.00
(ix)	Part-time Driver of a Motor Vehicle		1309.00	1047.00	1314.50	1051.50
(x)	Knitting Machine Operator					
	(i)	Qualified	1712.00	1369.50	1721.50	1377.00
	(ii)	Learners				
		first six months of experience	949.50	911.00	949.50	911.00
		second six months of experience	949.50	911.00	953.00	911.00
		third six months of experience	1099.50	911.00	1103.00	911.00
		fourth six months of experience	1253.50	1003.00	1257.00	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
(xi)	Maintenance hand					
	(i)	Qualified	982.50	911.00	985.00	911.00
	(ii)	Learners				
		first six months of experience	949.50	911.00	949.50	911.00

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 (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	949.50	911.00	952.50	911.00
		Thereafter, the wage specified in (xi)(i) i.e.	982.50	911.00	985.00	911.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i)	Sewing Machinist					
(a)						
	(i)	Qualified	1161.50	929.00	1165.00	932.00
	(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	949.50	911.00	949.50	911.00
		Thereafter, the wage specified in (i)(i) i.e.	1161.50	929.00	1165.00	932.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
(b)						
	(i)	Qualified	1161.50	929.00	1165.00	932.00
	(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	949.50	911.00	949.50	911.00
		fourth six months of experience	976.00	911.00	982.50	911.00
		fifth six months of experience	1036.50	911.00	1041.00	911.00
		next four months of experience	1099.00	911.00	1102.00	911.00
		Thereafter, the wage specified in (i)(i) i.e.	1161.50	929.00	1165.00	932.00
	Set Leader and/or Team Leader		1233.00	986.50	1238.00	990.50
(ii)	General Worker/Pleater					
	(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 (ii)(i) i.e.	949.50	911.00	949.50	911.00

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 (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)	Despatch Packer and Layer-up				
	(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)	Plain Sewer				
	(i) Qualified	949.50	911.00	953.00	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	953.00	911.00
(v)	Sample Machinist	1319.00	1055.00	1326.50	1061.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i)	Sewing Machinist				
(a)					
	(i) Qualified:	1115.50	911.00	1121.00	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
	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)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
(b)					
	(i) Qualified:	1117.50	911.00	1121.00	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
	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
	Next four months of experience	1057.50	911.00	1060.50	911.00

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 (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
		Thereafter, the wage specified in (i)(b)(i) i.e.	1117.50	911.00	1121.00	911.00
		Set Leader and/or Team Leader	1187.00	949.50	1192.00	953.50
(ii)		General Worker/Pleater				
	(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 (ii)(i) i.e.	949.50	911.00	949.50	911.00
(iii)		Despatch 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
	(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
(v)		Plain Sewer				
	(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)		Sample Machinist	1268.50	1015.00	1272.50	1018.00
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.						

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

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)

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

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

Description of Occupation		Wage rate per week from 01 Sep 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
GRADE 1					
(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
GRADE 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
GRADE A					
(a)	Qualified	1327.05	1061.65	1333.05	1066.45
(b)	Learner				
	0 - 6 months	1030.75	921.85	1035.65	921.85
	Thereafter, the qualifying wage applies	1327.05	1061.65	1333.05	1066.45
HEAD CUTTER		2377.55	1902.05	2388.40	1910.70
ASSISTANT HEAD CUTTER		1901.85	1521.50	1910.55	1528.45
CUTTER/TRIMMER					
(a)	Qualified	1493.80	1195.05	1500.80	1200.65
(b)	Learner				
	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
BAND KNIFE CUTTER					

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation			Wage rate per week from 01 Sep 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
MECHANIC						
	(a)	Qualified	2555.05	2044.05	2566.75	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	1966.70	1573.35	1975.95	1580.75
		31 - 36 months	2162.80	1730.25	2172.75	1738.20
		37 - 40 months	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	1085.80	921.85	1090.80	921.85
		7 - 12 months	1226.00	980.80	1231.65	985.30
		13 - 18 months	1341.25	1073.00	1347.35	1077.90
		Thereafter, the qualifying wage applies	1596.95	1277.55	1604.40	1283.50
WATCHMAN			1338.50	1070.80	1344.65	1075.70
DRIVER 1			1257.25	1005.80	1263.05	1010.45

WAGE SCHEDULE		Group A (i.e Employers contributing to the Productivity incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation		Wage rate per week from 01 Sep 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
DRIVER 2		1373.75	1099.00	1380.15	1104.10
DRIVER 3		1601.85	1281.50	1609.30	1287.45
DRIVER 4		1934.70	1547.75	1943.75	1555.00
FOREPERSON		1831.60	1465.30	1840.10	1472.10
*	Provided a registered productivity incentive scheme is in place.				
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.					

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

“(b)

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage rate per week from 01 Sep 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)	Foreman:		2797.30	2237.85	2810.25	2248.20
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	2692.60	2154.10	2705.00	2164.00
	(ii)	Learners:				
		first six months of experience	972.75	921.85	977.35	921.85
		second six months of experience	1402.75	1122.20	1409.16	1127.30
		third six months of experience	1832.95	1466.35	1841.35	1473.10
		next four months of experience	2262.70	1810.15	2273.10	1818.60
		Thereafter, the wage specified in (iii)(i) i.e.	2692.60	2154.10	2705.00	2164.00
(iv)	Mechanic/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
		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	2615.20	2092.15	2627.25	2101.80
		Thereafter, the wage specified in (iv)(i) i.e.	2797.30	2237.85	2810.25	2248.20
(v)	Mechanic'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	921.85	1062.80	921.85
		third six months of experience	1145.10	921.85	1150.40	921.85
		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			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage rate per week from 01 Sep 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
		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
		ninth six months of experience	1660.25	1328.20	1667.95	1334.35
		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)	Supervisor:		1937.10	1549.70	1946.05	1556.85
(vii)	Final Examiner of fully-fashioned garments:		1798.85	1439.10	1807.15	1445.70
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(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)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	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	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
		next four months of experience	1630.10	1304.10	1637.65	1310.10

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage rate per week from 01 Sep 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 (b)(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)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:					
	(a)	does not exceed 453,5 kg	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 kg	1847.30	1477.85	1855.80	1484.65
	(d)	exceeds 4 535 kg	2004.65	1603.70	2013.80	1611.05
(xii)	Security Officer:		2243.95	1795.15	2254.35	1803.50
(xiii)	Watchman:		1731.75	1385.40	1739.70	1391.75
(xiv)	Employee 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	1388.15	1110.50	1394.45	1115.55
		next four months of experience	1595.35	1276.30	1602.75	1282.20

WAGE SCHEDULE			Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage rate per week from 01 Sep 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)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i)	Qualified:	1263.50	1010.80	1269.30	1015.45
	(ii)	Learners:				
		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)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		1263.50	1010.80	1269.30	1015.45
(xvii)	General Worker (Knitting)		1467.65	1174.10	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))

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

R. W.
A

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)
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	2680.50	2144.40	2692.80	2154.20
	(ii) Learners:				
	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:				
	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	1415.10	1777.10	1421.70
	eighth six months of experience	1902.50	1522.00	1911.90	1529.50
	next four months of experience	2037.30	1629.80	2046.80	1637.40
	Thereafter, the wage specified in (C)(i) i.e.	2170.50	1736.40	2180.80	1744.60

P. W. A

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)
		R	R	R	R
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(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)	Sample Machinist:	1602.90	1282.30	1610.40	1288.30
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):				
	(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:				
	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
	next four months of experience	1288.80	1031.00	1294.60	1035.70

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 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:				
	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	965.50	867.60	969.60	867.60

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)
			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
(H5)	Watchman:		1484.30	1187.40	1491.30	1193.00
(H6)	Driver (Light Motor Vehicle):		1463.20	1170.60	1469.70	1175.80
(H7)	Driver (Medium Motor Vehicle):		1564.60	1251.70	1571.60	1257.30
	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:

P.W.
A

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sept 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)	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
A	2 680.50	108.00	2 144.40	2 692.80	108.50	2 154.20
B	2 225.40	89.70	1 780.30	2 236.10	90.10	1 788.90
C	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
H3	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
H6	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

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

P.W.
A

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)
		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):				
	(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) i.e.	1501.30	1201.00	1504.90	1203.90
	(2) Driver:	1501.30	1201.00	1504.90	1203.90
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1389.50	1111.60	1392.30	1113.80
	(ii) Learners:				
	first six months of experience	926.70	889.30	926.70	889.30
	second six months of experience	1001.00	889.30	1003.40	889.30
	third six months of experience	1071.90	889.30	1074.60	889.30
	next four months of experience	1237.50	990.00	1240.40	992.30
	Thereafter, the wage specified in (d)(i) i.e.	1389.50	1111.60	1392.30	1113.80
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				

P. G. A

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)
		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
	third six months of experience	1031.00	889.30	1033.80	889.30
	next four months of experience	1109.50	889.30	1111.90	889.50
	Thereafter, the wage specified in (e)(i) i.e.	1184.30	947.40	1186.90	949.50
(f)	Boiler Attendant & Watchman:	1295.30	1036.20	1298.60	1038.90
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.					

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))

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

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 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

40 of 71

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)
			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	1517.60	1214.10
		fifth six months of experience	1691.90	1353.50	1699.90	1359.90
		sixth six months of experience	1873.20	1498.60	1882.00	1505.60
		seventh six months of experience	2054.70	1643.80	2064.40	1651.50
		eighth six months of experience	2236.20	1789.00	2246.70	1797.40
		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:				
		(i) Qualified:	1820.80	1456.60	1829.10	1463.30
		(ii) Learners:				
		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) Learners:				
		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

Q. J.
A

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)
				R	R	R	R
			Thereafter, the wage specified in (viii)(i) i.e.	1750.20	1400.20	1758.60	1406.90
(ix)			Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
			(i) Qualified:	1750.20	1400.20	1758.60	1406.90
			(ii) Learners:				
			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)			Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
(a)							
			(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:				
(b)							
			(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				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)
				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—:						
		(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, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:			1458.30	1166.60	1465.10	1172.10

R.W.
A

CONTINUES ON PAGE 130 OF BOOK 2

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11376

Regulasiekoerant

Vol. 678

24

December
Desember

2021

No. 45696

PART 2 OF 2

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

ISSN 1682-5845



9 771682 584003



4 5 6 9 6



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

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)
				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

P.W.
A

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

R-5
A

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
Part A - Cutting Department						
Head Cutter			2813.50	2251.00	2824.50	2259.50
Pattern Maker:						
	(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
		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
Pattern Grader						
	(a)	Qualified	2269.00	1815.00	2278.00	1822.50
	(b)	Learner				
		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				
		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
		Thereafter, the wage specified in (a), i.e.	2269.00	1815.00	2278.00	1822.50
Cutter, lay-maker:						
	(a)	Qualified	2189.00	1751.00	2196.50	1757.00
	(b)	Learner				
		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				
		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
		Thereafter, the wage specified in (a), i.e.	2189.00	1751.00	2196.50	1757.00
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1577.00	1261.50	1584.00	1267.00
	(b)	Learner				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 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
		First year				
		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
	(b)	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.	2189.00	1751.00	2196.50	1757.00
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	1360.00	1088.00	1365.00	1092.00
		Second six months from date of advancement	1459.50	1167.50	1465.00	1172.00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1577.00	1261.50	1584.00	1267.00

13
A

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
	(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
		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:					
	(a)	Qualified	1626.50	1301.00	1634.50	1307.50
	(b)	Learner				
		First year	1219.50	975.50	1225.50	980.50
		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
	(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
		Thereafter, the wage specified in (a), i.e.	1526.50	1221.00	1532.50	1226.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(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
		Third year				
		First four months of experience	2267.00	1813.50	2276.00	1821.00
		Second 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

R.W.
A

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
Clothing technician:						
	(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
		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 A employee:						
	(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 employee:						
	(a)	Qualified	1486.50	1189.00	1492.00	1193.50
	(b)	Learner				
		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
	(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 advancement	1530.50	1224.50	1537.50	1230.00
		Third six months from date of advancement	1577.00	1261.50	1584.00	1267.00

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
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1740.00	1392.00	1746.00	1397.00
Grade C employee:						
	(a)	Qualified	1319.00	1055.00	1325.00	1060.00
	(b)	Learner				
		First year				
		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:				
		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
Underpresser, blocker:						
	(a)	Qualified	1333.00	1066.50	1339.00	1071.00
	(b)	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.	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	1914.50	1531.50	1924.50	1539.50
	(b)	Learner				
		First year	1414.00	1131.00	1418.00	1134.50
		Second year	1536.00	1229.00	1543.00	1234.50
		Third year				
		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			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
Factory Clerk						
	(a)	Qualified	1436.50	1149.00	1444.50	1155.50
	(b)	Learner				
		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						
Boiler attendant			1364.50	1091.50	1372.00	1097.50
Despatch packer			1410.00	1128.00	1415.00	1132.00
General Worker			1319.00	1055.00	1325.00	1060.00
Labourer			1333.00	1066.50	1339.00	1071.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -						
	(a)	does not exceed 1 360 kg	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 2 720 kg	1667.50	1334.00	1678.00	1342.50
Supervisor, quality controller and instructor			1787.50	1430.00	1796.00	1437.00
Traveller's driver			1463.50	1171.00	1469.00	1175.00
Watchman or caretaker, whose ordinary hours of work 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
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 clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

P.3
A

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
Blocker						
	(a)	Qualified	1388.50	1111.00	1393.00	1114.50
	(b)	Learner				
		First year				
		First six months of experience	960.00	922.00	966.00	922.00
		Second six months of experience	1071.00	922.00	1076.50	922.00
		Second year				
		First six months of experience	1173.50	939.00	1179.50	943.50
		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):						
	(a)	Qualified	1145.00	922.00	1151.50	922.00
	(b)	Learner				
		First year				
		First six months of experience	960.00	922.00	966.00	922.00
		Second six months of experience	997.00	922.00	1003.50	922.00
		Second year				
		First six months of experience	1033.00	922.00	1037.50	922.00
		Second six months of experience	1074.00	922.00	1078.00	922.00
		Third year				
		First four months of experience	1108.50	922.00	1113.00	922.00
		Thereafter, the wage specified in (a), i.e.	1145.00	922.00	1151.50	922.00
Clerk						
	(a)	Qualified	1914.50	1531.50	1924.50	1539.50
	(b)	Learner				
		First year	1414.00	1131.00	1418.00	1134.50
		Second year	1536.00	1229.00	1543.00	1234.50
		Third year				
		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

G. W. A

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
General Worker (Millinery)		1134.00	922.00	1138.00	922.00
Grade 1 Employee (Millinery):					
(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				
	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
Milliner:					
(a)	Qualified	1212.50	970.00	1218.50	975.00
(b)	Learner				
	First year				
	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				
	First six months of experience	1024.00	922.00	1027.50	922.00
	Second six months of experience	1070.50	922.00	1076.00	922.00
	Third year				
	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
Millinery Machinist:					
(a)	Qualified	1225.50	980.50	1231.50	985.00
(b)	Learner				
	First year				
	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	980.50	1231.50	985.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	does not exceed 2268 kg	1455.00	1164.00	1463.00	1170.50
(b)	exceeds 2268	1537.50	1230.00	1544.00	1235.00

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
Plain Sewer (Millinery):					
(a)	Qualified	1145.00	922.00	1151.50	922.00
(b)	Learner				
	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
Supervisor (Millinery)		1643.00	1314.50	1651.00	1321.00
Watchman 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.					

4. 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

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

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

R. W.
W

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

WAGE SCHEDULE		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 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
Part A - Cutting Department					
Head Cutter		2128.50	1703.00	2137.00	1709.50
Pattern 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
Pattern Grader					
(a)	Qualified	1758.00	1406.50	1765.50	1412.50
(b)	Learner				
First year					
	First six months of experience	1208.00	966.50	1212.50	970.00
	Second six months of experience	1281.50	1025.00	1287.50	1030.00
Second year					
	First six months of experience	1351.50	1081.00	1357.00	1085.50
	Second six months of experience	1426.00	1141.00	1433.00	1146.50
Third year					
	First six months of experience	1509.00	1207.00	1516.00	1213.00
	Next four months of experience	1590.50	1272.50	1596.50	1277.00
	Thereafter, the wage specified in (a), i.e.	1758.00	1406.50	1765.50	1412.50
Cutter, lay-maker:					
(a)	Qualified	1699.00	1359.00	1708.00	1366.50
(b)	Learner				

Handwritten signature/initials

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)
			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				
		First six months of experience	1300.00	1040.00	1302.00	1041.50
		Second six months of experience	1400.50	1120.50	1407.00	1125.50
		Third year				
		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
		Interlining cutter, trimmer, leather cutter and tie 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				
		First six months of experience	1104.50	922.00	1109.00	922.00
		Second six months of experience	1151.50	922.00	1153.50	923.00
		Third year				
		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	1290.50	1032.50
	(c)	If advanced to learner cutter:				
		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-up:				
	(a)	Qualified	1128.50	922.00	1132.50	922.00
		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				
		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:				
		First six months from date of	1128.50	922.00	1132.50	922.00

57 of 71

P.W.
R

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)
			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
Clicker:						
	(a)	Qualified	1320.00	1056.00	1325.00	1060.00
	(b)	Learner				
		First year of experience	1035.50	922.00	1037.50	922.00
		Second year of experience	1151.50	922.00	1153.50	923.00
		Thereafter, the wage specified in (a), i.e.	1320.00	1056.00	1325.00	1060.00
Tracer:						
	(a)	Qualified	1251.00	1001.00	1254.00	1003.00
	(b)	Learner				
		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
		Second year				
		First six months of experience	1144.50	922.00	1151.50	922.00
		Thereafter, the wage specified in (a), i.e.	1251.00	1001.00	1254.00	1003.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(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 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

58 of 71

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)
		R	R	R	R
Grade A employee:					
(a)	Qualified	1392.00	1113.50	1399.00	1119.00
(b)	Learner				
	First year				
	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				
	First six months of experience	1160.50	928.50	1165.00	932.00
	Second six months of experience	1218.50	975.00	1224.50	979.50
	Third year				
	First four months of experience	1287.00	1029.50	1290.50	1032.50
	Thereafter, the wage specified in (a), i.e.	1392.00	1113.50	1399.00	1119.00
Grade B employee:					
(a)	Qualified	1179.50	943.50	1195.00	956.00
(b)	Learner				
	First year				
	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				
	First six months of experience	1107.50	922.00	1113.00	922.00
	Thereafter, the wage specified in (a), i.e.	1179.50	943.50	1195.00	956.00
(c)	If advanced to Grade A employee:				
	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
Grade C employee:					
(a)	Qualified	1103.00	922.00	1108.00	922.00
(b)	Learner				
	First year				
	First six months of experience	1008.50	922.00	1010.50	922.00
	Second six months of experience	1034.50	922.00	1036.50	922.00

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 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
		Underpresser, blocker:				
(a)		Qualified	1111.00	922.00	1115.50	922.00
(b)		Learner				
		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				
		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
		Part C - Clerical employees				
		Clerk				
(a)		Qualified	1518.00	1214.50	1524.00	1219.00
(b)		Learner				
		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
		Factory Clerk				
(a)		Qualified	1184.00	947.00	1188.00	950.50
(b)		Learner				
		First year of experience	985.00	922.00	987.50	922.00

60 of 71

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)
			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						
		Boiler attendant	1132.50	922.00	1135.50	922.00
		Despatch packer	1162.50	930.00	1166.50	933.00
		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 which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
	(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 work are -						
	(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
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:

P.W.
R

“

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

”

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

1. 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					
Pattern Maker:					
(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
	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
Pattern Grader					
(a)	Qualified	2269.00	1815.00	2278.00	1822.50
(b)	Learner				
	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				
	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
	Thereafter, the wage specified in (a), i.e.	2269.00	1815.00	2278.00	1822.50
Football Jersey Cutter					
(a)	Qualified	1577.00	1261.50	1584.00	1267.00
(b)	Learner				
	First year				
	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				

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
			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
Layer-up							
	(a)	Qualified		1360.00	1088.00	1365.00	1092.00
	(b)	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
Part B - Factory Operatives							
Grade A employee:							
	(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 employee:							
	(a)	Qualified		1486.50	1189.00	1492.00	1193.50
	(b)	Learner					
		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

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
			Thereafter, the wage specified in (a), i.e.	1486.50	1189.00	1492.00	1193.50
	(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 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
	Grade C employee:						
	(a)	Qualified		1319.00	1055.00	1325.00	1060.00
	(b)	Learner					
		First year					
			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:					
			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
	Part C - Clerical employees						
	Clerk						
	(a)	Qualified		1914.50	1531.50	1924.50	1539.50
	(b)	Learner					
		First year					
			First four months of experience	1414.00	1131.00	1418.00	1134.50
			Second year	1536.00	1229.00	1543.00	1234.50
		Third year					
			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				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
Factory Clerk							
	(a)	Qualified		1436.50	1149.00	1444.50	1155.50
	(b)	Learner					
		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							
Boiler attendant				1364.50	1091.50	1372.00	1097.50
Despatch packer				1410.00	1128.00	1415.00	1132.00
General Worker				1319.00	1055.00	1325.00	1060.00
Labourer				1333.00	1066.50	1339.00	1071.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -							
	(a)	does not exceed 1 360 kg		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 2 720 kg		1667.50	1334.00	1678.00	1342.50
Supervisor, quality controller and instructor				1787.50	1430.00	1796.00	1437.00
Traveller's driver				1463.50	1171.00	1469.00	1175.00
Watchman or caretaker, whose ordinary hours of work 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
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
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)

P.W.
RA

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

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
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
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	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	1,061.50	976.00
	7 - 12 months	1,259.50	1,007.50	1,136.50	976.00
	13 - 18 months	1,404.50	1,123.50	1,228.00	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

R. J.
A

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.					

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

“

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

R. W. R.

Clause No.	Existing 2020/2021	New 2021/2022
32(2)	1 March 2021	1 September 2021
36(6)(a)	64 cents	67 cents
40(1)	31 August 2021	31 August 2022
40(1)	1 September 2020	1 September 2021
Annexure C of Clause 43(5)	20 cents	21 cents

"

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

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

"

Clause No.	Existing 2020/2021	New 2021/2022
4(1)(a)	R3,15	R3,28
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

"

Signed at CAPE TOWN on behalf of the Parties this 13... day of October **2021**.



MARTHIE RAPHAEL
Chairperson

Signed at DURBAN on behalf of the Parties this 12... day of October **2021**.



PAUL WILD
General Secretary

