

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2848

9 December 2022

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: 23/11/22

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 INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2024.

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 23/11/22

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 ('ATASA')

South African Apparel Association ('SAAA')

South African Clothing Manufacturers' Association (SACMA)

(hereinafter referred to as the "employers" or the "employers' organisations") of the
one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Clothing Manufacturing
Industry.



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1. SCOPE OF APPLICATION

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

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)


Part F Provisions for the Western Cape Region (Clothing)

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

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

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


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- (2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice 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, R.421 of 14 May 2021 and R.1643 of 24 December 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 2022 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.



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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):

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(a)	Foreman		2648,50	2119,00	2661,50	2129,00
(b)	Designer:					
	(i)	Qualified:	3377,00	2701,50	3393,00	2714,50
	(ii)	Learners:				
		first six months of experience	1152,00	974,00	1157,00	974,00
		second six months of experience	1342,00	1073,50	1346,00	1077,00
		third six months of experience	1606,00	1285,00	1613,50	1291,00
		fourth six months of experience	1788,00	1430,50	1797,00	1437,50
		fifth six months of experience	1988,00	1590,50	2000,00	1600,00
		sixth six months of experience	2156,00	1725,00	2166,00	1733,00
		seventh six months of experience	2347,00	1877,50	2359,50	1887,50
		eighth six months of experience	2536,00	2029,00	2549,50	2039,50
		next four months of experience	2692,00	2153,50	2703,00	2162,50
		Thereafter, the wage specified in (b)(i) i.e.	3377,00	2701,50	3393,00	2714,50
(c)	Grader:					
	(i)	Qualified:	2426,00	1941,00	2436,50	1949,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1241,50	993,00	1247,00	997,50
		third six months of experience	1350,00	1080,00	1358,00	1086,50
		fourth six months of experience	1416,50	1133,00	1421,50	1137,00
		fifth six months of experience	1637,50	1310,00	1645,00	1316,00

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WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		sixth six months of experience	1752,00	1401,50	1762,00	1409,50
		seventh six months of experience	1848,50	1479,00	1858,00	1486,50
		eighth six months of experience	1942,00	1553,50	1951,00	1561,00
		next four months of experience	2067,00	1653,50	2077,00	1661,50
		Thereafter, the wage specified in (c)(i) i.e.	2426,00	1941,00	2436,50	1949,00
(d)	Marker-in:					
	(i)	Qualified:	1848,50	1479,00	1858,00	1486,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1222,50	978,00	1230,00	984,00
		third six months of experience	1305,00	1044,00	1311,50	1049,00
		fourth six months of experience	1391,50	1113,00	1397,00	1117,50
		next four months of experience	1554,00	1243,00	1562,00	1249,50
		Thereafter, the wage specified in (d)(i) i.e.	1848,50	1479,00	1858,00	1486,50
(e)	Band-knife cutter:					
		Qualified	1848,50	1479,00	1858,00	1486,50
		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:	1634,50	1307,50	1641,50	1313,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1197,50	974,00	1202,00	974,00
		third six months of experience	1235,00	988,00	1239,50	991,50
		fourth six months of experience	1279,50	1023,50	1284,50	1027,50
		next four months of experience	1335,00	1068,00	1342,00	1073,50
		Thereafter, the wage specified in (f)(i) i.e.	1634,50	1307,50	1641,50	1313,00
(g)	Layer-up:					
	(i)	Qualified:	1282,00	1025,50	1286,00	1029,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1186,50	974,00	1193,50	974,00
		fourth six months of experience	1204,50	974,00	1212,00	974,00
		Thereafter, the wage specified in (g)(i) i.e.	1282,00	1025,50	1286,00	1029,00
(h)	Specialised presser:					
	(i)	Qualified:	1782,00	1425,50	1792,50	1434,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1188,00	974,00	1196,50	974,00
		third six months of experience	1232,00	985,50	1237,00	989,50
		fourth six months of experience	1279,50	1023,50	1284,50	1027,50
		fifth six months of experience	1331,50	1065,00	1336,50	1069,00
		sixth six months of experience	1376,50	1101,00	1381,00	1105,00
		seventh six months of experience	1504,00	1203,00	1513,50	1211,00
		eighth six months of experience	1559,00	1247,00	1566,50	1253,00
		next four months of experience	1594,00	1275,00	1601,50	1281,00
		Thereafter, the wage specified in (h)(i) i.e.	1782,00	1425,50	1792,50	1434,00
(i)	Examiner:					
	(i)	Qualified:	1526,50	1221,00	1532,00	1225,50
	(ii)	Learners:				
		first six months of experience	1279,50	1023,50	1284,50	1027,50
		Thereafter, the wage specified in (i)(i) i.e.	1526,50	1221,00	1532,00	1225,50
(j)(a)	Machinist:					
	(i)	Qualified:	1497,00	1197,50	1503,00	1202,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,50	974,00	1173,50	974,00
		third six months of experience	1202,50	974,00	1210,00	974,00
		Thereafter, the wage specified in (j)(i) i.e.	1497,00	1197,50	1503,00	1202,50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i)	Qualified:	1497,00	1197,50	1503,00	1202,50

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DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,50	974,00	1173,50	974,00
		third six months of experience	1202,50	974,00	1210,00	974,00
		fourth six months of experience	1244,50	995,50	1248,50	999,00
		next four months of experience	1276,50	1021,00	1282,50	1026,00
		Thereafter, the wage specified in (i)(i) i.e.	1497,00	1197,50	1503,00	1202,50
(k)	Progress examiner:					
	(i)	Qualified:	1513,50	1211,00	1518,00	1214,50
	(ii)	Learners:				
		first six months of experience	1199,00	974,00	1204,00	974,00
		Thereafter, the wage specified in (k)(i) i.e.	1513,50	1211,00	1518,00	1214,50
(l)	Despatcher:					
	(i)	Qualified:	1432,50	1146,00	1437,50	1150,00
	(ii)	Learners:				
		first six months of experience	1210,00	974,00	1214,00	974,00
		Thereafter, the wage specified in (l)(i) i.e.	1432,50	1146,00	1437,50	1150,00
(m)	Checker in the Knitting section:					
	(i)	Qualified:	1271,00	1017,00	1278,50	1023,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00
		third six months of experience	1197,50	974,00	1202,00	974,00
		Thereafter, the wage specified in (m)(i) i.e.	1271,00	1017,00	1278,50	1023,00
(n)	General Worker:					
	(i)	Qualified:	1234,00	987,00	1238,50	991,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00
		Thereafter, the wage specified in (n)(i) i.e.	1234,00	987,00	1238,50	991,00

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WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(o)	Steambox pleater:					
	(i)	Qualified:	1455,00	1164,00	1460,50	1168,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1194,00	974,00	1199,00	974,00
		third six months of experience	1232,00	985,50	1237,00	989,50
		fourth six months of experience	1278,50	1023,00	1283,50	1027,00
		Thereafter, the wage specified in (o)(i) i.e.	1455,00	1164,00	1460,50	1168,50
(p)	Plain sewer:					
	(i)	Qualified:	1278,50	1023,00	1283,50	1027,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1155,00	974,00	1159,50	974,00
		third six months of experience	1168,50	974,00	1173,50	974,00
		fourth six months of experience	1186,50	974,00	1193,50	974,00
		next four months of experience	1210,00	974,00	1214,00	974,00
		Thereafter, the wage specified in (p)(i) i.e.	1278,50	1023,00	1283,50	1027,00
(q)	General assistant		1397,00	1117,50	1403,50	1123,00
(r)	Cleaner		1244,50	995,50	1248,50	999,00
(s)	Tea maker		1244,50	995,50	1248,50	999,00
(t)	Watchman		1513,50	1211,00	1518,00	1214,50
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1508,50	1207,00	1514,00	1211,00
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1621,50	1297,00	1629,00	1303,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1794,00	1435,00	1798,00	1438,50
		(ad) exceeds 4 536 kg	2097,00	1677,50	2108,50	1687,00
	(ii)	Part-time driver of a motor vehicle	1399,50	1119,50	1404,00	1123,00
(v)	Clicker:					
	(i)	Qualified:	2448,00	1958,50	2458,50	1967,00
	(ii)	Learners:				

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WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1235,00	988,00	1239,50	991,50
		third six months of experience	1335,50	1068,50	1343,50	1075,00
		fourth six months of experience	1511,00	1209,00	1515,00	1212,00
		fifth six months of experience	1624,50	1299,50	1630,50	1304,50
		sixth six months of experience	1713,00	1370,50	1720,00	1376,00
		seventh six months of experience	1816,00	1453,00	1826,50	1461,00
		eighth six months of experience	1912,50	1530,00	1920,50	1536,50
		next four months of experience	2016,00	1613,00	2023,50	1619,00
		Thereafter, the wage specified in (v)(i) i.e.	2448,00	1958,50	2458,50	1967,00
(w)	Beader		1526,50	1221,00	1532,00	1225,50
(x)	Chlorinator		1372,50	1098,00	1380,00	1104,00
(y)	Compounder		1624,50	1299,50	1630,50	1304,50
(z)	Dipper					
	(i)	Qualified:				
		Category A	1624,50	1299,50	1630,50	1304,50
		Category B	1660,00	1328,00	1668,00	1334,50
		Category C	1715,50	1372,50	1721,50	1377,00
	(ii)	Learners:				
		first six months of experience to Category A	1235,50	988,50	1241,50	993,00
		first six months of experience to Category B	1624,50	1299,50	1630,50	1304,50
		first six months of experience to Category C	1660,00	1328,00	1668,00	1334,50
(aa)	Glove turner		1969,50	1575,50	1978,50	1583,00
(ab)	Mould maker		1561,50	1249,00	1567,50	1254,00
(ac)	Packer		1311,50	1049,00	1317,50	1054,00
(ad)	Quality product co-ordinator		2060,00	1648,00	2068,00	1654,50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 1/3 per cent:					
	Provided that-					

WAGES		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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(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 7% Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

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

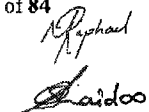
WAGES			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
Part A - Cutting Department										
Pattern Maker										
(a)	Qualified		2860,00	2288,00	2826,50	2261,00	2871,00	2297,00	2837,00	2269,50
(b)	Learner									
	First year									
		First six months of experience	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
		Second six months of experience	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
	Second year									
		First six months of experience	1934,00	1547,00	1911,00	1529,00	1943,50	1555,00	1920,50	1536,50
		Second six months of experience	2112,00	1689,50	2087,00	1669,50	2122,50	1698,00	2097,50	1678,00
	Third year									
		First six months of experience	2304,00	1843,00	2277,00	1821,50	2313,50	1851,00	2286,50	1829,00
		Next four months of experience	2485,50	1988,50	2456,50	1965,00	2498,00	1998,50	2468,50	1975,00
	Thereafter, the wage specified in (a), i.e.		2860,00	2288,00	2826,50	2261,00	2871,00	2297,00	2837,00	2269,50
Pattern Grader										
(a)	Qualified		2306,50	1845,00	2279,50	1823,50	2315,50	1852,50	2288,50	1831,00
(b)	Learner									
	First year									
		First six months of experience	1505,00	1204,00	1487,50	1190,00	1514,50	1211,50	1498,50	1197,00
		Second six months of experience	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
	Second year									
		First six months of experience	1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
		Second six months of experience	1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00
	Third year									

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
		First six months of experience	1934,00	1547,00	1911,00	1529,00	1943,50	1555,00	1920,50	1536,50
		Next four months of experience	2059,50	1647,50	2035,50	1628,50	2069,50	1655,50	2045,00	1636,00
		Thereafter, the wage specified in (a), i.e.	2306,50	1845,00	2279,50	1823,50	2315,50	1852,50	2288,50	1831,00
Football Jersey Cutter										
(a)	Qualified		1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
(b)	Learner									
	First year									
		First six months of experience	1203,50	985,50	1189,50	974,00	1207,50	985,50	1193,50	974,00
		Second six months of experience	1276,50	1021,00	1261,50	1009,00	1280,50	1024,50	1265,50	1012,50
	Second year									
		First six months of experience	1342,00	1073,50	1326,00	1061,00	1349,00	1079,00	1333,00	1066,50
		Second six months of experience	1413,50	1131,00	1397,00	1117,50	1421,50	1137,00	1405,00	1124,00
	Third year									
		First four months of experience	1483,50	1187,00	1466,00	1173,00	1489,00	1191,00	1471,50	1177,00
		Thereafter, the wage specified in (a), i.e.	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
Layer-up										
(a)	Qualified		1382,50	1106,00	1366,00	1093,00	1387,50	1110,00	1371,00	1097,00
(b)	Learner									
	First year									
		First six months of experience	1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
		Second six months of experience	1203,50	985,50	1189,50	974,00	1207,50	985,50	1193,50	974,00
	Second year									
		First six months of experience	1257,50	1006,00	1242,50	994,00	1263,50	1011,00	1248,50	999,00
		Thereafter, the wage specified in (a), i.e.	1382,50	1106,00	1366,00	1093,00	1387,50	1110,00	1371,00	1097,00

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WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
Part B - Factory Operatives										
Grade A employee										
(a)	Qualified		1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
(b)	Learner									
	First year									
		First six months of experience	1244,50	995,50	1230,00	984,00	1249,00	999,00	1234,50	987,50
		Second six months of experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Second year									
		First six months of experience	1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
		Second six months of experience	1505,00	1204,00	1487,50	1190,00	1514,50	1211,50	1496,50	1187,00
	Third year									
		First four months of experience	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
		Thereafter, the wage specified in (a), i.e.	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
Grade B employee										
(a)	Qualified		1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
(b)	Learner									
	First year									
		First six months of experience	1226,00	985,50	1211,50	974,00	1232,00	985,50	1217,50	974,00
		Second six months of experience	1290,00	1032,00	1275,00	1020,00	1295,50	1036,50	1280,50	1024,50
	Second year									
		First six months of experience	1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
		Thereafter, the wage specified in (a), i.e.	1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
(c)	If advanced to Grade A employee:									
	First six months from		1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00

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WAGES		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		Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
	date of advancement								
	Second six months from date of advancement	1555,50	1244,50	1537,00	1229,50	1563,00	1250,50	1544,50	1235,50
	Third six months from date of advancement	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
Grade C employee									
(a)	Qualified	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
(b)	Learner								
	First year								
		First six months of experience	1201,50	985,50	1187,50	974,00	1206,50	985,50	1192,50
		Second six months of experience	1235,50	988,50	1221,00	977,00	1241,00	993,00	1226,50
	Thereafter, the wage specified in (a), i.e.	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Second six months from date of advancement	1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
(b)	Learner								
	First year	1437,50	1150,00	1420,50	1136,50	1441,50	1153,00	1424,50	1139,50
	Second year	1561,50	1249,00	1543,00	1234,50	1568,50	1255,00	1550,00	1240,00
	Third year								
		First four months of experience	1706,50	1365,00	1686,50	1349,00	1715,00	1372,00	1695,00
	Thereafter, the wage specified in (a), i.e.	1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
Factory Clerk									
(a)	Qualified	1450,00	1168,00	1443,00	1154,50	1468,00	1174,50	1450,50	1160,50

R. Phisoa
S. Mado

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
(b)	Learner									
	First year		1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
	Second year		1240,00	992,00	1225,50	980,50	1246,00	997,00	1231,50	985,00
	Third year						0,00			
		First four months of experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Thereafter, the wage specified in (a), i.e.		1460,00	1168,00	1443,00	1154,50	1468,00	1174,50	1450,50	1160,50
Part D - General										
Boiler attendant			1387,00	1109,50	1370,50	1096,50	1394,50	1115,50	1378,00	1102,50
Despatch packer			1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
General Worker			1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
Labourer			1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
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		1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
(b)	exceeds 1 360 but not 2 720 kg		1487,50	1190,00	1470,00	1176,00	1493,50	1195,00	1476,00	1181,00
(c)	exceeds 2 720 kg		1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
Supervisor, quality controller and instructor			1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00
Traveller's driver			1487,50	1190,00	1470,00	1176,00	1493,50	1195,00	1476,00	1181,00
Watchman or caretaker, whose ordinary hours of work are -										
(a)	less than 60 hours per week		1546,00	1237,00	1528,00	1222,50	1553,00	1242,50	1534,50	1227,50
(b)	60 hours per week		1622,00	1297,50	1603,00	1282,50	1630,50	1304,50	1611,50	1289,00
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 7% Across the Board.										
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.										

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

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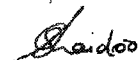
Raphaël
Shardoo

Clause No.	Existing 2021/2022	New 2022/2023
6.3(2)	1 September 2021	1 September 2022
12.1(3)(b)	R1,51	R1,62
12.2	70 cents	75 cents
12.4	76 cents	81 cents
14.1(1)	R3,23	R3,46
14.1(2)	R4,94	R5,29
15(1)	31 August 2022	31 August 2023
15(1)	1 September 2021	1 September 2022
Clause 19 Annexure C (5)	20 cents	21 cents

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

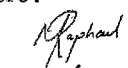

1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
A. ALL AREAS					
(i)	(a) Foreman	4 362.00	3 489.50	4 381.50	3 505.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 782.00	1 425.50	1 792.50	1 434.00
	(ii) Learners				
	first six months of experience	1 223.50	979.00	1 230.00	984.00
	second six months of experience	1 460.50	1 168.50	1 468.00	1 174.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
	(c) Cloakroom Supervisor/Watchman	1 243.00	994.50	1 246.50	997.00
	(d) Mechanic	4 092.00	3 273.50	4 112.00	3 289.50
	(e) Unqualified Mechanic	1 525.00	1 220.00	1 534.00	1 227.00
	(f) Watchman	1 243.00	994.50	1 246.50	997.00
	(g) Labourer	975.00	974.00	1 016.00	974.00
	(h) Boiler Attendant	1 067.00	974.00	1 072.00	974.00
(ii)	Pattern Grader				
	(i) Qualified	2 310.50	1 848.50	2 321.50	1 857.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 070.00	974.00	1 073.00	974.00
	third six months of experience	1 245.00	996.00	1 251.50	1 001.00
	fourth six months of experience	1 426.50	1 141.00	1 432.50	1 146.00
	fifth six months of experience	1 602.50	1 282.00	1 606.50	1 285.00
	sixth six months of experience	1 776.00	1 421.00	1 784.00	1 427.00
	seventh six months of experience	1 953.50	1 563.00	1 962.00	1 569.50
	next four months of	2 130.00	1 704.00	2 138.00	1 710.50

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Richard
Chaidoo

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 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (iv)(i) i.e.	1 428.50	1 143.00	1 436.50	1 149.00
(v)	Checker, Examiner and/or Passer					
	(i)	Qualified	1 243.00	994.50	1 246.50	997.00
	(ii)	Learners				
		first six months of experience	1 016.00	974.00	1 016.00	974.00
		second six months of experience	1 016.00	974.00	1 016.00	974.00
		third six months of experience	1 044.50	974.00	1 051.50	974.00
		next four months of experience	1 140.50	974.00	1 144.00	974.00
		Thereafter, the wage specified in (v)(i) i.e.	1 243.00	994.50	1 246.50	997.00
(vi)	(a) Invoice Clerk					
	(i)	Qualified	1 782.00	1 425.50	1 792.50	1 434.00
	(ii)	Learners				
		first six months of experience	1 284.50	1 027.50	1 290.50	1 032.50
		Thereafter, the wage specified in (vi)(a)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i)	Qualified	1 305.50	1 044.50	1 311.50	1 049.00
	(ii)	Learners				
		first six months of experience	1 016.00	974.00	1 016.00	974.00
		second six months of experience	1 120.50	974.00	1 124.50	974.00
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1 305.50	1 044.50	1 311.50	1 049.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	1 406.50	1 125.00	1 411.50	1 129.00

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Raphael
Luis d'oo

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 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xi)	Maintenance hand				
	(i) Qualified	1 051.50	974.00	1 054.00	974.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	third six months of experience	1 016.00	974.00	1 016.00	974.00
	fourth six months of experience	1 016.00	974.00	1 016.00	974.00
	next four months of experience	1 016.00	974.00	1 019.00	974.00
	Thereafter, the wage specified in (xi)(i) i.e.	1 051.50	974.00	1 054.00	974.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i)	Sewing Machinist				
(a)					
	(i) Qualified	1 243.00	994.50	1 246.50	997.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	third six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (i)(i) i.e.	1 243.00	994.50	1 246.50	997.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
(b)					
	(i) Qualified	1 243.00	994.50	1 246.50	997.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of	1 016.00	974.00	1 016.00	974.00

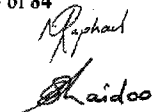
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Raphael
Laidoo

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 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i)	Sewing Machinist				
(a)					
	(i) Qualified:	1 195.50	974.00	1 199.50	974.00
	(ii) Learners:				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	third six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (i)(a)(i) i.e.	1 195.50	974.00	1 199.50	974.00
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
(b)					
	(i) Qualified:	1 195.50	974.00	1 199.50	974.00
	(ii) Learners:				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	third six months of experience	1 016.00	974.00	1 016.00	974.00
	fourth six months of experience	1 017.00	974.00	1 016.00	974.00
	fifth six months of experience	1 068.00	974.00	1 072.50	974.00
	Next four months of experience	1 131.50	974.00	1 134.50	974.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	1 195.50	974.00	1 199.50	974.00
	Set Leader and/or Team Leader	1 270.00	1 016.00	1 275.50	1 020.50
(ii)	General Worker/Pleater				

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(i) Qualified	1 016.00	974.00	1 015.98	974.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iii)	Despatch Packer				
	(i) Qualified	1 016.00	974.00	1 016.00	974.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iv)	Layer-Up				
	(i) Qualified	1 016.00	974.00	1 016.00	974.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (iv)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(v)	Plain Sewer				
	(i) Qualified	1 016.00	974.00	1 016.00	974.00
	(ii) Learners				
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (v)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(vi)	Sample Machinist	1 357.50	1 086.00	1 361.50	1 089.00
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 based on 7%, Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

Raphaël
Shaidoo

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

Clause No.	Existing 2021/2022	New 2022/2023
20(1)(a)	R3,28	R3,51
20(1)(b)	R3,53	R3,78
21(3)	R27,26	R29,17
23D (1)	51 cents	55 cents
23E (2)	77 cents	82 cents
35(5)	22 cents	24 cents
36(1)	31 August 2022	31 August 2023
36(1)	1 September 2021	1 September 2022

3. In addition to clause 6 the following provision to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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

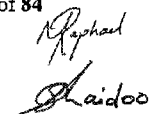
1. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

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Raphael
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WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
GRADE 1					
(a)	Qualified	1 594,50	1 275,60	1601,9	1281,5
(b)	Learner				
	0 - 6 months	1 052,45	985,60	1057,45	985,6
	7 - 12 months	1 164,20	985,60	1169,55	985,6
	13 - 18 months **	1 275,75	1 020,60	1281,75	1025,4
	Thereafter, the qualifying wage applies	1 594,50	1 275,60	1601,9	1281,5
GRADE 2					
(a)	Qualified	1 385,75	1 108,60	1392,35	1113,9
(b)	Learner				
	0 - 6 months	1 046,85	985,60	1051,65	985,6
	Thereafter, the qualifying wage applies	1 385,75	1 108,60	1392,35	1113,9
GRADE A					
(a)	Qualified	1 419,95	1 135,95	1426,35	1141,1
(b)	Learner				
	0 - 6 months	1 102,90	985,60	1108,15	985,6
	Thereafter, the qualifying wage applies	1 419,95	1 135,95	1426,35	1141,1
HEAD CUTTER		2 544,00	2 035,20	2555,6	2044,5
ASSISTANT HEAD CUTTER		2 035,00	1 628,00	2044,3	1635,45
CUTTER/TRIMMER					
(a)	Qualified	1 598,35	1 278,70	1605,85	1284,7
(b)	Learner				
	0 - 6 months	1 002,55	985,60	1007,3	985,6
	7 - 12 months	1 120,25	985,60	1125,15	985,6
	13 - 18 months	1 233,05	986,45	1238,85	991,1
	19 - 22 months	1 367,20	1 093,75	1373,35	1098,7
	Thereafter, the qualifying wage applies	1 598,35	1 278,70	1605,85	1284,7
BAND KNIFE CUTTER					
(a)	Qualified	1 682,15	1 345,70	1689,85	1351,9
(b)	Learner				
	0 - 6 months	1 121,70	985,60	1126,75	985,6
	7 - 12 months	1 245,60	996,50	1251,45	1001,15
	13 - 18 months	1 359,20	1 087,35	1365,7	1092,55
	19 - 22 months	1 488,70	1 190,95	1495,5	1196,4

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WAGE SCHEDULE		GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Thereafter, the qualifying wage applies		1 682,15	1 345,70	1689,85	1351,9
MECHANIC					
(a)	Qualified	2 733,90	2 187,10	2746,4	2197,1
(b)	Learner				
	0 - 6 months	1 261,35	1 009,10	1267,05	1013,65
	7 - 12 months	1 448,45	1 158,75	1455,25	1164,2
	13 - 18 months	1 662,30	1 329,85	1670,25	1336,2
	19 - 24 months	1 876,35	1 501,10	1885,15	1508,1
	25 - 30 months	2 104,35	1 683,50	2114,25	1691,4
	31 - 36 months	2 314,20	1 851,35	2324,85	1859,9
	37 - 40 months	2 520,40	2 016,30	2532,15	2025,7
	Thereafter, the qualifying wage applies	2 733,90	2 187,10	2746,4	2197,1
CLERK *					
(a)	Qualified	1 708,75	1 367,00	1716,7	1373,35
(b)	Learner				
	0 - 6 months	1 161,80	985,60	1167,15	985,6
	7 - 12 months	1 311,80	1 049,45	1317,85	1054,3
	13 - 18 months	1 435,15	1 148,10	1441,65	1153,3
	Thereafter, the qualifying wage applies	1 708,75	1 367,00	1716,7	1373,35
WATCHMAN		1 432,20	1 145,75	1438,8	1151,05
DRIVER 1		1 345,25	1 076,20	1351,45	1081,15
DRIVER 2		1 469,90	1 175,90	1476,75	1181,4
DRIVER 3		1 714,00	1 371,20	1721,95	1377,55
DRIVER 4		2 070,15	1 656,10	2079,8	1663,85
FOREPERSON		1 959,80	1 567,85	1968,9	1575,1
* 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 7% Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

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

“(b)

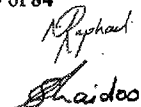
WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(i)	Foreman:	2 993,10	2 394,50	3006,95	2405,55
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2 881,10	2 304,90	2894,35	2315,5
	(ii) Learners:				
	first six months of experience	1 040,85	985,60	1045,75	985,6
	second six months of experience	1 500,95	1 200,75	1507,8	1206,25
	third six months of experience	1 961,25	1 569,00	1970,25	1576,2
	next four months of experience	2 421,10	1 936,90	2432,2	1945,75
	Thereafter, the wage specified in (iii)(i) i.e.	2 881,10	2 304,90	2894,35	2315,5
(iv)	Mechanic/Dyer:				
	(i) Qualified:	2 993,10	2 394,50	3006,95	2405,55
	(ii) Learners:				
	first six months of experience	1 040,85	985,60	1045,75	985,6
	second six months of experience	1 235,75	988,60	1241,75	993,4
	third six months of experience	1 431,00	1 144,80	1437,8	1150,25
	fourth six months of experience	1 626,55	1 301,25	1633,95	1307,15
	fifth six months of experience	1 821,95	1 457,55	1830,55	1464,45
	sixth six months of experience	2 016,50	1 613,20	2025,85	1620,7
	seventh six months of experience	2 212,35	1 769,90	2222,55	1778,05
	eighth six months of experience	2 407,50	1 926,00	2418,75	1935
	ninth six months of experience	2 602,50	2 082,00	2614,6	2091,7
	next four months of experience	2 798,25	2 238,60	2811,15	2248,9
	Thereafter, the wage specified in (iv)(i) i.e.	2 993,10	2 394,50	3006,95	2405,55
(v)	Mechanic's Assistant:				
	(i) Qualified:	1 960,65	1 568,50	1969,8	1575,85
	(ii) Learners:				
	first six months of experience	1 040,85	985,60	1045,75	985,6
	second six months of experience	1 131,95	985,60	1137,2	985,6
	third six months of experience	1 225,25	985,60	1230,95	985,6

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Shaidoo

WAGE SCHEDULE			GROUP A (i.e. Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 60% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		fourth six months of experience	1 316,15	1 052,90	1322,25	1057,8
		fifth six months of experience	1 408,65	1 126,90	1415,35	1132,3
		sixth six months of experience	1 501,05	1 200,85	1508	1206,4
		seventh six months of experience	1 592,55	1 274,05	1599,9	1279,9
		eighth six months of experience	1 685,00	1 348,00	1692,55	1354,05
		ninth six months of experience	1 776,45	1 421,15	1784,7	1427,75
		next four months of experience	1 868,70	1 494,95	1877,15	1501,7
		Thereafter, the wage specified in (v)(i) i.e.	1 960,65	1 568,50	1969,8	1575,85
(vi)	Supervisor:		2 072,70	1 658,15	2082,25	1665,8
(vii)	Final Examiner of fully-fashioned garments:		1 924,75	1 539,80	1933,65	1546,9
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	1 884,65	1 507,70	1893,45	1514,75
	(ii)	Learners:				
		first six months of experience	1 040,85	985,60	1045,75	985,6
		second six months of experience	1 251,60	1 001,30	1257,45	1005,95
		third six months of experience	1 462,65	1 170,10	1469,55	1175,65
		next four months of experience	1 673,85	1 339,10	1681,6	1345,3
		Thereafter, the wage specified in (viii)(i) i.e.	1 884,65	1 507,70	1893,45	1514,75
(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:	1 884,65	1 507,70	1893,45	1514,75
	(ii)	Learners:				
		first six months of experience	1 040,85	985,60	1045,75	985,6
		second six months of experience	1 181,05	985,60	1186,75	985,6
		third six months of experience	1 321,55	1 057,25	1327,7	1062,15
		fourth six months of experience	1 462,65	1 170,10	1469,65	1175,7
		fifth six months of experience	1 603,25	1 282,60	1610,5	1288,4
		next four months of experience	1 744,20	1 395,35	1752,3	1401,85
		Thereafter, the wage specified in (ix)(i) i.e.	1 884,65	1 507,70	1893,45	1514,75

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WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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:	1 644,50	1 315,60	1652,25	1321,8
	(ii) Learners:				
	first six months of experience	1 040,85	985,60	1045,75	985,6
	second six months of experience	1 191,35	985,60	1196,75	985,6
	third six months of experience	1 342,15	1 073,70	1348,4	1078,7
	next four months of experience	1 493,65	1 194,90	1500,55	1200,45
	Thereafter, the wage specified in (x)(i) i.e.	1 644,50	1 315,60	1652,25	1321,8
(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	1 572,10	1 257,70	1579,35	1263,5
	(b) exceeds 453,5 kg but not 2 721 kg	1 856,15	1 484,90	1864,8	1491,85
	(c) exceeds 2 721 kg but not 4 535 kg	1 976,60	1 581,30	1985,7	1588,55
	(d) exceeds 4 535 kg	2 145,00	1 716,00	2154,75	1723,8
(xii)	Security Officer:	2 401,05	1 920,85	2412,15	1929,7
(xiii)	Watchman:	1 852,95	1 482,35	1861,5	1489,2
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1 929,15	1 543,30	1937,95	1550,35
	(ii) Learners:				
	first six months of experience	1 040,85	985,60	1045,75	985,6
	second six months of experience	1 262,45	1 009,95	1268,55	1014,85
	third six months of experience	1 485,30	1 188,25	1492,05	1193,65
	next four months of experience	1 707,00	1 365,60	1714,95	1371,95
	thereafter, the wage specified in (xiv)(i) i.e.	1 929,15	1 543,30	1937,95	1550,35

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Shaidoo

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

Clause No.	Existing 2021/2022	New 2022/2023
25(1)	R3,87	R4,14
25(2)	R5,24	R5,61
26(1)	49 cents	52 cents
26(2)	69 cents	74 cents
40(1)	31 August 2022	31 August 2023
40(1)	1 September 2021	1 September 2022
Annexure C of Clause 43(5)	22 cents	24 cents

4. In clause 7 insert the following new sub-clause (5)

" (5) Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged".

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

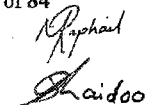
1. In clause 4A (1), substitute the existing wage schedule with the following new wage schedule:

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R. Phahle
A. Aido

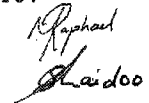
WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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:	2 868.10	2 294.50	2 881.30	2 305.00
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 336.90	1 069.50	1 343.20	1 074.60
	third six months of experience	1 645.30	1 316.20	1 652.90	1 322.30
	fourth six months of experience	1 925.70	1 540.60	1 934.70	1 547.80
	fifth six months of experience	2 260.10	1 808.10	2 270.90	1 816.70
	next four months of experience	2 566.90	2 053.50	2 578.80	2 063.00
	Thereafter, the wage specified in (A)(i) i.e.	2 868.10	2 294.50	2 881.30	2 305.00
(B)	Marker-In:				
	(i) Qualified:	2 381.20	1 905.00	2 392.60	1 914.10
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 255.60	1 004.50	1 261.70	1 009.40
	third six months of experience	1 481.40	1 185.10	1 488.50	1 190.80
	fourth six months of experience	1 706.10	1 364.90	1 714.50	1 371.60
	fifth six months of experience	1 931.40	1 545.10	1 940.80	1 552.60
	next four months of experience	2 157.10	1 725.70	2 166.80	1 733.40
	Thereafter, the wage specified in (B)(i) i.e.	2 381.20	1 905.00	2 392.60	1 914.10
(C)	Mechanic:				
	(i) Qualified:	2 322.40	1 857.90	2 333.50	1 866.80
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 174.10	939.30	1 179.40	943.50
	third six months of experience	1 317.70	1 054.20	1 324.10	1 059.30
	fourth six months of	1 461.50	1 169.20	1 468.30	1 174.60

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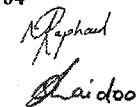
WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		fifth six months of experience	1 605.70	1 284.60	1 613.20	1 290.60
		sixth six months of experience	1 747.70	1 398.20	1 756.20	1 405.00
		seventh six months of experience	1 892.70	1 514.20	1 901.50	1 521.20
		eighth six months of experience	2 035.70	1 628.60	2 045.70	1 636.60
		next four months of experience	2 179.90	1 743.90	2 190.10	1 752.10
		Thereafter, the wage specified in (C)(i) i.e.	2 322.40	1 857.90	2 333.50	1 866.80
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:		1 724.80	1 379.80	1 733.30	1 386.60
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 204.40	963.50	1 210.40	968.30
		third six months of experience	1 378.70	1 103.00	1 385.10	1 108.10
		next four months of experience	1 554.10	1 243.30	1 561.20	1 249.00
		Thereafter, the wage specified in (D)(i) i.e.	1 724.80	1 379.80	1 733.30	1 386.60
*(E1)	Sample Machinist:		1 715.10	1 372.10	1 723.10	1 378.50
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)					
	(i) Qualified:		1 491.00	1 192.80	1 498.00	1 198.40
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 145.90	927.60	1 151.20	927.60
		third six months of experience	1 258.90	1 007.10	1 265.20	1 012.20
		Thereafter, the wage specified in (E)(i) i.e.	1 491.00	1 192.80	1 498.00	1 198.40

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(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 Curling Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	1 491.00	1 192.80	1 498.00	1 198.40
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 145.90	927.60	1 151.20	927.60
	third six months of experience	1 258.90	1 007.10	1 265.20	1 012.20
	next four months of experience	1 379.00	1 103.20	1 385.20	1 108.20
	Thereafter, the wage specified in (E)(i) i.e.	1 491.00	1 192.80	1 498.00	1 198.40
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1 771.70	1 417.40	1 780.30	1 424.20
	(ii) Learners:				
	first six months of experience	1 491.00	1 192.80	1 498.00	1 198.40
	second six months of experience	1 588.00	1 270.40	1 595.20	1 276.20
	third six months of experience.	1 681.30	1 345.00	1 689.30	1 351.40
	Thereafter, the wage specified in (F1)(i) i.e.	1 771.70	1 417.40	1 780.30	1 424.20
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1 771.70	1 417.40	1 780.30	1 424.20
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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	1 217.30	973.80	1 222.70	978.20
		third six months of experience	1 402.30	1 121.80	1 408.90	1 127.10
		next four months of experience	1 589.20	1 271.40	1 596.90	1 277.50
		Thereafter, the wage specified in (F)(i) i.e.	1 771.70	1 417.40	1 780.30	1 424.20
(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:		1 237.00	989.60	1 242.60	994.10
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 082.90	927.60	1 087.50	927.60
		third six months of experience	1 133.50	927.60	1 139.20	927.60
		next four months of experience	1 184.40	947.50	1 189.80	951.80
		Thereafter, the wage specified in (G)(i) i.e.	1 237.00	989.60	1 242.60	994.10
(H1)	Foreman:		3 912.80	3 130.20	3 931.00	3 144.80
(H2)	Supervisor, Assistant Foreman, Head Cutter:		2 134.10	1 707.30	2 143.90	1 715.10
(H3)	Artisan:		4 466.90	3 573.50	4 487.30	3 589.80
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		1 374.50	1 099.60	1 381.00	1 104.80

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(H5)	Watchman:	1 588.20	1 270.60	1 595.70	1 276.60
(H6)	Driver (Light Motor Vehicle):	1 565.60	1 252.50	1 572.60	1 258.10
(H7)	Driver (Medium Motor Vehicle):	1 674.10	1 339.30	1 681.60	1 345.30
	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 7% Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

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

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 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)	2 868.10	187.60	2 294.50	2 881.30	188.50	2 305.00
(B)	2 381.20	155.80	1 905.00	2 392.60	156.50	1 914.10
(C)	2 322.40	151.90	1 857.90	2 333.50	152.70	1 866.80
(D)	1 724.80	112.80	1 379.80	1 733.30	113.40	1 386.60

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R. Raphael
Shaidoo


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 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
*(E1)	1 715.10	112.20	1 372.10	1 723.10	112.70	1 378.50
(E)(a)	1 491.00	97.50	1 192.80	1 498.00	98.00	1 198.40
(E)(b)	1 491.00	97.50	1 192.80	1 498.00	98.00	1 198.40
(F1)	1 771.70	115.90	1 417.40	1 780.30	116.50	1 424.20
(F)	1 771.70	115.90	1 417.40	1 780.30	116.50	1 424.20
(G)	1 237.00	80.90	989.60	1 242.60	81.30	994.10
(H1)	3 912.80	256.00	3 130.20	3 931.00	257.20	3 144.80
(H2)	2 134.10	139.60	1 707.30	2 143.90	140.30	1 715.10
(H3)	4 466.90	292.20	3 573.50	4 487.30	293.60	3 589.80
(H4)	1 374.50	89.90	1 099.60	1 381.00	90.30	1 104.80
(H5)	1 588.20	103.90	1 270.60	1 595.70	104.40	1 276.60
(H6)	1 565.60	102.40	1 252.50	1 572.60	102.90	1 258.10
(H7)	1 674.10	109.50	1 339.30	1 681.60	110.00	1 345.30

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


WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 September 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2022 = 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:	2 407.10	1 925.70	2 412.70	1 930.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1 909.10	1 527.30	1 914.20	1 531.40
	(ii) Learners:				
	first six months of experience	1 352.70	1 082.20	1 355.90	1 084.70
	second six months of experience	1 479.10	1 183.30	1 482.40	1 185.90
	third six months of experience	1 624.00	1 299.20	1 627.70	1 302.20
	next four months of experience	1 800.80	1 440.60	1 805.20	1 444.20
	Thereafter, the wage specified in (b)(i) i.e.	1 909.10	1 527.30	1 914.20	1 531.40
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1 606.40	1 285.10	1 610.20	1 288.20
	(ii) Learners:				
	first six months of experience	1 331.50	1 065.20	1 334.70	1 067.80
	second six months of experience	1 374.60	1 099.70	1 377.70	1 102.20
	third six months of experience	1 461.50	1 169.20	1 464.80	1 171.80
	next four months of experience	1 529.40	1 223.50	1 533.30	1 226.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	1 606.40	1 285.10	1 610.20	1 288.20
	(2) Driver:	1 606.40	1 285.10	1 610.20	1 288.20
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1 486.80	1 189.40	1 489.80	1 191.80
	(ii) Learners:				
	first six months of experience	951.60	950.80	951.60	950.80


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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 September 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2022 = 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	1 071.10	950.80	1 073.60	950.80
	third six months of experience	1 146.90	950.80	1 149.80	950.80
	next four months of experience	1 324.10	1 059.30	1 327.20	1 061.80
	Thereafter, the wage specified in (d)(i) i.e.	1 486.80	1 189.40	1 489.80	1 191.80
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	1 267.20	1 013.80	1 270.00	1 016.00
	(ii) Learners:				
	first six months of experience	951.60	950.80	951.60	950.80
	second six months of experience	1 027.50	950.80	1 029.90	950.80
	third six months of experience	1 103.20	950.80	1 106.20	950.80
	next four months of experience	1 187.20	950.80	1 189.70	951.80
	Thereafter, the wage specified in (e)(i) i.e.	1 267.20	1 013.80	1 270.00	1 016.00
(f)	Boiler Attendant & Watchman:	1 386.00	1 108.80	1 389.50	1 111.60
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 7% Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					





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

Clause No.	Existing 2021/2022	New 2022/2023
4A(1)	31 August 2022	31 August 2023
27(1)	31 August 2022	31 August 2023
27(1)	1 September 2021	1 September 2022
30	23 cents	25 cents
30	13 cents	14 cents
33 (1)(a)	R3,28	R3,51
33(1)(b)	R3,53	R3,78

3. In addition to clause 6 the following provision is to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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:

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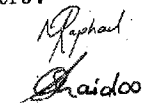
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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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:		2 975.10	2 380.10	2 989.20	2 391.40
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i) Qualified:		2 863.70	2 291.00	2 877.20	2 301.80
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 491.40	1 193.10	1 498.20	1 198.60
		third six months of experience	1 948.80	1 559.00	1 958.00	1 566.40
		next four months of experience	2 406.30	1 925.00	2 417.70	1 934.20
		Thereafter, the wage specified in (iii)(i) i.e.	2 863.70	2 291.00	2 877.20	2 301.80
(iv)	Mechanic/Dyer:					
	(i) Qualified:		2 975.10	2 380.10	2 989.20	2 391.40
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 228.00	985.60	1 233.60	986.90
		third six months of experience	1 422.00	1 137.60	1 428.70	1 143.00
		fourth six months of experience	1 616.40	1 293.10	1 623.80	1 299.00
		fifth six months of experience	1 810.30	1 448.20	1 818.90	1 455.10
		sixth six months of experience	2 004.30	1 603.40	2 013.70	1 611.00
		seventh six months of experience	2 198.50	1 758.80	2 208.90	1 767.10
		eighth six months of experience	2 392.70	1 914.20	2 404.00	1 923.20
		ninth six months of experience	2 586.40	2 069.10	2 598.40	2 078.70
		next four months of experience	2 781.60	2 225.30	2 794.50	2 235.60

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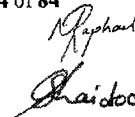
WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (iv)(i) i.e.	2 975.10	2 380.10	2 989.20	2 391.40
(v)	Mechanic's Assistant:					
	(i) Qualified:		1 948.30	1 558.60	1 957.10	1 565.70
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 124.40	985.60	1 129.30	985.60
		third six months of experience	1 195.40	985.60	1 222.70	985.60
		fourth six months of experience	1 307.90	1 046.30	1 313.60	1 050.90
		fifth six months of experience	1 399.80	1 119.80	1 406.20	1 125.00
		sixth six months of experience	1 491.50	1 193.20	1 498.40	1 198.70
		seventh six months of experience	1 582.40	1 265.90	1 590.00	1 272.00
		eighth six months of experience	1 674.70	1 339.80	1 681.80	1 345.40
		ninth six months of experience	1 765.40	1 412.30	1 773.40	1 418.70
		next four months of experience	1 857.40	1 485.90	1 865.70	1 492.60
		Thereafter, the wage specified in (v)(i) i.e.	1 948.30	1 558.60	1 957.10	1 565.70
(vi)	Supervisor:		2 060.00	1 648.00	2 069.60	1 655.70
(vii)	Final Examiner of fully-fashioned garments:		1 912.50	1 530.00	1 921.70	1 537.40
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i) Qualified		1 872.70	1 498.20	1 881.70	1 505.40
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 243.30	994.60	1 249.30	999.40
		third six months of experience	1 453.20	1 162.60	1 459.80	1 167.80

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			next four months of experience	1 663.30	1 330.60	1 671.30	1 337.00
			Thereafter, the wage specified in (viii)(i) i.e.	1 872.70	1 498.20	1 881.70	1 505.40
(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:		1 872.70	1 498.20	1 881.70	1 505.40
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 173.50	985.60	1 178.40	985.60
			third six months of experience	1 313.00	1 050.40	1 318.90	1 055.10
			fourth six months of experience	1 453.20	1 162.60	1 459.80	1 167.80
			fifth six months of experience	1 592.80	1 274.20	1 600.60	1 280.50
			next four months of experience	1 733.20	1 386.60	1 740.90	1 392.70
			Thereafter, the wage specified in (ix)(i) i.e.	1 872.70	1 498.20	1 881.70	1 505.40
(x)			Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
(a)							
		(i) Qualified:		1 634.20	1 307.40	1 641.60	1 313.30
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 183.50	985.60	1 189.10	985.60
			third six months of experience	1 333.40	1 066.70	1 339.90	1 071.90
			next four months of experience	1 484.10	1 187.30	1 491.00	1 192.80


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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (x)(i) i.e.	1 634.20	1 307.40	1 641.60	1 313.30
(x)	Sewing Machinist including a button, buttonhole and hemming machinist:					
(b)	(i) Qualified:		1 634.20	1 307.40	1 641.60	1 313.30
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 183.50	985.60	1 189.10	985.60
		third six months of experience	1 333.40	1 066.70	1 339.90	1 071.90
		Thereafter, the wage specified in (x)(i) i.e.	1 634.20	1 307.40	1 641.60	1 313.30
(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	1 562.30	1 249.80	1 569.40	1 255.50
	(b)	exceeds 453,5 kg but not 2 721 kg	1 844.50	1 475.60	1 852.80	1 482.20
	(c)	exceeds 2 721 kg but not 4 535 kg	1 964.20	1 571.40	1 973.40	1 578.70
	(d)	exceeds 4 535 kg	2 131.50	1 705.20	2 141.70	1 713.40
(xii)	Security Officer:		2 386.40	1 909.10	2 397.10	1 917.70
(xiii)	Watchman:		1 841.30	1 473.00	1 849.80	1 479.80
(xiv)	Employee not elsewhere specified:					
	(i) Qualified:		1 917.00	1 533.60	1 925.80	1 540.60
	(ii) Learners:					
		first six months of experience	1 033.80	985.60	1 038.80	985.60
		second six months of experience	1 254.00	1 003.20	1 260.10	1 008.10
		third six months of experience	1 475.40	1 180.30	1 482.40	1 185.90
		next four months of experience	1 696.10	1 356.90	1 703.90	1 363.10

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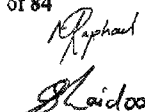
WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (xiv)(i) i.e.	1 917.00	1 533.60	1 925.80	1 540.60
(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:		1 560.40	1 248.30	1 567.70	1 254.20
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:		1 343.20	1 074.60	1 349.40	1 079.50
(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:		1 343.20	1 074.60	1 349.40	1 079.50
	(ii) Learners:					
	first six months of experience		1 033.80	985.60	1 038.80	985.60

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			second six months of experience	1 136.40	985.60	1 141.80	985.60
			third six months of experience	1 240.60	992.50	1 246.10	996.90
			Thereafter, the wage specified in (xvii) (i) i.e.	1 343.20	1 074.60	1 349.40	1 079.50
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 7% Across-the-Board.							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.							

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

Clause No.	Existing 2021/2022	New 2022/2023
11(2)(a)	R3,28	R3,51
11(2)(b)	R3,53	R3,78
13E(1)	50 cents	54 cents
13F(2)	76 cents	81 cents
19(4)	R28,54	R30,54
19(5)	R28,54	R30,54

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Clause No.	Existing 2021/2022	New 2022/2023
20(2)(b)	R8,93	R9,56
30(5)	23 cents	25 cents
31(1)	31 August 2022	31 August 2023
31(1)	1 September 2021	1 September 2022

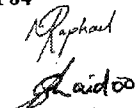
3. In addition to clause 21 the following provision is to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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

1. In clause 1(2)(b), substitute the new expression "R157 146,00 per annum" for the existing expression "R146 874,00 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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department							
Head Cutter				3010,50	2408,50	3022,00	2417,50
Pattern Maker:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First six months of experience	2425,50	1940,50	2435,50	1948,50
			Next four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Pattern Grader							
	(a)	Qualified		2428,00	1942,50	2437,50	1950,00
	(b)	Learner					
		First year					
			First six months of experience	1584,00	1267,00	1594,00	1275,00
			Second six months of experience	1686,00	1349,00	1691,50	1353,00
		Second year					
			First six months of experience	1784,00	1427,00	1795,50	1436,50
			Second six months of experience	1912,50	1530,00	1921,50	1537,00
		Third year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00



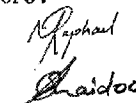
WAGE SCHEDULE				GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Next four months of experience	2168,00	1734,50	2178,50	1743,00
			Thereafter, the wage specified in (a), i.e.	2428,00	1942,50	2437,50	1950,00
Cutter, lay-maker:							
	(a)	Qualified		2342,00	1873,50	2350,50	1880,50
	(b)	Learner					
		First year					
			First six months of experience	1421,50	1137,00	1430,00	1144,00
			Second six months of experience	1566,00	1253,00	1572,00	1257,50
		Second year					
			First six months of experience	1707,50	1366,00	1716,50	1373,00
			Second six months of experience	1868,00	1494,50	1879,50	1503,50
		Third year					
			First four months of experience	2048,50	1639,00	2059,00	1647,00
			Thereafter, the wage specified in (a), i.e.	2342,00	1873,50	2350,50	1880,50
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified		1687,50	1350,00	1695,00	1356,00
	(b)	Learner					
		First year					
			First six months of experience	1267,00	1013,50	1271,00	1017,00
			Second six months of experience	1343,50	1075,00	1348,00	1078,50
		Second year					
			First six months of experience	1412,50	1130,00	1420,00	1136,00
			Second six months of experience	1488,00	1190,50	1496,50	1197,00
		Third year					

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Raphael
Chaidoo

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			First four months of experience	1561,50	1249,00	1567,50	1254,00
			Thereafter, the wage specified in (a), i.e.	1687,50	1350,00	1695,00	1356,00
	(c)	If advanced to learner cutter:					
			First six months from date of advancement	1828,50	1463,00	1837,50	1470,00
			Second six months from date of advancement	2048,50	1639,00	2059,00	1647,00
			Thereafter, the wage specified for a qualified cutter, i.e.	2342,00	1873,50	2350,50	1880,50
Layer-up:							
	(a)	Qualified		1455,00	1164,00	1460,50	1168,50
	(b)	Learner					
		First year					
			First six months of experience	1224,50	985,50	1230,50	985,50
			Second six months of experience	1267,00	1013,50	1271,00	1017,00
		Second year					
			First six months of experience	1323,50	1059,00	1330,00	1064,00
			Thereafter, the wage specified in (a), i.e.	1455,00	1164,00	1460,50	1168,50
	(c)	If advanced to learner cutter:					
			First six months from date of advancement	1455,00	1164,00	1460,50	1168,50
			Second six months from date of advancement	1707,50	1366,00	1716,50	1373,00
			Third six months from date of advancement	1868,00	1494,50	1879,50	1503,50
			Fourth six months from date of advancement	2048,50	1639,00	2059,00	1647,00
			Thereafter, the wage specified for a qualified cutter, i.e.	2342,00	1873,50	2350,50	1880,50
	(d)	If advanced to learner interlining cutter,					

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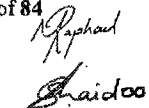


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Raphael
Shaidor

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
			Thereafter, the wage specified in (a), i.e.	1633,50	1307,00	1640,00	1312,00
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First four months of experience	2425,50	1940,50	2435,50	1948,50
			Second four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Clothing technician:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of	2036,00	1629,00	2046,00	1637,00

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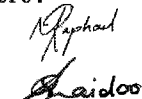
WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First six months of experience	2425,50	1940,50	2435,50	1948,50
			Next four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Grade A employee:							
	(a)	Qualified		1862,00	1489,50	1868,00	1494,50
	(b)	Learner					
		First year					
			First six months of experience	1310,00	1048,00	1314,50	1051,50
			Second six months of experience	1411,50	1129,00	1418,00	1134,50
		Second year				0,00	
			First six months of experience	1508,50	1207,00	1514,00	1211,00
			Second six months of experience	1584,00	1267,00	1594,00	1275,00
		Third year					
			First four months of experience	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified in (a), i.e.	1862,00	1489,50	1868,00	1494,50
Grade B employee:							
	(a)	Qualified		1590,50	1272,50	1596,50	1277,00
	(b)	Learner					
		First year					
			First six months of experience	1290,50	1032,50	1297,00	1037,50
			Second six months of experience	1358,00	1086,50	1363,50	1091,00
		Second year					

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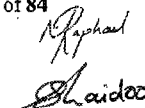
WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			First six months of experience	1426,50	1141,00	1432,50	1146,00
			Thereafter, the wage specified in (a), i.e.	1590,50	1272,50	1596,50	1277,00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1590,50	1272,50	1596,50	1277,00
			Second six months from date of advancement	1637,50	1310,00	1645,00	1316,00
			Third six months from date of advancement	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1489,50	1868,00	1494,50
Grade C employee:							
	(a)	Qualified		1411,50	1129,00	1418,00	1134,50
	(b)	Learner					
		First year					
			First six months of experience	1264,50	1011,50	1270,00	1016,00
			Second six months of experience	1300,50	1040,50	1306,50	1045,00
			Thereafter, the wage specified in (a), i.e.	1411,50	1129,00	1418,00	1134,50
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	1411,50	1129,00	1418,00	1134,50
			Second six months from date of advancement	1426,50	1141,00	1432,50	1146,00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	1272,50	1596,50	1277,00
Underpresser, blocker:							

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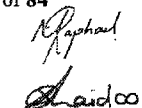
WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1426,50	1141,00	1432,50	1146,00
	(b)	Learner					
		First year					
			First six months of experience	1224,50	985,50	1230,50	985,50
			Second six months of experience	1267,00	1013,50	1271,00	1017,00
		Second year					
			First six months of experience	1323,50	1059,00	1330,00	1064,00
			Thereafter, the wage specified in (a), i.e.	1426,50	1141,00	1432,50	1146,00
	(c)	If advanced to learner presser:					
			First six months from date of advancement	1426,50	1141,00	1432,50	1146,00
			Second six months from date of advancement	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1489,50	1868,00	1494,50
Part C - Clerical employees							
Clerk							
	(a)	Qualified		2048,50	1639,00	2059,00	1647,00
	(b)	Learner					
		First year		1513,00	1210,50	1517,50	1214,00
		Second year		1643,50	1315,00	1651,00	1321,00
		Third year					
			First four months of experience	1796,50	1437,00	1805,00	1444,00
			Thereafter, the wage specified in (a), i.e.	2048,50	1639,00	2059,00	1647,00
Factory Clerk							
	(a)	Qualified		1537,00	1229,50	1545,50	1236,50

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b)	Learner				
		First year	1224,50	985,50	1230,50	985,50
		Second year	1305,00	1044,00	1311,50	1049,00
		Third year				
		First four months of experience	1411,50	1129,00	1418,00	1134,50
		Thereafter, the wage specified in (a), i.e.	1537,00	1229,50	1545,50	1236,50
Part D - General						
		Boiler attendant	1460,00	1168,00	1468,00	1174,50
		Despatch packer	1508,50	1207,00	1514,00	1211,00
		General Worker	1411,50	1129,00	1418,00	1134,50
		Labourer	1426,50	1141,00	1432,50	1146,00
		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	1508,50	1207,00	1514,00	1211,00
	(b)	exceeds 1 360 but not 2 720 kg	1566,00	1253,00	1572,00	1257,50
	(c)	exceeds 2 720 kg	1784,00	1427,00	1795,50	1436,50
		Supervisor, quality controller and instructor	1912,50	1530,00	1921,50	1537,00
		Traveller's driver	1566,00	1253,00	1572,00	1257,50
		Watchman or caretaker, whose ordinary hours of work are -				

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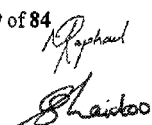


WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	less than 60 hours per week		1627,50	1302,00	1634,50	1307,50
	(b)	60 hours per week		1707,50	1366,00	1716,50	1373,00
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 7% Across the Board							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.							

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

WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Blocker							
	(a)	Qualified		1485,50	1 188,50	1490,50	1192,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50	1033,50	985,50
			Second six months of experience	1146,00	985,50	1152,00	985,50
		Second year					
			First six months of experience	1255,50	1 004,50	1262,00	1009,50
			Second six months of experience	1371,50	1 097,00	1377,50	1102,00
			Thereafter, the wage specified in (a), i.e.	1485,50	1 188,50	1490,50	1192,50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery)							
	(a)	Qualified		1225,00	985,50	1232,00	985,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50	1033,50	985,50
			Second six months of experience	1067,00	985,50	1073,50	985,50
		Second year					
			First six months of experience	1105,50	985,50	1110,00	985,50
			Second six months of experience	1149,00	985,50	1153,50	985,50

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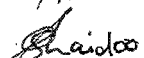


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WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Milliner:							
	(a)	Qualified		1297,50	1 038,00	1304,00	1043,00
	(b)	Learner					
		First year					
		First six months of experience		1027,00	985,50	1033,50	985,50
		Second six months of experience		1092,00	985,50	1097,50	985,50
		Second year					
			First six months of experience	1095,00	985,50	1099,50	985,50
			Second six months of experience	1145,50	985,50	1151,50	985,50
		Third year					
			First six months of experience	1197,50	985,50	1202,00	985,50
			Next four months of experience	1255,50	1 004,50	1262,00	1009,50
			Thereafter, the wage specified in (a) i.e.	1297,50	1 038,00	1304,00	1043,00
Millinery Machinist:							
	(a)	Qualified		1311,50	1 049,00	1317,50	1054,00
	(b)	Learner					
		First year					
		First six months of experience		1027,00	985,50	1033,50	985,50
		Second six months of experience		1120,00	985,50	1126,00	985,50
		Second year					
			First six months of experience	1187,00	985,50	1194,00	985,50
			Thereafter, the wage specified in (a), i.e.	1311,50	1 049,00	1317,50	1054,00

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WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
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		1557,00	1 245,50	1565,50	1252,50
	(b)	exceeds 2268		1645,00	1 316,00	1652,00	1321,50
Plain Sewer (Millinery):							
	(a)	Qualified		1225,00	985,50	1232,00	985,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50		
			Second six months of experience	1081,00	985,50	1033,50	985,50
		Second year				1089,50	985,50
			First six months of experience	1152,50	985,50		
			Thereafter, the wage specified in (a), i.e.	1225,00	985,50	1157,00	985,50
Supervisor (Millinery)				1758,00	1 406,50	1766,50	1413,00
Watchman or Caretaker (Millinery)				1774,00	1 419,00	1781,00	1425,00
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 7% Across the Board.							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.							

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

Clause No.	Existing 2021/2022	New 2022/2023
4(12)	1 September 2021	1 September 2022
22(2)(a)	R3,29	R3,52
22(2)(b)	R5,28	R5,65
26(4)(b)	R13,71	R14,67
26(4)(b)	R16,36	R17,51
26(4)(b)	R17,85	R19,10
26(4)(b)	R30,47	R32,60
26(4)(b)	R30,47	R32,60
26(4)(b)	R30,47	R32,60
27(3)	51 cents	55 cents
27(4)	76 cents	81 cents
38(5)	33 cents	35 cents
39(3)	59 cents	63 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

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

1. In clause 1(2)(b), substitute the new expression "R118 404.00 per annum" for the existing expression "R111 124.00 per annum".
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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department							
Head Cutter				2277,50	1822,00	2109,00	1687,00
Pattern Maker:							
	(a)	Qualified		2277,50	1822,00	2109,00	1687,00
	(b)	Learner					
		First year					
			First six months of experience	1371,00	1097,00	1269,50	1015,50
			Second six months of experience	1489,50	1191,50	1379,00	1103,00
		Second year					
			First six months of experience	1614,50	1291,50	1495,00	1196,00
			Second six months of experience	1739,50	1391,50	1611,00	1289,00
		Third year					
			First four months of experience	1876,00	1501,00	1737,00	1389,50
			Thereafter, the wage specified in (a), i.e.	2277,50	1822,00	2109,00	1687,00
Pattern Grader							


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WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1881,00	1505,00	1742,00	1393,50
	(b)	Learner					
		First year					
			First six months of experience	1292,50	1034,00	1197,00	957,50
			Second six months of experience	1371,00	1097,00	1269,50	1015,50
		Second year					
			First six months of experience	1446,00	1157,00	1339,00	1071,00
			Second six months of experience	1526,00	1221,00	1413,50	1131,00
		Third year					
			First six months of experience	1614,50	1291,50	1495,00	1196,00
			Next four months of experience	1702,00	1361,50	1576,00	1261,00
			Thereafter, the wage specified in (a), i.e.	1881,00	1505,00	1742,00	1393,50
Cutter, lay-maker:							
	(a)	Qualified		1818,00	1454,50	1683,50	1347,00
	(b)	Learner					
		First year					
			First six months of experience	1185,50	985,50	1137,50	985,50
			Second six months of experience	1286,50	1029,00	1191,00	953,00
		Second year					
			First six months of experience	1391,00	1113,00	1288,50	1031,00
			Second six months of experience	1498,50	1199,00	1388,00	1110,50
		Third year					
			First six months of experience	1624,50	1299,50	1504,50	1203,50
			Next four months of experience	1818,00	1454,50	1683,50	1347,00
Interlining cutter, trimmer, leather cutter and tie cutter							



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WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1377,00	1101,50	1275,00	1020,00
	(b)	Learner					
		First year					
		First six months of experience		1083,00	985,50	1130,50	985,50
		Second six months of experience		1131,00	985,50	1133,50	985,50
		Second year					
		First six months of experience		1182,00	985,50	1137,50	985,50
		Second six months of experience		1232,00	985,50	1140,50	912,50
		Third year					
		First four months of experience		1284,50	1027,50	1189,50	951,50
		Thereafter, the wage specified in (a) i.e.		1377,00	1101,50	1275,00	1020,00
	(c)	If advanced to learner cutter:					
		First six months from date of advancement		1472,00	1177,50	1363,00	1090,50
		Second six months from date of advancement		1624,50	1299,50	1504,50	1203,50
		Thereafter, the wage specified for a qualified cutter, i.e.		1818,00	1454,50	1683,50	1347,00
Layer-up:							
	(a)	Qualified		1207,50	985,50	1139,00	985,50
		First year					
		First six months of experience		1056,00	985,50	1128,50	985,50
		Second six months of experience		1083,00	985,50	1130,50	985,50
Second year							
		First six months of experience		1118,50	985,50	1132,50	985,50
		Thereafter, the wage specified in (a), i.e.		1207,50	985,50	1139,00	985,50
	(b)	If advanced to learner					

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		cutter:					
			First six months from date of advancement	1207,50	985,50	1139,00	985,50
			Second six months from date of advancement	1391,00	1113,00	1288,50	1031,00
			Third six months from date of advancement	1498,50	1199,00	1388,00	1110,50
			Fourth six months from date of advancement	1624,50	1299,50	1504,50	1203,50
			Thereafter, the wage specified for a qualified cutter, i.e.	1818,00	1454,50	1683,50	1347,00
Clicker:							
	(a)	Qualified		1412,50	1130,00	1308,00	1046,50
	(b)	Learner					
		First year of experience		1108,00	985,50	1132,00	985,50
		Second year of experience		1232,00	985,50	1140,50	912,50
		Thereafter, the wage specified in (a), i.e.		1412,50	1130,00	1308,00	1046,50
Tracer:							
	(a)	Qualified		1338,50	1071,00	1239,50	991,50
	(b)	Learner					
		First year					
			First six months of experience	1108,00	985,50	1132,00	985,50
			Second six months of experience	1169,00	985,50	1136,50	985,50
		Second year					
			First six months of experience	1224,50	985,50	1140,00	985,50
			Thereafter, the wage specified in (a), i.e.	1338,50	1071,00	1239,50	991,50
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)	Qualified		2277,50	1822,00	2109,00	1687,00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b)	Learner				
		First year				
		First six months of experience	1371,00	1097,00	1269,50	1015,50
		Second six months of experience	1489,50	1191,50	1379,00	1103,00
		Second year				
		First six months of experience	1614,50	1291,50	1495,00	1196,00
		Second six months of experience	1739,50	1391,50	1611,00	1289,00
		Third year				
		First six months of experience	1876,00	1501,00	1737,00	1389,50
		Next four months of experience	2012,00	1609,50	1863,00	1490,50
		Thereafter, the wage specified in (a), i.e.	2277,50	1822,00	2109,00	1687,00
Grade A employee:						
	(a)	Qualified	1489,50	1191,50	1379,00	1103,00
	(b)	Learner				
		First year				
		First six months of experience	1111,50	985,50	1132,00	985,50
		Second six months of experience	1180,00	985,50	1137,00	985,50
		Second year				
		First six months of experience	1241,50	993,00	1149,00	919,00
		Second six months of experience	1304,00	1043,00	1207,50	966,00
		Third year				
		First four months of experience	1377,00	1101,50	1275,00	1020,00
		Thereafter, the wage specified in (a), i.e.	1489,50	1191,50	1379,00	1103,00
Grade B employee:						
	(a)	Qualified	1262,00	1009,50	1168,50	935,00
	(b)	Learner				
		First year				
		First six months of experience	1111,50	985,50	1132,00	985,50
		Second six months of experience	1149,50	985,50	1134,50	985,50
		Second				

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	year					
		First six months of experience	1185,00	985,50	1137,50	985,50
		Thereafter, the wage specified in (a), i.e.	1262,00	1009,50	1168,50	935,00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1262,00	1009,50	1168,50	935,00
		Second six months from date of advancement	1270,50	1016,50	1176,50	941,00
		Third six months from date of advancement	1327,00	1061,50	1229,00	983,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1477,00	1181,50	1367,50	1094,00
Grade C employee:						
	(a)	Qualified	1180,00	985,50	1137,00	985,50
	(b)	Learner				
		First year				
		First six months of experience	1079,00	985,50	1130,00	985,50
		Second six months of experience	1107,00	985,50	1132,00	985,50
		Thereafter, the wage specified in (a), i.e.	1180,00	985,50	1137,00	985,50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1180,00	985,50	1137,00	985,50
		Second six months from date of advancement	1189,00	985,50	1138,00	985,50
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1292,50	1034,00	1197,00	957,50
Underpresser, blocker:						
	(a)	Qualified	1189,00	985,50	1138,00	985,50
	(b)	Learner				
		First year				

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (a); i.e.	1267,00	1013,50	1173,50	939,00
Part D - General							
			Boiler attendant	1212,00	985,50	1139,50	985,50
			Despatch packer	1244,00	995,00	1152,00	921,50
			General Worker	1175,50	985,50	1137,00	985,50
			Labourer	1189,00	985,50	1138,00	985,50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	under 2 720 kg		1293,00	1034,50	1197,50	958,00
	(b)	2 720 kg and over		1446,00	1157,00	1339,00	1071,00
			Supervisor, quality controller and instructor	1526,00	1221,00	1413,50	1131,00
			Traveller's driver	1293,00	1034,50	1197,50	958,00
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		1332,00	1065,50	1233,00	986,50
	(b)	60 hours per week		1391,00	1113,00	1288,50	1031,00
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 7% Across-the-Board.							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.							

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

Clause No.	Existing 2021/2022	New 2022/2023
4(12)	1 September 2021	1 September 2022
22(2)(a)	R3,57	R3,81
22(2)(b)	R5.19	R5.57
27(3)	49 cents	52 cents
27(4)	76 cents	80 cents
38(5)	33 cents	35 cents
39(3)	65 cents	69 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department								
Pattern Maker:								
	(a)		3010,50	3020,80	2408,50	3022	3032,299	2417,5
	(b)							
		First six months of experience	1686,00	1691,86	1349,00	1691,5	1697,358	1353
		Second six months of experience	1862,00	1868,45	1489,50	1868	1874,446	1494,5
		First six months of experience	2036,00	2043,04	1629,00	2046	2053,042	1637
		Second six months of experience	2223,00	2230,67	1778,50	2234	2241,669	1787
		First six months of experience	2425,50	2433,84	1940,50	2435,5	2443,841	1948,5
		Next four months of experience	2616,50	2625,49	2093,00	2629,5	2638,487	2103,5
		Thereafter, the wage specified in (a), i.e.	3010,50	3020,80	2408,50	3022	3032,299	2417,5
Pattern Grader								
	(a)		2428,00	2436,35	1942,50	2437,5	2445,854	1950
	(b)							
		First six months of experience	1584,00	1589,52	1267,00	1594	1599,525	1275
		Second six months of experience	1686,00	1691,86	1349,00	1691,5	1697,358	1353


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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
DESCRIPTION			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		First six months of experience	1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
		Second six months of experience	1912,50	1919,12	1530,00	1921,5	1928,12	1537
		First six months of experience	2036,00	2043,04	1629,00	2046	2053,042	1637
		Next four months of experience	2168,00	2175,48	1734,50	2178,5	2185,983	1743
		Thereafter, the wage specified in (a), i.e.	2428,00	2436,35	1942,50	2437,5	2445,854	1950
Football Jersey Cutter								
	(a)		1687,50	1693,37	1350,00	1695	1700,87	1356
	(b)							
		First six months of experience	1267,00	1271,46	1013,50	1271	1275,46	1017
		Second six months of experience	1343,50	1348,21	1075,00	1348	1352,71	1078,5
		First six months of experience	1412,50	1417,45	1130,00	1420	1424,95	1136
		Second six months of experience	1488,00	1493,20	1190,50	1496,5	1501,7	1197
		First four months of experience	1561,50	1566,94	1249,00	1567,5	1572,94	1254

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (a), i.e.	1687,50	1693,37	1350,00	1695	1700,87	1356
Layer-up								
	(a)		1455,00	1460,09	1164,00	1460,5	1465,59	1168,5
	(b)							
		First six months of experience	1224,50	1228,82	985,50	1230,5	1234,82	985,5
		Second six months of experience	1267,00	1271,46	1013,50	1271	1275,46	1017
		First six months of experience	1323,50	1328,15	1059,00	1330	1334,65	1064
		Thereafter, the wage specified in (a), i.e.	1455,00	1460,09	1164,00	1460,5	1465,59	1168,5
Part B - Factory Operatives								
Grade A employee:								
	(a)		1862,00	1868,45	1489,50	1868	1874,45	1494,5
	(b)							
		First six months of experience	1310,00	1314,60	1048,00	1314,5	1319,1	1051,5
		Second six months of experience	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		First six months of experience	1508,50	1513,76	1207,00	1514	1519,26	1211
		Second six months of experience	1584,00	1589,52	1267,00	1594	1599,52	1275

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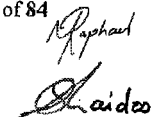
WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
DESCRIPTION			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		experience						
		First four months of experience	1687,50	1693,37	1350,00	1695	1700,87	1356
		Thereafter, the wage specified in (a), i.e.	1862,00	1868,45	1489,50	1868	1874,45	1494,5
Grade B employee:								
	(a)		1590,50	1596,04	1272,50	1596,5	1602,04	1277
	(b)							
		First six months of experience	1290,50	1295,03	1032,50	1297	1301,53	1037,5
		Second six months of experience	1358,00	1362,76	1086,50	1363,5	1368,26	1091
		First six months of experience	1426,50	1431,49	1141,00	1432,5	1437,49	1146
		Thereafter, the wage specified in (a), i.e.	1590,50	1596,04	1272,50	1596,5	1602,04	1277
	(c)							
		First six months from date of advancement	1590,50	1596,04	1272,50	1596,5	1602,04	1277
		Second six months from date of advancement	1637,50	1643,20	1310,00	1645	1650,7	1316
		Third six months from date of advancement	1687,50	1693,37	1350,00	1695	1700,87	1356

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
DESCRIPTION			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1868,45	1489,50	1868	1874,45	1494,5
Grade C employee:								
	(a)		1411,50	1416,44	1129,00	1418	1422,94	1134,5
	(b)							
		First six months of experience	1264,50	1268,95	1011,50	1270	1274,45	1016
		Second six months of experience	1300,50	1305,07	1040,50	1306,5	1311,07	1045
		Thereafter, the wage specified in (a), i.e.	1411,50	1416,44	1129,00	1418	1422,94	1134,5
	(c)							
		First six months from date of advancement	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		Next six months from date of advancement	1426,50	1431,49	1141,00	1432,5	1437,49	1146
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	1596,04	1272,50	1596,5	1602,04	1277
Part C - Clerical employees								
Clerk								

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
DESCRIPTION			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)		2048,50	2055,59	1639,00	2059	2066,09	1647
	(b)							
			1513,00	1518,28	1210,50	1517,5	1522,78	1214
			1643,50	1649,22	1315,00	1651	1656,72	1321
		First four months of experience	1796,50	1802,73	1437,00	1805	1811,23	1444
		Thereafter, the wage specified in (a), i.e.	2048,50	2055,59	1639,00	2059	2066,09	1647
Factory Clerk								
	(a)		1537,00	1542,37	1229,50	1545,5	1550,87	1236,5
	(b)							
			1224,50	1228,82	985,50	1230,5	1234,82	985,5
			1305,00	1309,59	1044,00	1311,5	1316,09	1049
		First four months of experience	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		Thereafter, the wage specified in (a), i.e.	1537,00	1542,37	1229,50	1545,5	1550,87	1236,5
Part D - General								
Boiler attendant			1460,00	1465,11	1168,00	1468	1473,11	1174,5
Despatch packer			1508,50	1513,76	1207,00	1514	1519,26	1211
General Worker			1411,50	1416,44	1129,00	1418	1422,94	1134,5
Labourer			1426,50	1431,49	1141,00	1432,5	1437,49	1146
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)		1508,50	1513,76	1207,00	1514	1519,26	1211
	(b)		1566,00	1571,46	1253,00	1572	1577,46	1257,5
	(c)		1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
Supervisor, quality controller and instructor			1912,50	1919,12	1530,00	1921,5	1928,12	1537

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
DESCRIPTION			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Traveller's driver			1566,00	1571,46	1253,00	1572	1577,46	1257,5
Watchman or caretaker, whose ordinary hours of work are -								
	(a)		1627,50	1633,17	1302,00	1634,5	1640,17	1307,5
	(b)		1707,50	1713,44	1366,00	1716,5	1722,44	1373
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 7% Across-the-Board.								
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.								

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

Clause No.	Existing 2021/2022	New 2022/2023
4(11)	1 September 2021	1 September 2022
22(2)(a)	R3,29	R3,52
22(2)(b)	R5,28	R5,65
26(4)(b)	R13,71	R14,67
26(4)(b)	R16,36	R17,51
26(4)(b)	R17,85	R19,10
26(4)(b)	R30,47	R32,60
26(4)(b)	R30,47	R32,60

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Clause No.	Existing 2021/2022	New 2022/2023
26(4)(b)	R30,47	R32,60
27(3)	51 cents	55 cents
27(4)	76 cents	81 cents
38(5)	33 cents	35 cents
39(3)	59 cents	63 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

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

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

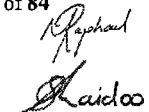
Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1 119,00	1 044,00	1 082,50	1 044,00
	Thereafter	1 197,50	1 044,00	1 129,00	1 044,00
Category B					
	0 - 6 months	1 117,50	1 044,00	1 096,00	1 044,00
	7 - 12	1 170,00	1 044,00	1 128,00	1 044,00

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	months				
	13 - 18 months	1 224,50	1 044,00	1 159,50	1 044,00
	Thereafter	1 297,00	1 044,00	1 199,00	1 044,00
Category C					
	0 - 6 months	1 155,00	1 044,00	1 101,00	1 044,00
	7 - 12 months	1 270,50	1 044,00	1 168,50	1 044,00
	13 - 18 months	1 388,50	1 111,00	1 237,00	1 044,00
	19 - 22 months	1 500,00	1 200,00	1 311,00	1 049,00
	Thereafter	1 615,00	1 292,00	1 384,50	1 107,50
Category D					
	0 - 6 months	1 155,00	1 044,00	1 101,00	1 044,00
	7 - 12 months	1 240,00	1 044,00	1 152,00	1 044,00
	13 - 18 months	1 355,00	1 084,00	1 202,50	1 044,00
	19 - 22 months	1 410,50	1 128,50	1 252,00	1 044,00
	Thereafter	1 589,50	1 271,50	1 368,00	1 094,50
Category E					
	0 - 6 months	1 213,00	1 044,00	1 136,00	1 044,00
	7 - 12 months	1 347,50	1 078,00	1 216,00	1 044,00
	13 - 18 months	1 503,00	1 202,50	1 312,00	1 049,50
	19 - 22 months	1 655,50	1 324,50	1 411,50	1 129,00
	Thereafter	1 820,50	1 456,50	1 516,00	1 213,00
Band Knife Cutter					
	0 - 6 months	1 110,00	1 044,00	1 075,00	1 044,00

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	7 - 12 months	1 197,50	1 044,00	1 125,50	1 044,00
	13 - 18 months	1 279,50	1 044,00	1 176,00	1 044,00
	19 - 22 months	1 371,00	1 097,00	1 229,00	1 044,00
	Thereafter	1 509,00	1 207,00	1 317,50	1 054,00
Clerical					
	0 - 6 months	1 138,50	1 044,00	1 091,50	1 044,00
	7 - 12 months	1 247,00	1 044,00	1 155,50	1 044,00
	13 - 18 months	1 335,00	1 068,00	1 207,00	1 044,00
	Thereafter	1 533,50	1 227,00	1 330,00	1 064,00
Assistant Head Cutter					
		1 766,50	1 413,00	1 483,00	1 186,50
Head Cutter		2 134,00	1 707,00	1 720,00	1 376,00
Foreperson		1 913,00	1 530,50	1 619,50	1 295,50
Watchperson		1 329,50	1 063,50	1 204,00	1 044,00
Driver 1 (454kg)		1 267,00	1 044,00	1 167,50	1 044,00
Driver 2 (454 - 2722kg)		1 356,00	1 085,00	1 220,50	1 044,00
Driver 3 (2722 - 4540kg)		1 531,50	1 225,00	1 329,50	1 063,50
Driver 4 (4540kg)		1 787,50	1 430,00	1 497,00	1 197,50
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 based on 7%, in Non-Metro A and Non-Metro B.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

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

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Clause No.	Existing 2021/2022	New 2022/2023
32(2)	R4.15	R4,44
32(2)	R5,27	R5,64
32(2)	1 September 2021	1 September 2022
36(6)(a)	67 cents	72 cents
40(1)	31 August 2022	31 August 2023
40(1)	1 September 2022	1 September 2023
Annexure C of Clause 43(5)	21 cents	23 cents

3. In addition to clause 7 (4) (c) (ii) the following provision is to be added;

“(iii) Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged”.

4. In addition to clause 13 (3) (b) the following provision is to be added;

“(c) Employers shall pay employees for public holidays that fall on a Saturday”.

5. In clause 42 (2), substitute the existing clause for the following:

Employer's contribution: an employer shall each week, in the case of weekly paid employees or each month, in the case of monthly paid employees contribute an amount of 4.75% of the wage of each employee with the effect from 1 February 2023 and further 0.25% to be added on 1 February 2024. In respect of whom wages are prescribed in this agreement and whose has worked nine ordinary

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hours or more during any paid week, towards a provident fund or retirement fund administered by the Council.

Signed at CAPE TOWN on behalf of the Parties this 18 day of October 2022.



MARTINE RAPHAEL
Chairperson

Signed at JOHANNESBURG on behalf of the Parties this 18 day of October 2022.



CHANTAL NAIDOO
General Secretary