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 INGXENYE YESIVUMELWANO

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

MNUMZANE TW NXESI, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

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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.

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

- 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)

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

		WAGES	employee Productiv Sc	UP A (i.e. s on the 0.5% /ity Incentive heme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
		PTION 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:		ļ.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
	(1)	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	employee	UP A (i.e. s on the 0.5% vity incentive	employees	P B (i.e. NOT on the
		•		heme)		Scheme)
	DESCRI	PTION 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 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
	r			Wage)	· · · · · · · · · · · · · · · · · · ·	the National Minimum
		sixth six months of experience	1752,00	1401,50	1762,00	Wage) 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:				
00000-000		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
0. 4100), ,,,,,,,		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 a qualified cut employee	to the availability of a band knife, only iter-out shall progress to this class of				
(f)	Cutter-out:					
	(1)	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	974,0 0
		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
	<u> </u>	next four months of experience	1335,00	1068,00	1342,00	1073,50
	1	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

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		WAGES	employee Productiv Sc	UP A (i.e. s on the 0.5% vity Incentive heme)	employees 0.5% Pro Incentive	P B (i.e. NOT on the oductivity Scheme)
	DESCRIP	PTION 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
ije en andere en		fifth six months of experience	1331,50		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 Thereafter, the wage specified in	1594,00	1275,00	1601,50	1281,00
731	Examiner:	(h)(i) i.e.	1782,00	1425,50	1792,50	1434,00
<u>(i)</u>	(i)	Qualified:	1526,50	1221,00	1532,00	1225,50
	† (ii)	Learners:	1320,00	1221,00	1332,00	1220,00
····	7.07	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:	1.5507.55	1020,00	1221,00	1002,00	
<u> </u>	<del></del>	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)(l) i.e.	1497,00	1197,50	1503,00	1202,50
(j)(b)		ner, factory clerk, embroidery I cloak room attendant:				
	(i)	Qualified:	1497,00	1197,50	1503,00	1202,50

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		WAGES	employee Productiv Sc	UP A (i.e. s on the 0.5% /ity incentive heme)	employees 0.5% Pro Incentive	PB (i.e. NOT on the eductivity Scheme)
	DESCRI	PTION 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)
(0)	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
	General		4007.00	1117.50	1403,50	1102.00
(q)	assistant Cleaner		1397,00 1244,50	995,50	1248,50	. 1123,00 999,00
(r)	Tea maker		1244,50	995,50	1248,50	999,00
(s) (t)	Watchman		1513,50	1211,00	1518,00	1214,50
(u)	Motor vehicle driver:		1010,00		.313,30	, 1 1,200
	(i)	(aa) does not exceed 453 kg	1508,50	1207,00	1514,00	1211,00
	1	(ab) exceeds 453 kg but does not				
		exceed 2 722 kg (ac) exceeds 2 722 kg but does not	1621,50	1297,00	1629,00	1303,00
		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	11 <b>19</b> ,50	1404,00	1123,00
(v)	Clicker:					
	(1)	Qualified:	2448,00	1958,50	2458,50	1967,00
	(ii)	Learners:				•

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		WAGES	employee	UP A (i.e. s on the 0.5%	employees	P B (i.e. NOT on the
			Productiv	vity Incentive heme)	0.5% Pro	ductivity
***************************************	DESCRIP	TION OF OCCUPATION	Wage per week from 01 Sept	New Employees on Incentivised	Wage per week from 01 Sept 2022 to	New Employees on
			2022 to 31 Aug 2023	Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum	31 Aug 2023	Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable
				Wage Payable plus Incentive has been adjusted to comply with		the Minimum Wage Payable plus Incentive has been
			politika manana nyandananananananananananananananananana	the National Minimum Wage)	. ,	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 Thereafter, the wage specified in (v)(i) i.e.	2016,00	1613,00 1958,50	2023,50 2458,50	1619,00 1967,00
<u>w)</u>	Beader		1526,50	1221,00	1532,00	1225,50
<u>x)</u>	Chiorinator		1372,50	1098,00	1380,00	1104,00
λ)	Compounder		1624,50	1299,50	1630,50	1304,50
<u>z)</u>	Dipper	•				······································
	<u>(i)</u>	Qualified:		·		*
**************		Category A	1624,50	1299,50	1630,50	1304,50
·····		Category B	1660,00	1328,00	1668,00	1334,50
	200	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
. •	Quality product co- ordinator		2060,00			1654.50
ad) ae)		rvisor shall be paid the qualified rate applicate		1648,00   es being supervise	2068,00 d, plus 331/3 per c	
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WAGES	employee Producti Sc	UP A (i.e. es on the 0.5% vity Incentive cheme)	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	
(I) a trainee supervisor shall serve a probationary period not exceed employees being supervised, plus 10 per cent;	eding six months a	I nd shall be paid the q	ualified rate applic	Wage) able to the	
(ii) a trainee supervisor, who is not considered suitable for promoti position at his former wage.	•		•		
NB: All employers who employed staff on 2011/2012 New Entry Agreement, increase the Weekly Wage for those employee	/ Wage Dispens s by the agreed	ation, must with t Wage increase o	he coming into f 7% Across-the	effect of this e-Board.	
Where any of the Council's prescribed wage rates in the National Ma (NMW) it will be adjusted upwards to at least the NMW. The onus is a NATW.	ain Collective Agon the employer	reement is less the to ensure that they	an the National N	finimum Wage avention of the	

2. In clause 6.1(2), substitute the existing wage schedule with the following new

wage schedule (for garment knitting establishments):

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	WAGES			OUP A (i.e. em Productivity in			GROU	IP B (i.e. emplo Productivity In	yees NOT on centive Schen	the 0.5% ne)
	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 Incentivise Scheme Effective 1 September 2022 = 80%
Part /	A - Cutting De	partment		***************************************		, vage,		***************************************		
Pattern Maker								······································		
Maker (a)	·Qualified	<del> </del>	2860,00	2288,00	2026 50	2264.00	2074.00	0007.00		
(b)	Learner	<del>                                     </del>	2000,00	2200,00	2826,50	2261,00	2871,00	2297,00	2837,00	2269,50
	First year	<del> </del>			***************************************					·
······································		First six months of		•		·				•••••
······		experience Second six	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
		months of					· ·			
	Second year	experience	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
		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 Next four	2304,00	. 1843,00	2277,00	1821,50	2313,50	1851,00	2286,50	1829,00
		months of experience	2485,50	1988,50	2456,50	1965,00	2498,00	1998,50	2468,50	1975,00
		r, the wage in (a), i.e.	2860,00	2288,00	2826,50	2261,00				
Pattern Grader		100 1100	200,00		2020,30	2201,00	2871,00	2297,00	2837,00	2269,50
(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	4505.00	4041						***************************************
		experience Second six months of	1505,00	1204,00	1487,50	1190,00	1514,50	1211,50	1496,50	1197,00
	Second	experience	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
	year	First six months of	·							
***************************************		experience Second six months of	1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
····	Third year	experience	1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00

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	WAGES			OUP A (i.e. em) Productivity in			GROL	IP B (i.e. emplo Productivity Inc	yees NOT on i centive Schem	the 0.5% (e)
	DESCRIPTIC	in .	Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Schame 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% (Wheare applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	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%
	<u> </u>	First six			<b></b>	Wage)				
·		months of experience Next four months of experience	1934,00 2059,50	1547,00 1647,50	1911,00 2035,50	1529,00 1628,50	1943,50 2069.50	1555,00 1655,50	1920,50 2045,00	1536,50 1636,00
	Thereafte	r, the wage	£008,00	1047,00	UC, GCUA	1020,00	2008,30	1000,00		1000,00
Football Jersey Cutter	specified	in (a), i.e.	2306,50	1845,00	2279,50	1823,50	2315,50	1852,50	2288,50	1831,00
(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	Second six months of experience	1276,50	1021,00	1261,50	1009,00	1280,50°	1024,50	1265,50	1012,50
	year	First six months of experience	1342,00	1073,50	1326,00	1061,00	1349,00	1079,00	1333,00	1066,50
	Third year	Second six months of experience	1413,50	1131,00	1397,00	1117,50	1421,50	1137,00	1405,00	1124,00
		First four months of experience	1483,50	1187,00	1466,00	1173,00	1489,00	1191,00	1471,50	1177,00
		, the wage 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)	Leamer									
·	First year	First six months of experience Second six	1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
	Second	months of experience	1203,50	985,50	. 1189,50	974,00	1207,50	985,50	1193,50	974,00
	year Thereafter		1257,50 1382,50	1006,00	1242,50 1366,00	994,00 1093,00	1263,50 1387,50	1011,00	1248,50 1371,00	999,00 1097,00

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	WAGES			OUP A (i.e. em Productivity In				iP B (i.e. emplo Productivity inc		
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%	
				-						
	- Factory Op	eratives								
Grade A employee										
(a)	Qualified		1769,00	. 1415,00	1748,00	1398,50	1774,50	1419,50	1 <b>75</b> 3,50.	1403,00
(b)	Learner						·			
	First year									
•••••••••••••••••••••••••••••••••••••••		First six months of experience Second six months of	1244,50	995,50	1230,00	984,00	1249,00	999,00	1234,50	987,50
	Second year	experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
		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	1197,00
	Third year						,			
		First four months of experience	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
		, the wage in (a), i.e	1769,00	1415,00	1748.00	1398,50	1774,50	1419,50	1753,50	1403,00
Grade B employee	apaomed	ni (a), t.a	1109,00	14 70,00	7740,00		1174,50	1419,50	1733,30	1400,00
(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 specified		1511,00	1209,00	1493.00	1194,50	1516,50	1213,00	1498,50	1199,00
(c)	If advanced to Grade A	<u>1</u> 44, 1.4.	1011,00		1493,00	1,54,50	13 (0,00	1210,00	1430,04	1 1 20 100
	employee: First six mor	nths from	1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00

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:	WAGES	······································		OUP A (i.e. em) Productivity in				IP B (i.e. emplo Productivity Inc		
	DESCRIPTION OF THE PROPERTY OF	ON .	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 compty with	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%
5					***************************************	the National Minimum				
	date of adv	ancement	<del>                                     </del>		<b></b>	Wage)				
		months from	·		<del> </del>		·······			
	date of adv	ancement	1555,50	1244,50	1537,00	1229,50	1563,00	1250,50	1544,50	1235,50
	Third six m		1602.00	1282.50	1584.00	1007.00	4040.50	1000 50	4504 CO	4079.80
***************************************	Thereafter, specified fo	the wage r a qualified	1603,00			1267,00	1610,50	1288,50	1591,50	1273,00
	Grade A en	nployee, 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	<del> </del>	1041,00	1010,00		1000,00	1047,00	1077,50	1001,00	1000,00
	First year	<u> </u>								
		First six								
~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		months of experience	1201,50	985,50	1187,50	974,00	1206,50	985,50	1192,50	974,00
		Second six months of	1005 50	202			1011.00			
•••••		experience r, the wage	1235,50	988,50	1221,00	977,00	1241,00	993,00	1226,50	985,00
(c)	Specified If	l in (a), i.e.	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
() /	advanced to Grade B employee:		,		**************************************					
		ionths from vancement	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Second six	months from vancement	1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345.00	1076.00
	Thereafte specified fo	r, the wage or a qualified mployee, i.e.	1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
	0,000 0 0	1,2,10,00,1.01	1000	1200,00	, 100,00	1101,00	1010,00	12.10,00	1400,00	
Part C	- Clerical Em	ployees								***************************************
Clerk							<u>i</u>			······
(a)	Qualified		1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
(b)	Learner	<u> </u>								
	First year		1437,50	1150,00	1420,50	1136,50	1441,50	1153,00	1424,50	1139,50
	Second									
	year Thìrd year		1561,50	1249,00	1543,00	1234,50	1568,50	1255,00	1550,00	1240,00
	HING Year	First four months of								
	Thereafter	experience r, the wage	1706,50	1365,00	1686,50	1349,00	1715,00	1372,00	1695,00	1356,00
	specified	in (a), i.e.	1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
Factory Clerk	•				or.	•	9			

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WAGES				OUP A (l.e. em) Productivity In				P 8 (i.e. emplo Productivity Inc		
	DESCRIPTIO		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	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%
	• •					Minimum Wage)			,	
(b)	Learner					•				
	First year		1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
	Second		1240,00	002.00	1225,50	000 50	4246 OO	007.00	1021 60	00E 00
***************************************	year Third year		1240,00	992,00	1223,30	980,50	1246,00 0,00	997,00	1231,50	985,00
·		First four		<u> </u>	~~~~~~		0,00			
		months of experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
		r, the wage in (a), i.e.	1460,00	1168,00	1443,00	1154,50	1468,00	1174,50	1450,50	1160,50
Part D - General					-					
Boiler atte	ndant		1387,00	1109,50	1370,50	1096,50	1394,50	1115,50	1378,00	1102,50
Despatch p	oacker		1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
General W	orker		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
the unlade together w	cle driver of a n mass of wh ith the unlade or trailers dra le -	ich, en mass of			,			, , , , , , , , , , , , , , , , , , ,	To control of the con	
(a) '	does not ex		1433,00	1146,50	1416,00	1133,00	1438,50.	1151,00	1421,50	1137,00
(b)	exceeds 1 3 720 kg	60 but not 2	1487,50	1190,00	1470,00	1176,00	1493,50	1195.00	1476,00	1181,00
(c)	exceeds 2 7	20 kg	1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
	, quality cont	roller and								**************************************
instructor Traveller's	driver		1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00
	or caretaker,	whose	1487,50	1190,00	1470,00	1176,00	1493,50	1195,00	1476,00	1181,00
ordinary he	ours of work	are -					•			
(a) .	less than 60 week	nours per	1546,00	1237,00	1528,00	1222,50	1553,00	. 1242,50	1534,50	1227,50
(b)	60 hours pe	r week	1622,00	1297,50	1603,00	1282,50	1630,50	1304,50	1611,50	1289,00
	2		Annual Contract of the Contrac		CONTRACTOR	The second secon				······································

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 3. expression:

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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	20 cents	21 cents
(5)		:

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

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

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AREAS) Foreman) Supervisor/Quality ontroller (i) Qualified (ii) Learners first six months of experience second six months of experience	31 Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) 4 362.00	Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) 3 489.50	Aug 2023 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) 4 381.50	Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) 3 505.00
) Foreman) Supervisor/Quality ontroller (i) Qualified (ii) Learners first six months of experience second six months of	1 782.00 1 223.50	1 425.50		
(i) Qualified (ii) Learners first six months of experience second six months of	1 782.00 1 223.50	1 425.50		
(ii) Qualified (ii) Learners first six months of experience second six months of	1 223.50		1 792.50	1 434.00
(i) Qualified (ii) Learners first six months of experience second six months of	1 223.50		1 792.50	1 434.00
first six months of experience second six months of		070.00		
experience second six months of		D70 00 1		
second six months of		979.00	1 230.00	984.00
	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
Cloakroom pervisor/Watchman	1 243.00	994.50	1 246.50	997.00
	4 092.00	3 273.50	4 112.00	3 289.50
	· · · · · · · · · · · · · · · · · · ·			1 227.00
***************************************				997.00
			~~~	974.00
	1 007.00	514.00	1072.00	974.00
(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
				17 of 84
	(ii) Learners  first six months of experience second six months of experience third six months of experience fourth six months of experience fifth six months of experience sixth six months of experience sixth six months of experience seventh six months of experience	Mechanic	Mechanic	Mechanic

	WAGE SCHEDULE		GROUP A (i.e. er Productivity In	nployees on the 0.5% centive Scheme)	GROUP B (i.e. en 0.5% Productivity	nployees NOT on the Incentive Scheme)
DE	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)
		experience Thereafter, the wage	2 310.50	1 848.50	2 321.50	1 857.00
/2476		specified in (ii)(i) i.e.	2 3 10.00	1 040.0U	2 32 1.30	00.1661
(iii)	Ma	rker-in	4 700 60	4 405 50	4 700 70	4 22 2 2 2 2
	+	(i) Qualified (ii) Learners	1 782.00	1 425.50	1 792.50	1 434.00
-	+	first six months of	1 016.00	974.00	1 046 00	074.00
		experience	1 U 10.UU	974.00	1 016.00	974.00
		second six months of experience	<b>1</b> 016.00	974.00	1 016.00	974.00
		third six months of experience	1 119.00	974.00	1 123.00	974.00
-		fourth six months of experience	1 225.50	980.50	1 232.00	985.50
		fifth six months of experience	1 340.00	1 072.00	1 344.50	1 075.50
		sixth six months of experience	1 447.50	1 158.00	1 455.00	1 164.00
		seventh six months of experience	1 560.50	1 248.50	1 568.00	1 254.50
		next four months of experience	1 668.50	1 335.00	1 675.50	1 340.50
		Thereafter, the wage specified in (iii)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	- American in the con-	(i) Qualified	1 428.50	1 143.00	1 436.50	1 149.00
	1.	(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
		fourth six months of experience	1 140:00	974.00	. 1 143.00	974.00
		fifth six months of experience	1 235.00	988.00	1 243.00	994.50
		next four months of experience	1 332.00	1 065.50	1 339.00	1 071.00

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	WAGE SCHEDULE			mployees on the 0.5% ncentive Scheme)	GROUP B (i.e. employees NOT on to 0.5% Productivity Incentive Scheme		
Di	ESCRIF	TION 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)	Che	cker, Examiner and/or			-	4	
• •	Pass					,	
	~~~	i) Qualified	1 243.00	994.50	1 246.50	997.00	
	1 (ii) Learners		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	_		
		first six months of experience	1 016.00	974.00	1 016.00	974.00	
		second six months of experience third six months of	1 016.00	974.00	1 016.00	974.00	
	-	experience next four months of	1 044.50 1 140.50	974.00	1 051.50	974.00	
,	-	experience Thereafter, the wage	1 243.00	974.00	1 144.00 1 246.50	974.00	
(vi)	(a) l	specified in (v)(i) i.e.	1 2-0.00	994.50	1 240.50	997.00	
141)) Qualified	1 782.00	1 425.50	1 792.50	1 434,00	
·	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	i) Learners			1702.00	1 707,00	
		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) C	Despatch Clerk, Factory and/or Stores Clerk					
	· ····································) Qualified	1 305.50	1 044.50	1 311.50	1 049.00	
	(i	i) 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)	in sei sewir ladier	ng Machinist engaged ting in sleeves and/or ng round men's and s' tailored coats and coats:					
		Qualified	1 406.50	1 125.00	1 411.50	1 129.00	

	***************************************	WAC	SE SCHEDULE:	GROUP A (i.e. ei Productivity In	mployees on the 0.5% acentive Scheme)		nployees NOT on the Incentive Scheme)
DE			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)	
	T	(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	1 032.00	974.00	1 036.00	974.00
			fourth six months of experience	1 124.50	974.00	1 129.00	974.00
,			fifth six months of experience	1 217.00	974.00	. 1 224.50	979.50
			next four months of experience	1 313.50	1 051.00	1 319.50	1 055.50
			Thereafter, the wage specified in (vii)(i) i.e.	1 406.50	1 125.00	1 411.50	1 129.00
(viii)	the tog	e uni: gethe ess o	of a Motor Vehicle, aden mass of which er with the unladen f any trailer/trailers by such vehicle—:				
		(a)	Does not exceed 2 722 kg	1 537.00	1 229.50	1 544.50	1 235.50
(ix)	3	(b) rt-tim hicle	Exceeds 2 722 kg ne Driver of a Motor	1 787.50 1 400.50	1 430.00	1 796.00 1 406.50	1 437.00 1 125.00
(x)	Kn		Machine Operator				
			Qualified	1 832.00	1 465.50	1 842.00	1 473.50
		(11)	Learners	4 040 00	074.00	4.040.00	674.00
			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	1 019.50	974.00
			third six months of experience	1 176.50	974.00	1 180.00	974.00
			fourth six months of experience	1 341.00	1 073.00	1 345.00	1 076.00
			fifth six months of experience	1 503.50	1 203.00	1 509.00	1 207.00
			next four months of experience	1 669.00	1 335.00	1 677.00	1 341.50
			Thereafter, the wage specified in (x)(i) i.e.	1 832.00	1 465.50	1 842.00	1 473.50

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	WAGE SCHEDULE	GROUP A (i.e. e Productivity in	mployees on the 0.5% ncentive Scheme)	GROUP B (i.e. er 0.5% Productivity	mployees NOT on the Incentive Scheme)
DB	ESCRIPTION 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
<u> </u>	(ii) Learners	1 016.00	074.00	4.040.0-	
	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
DIST	N THE MAGISTERIAL RICTS OF BLOEMFONTEIN, BERLEY AND KROONSTAD				
(i)	Sewing Machinist		÷		
(a)	(i) Qualified	1 243.00	994.50	1 246.50	997.00
	(ii) Learners	, 210.00	004.00	1 270.00	<i>531.</i> 00
	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) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer			-	
	(i) Qualified	1 243.00	994.50	1 246.50	997.00
***************************************	(ii) Learners	4.040.00	671.00		
	first six months of	1 016.00	974.00	1 016.00	974.00

1 016.00

974.00 21 of 84 Apphal Laidoo

974.00

1 016.00

experience

second six months of

	WAGE SCHEDULE			mployees on the 0.5% scentive Scheme)		nployees NOT on the Incentive Scheme)	
DI			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 Wage) Employees Incentivise Scheme Effective 1 S 2022 = 80% (Where applicable the Minimum Wage) Employees Incentivise Scheme Effective 1 S 2022 = 80% (Where applicable the Minimum Wage) Employees Incentivise		Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National	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)
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			experience				:
			third six months of experience	1 016,00	974.00	1 016.00	974.00
			fourth six months of experience	1 044.50	974.00	1 051.50	974.00
			fifth six months of experience	1 109.00	974.00	1 114.00	974.00
			next four months of experience	1 176.00	974.00	1 179.00	974.00
			Thereafter, the wage specified in (i)(i) i.e.	1 243.00	994.50	1 246.50	997.00
	4	t Lea ader	der and/or Team	1 319.50	1 055.50	1 324.50	1 059.50
(ii)	Ge		l Worker/Pleater	·			
	4		Qualified	1 016.00	974.00	1 016.00	974.00
		(11)	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)	1	spate	h Packer and Layer-			-	
***********	up	(i) (Qualified	1 016.00	974.00	. 1 016.00	974.00
		***************************************	_earners		J, 1.00	. 1010.00	077.00
			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)		in Se					
······································			Qualified	1 016.00	974.00	1 016.00	974.00
		(11)	first 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)	San	nple	Machinist	1 411.50	1 129.00	1 419.50	1,135.50

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DES	CRIPTION OF OCCUPATION	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on	Wage per	New
		(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	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)	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)	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		-			
(1)	Sewing Machinist				
(a)	(i) Qualified:	1 195.50	974.00	1 199.50	974.00
-	(ii) Learners:	, 185,50	374.00	1 100.00	314.00
	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) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
\Box	(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
\neg	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
- 1	Set Leader and/or Team Leader	1 270.00	1 016.00	1 275.50	1 020.50

	WAGE SCHEDULE	GROUP A (i.e. er Productivity In	mployees on the 0.5% ncentive Scheme)		nployees NOT on the Incentive Scheme)
DE	SCRIPTION 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	1 016.00	974.00	1 016.00	974.00
	experience second six months of	1 016,00	974.00	1 016.00	974.00
	experience	7 0 10.00	374.00	1 0 10.00	974.00
	Thereafter, the wage	1 016.00	974.00	1 016.00	974.00
(iii)	specified in (ii)(i) i.e. 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
(lv)	Layer-Up (i) Qualified	1 040 00	674.00	4.545.55	
	(i) Qualified	1 016.00	974.00	1 016.00	974.00
	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
(v)	Plain Sewer				
	(i) Qualified	1 016.00	974.00	1 016.00	974.00
	(ii) Leamers	4 040 00	67.1.00		
	first 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
(vi)	Sample Machinist	1 357.50	1 086.00	1 361.50	1 089.00
	<u></u>				

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.

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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

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)

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

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······	WAGE SCHEDULE	contributing t	(i.e Employers o the Productivity re Scheme)	GROUP 8 (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	98 5,6	
	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	
(p).	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	
	UTTER	2 544,00	2 035,20	2555,6	2044,5	
	ANT HEAD CUTTER	2 035,00	1 628,00	2044,3	1635,45	
CUTTE	R/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 K	(NIFE 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	contributing t	(i.e Employers o the Productivity re 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
MI	ECHA	NIC	,	·		
	(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
CL	ERK	*	·			***************************************
	(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
~~	TCH		1 432,20	1 145,75	1438,8	1151,05
	IVER	,	1 345,25	1 076,20	1351,45	1081.15
~~~~	VER		1 469,90	1 175,90	1476,75	1181,4
	VER	•	1 714,00	1 371,20	1721,95	1377,55
***************************************	VER		2 070,15	1 656,10	2079,8	1663,85
FO	REPE	RSON	1 959,80	1 567,85	1968,9	1575,1

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.

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

"(b)

	erite en manifestico est	WAGE SCHEDULE	GROUP A (i.e contributing to incentive Sch	the Productivity	NOT cont Producti	(i.e Employers ributing to the vity incentive heme)
	·	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2022 to 31 Aug 2023	Naw 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)	For	eman:	2 993,10	2 394,50	3006.95	2405,55
(ii)	Dye	er: (See (iv) below).			0000,00	2100,00
(iii)	Sto	reman:				
	(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)	0.004.40		0004.0=	
(iv)	i.e.   Mechanic/Dyer:		2 881,10	2 304,90	2894,35	2315,5
(,,,	(i)	*·····		2 394,50	2006.05	0405.55
	(ii)	Learners:	2 993,10	2 384,50	3006,95	2405,55
	17.7	first six months of experience	1 040,85	985,60	1045,75	985,6
		second six months of experience				***************************************
***************************************		third six months of experience	1 235,75	988,60	1241,75	993,4
	-	fourth six months of experience	1 431,00	1 144,80	1437,8	1150,25
	+	fifth six months of experience	1 626,55 1 821,95	1 301,25	1633,95	1307,15
	1	sixth six months of experience	2 016,50	1 457,55 1 613,20	1830,55 2025,85	1464,45 1620,7
	1	seventh six months of experience	2 212,35	1 769,90	2023,65	1778,05
<del></del>		eighth six months of experience	2 407,50	1 926,00	2418,75	1935
	1	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)				2270,0
******************************		i.e.	2 993,10	2 394,50	3006,95	2405,55
(v)		hanic'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
	1	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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	WAGE SCHEDULE DESCRIPTION OF OCCUPATION		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP 8 (i.e Employers NOT contributing to the Productivity incentive Scheme)	
			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	Naw 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)
ļ		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)	1 960,65	1 568,50	1969,8	1575,85
		i.e.				
(vi)		pervisor:	2 072,70	1 658,15	2082,25	1665,8
(vii)	Fin	al Examiner of fully-fashioned garments:	1 924,75	1 539,80	1933,65	1546,9
(viii)	Fac	ctory Clerk, Despatch Clerk, Stores Clerk:	-	<u>-</u>		
	(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)	Mad Col Sha gar	tting Machine Operator, Warp Knitting chine Operator, Dyer's Assistant, ouring Mass-Measurer and/or Cutter or aper (Knitting) of fully-fashioned ments, Handyman and Warper:				
	(i)	Qualified:	1 88 4,65	1 507,70	1893,45	1514,75
	(ii)	Learners:				AAP -
	<u> </u>	first six months of experience	1 040,85	985,60	1045,75	985,6
	ļ	second six months of experience	1 181,05	985,60	1186,75	985,6
	<u> </u>	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 Thereafter, the wage specified in (ix)(i)	1 744,20	1 395,35	1752,3	1401,85
		i.e.	1 884,65	1 507,70	1893,45	1514,75

	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)	Ov sed (Ka	ader of magazine or comb, Linker, erlocker other than an overlocker of conds in socks, Sewing Machinist hitting) including a button, buttonhole hemming machinist, Mender and Plain wer:			-	
	(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
~	<u> </u>	third six months of experience	1 342,15	1 073,70	1348,4	1078,7
	ļ	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)	of v	ver of a Motor Vehicle, the unladen mass which, together with the unladen mass of trailer or trailers drawn by such licle—:				
	ļ	(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
7. 31 <b>.</b>	_	(d) exceeds 4 535 kg	2 145,00	1 716,00	2154,75	1723,8
(xii)	<del></del>	urity Officer:	2 401,05	1 920,85	2412,15	1929,7
(xiii)	ł	chman: ployee not elsewhere specified:	1 852,95	1 482,35	1861,5	1489,2
(xiv)	1	•		***************************************		
	(i)	Qualified:	1 929,15	1 543,30	1937,95	1550,35
	(ii)	Learners:			<u> </u>	
open este un statuto un con	<b></b>	first six months of experience	<b>1 0</b> 40,85	985,60	1045,75	985,6
	<u> </u>	second six months of experience	1 262,45	1 009,95	1268,55	1014,85
	L	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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***************************************	WAGE SCHEDULE  DESCRIPTION OF OCCUPATION		GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP 8 (i.e Employers NOT contributing to the Productivity incentive Scheme)	
10 (10 m) =	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	
<u></u>					Minimum Wage)	
(**)	(xv) Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydroextracting machine, employee engaged in Transferring and/or Labeilling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner					
	(i) Qualified:	1 351,95	1 081,55	1358,15	1086,5	
	(ii) Learners;					
	first six months of experience	1 040,85	985,60	1045,75	985,6	
	second six months of experience	1 144,20	985,60	1149,55	985,6	
	third six months of experience	1 248,85	999,10	1254,45	1003,55	
	Thereafter, the wage specified in (xv) (i) i.e.	1 351,95	1 081,55	1358,15	1086.5	
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	1 351,95	1 081 55	1358,15	1086,5	
(xvii)	General Worker (Knitting)	······				

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 Main Collective Agreement is less than the

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:

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)

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

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WAGE SCHEDULE		GROUP A (i.s. 0.5% Productivity	employees on the 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	
	(li) 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 fifth six months of	1 925.70	1 540.60	1 934.70	1 547.80	
	experience next four months of	2 260.10	1 808.10	2 270.90	1 816.70	
***************************************	experience	2 566.90	2 053.50	2 578.80	2 063.00	
(B)	Thereafter, the wage specified in (A)(i) i.e.	2 868.10	2 294.50	2 881.30	2 305.00	
(0)	(i) Qualified:	0.004.00	4.005.00			
	(ii) Learners:	2 381.20	1 905.00	2 392.60	1 914.10	
	first six months of	1 033.10	927.60	1 037.50	927.60	
	experience second six months of	1 255.60	1 004.50	. 1 261.70	1 009.40	
***************************************	experience third six months of	1 481.40	1 185.10	1 488.50	1 190.80	
	experience 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. 0.5% Productivity	employees on the 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	<b>1</b> 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	
( <del>5</del> )	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	
	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) (E)(a)	Sample Machinist:  Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)	1 715.10	1 372.10	1 723.10	1 378.50	
,	(i) Qualified: (ii) Learners:	1 491.00	1 192.80	1 498.00	1 198.40	
	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. 0.5% Productivity	employees on the Incentive Scheme)		nployees NOT on the 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 Curing 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
r rec _{heren} , o. Carlestein accepte.	(ii) Learners:			.,,,,,,,	1 TET.EU
	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
(F)	Thereafter, the wage specified in (F1)(i) i.e  Asst Supervisor, other than a	1 771.70	1 417.40	1 780.30	1 424.20
· /	Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified: (ii) Learners:	1.771,70	1 417.40	1 780.30	1 424.20
	first six months of	1 033.10	927.60	1 037.50	-927.60
	experience	7 555, 10	527.00	1 037.00	-821.00

	WAGE SCHEDULE		employees on the Incentive Scheme)		nployees NOT on the 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	<b>1</b> 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		employees on the 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 Fayable 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

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:

		A (i.e. employ uctivity incenti	ves on the 0.5% ve Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
Wage Category	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	

		A (i.e. emplo) uctivity incenti	vees on the 0.5% ve Scheme)		(i.e. employe uctivity Incen	es NOT on the 0.5% tive Scheme)
Wage Category	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)
*/F4\	4.745.40	140.00	4 070 40	4 700 40	112.70	1 378.50
*(E1)	1 715.10	112.20	1 372.10	1 723.10	******************************	
(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 1 771.70	115.90 115.90	1 417.40 1 417.40	1 780.30 1 780.30	116.50 116.50	1 424.20 1 424.20
(F) (G)	1 237.00	80.90	989.60	1 760.30	81.30	994.10
(G) (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):

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	WAGE SCHEDULE		ployees on the 0.5% centive 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 Minlmum 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:	1 352.70	1 082.20	4.655.60		
	experience second six months of	1 479.10	1 183.30	1 355.90	1 084.70	
**************	experience					
	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	<b>1</b> 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	<b>1</b> 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	

	WAGE SCHEDULE	GROUP A (i.e. em Productivity inc		GROUP B (i.e. em 0.5% Productivity	ployees NOT on the 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)	
	··· <u>·</u>	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	
(9)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	1 267.20	1 013.80	1 270.00	1 016.00	
	(ii) Leamers:	·				
	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 Weskly 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)

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

WAGE SCHEDULE  DESCRIPTION			the 0.5% Pro	(i.e. employees on aductivity incentive scheme)	NOT on the	B (i.e. employees 0.5% Productivity live Scheme)
			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	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective I September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum
			R	Wage) R	R	Wage)
(i)	Fo	eman:	2 975.10	2 380.10	2 989.20	2 391.40
(ii)	Dy	er: (See (iv) below)				
(111)	***	reman:			·	edozennacilániúskiennimitarnánnáriúskiúsku
***************************************		(i) Qualified:	2 863.70	2 291.00	2 877.20°	2 301.80
		(ii) Learners:				
	ļ	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)	Me	:hanic/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
ocensorem problema (por		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 DESCRIPTION		the 0.5% Pro	(i.e. employees on ductivity incentive cheme)	NOT on the	B (i.s. employees 0.5% Productivity ive Scheme)	
		DE	ESCRIPTION	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 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
	Thereafter, the wage		2 975.10	Wage) 2 380.10	2 989.20	Wage) 2 391.40	
		s	pecified in (iv)(i) i.e.				
(v)	Me		's Assistant:				
		1	alified:	1 948.30	1 558.60	1 957.10	1 565.70
		3 · · · · · · · · · · · · · · · · · · ·	arners:				
******	ļ	ļ	rst six months of experience	1 033.80	985.60	1 038.80	985.60
		е	econd six months of experience	1 124.40	985.60	1 129.30	985.60
		е	nird six months of experience	1-195.40	985.60	1 222.70	985.60
		1 8 -	ourth six months of . experience	1 307.90	1 046.30	1 313.60	1 050.90
		fi	fth six months of experience	1 399.80	1 119.80	1 406.20	1 125.00
			ixth six months of xperience	1 491.50	1 193.20	1 498.40	1 198.70
		е	eventh six months of xperience	1 582.40	1 265.90	1 590.00	1 272.00
		е	ighth six months of xperience	1 674.70	1 339.80	1 681.80	1 345.40
Mi ared resolving for a rice		е	inth six months of xperience	1 765.40	1 412.30	1 773.40	1 418.70
<del></del>		ə	ext four months of xperience	1 857.40	1 485.90	1 865.70	1 492.60
		S	hereafter, the wage pecified in (v)(i) i.e.	1 948.30	1 558.60	1 957.10	1 565.70
(vi)		perviso		2 060.00	1 648.00	2 069.60	1 655.70
(vii)		al Exan ments:	niner of fully-fashioned	1 912.50	1 530.00	1 921.70	1 537.40
(viii)		tory CI res Cle	erk, Despatch Clerk, rk:				
		(i) Qualified		1 872.70	1 498.20	1 881.70	1 505.40
		(ii) Les	······································			_	
		fii	rst six months of experience	1 033.80	985.60	1 038.80	985.60
			econd six months of xperience	1 243.30	994.60	1 249.30	999.40
			nird six months of xperience	1 453.20	1 162.60	1 459.80	1 167.80

	W	/AGE SCHEDULE	the 0.5% Pro	(i.e. employees on ductivity incentive cheme)	NOT on the	B (i.e. employees 0.5% Productivity tive 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
(lx)	Knitting Assista Measur fully-fa	g Machine Operator, Warp g Machine Operator, Dyer's ant, Colouring Mass- rer and/or Cutter or Shaper of shioned garments, man 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) (a)	Linker, overloc	of magazine or comb, Overlocker other than an ker of seconds in socks, and Plain Sewer:				
,	(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	the 0.5% Pro	(i.e. employees on ductivity incentive cheme)	NOT on the	B (i.e. employees 0.5% Productivity live 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	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)		Minimum Wage)	
***************************************		Thereafter, the wage specified in (x)(i) i.e.	1 634.20	1 307.40	1 641.60	1 313.30	
(b)	butt	ing Machinist Including a on, buttonhole and hemming hinist:					
		(i) Qualified:	1 634.20	1 307.40	1 641.60	1 313.30 -	
	1	(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)	unla with	er of a Motor Vehicle, the den mass of which, together the unladen mass of any trailer allers drawn by such vehicle—:					
·····	İπ	(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	
/n.155		(d) exceeds 4 535 kg	2 131.50	1 705.20	2 141.70	1 713.40	
(xii)		ırity Officer: :hman:	2 386.40	1 909.10	2 397.10	1 917.70	
(xiv)		nman: loyee not elsewhere specified:	1 841.30	1 473.00	1 849.80	1 479.80	
		(i) Qualified:	1 917.00	1 533.60	1 925.80	<b>1</b> 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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DESCRIPTION Wage per week from 01 Sept 2022 to 31	New Employees on Incentivised Scheme Effective 1	Wage per week from 01 Sept	New Employees on
Aug 2023	September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	2022 to 31 Aug 2023	Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum
Thereafter, the wage 1 917.00 specified in (xiv)(i) i.e.	1 533.60	1 925.80	Wage) 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	1 248.30	1 567.70	1 254.20
employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender,			
slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing,			
Waxring Maker, Boller Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:			
(xvi) General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	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

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	GE SCHEDULE	the 0.5% Pro	(i.e. employees on ductivity incentive cheme)	GROUP B (i.e. employee NOT on the 0.5% Productivi Incentive Scheme)		
E	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	Naw 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)	
3 1 1	second six months of experience	1 136.40	985.60	1 141.80	985.60	
1 1 1	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:

Existing 2021/2022	New 2022/2023
R3,28	R3,51
R3,53	R3,78
50 cents	54 cents
76 cents	81 cents
R28,54	R30,54
R28,54	R30,54
	R3,28 R3,53 50 cents 76 cents R28,54

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		

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))

- In clause 1(2)(b), substitute the new expression "R157 146,00 per annum" for the existing expression "R146 874,00 per annum".
- In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

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		WAGE SCHEDUI	E	employee Producti	UP A (i.e is on the 0,5% vity incentive heme)		
	DISC	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	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		§ .			the National Minimum Wage)		
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	<u> </u>			-	
***************************************		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	Mind at a section	_			
•			First six months of experience	2036,00	1629,00	2046,00	1637,00
	<del></del>		Second six months of	2030,00	1023,00	2040,00	1007,000
			experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First six months of	0405.50	4040 50	0405 50	40 40 20
·			experience Next four months of	2425,50	1940,50	2435,50	1948,50
••			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	<u> </u>		TOTAL TOTAL CONTRACTOR OF THE STATE OF THE S		warranna
		First year	First six months of				*
			experience	1584,00	1267,00	1594,00	1275,00
,			Second six months of	1 1			
	_	·	experience	1686,00	1349,00	1691,50	1353,00
	-	Second year	Elect aby an author of			-	
			First six months of experience	1784,00	1427,00	1795,50	1436,50
	+		Second six months of	1104,00	1741,00	1133,00	1430,00
			experience .	1912,50	1530,00	1921,50	1537,00
		Third year					
			First six months of	0000		00/	4 A A
		•	experience	2036,00	1629,00	2046,00	1637,00

	DISCI	RIPTION OF OCCU	PATION	Wage per	·	1	
			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)	Waga 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	<b>1743</b> ,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			3		
			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	<b></b>			
			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	4445-5	4400.00	4400.00	4400.00
· · · · · · · · · · · · · · · · · · ·			Second six months of	1412,50	1130,00	1420,00	1136,00
		Third year	experience	1488,00	1190,50	1496,50	1197,00

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	WAGE SCHEDULE					GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
	DISC	RIPTION OF OCCU	PATION	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	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)
		·		_	Minimum Wage)		
			First four months of experience	1561,50	1249,00	1567,50	1254,00
			Thereafter, the wage				***************************************
		If advanced	specified in (a), i.e.	1687,50	1350,00	1695,00	1356,00
	(c)	to learner cutter:					
	First six months from date of		s from date of	1900 50	4462.00	4007.50	4 470 00
	_	advancement Second six mo	nths from date of	1828,50	1463,00	1837,50	1470,00
		advancement		2048,50	1639,00	2059,00	1647,00
		Thereafter, the qualified cutter	wage specified for a	2342.00	1873,50	2350,50	1880,50
Layer-up:			-	2012,00	1010,00	2000,00	1000,00
	(a)	Qualified		1455,00	1164,00	1460,50	1.168,50
	(b)	Learner			١		
		First year			V937770		~~~
			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		22.,,00			
			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
		If advanced to learner		1,700,00	1.04,00	1400,00	1100,30
	(c)	cutter:	entha francista of				
			nonths from date of dvancement	1455,00	1164,00	1460,50	1168,50
•			months from date of dvancement	1707,50	1366,00	1716,50	
			Third six months from date of		·		1373,00
	+ +		dvancement months from date of	1868,00	1494,50	1879,50	1503,50
		ac	dvancement	2048,50	1639,00	2059,00	1647,00
, .	(d)	qual	ne wage specified for a ified cutter, i.e. earner interlining cutter,	2342,00	1873,50	2350,50	1880,50

			employee Producti	UP A (i.e is on the 0,5% vity Incentive theme)	GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)		
					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)
		learner trimme	er, learner leather cutter or				٠.
-		First six Second s	months from date of advancement ix months from date of	1455,00	1164,00	1460,50	1168,50
Thereafter, qualified in			advancement the wage specified for a terlining cutter, trimmer, outter or tie cutter, i.e.	1561,50	1249,00	1567,50 1695,00	1254,00 1356,00
	(e)	If advanced to fitter-up:		1007,00	1000,00	1000,00	1000,00
		8	months from date of advancement ix months from date of	1455,00	1164,00	1460,50	1168,50
		ε	advancement  months from date of	1508,50	1207,00	1514,00	1211,00
		Fourth six	advancement c months from date of advancement	1584,00	1267,00	1594,00	1275,00
			e wage specified for fitter- up, i.e.	1687,50 1862,00	1350,00 1489;50	1695,00 1868,00	1356,00 1494,50
Clicker:	(-)	Overlië e d		4740.50	4000 50	17740.00	4000.00
**************************************	(a) (b)	Qualified Learner		1740,50	1392,50	1749,00	1399,00
	,	First year		1305,00	1044,00	1311,50	1049,00
		Thereafter, the wage specified in (a) i.e.		1488,00	1190,50	1749,00	1197,00
Гracer:	(a)	Qualified	·	1633,50	1307,00	1640,00	1312,00
	(b)	Learner		1000,00	1007,00	10-10,00	1012,00
		First year					
			First six months of experience	1305,00	1044,00	1311,50	1049,00
		Coondition	Second six months of experience	1397,00	1117,50	1403,50	1123,00
		Second year	First six months of	1478,00	1182,50	1484,00	1187,00
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				•		٠.	Raycha

Part B - Factory Operatives Clothing machine mechanic:   (a)   Learner   First year   First six months of experience   Second six months of experience   Second six months of experience   Second four months of experience   Second six months of   Second six mont		WAGE SCHEDULE					GROUP B (i.e employee NOT on the 0,5% Productivity Incentive Scheme)	
Part B - Factory Operatives and Prince Incentive has been adjusted to comply with the National Mulmum Wage)   Part B - Factory Operatives   Part B -		DISC	RIPTION OF OCC	UPATION	week from 01 Sept 2022 to 31 Aug	Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum	week from 01 Sept 2022 to 31 Aug	Employees
Thereafter, the wage specified in (a), i.e.   1633,50   1307,00   1640,00   1312		-				plus Incentive has been adjusted to comply with the National Minimum		been adjusted to comply with the National Minimum Wage)
Specified in (a), i.e.   1633,50   1307,00   1640,00   1312		1		experience				
Operatives   Clothing machine mechanic:   (a) Qualified   3010,50   2408,50   3022,00   2417,	·		,		1633,50	1307,00	1640,00	1312,00
Material	Operatives	·						·
(b)   Learner   First year   First six months of experience   1686,00   1349,00   1691,50   1353.								
First year  First six months of experience	***********	····		3010,50	2408,50	3022,00	2417,50	
First six months of experience   1686,00   1349,00   1691,50   1353,   Second six months of experience   1862,00   1489,50   1868,00   1494,	······································	(b)						
experience   1686,00   1349,00   1691,50   1353,   Second six months of experience   1862,00   1489,50   1868,00   1494,		ļ	First year	<u> </u>				***************************************
Second year   First six months of experience   2036,00   1629,00   2046,00   1637,				experience	1686,00	1349,00	1691,50	1353,00
First six months of experience 2036,00 1629,00 2046,00 1637, Second six months of experience 2223,00 1778,50 2234,00 1787,  Third year First four months of experience 2425,50 1940,50 2435,50 1948, Second four months of experience 2616,50 2093,00 2629,50 2103,8 Thereafter, the wage specified in (a), i.e. 3010,50 2408,50 3022,00 2417,8  (a) Qualified 3010,50 2408,50 3022,00 2417,8  (b) Learner First year First six months of experience 1686,00 1349,00 1691,50 1353,0 Second six months of experience 1862,00 1489,50 1868,00 1494,50					1862,00	1489,50	1868,00	1494,50
First six months of experience 2036,00 1629,00 2046,00 1637, Second six months of experience 2223,00 1778,50 2234,00 1787,  Third year First four months of experience 2425,50 1940,50 2435,50 1948, Second four months of experience 2616,50 2093,00 2629,50 2103,8 Thereafter, the wage specified in (a), i.e. 3010,50 2408,50 3022,00 2417,8  (a) Qualified 3010,50 2408,50 3022,00 2417,8  (b) Learner First year First six months of experience 1686,00 1349,00 1691,50 1353,0 Second six months of experience 1862,00 1489,50 1868,00 1494,50								****
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   1948,00     Second four months of experience   2616,50   2093,00   2629,50   2103,00     Thereafter, the wage specified in (a), i.e.   3010,50   2408,50   3022,00   2417,00     (a) Qualified   3010,50   2408,50   3022,00   2417,00     (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 six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50     Second six months of experience   1862,00   1489,50   1868,00   1494,50   1489,50   1868,00   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50   1494,50			Second year	Ci-d-la-a	· · · · · · · · · · · · · · · · · · ·		·	•
Experience   2223,00   1778,50   2234,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1787,00   1			****	experience	2036,00	1629,00	2046,00	1637,00
First four months of experience 2425,50 1940,50 2435,50 1948,4 Second four months of experience 2616,50 2093,00 2629,50 2103,4 Thereafter, the wage specified in (a), i.e. 3010,50 2408,50 3022,00 2417,5 (b) Learner First year First six months of experience 1686,00 1349,00 1691,50 1353,6 Second six months of experience 1862,00 1489,50 1868,00 1494,5	· · · · · · · · · · · · · · · · · · ·		Thirdy		2223,00	1778,50	2234,00	1787,00
Second four months of experience   2616,50   2093,00   2629,50   2103,4     Thereafter, the wage specified in (a), i.e.   3010,50   2408,50   3022,00   2417,5     Clothing technician:   (a) Qualified   3010,50   2408,50   3022,00   2417,5     (b) Learner   First year   First six months of experience   1686,00   1349,00   1691,50   1353,0     Second six months of experience   1862,00   1489,50   1868,00   1494,5			inira year	experience	2425,50	1940,50	2435,50	1948,50
Thereafter, the wage specified in (a), i.e. 3010,50 2408,50 3022,00 2417,50 (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 1353,0 Second six months of experience 1862,00 1489,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1494,50 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00 1868,00								
Specified in (a), i.e.   3010,50   2408,50   3022,00   2417,5	***************************************		•	***************************************	2616,50	2093,00	2629,50	2103,50
technician:  (a) Qualified 3010,50 2408,50 3022,00 2417,5  (b) Learner First year First six months of experience 1686,00 1349,00 1691,50 1353,0  Second six months of experience 1862,00 1489,50 1868,00 1494,5			***************************************		3010,50	2408,50	3022,00	2417,50
(b) Learner		7-5		·				
First year  First six months of experience 1686,00 1349,00 1691,50 1353,0  Second six months of experience 1862,00 1489,50 1868,00 1494,5			***************************************		3010,50	2408,50	3022,00	2417,50
First six months of experience 1686,00 1349,00 1691,50 1353,0 Second six months of experience 1862,00 1489,50 1868,00 1494,5		(D)	0.000.00000000000000000000000000000000		1			
experience         1686,00         1349,00         1691,50         1353,0           Second six months of experience         1862,00         1489,50         1868,00         1494,5			rırsı year	First six months of	<del> </del>			······································
experience 1862,00 1489,50 1868,00 1494,5			••••••	experience	1686,00	1349,00	1691,50	1353,00
JOCCOTTO YEAR 1		-	Second was		1862,00	1489,50	1868,00	1494,50
			Second year	Circle observed and	0000.00	4000.00	0040.00	1637,00

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		WAGE SCHEDU	employee Producti	OUP A (i.e es on the 0,5% vity Incentive cheme)	GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)		
	DISCRIPTION OF OCC		UPATION	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 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)
		7			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	
***************************************			Next four months of				1948,50
			experience Thereafter, the wage	2616,50	2093,00	2629,50	2103,50
Grade A			specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
employee:	(a)	Qualified		1862,00	1489,50	1868,00	1494,50
	(b)	Learner	•			,00	1.10-1,00
		First year	First six months of				
			First six months of experience Second six months of	1310,00	1048,00	1314,50	1051,50
			experience	1411,50	1129,00	1418,00	1134,50
		Second year	Eight giv months of			0,00	
		······································	First six months of experience Second six months of	1508,50	1207,00	1514,00	1211,00
		Thind	experience	1584,00	1267,00	1594,00	1275,00
		Third year	First four months of	<del> </del>			
***************************************			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:					- Constant		
	(a)	Qualified		1590,50	1272,50	1596,50	1277,00
	(b)	Learner					
***************************************	-	First year	First six months of	<del> </del>			-
			experience Second six months of	1290,50	1032,50	1297,00	1037,50
02404		Coord	experience	1358,00	1086,50	1363,50	1091,00
		Second year	<u> </u>	<u> </u>			

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		WAGE SCHEDU	LE	employee Producti	OUP A (i.e is on the 0,5% vity Incentive cheme)	GROUP B (i.e employee NOT on the 0,5% Productivity Incentive Scheme)	
	DISC	RIPTION OF OCC	UPATION	Wage per week from 01 Septo 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	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
,					comply with the National Minimum Wage)		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:							

		WAGE SCHEDUI	.E	employee Producti	UP A (i.e s on the 0,5% vity Incentive heme)	NOT o	(i.e employees on the 0,5% vity incentive
	DISC	RIPTION OF OCCU	JPATION	Wage per week from 01	New Employees	Wage per week from 01	New Employees
				Sept 2022 to 31 Aug 2023	Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the		Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage
					Minimum Wage Payable plus Incentive has been adjusted to comply with the National 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
	<u>(b)</u>	Learner					
***************************************		First year					
			First six months of experience Second six months of	1224,50	985,50	1230,50	985,50
			experience	1267.00	1013.50	1271,00	1017,00
		Second year		*		1	
			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	-	***************************************	<u> </u>			· ·	
employees						.	
Clerk			•				
	(a)	Qualified		2048,50	1639,00	2059,00	1647,00
	(b)	Learner					
***************************************	<u> </u>	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	1/127 00	1805.00	1444,00
			Thereafter, the wage	17 80,30	1437,00	1805,00	1444,00
			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 SCHEDUL	E	employee Producti	PUP A (i.e is on the 0,5% vity Incentive theme)	NOT Product	i (i.e employees on the 0,5% ivity Incentive cheme)
	DISC	RIPTION OF OCCU	PATION	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	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)
`					the National Minimum Wage)		trage,
	(b)	Learner					
		First year		1224,50	985,50	1230,50	985,50
	<u> </u>	Second year	<u> </u>	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		1236,50
Part D - General	-				***************************************		······································
Boiler attendant	-			1460.00	4460.00	4.400.00	4474 50
Despatch packer	<del> </del>			1460,00 1508,50	1168,00 1207,00		1174,50
General Worker	+			1411,50	1129,00	1514,00 1418,00	1211,00 1134,50
Labourer	-			1426,50	1141,00	1432,50	1134,30
Motor vehicle driver of a vehicle, the unladen mass of which,		·		1720,00	1141,00	1432,00	1140,00
together with the unladen mass of any trailer or trailers drawn							
by such vehicle -	<b> </b>				*****************************		
	(a)	does not exceed 1 360 kg	•	1508,50	1207,00	1514,00	1211,00
		exceeds 1 360 but not 2		·			
***************************************	(b)	720 kg exceeds 2		1566,00	1253,00	1572,00	1257,50
	.(c)	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 Watchman or	-			1566,00	1253,00	1572,00	1257,50
caretaker, whose ordinary hours of work are -		***************************************			111111111111111111111111111111111111111	**************************************	

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WAGE SCHEDULE	employee Producti	UP A (i.e s on the 0,5% vity Incentive theme)	GROUP 8 (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 compty with the National Minimum Wage)
less than 60 hours per				٠.
(a) week	 1627,50	1302,00	1634,50	1307,50
(b) 60 hours per week	1707.50	1366,00	1716,50	1373.00

NB: Altemployers 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 clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

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WAG	E SCHE	DULE		Gro	up A	Group B	
DESCRIPTION	ON OF C	CCUPATION		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 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)		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	1371,50	1 097,00		***************************************
,			experience Thereafter,	1485,50	1 188,50	1377,50	1102,00
			the wage specified			4400 50	4400.50
			in (a), i.e.			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	1027,00	985,50	4000 =0	AA#
			experience Second six months of	1067,00	985,50	1033,50	985,50
-	<u> </u>	Second year	experience			1073,50	985,50
			First six	1105,50	985,50		
			months of experience			1110,00	985,50
			Second six months of	1149,00	985,50	1153,50	985,50

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WAGE	SCHE	EDULE	***************************************	Gro	up A	Group B	
DESCRIPTIO		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 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		
			experience		Wage)		Wage)
	+	Third year	- Composition		· · · · · · · · · · · · · · · · · · ·		
		Timo year	First four months of experience	1186,00	985,50	1191,00	985,50
			Thereafter, the wage specified in (a), i.e.	1225,00	985,50	1232,00	985,50
			1 11 12 1			,	
Clerk				***************************************			
	(a)	Qualified		2048,50	1 639,00	2059,00	1647,00
	(b)	Learner		,			
		First year		1513,00	1 210,50	1517,50	1214,00
		Second year		1643,50	1 315,00	1651,00	1321,00
-	ļ	Third year					***************************************
			First four months of experience	1796,50	1 437,00	1805,00	1444,00
			Thereafter, the wage specified in (a), i.e.	2048,50	1 639,00	2059,00	1647,00
					***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
General Worker (Millinery) Grade 1 Employee (Millinery):				1213,50	985,50	1217,50	985,50
	(a)	Qualified		1200,00	985,50	1205,00	985,50
	(b)	Learner					
		First year First six months of experience	·	1027,00	985,50	1033,50	985,50
•		Second six months of experience		1070,00	985,50	1077,50	985,50
•	ļ	Second year	L	4:-:			
			First six months of experience	1131,00	985,50	1136,00	985,50
. •			Thereafter, the wage specified in (a), i.e.	1200,00	985,50	1205,00	985,50
	<b></b>						
					·.	ov 01 84	Rephael Blaidoo

Milliner:  (a) Qualified (b) Learner First year First six months experience Second six more of experience Second year  Third year		Wage per week from 01 September 2022 to 31 Aug 2023	on	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivises Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the Nationa Minimum Wage)
(a) Qualified (b) Learner First year First six months experience Second six monor of experience Second year	s of	1027,00	1 038,00	1304,00	
(a) Qualified (b) Learner First year First six months experience Second six monor of experience Second year	s of	1027,00		1304,00	1043,00
(b) Learner  First year  First six months experience  Second six months of experience  Second year	s of	1027,00		1004,00	1043,00
First year First six months experience Second six monor of experience Second year	s of		985.50		
experience Second six more of experience Second year			985 50	;	*
of experience Second year	nths	1	550,00	1033,50	985,50
Second year		1092,00	985,50		
				1097,50	985,50
Third year	First six months of experience Second six	1095,00 1145,50	985,50 · · · · 985,50	1099,50	985,50
Third year	months of experience	1140,00	200,00	1151,50	985,50
	First six months of experience	1197,50	985,50	1202,00	985,50
	Next four months of	1255,50	1 004,50		
	experience Thereafter, the wage specified	1297,50	1 038,00	1262,00	1009,50
Millings Markinst	in (a) i.e.			1304,00	1043,00
Millinery Machinist:		4044.55	4.040.00		*··-
(a) Qualified (b) Learner		1311,50	1 049,00	1317,50	1054,00
(b) Learner First year	***************************************				***************************************
First six months	s-of	1027,00	985,50		
experience				1033,50	985,50
Second six mor	nths	1120,00	985,50	4400.00	
of experience Second year	-			1126,00	985,50
	First six months of	1187,00	985,50		
	Thereafter, the wage specified	1311,50	1 049,00	1194,00	985,50

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	AGE SCHE	DULE		Gro	ир А	Group B	
DESCRIP		DCCUPATION	b tho	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)
unladen mass of any trailer or trailers	drawn by	such vehicle is as follows					
	restarioneren procurence			4557.00	4.045.50		
	. (a)	does not exceed 2268		1557,00	1 245,50	1565,50	1252,50
	restarioneren procurence	does not exceed 2268		1557,00 1645,00	1 245,50 1 316,00	1565,50 1652,00	
	(a) (b)	does not exceed 2268 kg exceeds 2268		1645,00	1 316,00	1652,00	
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268				***************************************	1321,50
Plain Sewer (Millinery):	(a) (b)	does not exceed 2268 kg exceeds 2268  Qualified Learner		1645,00	1 316,00	1652,00	1321,50
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268	First six months of experience.	1645,00	1 316,00 985,50 985,50	1652,00	
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268  Qualified Learner	First six months of	1645,00	1 316,00 985,50	1652,00	1321,50 985,50
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268  Qualified Learner	First six months of experience. Second six months of experience	1645,00 1225,00 1027,00 1081,00	985,50 985,50 985,50	1652,00 1232,00 1033,50	985,50 985,50
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268  Qualified Learner First year	First six months of experience. Second six months of experience First six months of	1645,00 1225,00 1027,00	1 316,00 985,50 985,50	1652,00 1232,00 1033,50	985,50 985,50
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268  Qualified Learner First year	First six months of experience. Second six months of experience First six months of experience Thereafter, the wage specified	1645,00 1225,00 1027,00 1081,00	985,50 985,50 985,50	1033,50 1089,50 1157,00	985,50 985,50 985,50 985,50
	(a) (b) (a)	does not exceed 2268 kg exceeds 2268  Qualified Learner First year	First six months of experience. Second six months of experience First six months of experience Thereafter, the wage	1645,00 1225,00 1027,00 1081,00	985,50 985,50 985,50 985,50	1652,00 1232,00 1033,50	985,50 985,50

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.

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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
99(3)	59 cents	63 cents
1(1)	31 August 2022	31 August 2023
1(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):

	•	,	SCHEDULE	the 0,5% F Incentive	e employees on Productivity Scheme)	GROUP B (i.e employees NOT on the 0,5% Productivit Incentive Scheme)	
		DESC	RIPTION	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 - Cutti	ng Dej	artment			* 1		
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	the 0,5%	.e employees on Productivity e Scheme\	GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)		
		DESC	RIPTION	Wage per week from 01 Sept 2022 to 31 Aug 2023	Scheme)  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		New Employees on Incentivisec Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage) Minimum Wage)	
					Minimum Wage)			
	(a)	Qualified		1881,00	1505,00	1742,00	1393,50	
	(b)	Learner						
		First year						
	4	<u> </u>	First six months of experience	1292,50	1034,00	1197,00	957,50	
		Cassad	Second six months of experience	1371,00	1097,00	1269,50	1015,50	
		Second year					•	
	<b>†</b>	7	First six months of experience	1446,00	1157,00	1339,00	1071,00	
	1	***************************************	Second six months of experience	1526,00	1221,00	1413,50	1131,00	
		Third year	·			1110,00	1101,00	
			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.	1004.00	4505.00	4740.00	4000 00	
Cutter, lay- maker:			, (a), i.e.	1881,00	1505,00	1742,00	1393,50	
	(a)	Qualified		1818,00	1454,50	1683,50	1347,00	
	(b)	Learner						
		First year						
		First six months of				·		
	ļ	experience		1185,50	985,50	1137,50	985,50	
		Second six months of		4000 50	400000	**************************************		
		experience Second year		1286,50	1029,00	1191,00	953,00	
			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	
,	<u> </u>		Next four months of experience	1818,00	1454,50	1683,50	1347,00	
Interlining cutter, trimmer, leather cutter and tie cutter	TOTO OTHER DESIGNATION OF THE PROPERTY OF THE			especial character and the second		-		

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		WAGE :	SCHEDULE	the 0,5% I	.e employees on Productivity e Scheme)	GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
		DESC	RIPTION	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 per week from 01 Sept 2022 to 31 Aug 2023	on Incentivised Scheme Effective 1 Sept 2022 80% (Where applicable the Minimum Wage Payable plus incentive has
					Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)		been adjusted to comply with the National Minimum . Wage)
	(a)	Qualified	<u> </u>	1377,00	1101,50	1275,00	1020,00
ļ	(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		1101,00	300,00	1100,00	900,00
			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 Thereafter, the wage specified in (a) i.e.	1284,50	1027,50	1189,50	951,50
	(c)	If advanced to learner cutter:		1377,00	1101,50	1275,00	1020,00
·			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:	1,	A 115 .					
· · · · · · · · · · · · · · · · · · ·	(a)	Qualified		1207,50	985,50	1 139,00	985,50
		First year First six					
		months of experience		1056,00	985,50	1128,50	985,50
Ť			Second six months of experience	1083,00	985,50	1130,50	985,50
Second year		***************************************					
			First six months of experience Thereafter, the wage specified in	1118,50	985,50	1132,50	985,50
		If advanced	(a), i.e.	1207,50	985,50	1139,00	985,50
	(b)	to learner					

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		WAGE S	SCHEDULE	the 0,5% l	.e employees on Productivity e Scheme)	NOT on the 0	(i.e employees ,5% Productivit re Scheme)
		DESC	RIPTION	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivisec Scheme Effective 1 Sept 2022 = 80% (Where
					applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)		applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	_	cutter:	Final also manaths from alaborat	·			
		1.	First six months from date of advancement Second six months from date of	1207,50	985,50	1139,00	985,50
			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:		Qualified		4440.50			
	(a) (b)	Learner First year of		1412,50	1130,00	1308,00	1046,50
		second year of experience Thereafter,		1108,00	985,50	1132,00 1140,50	985,50 912,50
		the wage specified in (a), i.e.		1412,50	1130,00	1308,00	1046,50
Tracer:	1/->	0		4000 ===			
	(a) (b)	Qualified Learner		1338,50	1071,00	1239,50	991,50
***************************************	-	First year	First six months of experience	1108,00	985,50	1122.00	nor co
	1		Second six months of experience	1169,00	985,50	1132,00 1136,50	985,50 985,50
		Second year			330,00	1100,00	000,00
			First six months of experience Thereafter, the wage specified in (a), i.e.	1224,50 1338,50	985,50 1071,00	1140,00 1239,50	985,50 991,50
				.550,00	107 1,00	1200,00	331,30
		Part B - Facto	ry Operatives				
Clothing machine mechanic:		Stransachooogge		######################################		-	
.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(a)	Qualified		2277,50	1822,00	2109,00	1687,00
-						/B CO.4	
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		WAGES	SCHEDULE	the 0,5% F	e employees on Productivity Scheme)	NOT on the 0,5% Productivity Incentive Scheme)	
		DESC	RIPTION	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1	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	·	Sept 2022 = 89% (Where applicable the Minimum Wag Payable plus Incentive has been adjusted to comply with the National Minimum
					Incentive has been adjusted to comply with the National Minimum Wage)		Wage)
	(b)	Learner				***************************************	
······································	ļ	First year					
····	-		First six months of experience	1371,00	1097,00	1269,50	. 1015,50
		Second year	Second six months of experience	1489,50	1191,50	1379,00	1103,00
			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:				<u> </u>	· · · · · · · · · · · · · · · · · · ·		
	(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 year	Second six months of experience	1180,00	985,50	1137,00	985,50
	1		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					
	ļ		First four months of experience Thereafter, the wage specified in	1377,00	1101,50	1275,00	1020,00
Grade B	-		(a), i.e.	1489,50	1191,50	1379,00	1103,00
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
	<u> </u>	Second				<u> </u>	

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		WAGE S	CHEDULE	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)	
		DESC	RIPTION	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	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)
		•			Minimum Wage)		
	1	year			rraye)		
	1 .		First six months of experience	1185,00	985,50	1137,50	985,50
		·	Thereafter, the wage specified in				
		15 and	(a), i.e.	1262,00	1009,50	1168,50	935,00
*	(c)	If advanced to Grade A employee:		,			,
	0		First six months from date of				·
			advancement Second six months from date of	1262,00	1009,50	1168,50	935,00
*			advancement	1270,50	1016,50	1176,50	.941,00
			Third six months from date of	1	10.0,00	1710,00	.011,00
	ļ		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 emplo	Mee.	1			· · · · · · · · · · · · · · · · · · ·		9900 (p. 1) No. 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,
Oraco o ompre	(a)	Qualified	-	1180,00	985,50	1137,00	985,50
	(b)	Learner		1100,00	200,00	1101,00	000,00
	L	First year		•			
			First six months of experience	1079,00	985,50	1130,00	985,50
			Second six months of experience Thereafter, the wage specified in	1107,00	985,50	1132,00	985,50
	(c)	If advanced to Grade B employee:	(a), i.e.	1180,00	985,50	1137,00	985,50
	<u> </u>		First six months from date of advancement	1180,00	985,50	1137,00	985,50
			Second six months from date of	1100.00	005.50	4400.00	
	The	reafter, the wa	advancement ge specified for a qualified Grade B employee, i.e.	1189,00 1292,50	985,50	1138,00 1197,00	985,50 957,50
***************************************	ļ			1202,00	1007,00	1107,00	. 301,00
Underpresser, blocker:			·	,		-	
	(a)	Qualified		1 189.00	985,50	1138,00	985,50
	(b)	Learner					· · · · · · · · · · · · · · · · · · ·
	<u> </u>	First year					

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000000000000000000000000000000000000000		WAGE S	CHEDULE	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)	
		DESC	RIPTION	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 pius Incentive has been	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)
,					adjusted to comply with the National Minimum Wage)	. ?	
			First six months of experience	1056,00	985.50	1128,50	985,50
	1		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
			Second six months of experience	1189,00	985,50	1138,00	985,50
	(c)	If advanced to learner presser:		·			
			First six months from date of advancement	1189,00	985,50	1138,00	985,50
			Second six months from date of advancement	1377,00	1101,50	1275,00	1020,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1489,50	1191,50	1379,00	1103,00
^1 i .	T	Part C - Cleric	cal employees		<u> </u>		
Clerk	(-)	A86-4		4004.50	1000 50	4504.50	4000 =0
	(a) (b)	Qualified Learner		1624,50	1299,50	1504,50	1203,50
		First year of experience		1248.00	998,50	1155,50	924,50
		Second year of experience		1345,50	1076,50	1246,00	997,00
		Third year					
			First six months of experience	1447,50	1158,00	1340,00	1072,00
			Thereafter, the wage specified in (a), i.e:	1624,50	1299,50	1504,50	1203,50
Factory Clerk	ļ			<u>.</u>			
	(a)	Qualified		1267,00	1013,50	1173,50	939,00
	(b).	Learner First year of experience		1054,00	985,50	1128,50	985,50
		Second year of experience	· ·	1109,00	985,50	1132,00	985,50
				1,00,00	000,00	1102,00	200,00
		Third year		3	. 3	1	3

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			SCHEDULE	the 0,5% I	.e employees on Productivity e Scheme)	NOT on the 0	(l.e employees ,5% Productivit e Scheme)
		DESC	RIPTION	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 per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivise Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wag Payable plus Incentive has
					Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)		been adjusted to comply with the National Minimum Wage)
		·	Thereafter, the wage specified in (a), i.e.	1067.00	4042 EQ	4470.50	222.25
	+	-	(4), 1.0.	1267,00	1013,50	1173,50	939,00
Part D - General							
Boiler							······································
attendant Despatch	-			1212,00	985,50	1139,50	985,50
packer				1244,00	995,00	1152,00	921,50
General Worker				117F EO			
Labourer	+	ļ		1175,50 1189,00	985,50 985,50	1137,00 1138,00	985,50 985,50
Motor vehicle owith the unlade as follows -	driver (en mas (a)	of a vehicle, these of any trailer under 2	e unladen mass of which, together or trailers drawn by such vehicle is	1293,00	1034,50	1197,50	958,00
	-	2 720 kg			1007,00	1101,00	900,00
***************************************	1		,			1	
quality	(b)	and over		1446,00	1157,00	1339,00	1071,00
quality controller and instructor	(b)			·	1157,00		
quality controller and instructor Traveller's	(b)			1526,00	1221,00	1413,50	1131,00
quality controller and instructor Traveller's driver		and over		·			
Supervisor, quality controller and instructor Traveller's driver Watchman or c		and over	nary hours of work are -	1526,00	1221,00	1413,50	1131,00
quality controller and instructor Traveller's driver		and over	nary hours of work are -	1526,00	1221,00	1413,50	1131,00
quality controller and instructor Traveller's driver		and over er, whose ordi less than 60 hours	nary hours of work are -	1526,00 1293,00	1221,00 1034,50	1413,50 1197,50	958,00
quality controller and nstructor Traveller's driver	aretak	and over	nary hours of work are -	1526,00	1221,00	1413,50	1131,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into affect of this 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))

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

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	WAGE SCHEDULE			A (i.e. emplo Productivity Scheme)	Incentive	GROUP B (i.e. employees NOT of the 0.5% Productivity Incentive Scheme)		
DESCRI	PTION		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	Wage per week from 1 September 2022 to 31 Aug 2023	1	New Employees on Incentivises Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been
		•	1000000		Minimum Wage)	·		adjusted to comply with the National Minimum Wage)
Part A - Cutting	***************************************							
Department Pattern Maker:	1				· · · · · · · · · · · · · · · · · · ·			
	(a)		3010,50	3020,80	2408,50	3022	3032,299	2417,5
	(b)				2100,00	OVEZ	3032,239	2417,5
		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) (b)		2428,00	2436,35	1942,50	2437,5	2445,854	1950
		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 SCHI	EDULI			(i.e. employ roductivity (Scheme)		GROUP B (i.e. employees NOT or the 0.5% Productivity Incentive Scheme)		
DESCRIPT	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 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
			***************************************		Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)			Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				,				
		First six months of experience	1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
		Second six months of experience	1912,50	1 919,12	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) (b)		1687,50	1693,37	1350,00	1695	1700,87	1356
		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

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WAGE SCHEDULE		GROUP A 0.5% P	(i.e. employ roductivity l Scheme)	yees on the incentive	GROUP B (i.e. employees NOT the 0.5% Productivity Incenti- Scheme)			
DESCRIP	TION		Waga 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 Employee on Incentivise Scheme Effective Septembe 2022 = 80° (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply wit the Nattonus Minimum Wage)
		Thereafter, the wage specified in	1687,50	1693,37	1350,00	1695	1700,87	1356
Layer-u	.L	(a), i.e.	1		-			
	(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	Opera	fives						
Grade A employee:	7			-				
	(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	1584,00	1589,52	1267,00	1594	1599,52	1275
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WAGE SCHEDULE		GROUP 0.5% I	A (i.e. emplo Productivity Scheme)	Incentive	GROUP B the 0.5%	GROUP B (i.e. employees NOT of the 0.5% Productivity Incentive Scheme)		
DESCRI	PTION		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%	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivises Scheme Effective 1 September
	• .				(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)		2023	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) (b)		1590,50	1596,04	1272,50	1596,5	1602,04	1277
		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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							76 of 84	aphoel
							G	Laidoo

WAGE SCH	WAGE SCHEDULE			A (i.e. emplo Productivity i Scheme)	yees on the ncentive	GROUP B (i.e. employees NOT of the 0.5% Productivity Incentive Scheme)		
DESCRIP	TION	·	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	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)			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:	ļ.,							
	(a) (b)		1411,50	1416,44	1129,00	1418	1422,94	1134,5
	(0)			-				***************************************
•		First six months of experience	1264,50	1268,95	1011,50	1270	1274,45	1016
70.00000		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			77,000					
Clerk		<u>-</u>				·	1	ì

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WAGE SC	HEDULE		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)		
DESCRI	PTION	Wage per week from 1 September	Wage per week from 1 September	New Employees on Incentivised	Wage per week from 1 September	Wage per week from 1 September	New Employees on Incentivised
		2022 - 31 August 2023	2022 - 31 August 2023	Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has	2022 to 31 Aug 2023	2022 - 31 August 2023	Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable
				been adjusted to comply with the National Minimum Wage)			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	t 1	1802,73	1437,00	1805	1811,23	1444
	Thereafter the wage specified in (a), i.e.	,	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	Ł .	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 - G	eneral						
Boiler attendant	9)161G1	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 mass of which, together wo fany trailer or trailers dr	vith the unladen mas	s	1401,40	1141,00	1702,0	1707,700	1140
-, any states of dations di	(a)	. 1508,50	1513,76	1207,00	1514	1519,26	1211
	(b)	1566,00	1571,46	1253,00	1572	1577,46	1257,5
<u> </u>	(c)	1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
Supervisor, quality	157	1912,50	1919,12	1530,00	1921,5	1928,12	1537
controller and instructor			,		•-	,	



WAGE SCHEDULE		ا (i.e. employ Productivity ا Scheme)		GROUP B (i.e. employees NOT or 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 hou of work are -	ırs					
(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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Existing 2021/2022	New 2022/2023	
R30,47	R32,60	
51 cents	55 cents	
76 cents	81 cents	
33 cents	35 cents	
59 cents	63 cents	
31 August 2022	31 August 2023	
1 September 2021	1 September 2022	
	R30,47 51 cents 76 cents 33 cents 59 cents 31 August 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	Category / Occupation		gisterial Districts of own, uMzinto, Paarl, n, 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		
Category A					Minimum Wage)		
	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	Camperdo	gisterial Districts of own, uMzinto, Paari, n, and Ultenhage (Non- Metro A)	All Other Area	is (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
	months	<u> </u>			Minimum Wage)
	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
8-4	· ·				
Category C	40.0				
	0 - 6 months	1 155,00	1 044.00	1 101,00	1 044,00
	7 - 12	1.55,05			
	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 Thereafter	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			· · · · · · · · · · · · · · · · · · ·		
outegoly 2	0-6				****
	months	1 155,00	1 044,00	1 101,00	1 044,00
······································	7 - 12				
	months 13 - 18	1 240,00	1 044,00	1 152,00	1 044,00
	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 13 - 18	1 347,50	1 078,00	1 216,00	1 044,00
	months	1 503,00	1 202,50	1 312,00	1 049,50
	19 - 22				
	months Thereafter	1 655,50	1 324,50	1 411,50	1 129,00
	+110100100	1 820,50	1 456,50	1 516,00	1 213,00
Band Knife (<u>:</u> Cutter	 			***************************************
	0 - 6				
	months	1 110,00	1 044,00	1 075,00	1 044,00

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Catego	ry / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Ultenhage (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	4.405.50	
	13 - 18	1 197,30	1 044,00	1 125,50	1 044,00
	months	1 279,50	1 044,00	1 176,00	1 044 00
	19 - 22	, _ , _ , _ ,	, 0,74,00	1 170,00	1 044,00
***************************************	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				1033,00
	months	1 247,00	1 044,00	1 155,50	1 044,00
,	13 - 18	4.007.00			
	months Thereafter	1 335,00	1 068,00	1 207,00	1 044,00
	rnerealter	1 533,50	1 227,00	1 330,00	1.064,00
Assistant I	Head Cutter	1 766,50	1 413,00	1 483,00	1 186,50
Head Cutte	r	2 134,00	1 707,00	1 720,00	1 376,00
Forepersor	n	1 913,00	1 530,50	1 619,50	1 295,50
Watchpers	on	1 329,50	1 063,50	1 204,00	
Driver 1 (4		1 267,00	1 044,00		1 044,00
Driver 2 (4	54 - 2722kg)		1 044,00	1 167,50	1 044,00
		1 356,00	1 085,00	1 220,50	1 044,00
	722 -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

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 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	21 cents	23 cents	
43(5)			

- 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 administrated by the Council.

Signed at <u>CAPE TOWN</u> on behalf of the Parties this .18. day of <u>October</u> 2022.

Chairperson

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

General Secretary