

DEPARTMENT OF EMPLOYMENT AND LABOUR

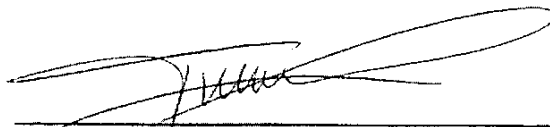
NO. R. 4360

9 February 2024

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: 23/01/2024

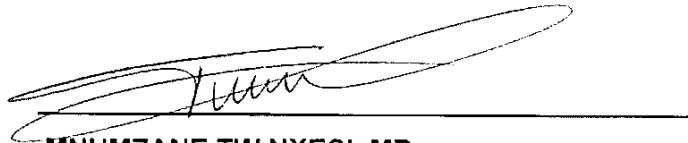
UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI****EMBonINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA****KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO****SELULELWA KULABO ABANGEYONA INGXEYENYE YESIVUMELWANO**

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

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU: 23/1/2024**

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY
NATIONAL MAIN COLLECTIVE AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made and
entered into by and between the

Apparel and Textile Association of South Africa

South African Apparel Association

Transvaal Clothing Manufacturers' Association

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

Southern African Clothing and Textile Workers' Union

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

1. SCOPE OF APPLICATION

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

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

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

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

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



- (2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No. 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300, (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

2. PERIOD OF OPERATION OF THIS AGREEMENT

1. This agreement is binding on the parties hereto from 1 September 2022 until 31 August 2024 unless the parties agree otherwise in writing.
2. The parties record that they intend to request the Minister of 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. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties until 31 August 2024, unless the parties agree otherwise in writing.



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

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

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	Foreman	2822,00	2257,50	2835,50	2268,50
(b)	Designer:				
	(i) Qualified:	3598,00	2878,50	3615,00	2892,00
	(ii) Learners:				
	first six months of experience	1227,50	1067,65	1232,50	1067,65
	second six months of experience	1430,00	1144,00	1434,00	1147,00
	third six months of experience	1711,00	1369,00	1719,00	1375,00
	fourth six months of experience	1905,00	1524,00	1914,50	1531,50
	fifth six months of experience	2118,00	1694,50	2131,00	1705,00
	sixth six months of experience	2297,00	1837,50	2307,50	1846,00
	seventh six months of experience	2500,50	2000,50	2514,00	2011,00
	eighth six months of experience	2702,00	2161,50	2716,50	2173,00
	next four months of experience	2868,00	2294,50	2880,00	2304,00
	Thereafter, the wage specified in (b)(i) i.e.	3598,00	2878,50	3615,00	2892,00
(c)	Grader:				
	(i) Qualified:	2584,50	2067,50	2596,00	2077,00
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1322,50	1067,65	1328,50	1067,65
	third six months of experience	1438,50	1151,00	1447,00	1157,50
	fourth six months of experience	1509,00	1207,00	1514,50	1211,50
	fifth six months of experience	1744,50	1395,50	1752,50	1402,00
	sixth six months of experience	1866,50	1493,00	1877,50	1502,00
	seventh six months of experience	1969,50	1575,50	1979,50	1583,50

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	eight six months of experience	2069,00	1655,00	2078,50	1663,00
	next four months of experience	2202,00	1761,50	2213,00	1770,50
	Thereafter, the wage specified in (c)(i) i.e.	2584,50	2067,50	2596,00	2077,00
(d)	Marker-in:				
	(i) Qualified:	1969,50	1575,50	1979,50	1583,50
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1302,50	1067,65	1310,50	1067,65
	third six months of experience	1390,50	1112,50	1397,50	1118,00
	fourth six months of experience	1482,50	1186,00	1488,50	1191,00
	next four months of experience	1655,50	1324,50	1664,00	1331,00
	Thereafter, the wage specified in (d)(i) i.e.	1969,50	1575,50	1979,50	1583,50
(e)	Band-knife cutter:				
	Qualified	1969,50	1575,50	1979,50	1583,50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				
(f)	Cutter-out:				
	(i) Qualified:	1741,50	1393,00	1749,00	1399,00
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1276,00	1067,65	1280,50	1067,65
	third six months of experience	1316,00	1067,65	1320,50	1067,65
	fourth six months of experience	1363,00	1067,65	1368,50	1095,00
	next four months of experience	1422,50	1138,00	1430,00	1144,00
	Thereafter, the wage specified in (f)(i) i.e.	1741,50	1393,00	1749,00	1399,00
(g)	Layer-up:				
	(i) Qualified:	1366,00	1093,00	1370,00	1096,00
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65






WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	second six months of experience	1244,50	1067,65	1248,50	1067,65
	third six months of experience	1264,00	1067,65	1271,50	1067,65
	fourth six months of experience	1283,50	1067,65	1291,50	1067,65
	Thereafter, the wage specified in (g)(i) i.e.	1366,00	1093,00	1370,00	1096,00
(h)	Specialised presser:				
	(i) Qualified:	1898,50	1519,00	1910,00	1528,00
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1265,50	1067,65	1275,00	1067,65
	third six months of experience	1312,50	1067,65	1318,00	1067,65
	fourth six months of experience	1363,00	1090,50	1368,50	1095,00
	fifth six months of experience	1418,50	1135,00	1424,00	1139,00
	sixth six months of experience	1466,50	1173,00	1471,50	1177,00
	seventh six months of experience	1602,50	1282,00	1612,50	1290,00
	eighth six months of experience	1661,00	1329,00	1669,00	1335,00
	next four months of experience	1698,50	1359,00	1706,50	1365,00
	Thereafter, the wage specified in (h)(i) i.e.	1898,50	1519,00	1910,00	1528,00
(i)	Examiner:				
	(i) Qualified:	1626,50	1301,00	1632,00	1305,50
	(ii) Learners:				
	first six months of experience	1363,00	1090,50	1368,50	1095,00
	Thereafter, the wage specified in (i)(i) i.e.	1626,50	1301,00	1632,00	1305,50
(j)(a)	Machinist:				
	(i) Qualified:	1595,00	1276,00	1601,50	1281,00
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1245,00	1067,65	1250,50	1067,65
	third six months of experience	1281,00	1067,65	1289,00	1067,65
	Thereafter, the wage specified in (j)(i) i.e.	1595,00	1276,00	1601,50	1281,00




WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
(i)	Qualified:	1595,00	1276,00	1601,50	1281,00
(ii)	Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1245,00	1067,65	1250,50	1067,65
	third six months of experience	1281,00	1067,65	1289,00	1067,65
	fourth six months of experience	1326,00	1067,65	1330,00	1067,65
	next four months of experience	1360,00	1088,00	1366,50	1093,00
	Thereafter, the wage specified in (j)(i) i.e.	1595,00	1276,00	1601,50	1281,00
(k)	Progress examiner:				
(i)	Qualified:	1612,50	1290,00	1617,50	1294,00
(ii)	Learners:				
	first six months of experience	1277,50	1067,65	1283,00	1067,65
	Thereafter, the wage specified in (k)(i) i.e.	1612,50	1290,00	1617,50	1294,00
(l)	Despatcher:				
(i)	Qualified:	1526,00	1221,00	1531,50	1225,00
(ii)	Learners:				
	first six months of experience	1289,00	1067,65	1293,50	1067,65
	Thereafter, the wage specified in (l)(i) i.e.	1526,00	1221,00	1531,50	1225,00
(m)	Checker in the Knitting section:				
(i)	Qualified:	1354,00	1083,00	1362,00	1089,50
(ii)	Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1244,50	1067,65	1248,50	1067,65
	third six months of experience	1276,00	1067,65	1280,50	1067,65
	Thereafter, the wage specified in (m)(i) i.e.	1354,00	1083,00	1362,00	1089,50
(n)	General Worker:				
(i)	Qualified:	1314,50	1067,65	1319,50	1067,65



WAGES			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1244,50	1067,65	1248,50	1067,65
		Thereafter, the wage specified in (n)(i) i.e.	1314,50	1067,65	1319,50	1067,65
(o)	Steambox pleater:					
	(i)	Qualified:	1550,00	1240,00	1556,00	1245,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1272,00	1067,65	1277,50	1067,65
		third six months of experience	1312,50	1067,65	1318,00	1067,65
		fourth six months of experience	1362,00	1089,50	1367,50	1094,00
		Thereafter, the wage specified in (o)(i) i.e.	1550,00	1240,00	1556,00	1245,00
(p)	Plain sewer:					
	(i)	Qualified:	1362,00	1089,50	1367,50	1094,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1230,50	1067,65	1235,50	1067,65
		third six months of experience	1245,00	1067,65	1250,50	1067,65
		fourth six months of experience	1264,00	1067,65	1271,50	1067,65
		next four months of experience	1289,00	1067,65	1293,50	1067,65
		Thereafter, the wage specified in (p)(i) i.e.	1362,00	1089,50	1367,50	1094,00
(q)	General assistant		1488,50	1191,00	1495,50	1196,50
(r)	Cleaner		1326,00	1067,65	1330,00	1067,65
(s)	Tea maker		1326,00	1067,65	1330,00	1067,65
(t)	Watchman		1612,50	1290,00	1617,50	1294,00
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1607,00	1285,50	1613,00	1290,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1727,50	1382,00	1735,50	1388,50

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1911,50	1529,00	1915,50	1532,50
	(ad) exceeds 4 536 kg	2234,00	1787,00	2246,50	1797,00
	(ii) Part-time driver of a motor vehicle	1491,00	1193,00	1496,00	1197,00
(v)	Clicker:				
	(i) Qualified:	2608,00	2086,50	2619,50	2095,50
	(ii) Learners:				
	first six months of experience	1216,00	1067,65	1221,00	1067,65
	second six months of experience	1316,00	1067,65	1320,50	1067,65
	third six months of experience	1423,00	1138,50	1431,50	1145,00
	fourth six months of experience	1610,00	1288,00	1614,00	1291,00
	fifth six months of experience	1731,00	1385,00	1737,00	1389,50
	sixth six months of experience	1825,00	1460,00	1832,50	1466,00
	seventh six months of experience	1935,00	1548,00	1946,00	1557,00
	eighth six months of experience	2037,50	1630,00	2046,00	1637,00
	next four months of experience	2148,00	1718,50	2156,00	1725,00
	Thereafter, the wage specified in (v)(i) i.e.	2608,00	2086,50	2619,50	2095,50
(w)	Beader	1626,50	1301,00	1632,00	1305,50
(x)	Chlorinator	1462,50	1170,00	1470,50	1176,50
(y)	Componder	1731,00	1385,00	1737,00	1389,50
(z)	Dipper				
	(i) Qualified:				
	Category A	1731,00	1385,00	1737,00	1389,50
	Category B	1768,50	1415,00	1777,00	1421,50
	Category C	1827,50	1462,00	1834,00	1467,00
	(ii) Learners:				
	first six months of experience to Category A	1316,50	1067,65	1322,50	1067,65
	first six months of experience to Category B	1731,00	1385,00	1737,00	1389,50




WAGES			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		first six months of experience to Category C	1768,50	1415,00	1777,00	1421,50
(aa)	Glove turner		2098,50	1679,00	2108,00	1686,50
(ab)	Mouldmaker		1663,50	1331,00	1670,00	1336,00
(ac)	Packer		1397,50	1118,00	1403,50	1123,00
(ad)	Quality product co-ordinator		2195,00	1756,00	2203,50	1763,00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.						

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

WAGES	GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)
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DESCRIPTION		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	3047,00	2437,50	3011,00	2409,00	3058,50	2447,00	3022,50	2418,00
(b)	Learner								
	First year								
	First six months of experience	1706,50	1365,00	1686,50	1349,00	1712,00	1369,50	1692,00	1353,50
	Second six months of experience	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1493,00
	Second year								
	First six months of experience	2060,50	1648,50	2036,50	1629,00	2071,00	1657,00	2046,50	1637,00
	Second six months of experience	2250,00	1800,00	2223,50	1779,00	2261,00	1809,00	2234,50	1787,50
	Third year								
	First six months of experience	2455,00	1964,00	2426,00	1941,00	2465,50	1972,50	2436,50	1949,00
	Next four months of experience	2648,00	2118,50	2617,00	2093,50	2661,50	2129,00	2630,00	2104,00
	Thereafter, the wage specified in (a), i.e.	3047,00	2437,50	3011,00	2409,00	3058,50	2447,00	3022,50	2418,00
Pattern Grader									
(a)	Qualified	2457,50	1966,00	2428,50	1943,00	2467,00	1973,50	2438,00	1950,50
(b)	Learner								
	First year								
	First six months of experience	1603,00	1282,50	1584,00	1267,00	1613,50	1291,00	1594,50	1275,50
	Second six months of experience	1706,50	1365,00	1686,50	1349,00	1712,00	1369,50	1692,00	1353,50
	Second year								
	First six months of experience	1805,50	1444,50	1784,50	1427,50	1817,50	1454,00	1796,00	1437,00
	Second six months of experience	1935,50	1548,50	1912,50	1530,00	1944,50	1555,50	1921,50	1537,00
	Third year								
	First six months of	2060,50	1648,50	2036,50	1629,00	2071,00	1657,00	2046,50	1637,00




WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION									
	experience								
	Next four months of experience	2194,50	1755,50	2168,50	1735,00	2205,00	1764,00	2179,00	1743,00
	Thereafter, the wage specified in (a), i.e.	2457,50	1966,00	2428,50	1943,00	2467,00	1973,50	2438,00	1950,50
Football Jersey Cutter									
(a)	Qualified	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
(b)	Learner								
	First year								
	First six months of experience	1282,50	1080,35	1267,50	1067,65	1286,50	1080,35	1271,50	1067,65
	Second six months of experience	1360,00	1088,00	1344,00	1075,00	1364,00	1091,00	1348,00	1078,50
	Second year								
	First six months of experience	1430,00	1144,00	1413,00	1130,50	1437,50	1150,00	1420,50	1136,50
	Second six months of experience	1506,00	1205,00	1488,50	1191,00	1515,00	1212,00	1497,00	1197,50
	Third year								
	First four months of experience	1580,50	1264,50	1562,00	1249,50	1586,50	1269,00	1568,00	1254,50
	Thereafter, the wage specified in (a), i.e.	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
Layer-up									
(a)	Qualified	1472,50	1178,00	1455,00	1164,00	1478,00	1182,50	1460,50	1168,50
(b)	Learner								
	First year								
	First six months of experience	1239,50	1080,35	1225,00	1067,65	1245,50	1080,35	1231,00	1067,65
	Second six months of experience	1282,50	1080,35	1267,50	1067,65	1286,50	1080,35	1271,50	1067,65
	Second year								
	First six months of experience	1339,50	1080,35	1323,50	1067,65	1346,00	1080,35	1330,00	1067,65
	Thereafter, the wage	1472,50	1178,00	1455,00	1164,00	1478,00	1182,50	1460,50	1168,50




WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION									
	specified in (a), i.e.								
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
(b)	Learner								
	First year								
	First six months of experience	1325,50	1080,35	1310,00	1067,65	1330,50	1080,35	1315,00	1067,65
	Second six months of experience	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Second year								
	First six months of experience	1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
	Second six months of experience	1603,00	1282,50	1584,00	1267,00	1613,50	1291,00	1594,50	1275,50
	Third year								
	First four months of experience	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
	Thereafter, the wage specified in (a), i.e.	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
Grade B employee									
(a)	Qualified	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
(b)	Learner								
	First year								
	First six months of experience	1306,50	1080,35	1291,00	1067,65	1313,00	1080,35	1297,50	1067,65
	Second six months of experience	1374,50	1099,50	1358,50	1087,00	1380,00	1104,00	1364,00	1091,00
	Second year								
	First six months of experience	1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	1432,50	1146,00
	Thereafter, the wage specified in (a), i.e.	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50

WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION									
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
	Second six months from date of advancement	1657,50	1326,00	1638,00	1310,50	1665,00	1332,00	1645,50	1316,50
	Third six months from date of advancement	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
Grade C employee									
(a)	Qualified	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
(b)	Learner								
	First year								
	First six months of experience	1279,50	1080,35	1264,50	1067,65	1285,50	1080,35	1270,50	1067,65
	Second six months of experience	1316,00	1080,35	1300,50	1067,65	1322,50	1080,35	1307,00	1067,65
	Thereafter, the wage specified in (a), i.e.	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Second six months from date of advancement	1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	1432,50	1146,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
Part C - Clerical Employees									
Clerk									
(a)	Qualified	2073,50	1659,00	2049,00	1639,00	2084,00	1667,00	2059,50	1647,50
(b)	Learner								
	First year	1531,50	1225,00	1513,50	1211,00	1536,00	1229,00	1518,00	1214,50



WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION									
	Second year	1663,50	1331,00	1644,00	1315,00	1671,00	1337,00	1651,50	1321,00
	Third year								
	First four months of experience	1818,50	1455,00	1797,00	1437,50	1827,00	1461,50	1805,50	1444,50
	Thereafter, the wage specified in (a), i.e.	2073,50	1659,00	2049,00	1639,00	2084,00	1667,00	2059,50	1647,50
Factory Clerk									
(a)	Qualified	1555,50	1244,50	1537,00	1229,50	1564,00	1251,00	1545,50	1236,50
(b)	Learner								
	First year	1239,50	1080,35	1225,00	1067,65	1245,50	1080,35	1231,00	1067,65
	Second year	1321,00	1080,35	1305,50	1067,65	1327,50	1080,35	1312,00	1067,65
	Third year								
	First four months of experience	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Thereafter, the wage specified in (a), i.e.	1555,50	1244,50	1537,00	1229,50	1564,00	1251,00	1545,50	1236,50
Part D - General									
	Boiler attendant	1477,50	1182,00	1460,00	1168,00	1486,00	1189,00	1468,50	1175,00
	Despatch packer	1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
	General Worker	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Labourer	1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	1432,50	1146,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -									
(a)	does not exceed 1 360 kg	1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
(b)	exceeds 1 360 but not 2 720 kg	1585,00	1268,00	1566,50	1253,00	1591,50	1273,00	1573,00	1258,50
(c)	exceeds 2 720 kg	1805,50	1444,50	1784,50	1427,50	1817,50	1454,00	1796,00	1437,00
	Supervisor, quality	1935,50	1548,50	1912,50	1530,00	1944,50	1555,50	1921,50	1537,00



WAGES		GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION									
controller and instructor									
Traveller's driver		1585,00	1268,00	1566,50	1253,00	1591,50	1273,00	1573,00	1258,50
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	1647,50	1318,00	1628,00	1302,50	1654,50	1323,50	1635,00	1308,00
(b)	60 hours per week	1728,00	1382,50	1707,50	1366,00	1737,50	1390,00	1717,00	1373,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage in line with this schedule.									

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

Clause No.	Existing 2022/2023	New 2023/2024
6.3(2)	1 September 2022	1 September 2023
12.1(3)(a)	75 cents	80 cents
12.1(3)(b)	R1,62	R1,73
12.2	55 cents	55 cents
12.4	81 cents	81 cents
14.1(1)	R3,46	R3,69



Clause No.	Existing 2022/2023	New 2023/2024
14.1(2)	R5,29	R5,64
15(1)	31 August 2023	31 August 2024
15(1)	1 September 2022	1 September 2023
Clause 19 Annexure C(5)	21 cents	22 cents

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

1. In clause 4(1), insert the following new expression preceding the existing wording:

"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), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)
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DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	4647,50	3718,00	4668,00	3734,50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1898,50	1519,00	1910,00	1528,00
	(ii) Learners				
	first six months of experience	1303,50	1067,64	1310,50	1067,64
	second six months of experience	1556,00	1245,00	1564,00	1251,00
	Thereafter. the wage specified in (ii)(i) i.e.	1898,50	1519,00	1910,00	1528,00
	(c) Cloakroom Supervisor/Watchman	1324,50	1067,64	1328,00	1067,64
	(d) Mechanic	4359,50	3487,50	4381,00	3505,00
	(e) Unqualified Mechanic	1625,00	1300,00	1634,50	1307,50
	(f) Watchman	1324,50	1067,64	1328,00	1067,64
	(g) Labourer	1067,64	1067,64	1082,50	1067,64
	(h) Boiler Attendant	1137,00	1067,64	1142,00	1067,64
(ii)	Pattern Grader				
	(i) Qualified	2461,50	1969,00	2473,50	1979,00
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1140,00	1067,64	1143,00	1067,64
	third six months of experience	1326,50	1067,64	1333,50	1067,64
	fourth six months of experience	1520,00	1216,00	1526,00	1221,00
	fifth six months of experience	1707,50	1366,00	1711,50	1369,00
	sixth six months of experience	1892,00	1513,50	1900,50	1520,50
	seventh six months of experience	2081,50	1665,00	2090,50	1672,50
	next four months of experience	2269,50	1815,50	2278,00	1822,50
	Thereafter. the wage specified in (ii)(i) i.e.	2461,50	1969,00	2473,50	1979,00
(iii)	Marker-In				
	(i) Qualified	1898,50	1519,00	1910,00	1528,00
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1192,00	1067,64	1196,50	1067,64
	fourth six months of experience	1305,50	1067,64	1312,50	1067,64
	fifth six months of experience	1427,50	1142,00	1432,50	1146,00
	sixth six months of experience	1542,00	1233,50	1550,00	1240,00
	seventh six months of experience	1662,50	1330,00	1670,50	1336,50
	next four months of experience	1777,50	1422,00	1785,00	1428,00
	Thereafter. the wage specified in (iii)(i) i.e.	1898,50	1519,00	1910,00	1528,00



WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	1522,00	1217,50	1530,50	1224,50
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1113,00	1067,64	1120,50	1067,64
	fourth six months of experience	1214,50	1067,64	1218,00	1067,64
	fifth six months of experience	1316,00	1067,64	1324,50	1067,64
	next four months of experience	1419,00	1135,00	1426,50	1141,00
	Thereafter, the wage specified in (iv)(i) i.e.	1522,00	1217,50	1530,50	1224,50
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	1324,50	1067,64	1328,00	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1113,00	1067,64	1120,50	1067,64
	next four months of experience	1215,00	1067,64	1219,00	1067,64
	Thereafter, the wage specified in (v)(i) i.e.	1324,50	1067,64	1328,00	1067,64
(vi)	(a) Invoice Clerk				
	(i) Qualified	1898,50	1519,00	1910,00	1528,00
	(ii) Learners				
	first six months of experience	1368,50	1095,00	1375,00	1100,00
	Thereafter, the wage specified in (vi)(a)(i) i.e.	1898,50	1519,00	1910,00	1528,00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	1391,00	1113,00	1397,50	1118,00
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1194,00	1067,64	1198,00	1067,64
	Thereafter, the wage specified in (vi)(b)(i) i.e.	1391,00	1113,00	1397,50	1118,00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	1498,50	1199,00	1504,00	1203,00




WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(ii)	Learners				
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		third six months of experience	1099,50	1067,64	1104,00	1067,64
		fourth six months of experience	1198,00	1067,64	1203,00	1067,64
		fifth six months of experience	1296,50	1067,64	1304,50	1067,64
		next four months of experience	1399,50	1119,50	1406,00	1125,00
		Thereafter. the wage specified in (vii)(i) i.e.	1498,50	1199,00	1504,00	1203,00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	1637,50	1310,00	1645,50	1316,50
	(b)	Exceeds 2 722 kg	1904,50	1523,50	1913,50	1531,00
(ix)	Part-time Driver of a Motor Vehicle		1 309,00	1 047,00	1492,00	1193,50
(x)	Knitting Machine Operator					
	(i)	Qualified	1952,00	1561,50	1962,50	1570,00
	(ii)	Learners				
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1086,00	1067,64
		third six months of experience	1253,50	1067,64	1257,00	1067,64
		fourth six months of experience	1428,50	1142,80	1433,00	1146,50
		fifth six months of experience	1602,00	1281,50	1607,50	1286,00
		next four months of experience	1778,00	1422,50	1786,50	1429,00
		Thereafter. the wage specified in (x)(i) i.e.	1952,00	1561,50	1962,50	1570,00
(xi)	Maintenance hand					
	(i)	Qualified	1120,50	1067,64	1123,00	1067,64
	(ii)	Learners				
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		third six months of experience	1082,50	1067,64	1082,50	1067,64
		fourth six months of experience	1082,50	1067,64	1082,50	1067,64
		next four months of experience	1082,50	1067,64	1085,50	1067,64
		Thereafter, the wage specified in (xi)(i) i.e.	1120,50	1067,64	1123,00	1067,64
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						



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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(i)	Sewing Machinist				
(a)					
	(i) Qualified	1324,50	1067,64	1328,00	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter, the wage specified in (i)(i) i.e.	1324,50	1067,64	1328,00	1067,64
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
(b)					
	(i) Qualified	1324,50	1067,64	1328,00	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1082,50	1067,64	1082,50	1067,64
	fourth six months of experience	1113,00	1067,64	1120,50	1067,64
	fifth six months of experience	1181,50	1067,64	1187,00	1067,64
	next four months of experience	1253,00	1067,64	1256,00	1067,64
	Thereafter, the wage specified in (i)(i) i.e.	1324,50	1067,50	1328,00	1067,64
	Set Leader and/or Team Leader	1406,00	1125,00	1411,00	1129,00
(ii)	General Worker/Pleater				
	(i) Qualified	1082,50	1067,64	1082,50	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter, the wage specified in (ii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	1082,50	1067,64	1082,50	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter, the wage specified in (iii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iv)	Plain Sewer				
	(i) Qualified	1082,50	1067,64	1082,50	1067,64



WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter. the wage specified in (iv)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(v)	Sample Machinist	1504,00	1203,00	1512,50	1210,00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i)	Sewing Machinist				
(a)					
	(i) Qualified:	1273,50	1067,64	1278,00	1067,64
	(ii) Learners:				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter, the wage specified in (i)(a)(i) i.e.	1273,50	1067,64	1278,00	1067,64
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scribe and Screen Printer:				
(b)					
	(i) Qualified:	1273,50	1067,64	1278,00	1067,64
	(ii) Learners:				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	third six months of experience	1082,50	1067,64	1082,50	1067,64
	fourth six months of experience	1083,50	1067,64	1082,50	1067,64
	fifth six months of experience	1138,00	1067,64	1142,50	1067,64
	Next four months of experience	1205,50	1067,64	1208,50	1067,64
	Thereafter, the wage specified in (i)(b)(i) i.e.	1273,50	1067,64	1278,00	1067,64
	Set Leader and/or Team Leader	1353,00	1082,50	1359,00	1087,00
(ii)	General Worker/Pleater				
	(i) Qualified	1082,50	1067,64	1082,48	1067,64
	(ii) Learners				
	first six months of experience	1082,50	1067,64	1082,50	1067,64
	second six months of experience	1082,50	1067,64	1082,50	1067,64
	Thereafter. the wage specified in (ii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iii)	Despatch Packer				
	(i) Qualified	1082,50	1067,64	1082,50	1067,64




WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		Thereafter. the wage specified in (iii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iv)	Layer-Up					
	(i) Qualified		1082,50	1067,64	1082,50	1067,64
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		Thereafter. the wage specified in (iv)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(v)	Plain Sewer					
	(i) Qualified		1082,50	1067,64	1082,50	1067,64
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		Thereafter. the wage specified in (iv)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(vi)	Sample Machinist		1 268,50	1 015,00	1446,50	1157,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, Across-the-Board.						

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

Clause No.	Existing 2022/2023	New 2023/2024
20(1)(a)	R3,51	R3,74
20(1)(b)	R3,78	R4,03




21(3)	R29,17	R31.08
23D(1)	55 cents	59 cents
23E(2)	82 cents	87 cents
Clause No.	Existing 2022/2023	New 2023/2024
35(5)	24 cents	26 cents
36(1)	31 August 2023	1 September 2023

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

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

WAGE SCHEDULE			GROUP A (i.e Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A			R	R	R	R
GRADE 1						
	(a)	Qualified	1 698.80	1 359.05	1 706.70	1 365.35
	(b)	Learner				
		0 - 6 months	1 121.30	1 080.35	1 126.65	1 080.35
		7 - 12 months	1 240.35	1 080.35	1 246.05	1 080.35




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		13 - 18 months **	1 359.20	1 087.35	1 365.60	1 092.50
		Thereafter, the qualifying wage applies	1 698.80	1 359.05	1 706.70	1 365.35
GRADE 2						
	(a)	Qualified	1 476.40	1 181.10	1 483.45	1 186.75
	(b)	Learner				
		0 - 6 months	1 115.35	1 080.35	1 120.45	1 080.35
		Thereafter, the qualifying wage applies	1 476.40	1 181.10	1 483.45	1 186.75
GRADE A						
	(a)	Qualified	1 512.85	1 210.30	1 519.65	1 215.70
	(b)	Learner				
		0 - 6 months	1 175.05	1 080.35	1 180.65	1 080.35
		Thereafter, the qualifying wage applies	1 512.85	1 210.30	1 519.65	1 215.70
HEAD CUTTER			2 710.45	2 168.35	2 722.80	2 178.25
ASSISTANT HEAD CUTTER			2 168.15	1 734.50	2 178.05	1 742.45
CUTTER/TRIMMER						
	(a)	Qualified	1 702.90	1 362.30	1 710.90	1 368.70
	(b)	Learner				
		0 - 6 months	1 068.15	1 080.35	1 073.20	1 080.35




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		7 - 12 months	1 193.55	1 080.35	1 198.75	1 080.35
		13 - 18 months	1 313.70	1 080.35	1 319.90	1 080.35
		19 - 22 months	1 456.65	1 165.30	1 463.20	1 170.55
		Thereafter, the qualifying wage applies	1 702.90	1 362.30	1 710.90	1 368.70
BAND KNIFE CUTTER						
	(a)	Qualified	1 792.20	1 433.75	1 800.40	1 440.30
	(b)	Learner				
		0 - 6 months	1 195.10	1 080.35	1 200.45	1 080.35
		7 - 12 months	1 327.10	1 080.35	1 333.30	1 080.35
		13 - 18 months	1 448.10	1 158.50	1 455.05	1 164.05
		19 - 22 months	1 586.10	1 268.90	1 593.35	1 274.70
		Thereafter, the qualifying wage applies	1 792.20	1 433.75	1 800.40	1 440.30
MECHANIC						
	(a)	Qualified	2 912.75	2 330.20	2 926.05	2 340.85
	(b)	Learner				
		0 - 6 months	1 343.85	1 080.35	1 349.95	1 080.35
		7 - 12 months	1 543.20	1 234.55	1 550.45	1 240.35

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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		13 - 18 months	1 771.05	1 416.85	1 779.50	1 423.60
		19 - 24 months	1 999.10	1 599.30	2 008.50	1 606.80
		25 - 30 months	2 242.00	1 793.60	2 252.55	1 802.05
		31 - 36 months	2 465.60	1 972.50	2 476.95	1 981.55
		37 - 40 months	2 685.30	2 148.25	2 697.80	2 158.25
		Thereafter, the qualifying wage applies				
			2 912.75	2 330.20	2 926.05	2 340.85
CLERK *						
	(a)	Qualified	1 820.55	1 456.45	1 829.00	1 463.20
	(b)	Learner				
		0 - 6 months	1 237.80	1 080.35	1 243.50	1 080.35
		7 - 12 months	1 397.60	1 118.10	1 404.05	1 123.25
		13 - 18 months	1 529.05	1 223.25	1 535.95	1 228.75
		Thereafter, the qualifying wage applies				
			1 820.55	1 456.45	1 829.00	1 463.20
WATCHMAN			1 525.90	1 220.70	1 532.95	1 226.35
DRIVER 1			1 433.25	1 146.60	1 439.85	1 151.90
DRIVER 2			1 566.05	1 252.85	1 573.35	1 258.70
DRIVER 3			1 826.15	1 460.90	1 834.60	1 467.70
DRIVER 4			2 205.60	1 764.50	2 215.85	1 772.70





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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
FOREPERSON				2 088.00	1 670.40	2 097.70	1 678.15
*				Provided a registered productivity incentive scheme is in place.			
**				Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.			
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, 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)

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)

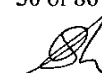



Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(i)	Foreman:			3 188.90	2 551.10	3 203.65	2 562.90
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i)	Qualified:		3 069.60	2 455.70	3 083.70	2 466.95
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 599.15	1 279.30	1 606.45	1 285.15
			third six months of experience	2 089.55	1 671.65	2 099.15	1 679.30
			next four months of experience	2 579.50	2 063.60	2 591.30	2 073.05
			Thereafter, the wage specified in (iii)(i) i.e.	3 069.60	2 455.70	3 083.70	2 466.95
(iv)	Mechanic/Dyer:						
	(i)	Qualified:		3 188.90	2 551.10	3 203.65	2 562.90
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			second six months of experience	1 316.60	1 080.35	1 323.00	1 080.35
			third six months of experience	1 524.60	1 219.70	1 531.85	1 225.50
			fourth six months of experience	1 732.95	1 386.35	1 740.85	1 392.70
			fifth six months of experience	1 941.15	1 552.90	1 950.30	1 560.25
			sixth six months of experience	2 148.40	1 718.70	2 158.40	1 726.70
			seventh six months of experience	2 357.10	1 885.70	2 367.95	1 894.35
			eighth six months of experience	2 565.00	2 052.00	2 577.00	2 061.60
			ninth six months of experience	2 772.75	2 218.20	2 785.65	2 228.50

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WAGE SCHEDULE				GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			next four months of experience	2 981.30	2 385.05	2 995.05	2 396.05
			Thereafter, the wage specified in (iv)(i) i.e.	3 188.90	2 551.10	3 203.65	2 562.90
(v)	Mechanic's Assistant:						
	(i)	Qualified:		2 088.90	1 671.10	2 098.65	1 678.90
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 206.00	1 080.35	1 211.60	1 080.35
			third six months of experience	1 305.40	1 080.35	1 311.50	1 080.35
			fourth six months of experience	1 402.25	1 121.80	1 408.75	1 127.00

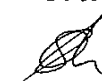
WAGE SCHEDULE				GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			fifth six months of experience	1 500.80	1 200.65	1 507.95	1 206.35
			sixth six months of experience	1 599.25	1 279.40	1 606.65	1 285.30
			seventh six months of experience	1 696.75	1 357.40	1 704.55	1 363.65
			eighth six months of experience	1 795.25	1 436.20	1 803.30	1 442.65
			ninth six months of experience	1 892.65	1 514.10	1 901.45	1 521.15
			next four months of experience	1 990.95	1 592.75	1 999.95	1 599.95
			Thereafter, the wage specified in (v)(i) i.e.	2 088.90	1 671.10	2 098.65	1 678.90
(vi)	Supervisor:			2 208.30	1 766.65	2 218.45	1 774.75




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(vii)	Final Examiner of fully-fashioned garments:			2 050.65	1 640.50	2 060.15	1 648.10
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
	(i)	Qualified:		2 007.95	1 606.35	2 017.30	1 613.85
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 333.50	1 080.35	1 339.70	1 080.35
			third six months of experience	1 558.35	1 246.70	1 565.70	1 252.55
			next four months of experience	1 783.35	1 426.70	1 791.60	1 433.30
			Thereafter, the wage specified in (viii)(i)	2 007.95	1 606.35	2 017.30	1 613.85



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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			i.e.				
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:						
	(i)	Qualified:		2 007.95	1 606.35	2 017.30	1 613.85
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			second six months of experience	1 258.30	1 080.35	1 264.40	1 080.35
			third six months of experience	1 408.00	1 126.40	1 414.55	1 131.65
			fourth six months of experience	1 558.35	1 246.70	1 565.80	1 252.65
			fifth six months of experience	1 708.15	1 366.50	1 715.85	1 372.70
			next four months of experience	1 858.30	1 486.65	1 866.95	1 493.55
			Thereafter, the wage specified in (ix)(i) i.e.	2 007.95	1 606.35	2 017.30	1 613.85




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:						
	(i)	Qualified:		1 752.10	1 401.70	1 760.35	1 408.30
	(ii)	Learners:				-	
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 269.30	1 080.35	1 275.05	1 080.35

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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			third six months of experience	1 429.95	1 143.95	1 436.60	1 149.30
			next four months of experience	1 591.35	1 273.10	1 598.70	1 278.95
			Thereafter, the wage specified in (x)(i) i.e.	1 752.10	1 401.70	1 760.35	1 408.30

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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:						
		(a) does not exceed 453,5 kg		1 674.95	1 339.95	1 682.65	1 346.10
		(b) exceeds 453,5 kg but not 2 721 kg		1 977.60	1 582.10	1 986.80	1 589.45




WAGE SCHEDULE				GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		(c) exceeds 2 721 kg but not 4 535 kg		2 105.90	1 684.70	2 115.60	1 692.50
		(d) exceeds 4 535 kg		2 285.35	1 828.30	2 295.70	1 836.55
(xii)	Security Officer:			2 558.15	2 046.50	2 569.95	2 055.95
(xiii)	Watchman:			1 974.15	1 579.30	1 983.30	1 586.65
(xiv)	Employee not elsewhere specified:						
	(i)	Qualified:		2 055.35	1 644.30	2 064.75	1 651.80
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 345.05	1 080.35	1 351.55	1 081.25

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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			third six months of experience	1 582.45	1 265.95	1 589.65	1 271.70
			next four months of experience	1 818.65	1 454.90	1 827.15	1 461.70
			thereafter, the wage specified in (xiv)(i) i.e.	2 055.35	1 644.30	2 064.75	1 651.80




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National 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 hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner				

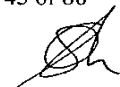
WAGE SCHEDULE				GROUP A (i.e. Employers contributing to the Productivity Incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(i)	Qualified:		1 440.40	1 152.30	1 447.00	1 157.60
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 219.05	1 080.35	1 224.75	1 080.35
			third six months of experience	1 330.55	1 080.35	1 336.50	1 080.35
			Thereafter, the wage specified in (xv) (i) i.e.	1 440.40	1 152.30	1 447.00	1 157.60
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker			1 440.40	1 152.30	1 447.00	1 157.60




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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xvii)	General Worker (Knitting)			1 673.15	1 338.50	1 680.95	1 344.75
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, Across-the-Board.							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW							

“

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




Clause No.	Existing 2022/2023	New 2023/2024
25(1)	R4,14	R4,41
25(2)	R5,61	R5,97
26(1)	52 cents	55 cents
26(2)	74 cents	79 cents
40(1)	31 August 2023	31 August 2024
40(1)	1 September 2022	1 September 2023
Annexure C of Clause 43(5)	24 cents	26 cents

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

1. In clause 4A(1), insert the following new expression preceding the existing wording:

"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(1), substitute the existing wage schedule with the following new wage schedule:




WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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:	3055,70	2444,60	3069,80	2455,80
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1424,40	1139,50	1431,10	1144,90
	third six months of experience	1752,90	1402,30	1761,00	1408,80
	fourth six months of experience	2051,70	1641,40	2061,30	1649,00
	fifth six months of experience	2408,00	1926,40	2419,50	1935,60
	next four months of experience	2734,80	2187,80	2747,50	2198,00
	Thereafter, the wage specified in (A)(i) i.e.	3055,70	2444,60	3069,80	2455,80
(B)	Marker-In:				
	(i) Qualified:	2537,00	2029,60	2549,10	2039,30
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1337,70	1070,20	1344,20	1075,40
	third six months of experience	1578,30	1262,60	1585,90	1268,70
	fourth six months of experience	1817,70	1454,20	1826,70	1461,40
	fifth six months of experience	2057,80	1646,20	2067,80	1654,20
	next four months of experience	2298,20	1838,60	2308,60	1846,90
	Thereafter, the wage specified in (B)(i) i.e.	2537,00	2029,60	2549,10	2039,30
(C)	Mechanic:				
	(i) Qualified:	2474,30	1979,40	2486,20	1989,00
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1250,90	1016,80	1256,60	1016,80
	third six months of experience	1403,90	1123,10	1410,70	1128,60
	fourth six months of experience	1557,10	1245,70	1564,40	1251,50
	fifth six months of experience	1710,70	1368,60	1718,70	1375,00
	sixth six months of experience	1862,00	1489,60	1871,10	1496,90
	seventh six months of experience	2016,50	1613,20	2025,90	1620,70
	eighth six months of experience	2168,90	1735,10	2179,50	1743,60
	next four months of experience	2322,50	1858,00	2333,40	1866,70




WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter. the wage specified in (C)(i) i.e.	2474,30	1979,40	2486,20	1989,00
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:		1837,60	1470,10	1846,70	1477,40
	(ii) Learners:					
		first six months of experience	1100,70	1016,80	1105,40	1016,80
		second six months of experience	1283,20	1026,60	1289,60	1031,70
		third six months of experience	1468,90	1175,10	1475,70	1180,60
		next four months of experience	1655,80	1324,60	1663,30	1330,60
		Thereafter. the wage specified in (D)(i) i.e.	1837,60	1470,10	1846,70	1477,40
*(E1)	Sample Machinist:		1 602,90	1 282,30	1827,30	1461,80
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
	(i) Qualified:		1588,50	1270,80	1596,00	1276,80
	(ii) Learners:					
		first six months of experience	1100,70	1016,80	1105,40	1016,80
		second six months of experience	1220,90	1016,80	1226,50	1016,80
		third six months of experience	1341,30	1073,00	1348,00	1078,40
		Thereafter. the wage specified in (E)(i) i.e.	1588,50	1270,80	1596,00	1276,80
(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:					




WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(i) Qualified:	1588,50	1270,80	1596,00	1276,80
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1220,90	1016,80	1226,50	1016,80
	third six months of experience	1341,30	1073,00	1348,00	1078,40
	next four months of experience	1469,20	1175,40	1475,80	1180,60
	Thereafter. the wage specified in (E)(i) i.e.	1588,50	1270,80	1596,00	1276,80
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1887,60	1510,10	1896,80	1517,40
	(ii) Learners:				
	first six months of experience	1588,50	1270,80	1596,00	1276,80
	second six months of experience	1691,90	1353,50	1699,60	1359,70
	third six months of experience.	1791,30	1433,00	1799,80	1439,80
	Thereafter. the wage specified in (F1)(i) i.e	1887,60	1510,10	1896,80	1517,40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1887,60	1510,10	1896,80	1517,40
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1296,90	1037,50	1302,70	1042,20
	third six months of experience	1494,00	1195,20	1501,10	1200,90




WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		next four months of experience	1693,20	1354,60	1701,40	1361,10
		Thereafter. the wage specified in (F)(i) i.e.	1887,60	1510,10	1896,80	1517,40
(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:	1317,90	1054,30	1323,90	1059,10
	(ii)	Learners:				
		first six months of experience	1100,70	1016,80	1105,40	1016,80
		second six months of experience	1153,70	1016,80	1158,60	1016,80
		third six months of experience	1207,70	1016,80	1213,70	1016,80
		next four months of experience	1261,90	1016,80	1267,60	1016,80
		Thereafter. the wage specified in (G)(i) i.e	1317,90	1054,30	1323,90	1059,10
(H1)	Foreman:		4168,80	3335,00	4188,20	3350,60
(H2)	Supervisor, Assistant Foreman, Head Cutter:		2273,70	1819,00	2284,20	1827,40
(H3)	Artisan:		4759,10	3807,30	4780,90	3824,70
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		1464,40	1171,50	1471,30	1171,50
(H5)	Watchman:		1692,10	1353,70	1700,10	1360,10
(H6)	Driver (Light Motor Vehicle):		1668,00	1334,40	1675,50	1340,40
(H7)	Driver (Medium Motor Vehicle):		1783,60	1426,90	1791,60	1433,30




WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, Across-the-Board.					

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

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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	3055,70	187,60	2444,60	3069,80	188,50	2455,80
B	2537,00	155,80	2029,60	2549,10	156,50	2039,30




Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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
C	2474,30	151,90	1979,40	2486,20	152,70	1989,00
D	1837,60	112,80	1470,10	1846,70	113,40	1477,40
E1	1588,50	97,50	1270,80	1596,00	98,00	1276,80
E (a)	1588,50	97,50	1270,80	1596,00	98,00	1276,80
E (b)	1887,60	115,90	1510,10	1896,80	116,50	1517,40
F1	1887,60	115,90	1510,10	1896,80	116,50	1517,40
F	1317,90	80,90	1054,30	1323,90	81,30	1059,10
G	4168,80	256,00	3335,00	4188,20	257,20	3350,60
H1	2273,70	139,60	1819,00	2284,20	140,30	1827,40
H2	4759,10	292,20	3807,30	4780,90	293,60	3824,70
H3	1464,40	89,90	1171,50	1471,30	90,30	1177,00
H4	1692,10	103,90	1353,70	1700,10	104,40	1360,10
H5	1668,00	102,40	1334,40	1675,50	102,90	1340,40
H6	1783,60	109,50	1426,90	1791,60	110,00	1433,30
H7	1317,90	80,90	1054,30	1323,90	81,30	1059,10

4. In clause 4B(8), insert the following new expression preceding the existing wording:

"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."




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

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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:	2564,60	2051,70	2570,50	2056,40
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	2034,00	1627,20	2039,40	1631,50
	(ii) Learners:				
	first six months of experience	1441,20	1153,00	1444,60	1155,70
	second six months of experience	1575,90	1260,70	1579,40	1263,50
	third six months of experience	1730,20	1384,20	1734,20	1387,40
	next four months of experience	1918,60	1534,90	1923,30	1538,60
	Thereafter, the wage specified in (b)(i) i.e.	2034,00	1627,20	2039,40	1631,50
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1711,50	1369,20	1715,50	1372,40
	(ii) Learners:				
	first six months of experience	1418,60	1134,90	1422,00	1137,60
	second six months of experience	1464,50	1171,60	1467,80	1174,20
	third six months of experience	1557,10	1245,70	1560,60	1248,50
	next four months of experience	1629,50	1303,60	1633,60	1306,90
	Thereafter, the wage specified in (c)(1)(i) i.e.	1711,50	1369,20	1715,50	1372,40
	(2) Driver:	1711,50	1369,20	1715,50	1372,40
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1584,10	1267,30	1587,30	1269,80

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(ii) Learners:					
	first six months of experience	1042,22	1042,22	1042,22	1042,22
	second six months of experience	1141,20	1042,22	1143,80	1042,22
	third six months of experience	1221,90	1042,22	1225,00	1042,22
	next four months of experience	1410,70	1128,60	1414,00	1131,20
	Thereafter. the wage specified in (d)(i) i.e.	1584,10	1267,30	1587,30	1269,80
(e) Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:	1350,10	1080,10	1353,10	1082,50
	(ii) Learners:				
	first six months of experience	1042,22	1042,22	1042,22	1042,22
	second six months of experience	1094,70	1042,22	1097,30	1042,22
	third six months of experience	1175,40	1042,22	1178,60	1042,22
	next four months of experience	1264,90	1042,22	1267,50	1042,22
	Thereafter. the wage specified in (e)(i) i.e.	1350,10	1080,10	1353,10	1082,50
(f) Boiler Attendant & Watchman:		1476,70	1181,40	1480,40	1184,30
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, Across-the-Board.					

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

Clause No.	Existing 2022/2023	New 2023/2024
4A(1)	31 August 2023	1 September 2023
27(1)	31 August 2023	1 September 2023




Clause No.	Existing 2022/2023	New 2023/2024
27(1)	1 September 2023	1 September 2024
30(5)	25 cents	27 cents
33 (1)(a)	R3,51	R3,74
33(1)(b)	R3,78	R4,03

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

1. In clause 4(1)(a), insert the following new expression preceding the existing wording:

"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)(a), substitute the existing wage schedule with the following new wage schedule:

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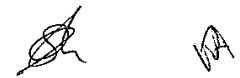

DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(i)	Foreman:	3169,70	2535,80	3184,80	2547,80
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	3051,00	2440,80	3065,40	2452,30
	(ii) Learners:				
	first six months of experience	1101,40	1080,35	1106,80	1080,40
	second six months of experience	1589,00	1271,20	1596,20	1277,00
	third six months of experience	2076,30	1661,00	2086,10	1668,90
	next four months of experience	2563,70	2051,00	2575,90	2060,70
	Thereafter. the wage specified in (iii)(i) i.e.	3051,00	2440,80	3065,40	2452,30
(iv)	Mechanic/Dyer:				
	(i) Qualified:	3169,70	2535,80	3184,80	2547,80
	(ii) Learners:				
	first six months of experience	1101,40	1080,35	1106,80	1080,35
	second six months of experience	1308,30	1080,35	1314,30	1080,35
	third six months of experience	1515,00	1212,00	1522,20	1217,80
	fourth six months of experience	1722,10	1377,70	1730,00	1384,00
	fifth six months of experience	1928,70	1543,00	1937,90	1550,30
	sixth six months of experience	2135,40	1708,30	2145,40	1716,30
	seventh six months of experience	2342,30	1873,80	2353,40	1882,70
	eighth six months of experience	2549,20	2039,40	2561,30	2049,00
	ninth six months of experience	2755,60	2204,50	2768,40	2214,70
	next four months of experience	2963,60	2370,90	2977,30	2381,80
	Thereafter. the wage specified in (iv)(i) i.e.	3169,70	2535,80	3184,80	2547,80
(v)	Mechanic's Assistant:				
	(i) Qualified:	2075,80	1660,60	2085,10	1668,10
	(ii) Learners:				
	first six months of experience	1101,40	1080,35	1106,80	1080,35
	second six months of experience	1198,00	1080,35	1203,20	1080,35
	third six months of experience	1273,60	1080,35	1302,70	1080,35
	fourth six months of experience	1393,50	1114,80	1399,50	1119,60
	fifth six months of experience	1491,40	1193,10	1498,20	1198,60
	sixth six months of experience	1589,10	1271,30	1596,40	1277,10
	seventh six months of experience	1685,90	1348,70	1694,00	1355,20




WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			eighth six months of experience	1784,30	1427,40	1791,80	1433,40
			ninth six months of experience	1880,90	1504,70	1889,40	1511,50
			next four months of experience	1978,90	1583,10	1987,80	1590,20
			Thereafter, the wage specified in (v)(i) i.e.	2075,80	1660,60	2085,10	1668,10
(vi)			Supervisor:	2194,80	1755,80	2205,00	1764,00
(vii)			Final Examiner of fully-fashioned garments:	2037,60	1630,10	2047,40	1637,90
(viii)			Factory Clerk, Despatch Clerk, Stores Clerk:				
			(i) Qualified	1995,20	1596,20	2004,80	1603,80
			(ii) Learners:				
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1324,60	1080,35	1331,00	1080,35
			third six months of experience	1548,30	1238,60	1555,30	1244,20
			next four months of experience	1772,10	1417,70	1780,60	1424,50
			Thereafter, the wage specified in (viii)(i) i.e.	1995,20	1596,20	2004,80	1603,80
(ix)			Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
			(i) Qualified:	1995,20	1596,20	2004,80	1603,80
			(ii) Learners:				
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1250,30	1080,35	1255,50	1080,35
			third six months of experience	1398,90	1119,10	1405,20	1124,20
			fourth six months of experience	1548,30	1238,60	1555,30	1244,20
			fifth six months of experience	1697,00	1357,60	1705,30	1364,20
			next four months of experience	1846,60	1477,30	1854,80	1483,80
			Thereafter, the wage specified in (ix)(i) i.e.	1995,20	1596,20	2004,80	1603,80
(x)(a)			Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
			(i) Qualified:	1741,10	1392,90	1749,00	1399,20




WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			(ii) Learners:				
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1260,90	1080,35	1266,90	1080,35
			third six months of experience	1420,60	1136,50	1427,60	1142,10
			next four months of experience	1581,20	1265,00	1588,50	1270,80
			Thereafter, the wage specified in (x)(i) i.e.	1741,10	1392,90	1749,00	1399,20
(x)(b)			Sewing Machinist including a button, buttonhole and hemming machinist:				
			(i) Qualified:	1741,10	1392,90	1749,00	1399,20
			(ii) Learners:				
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1260,90	1080,35	1266,90	1080,35
			third six months of experience	1420,60	1136,50	1427,60	1142,10
			Thereafter, the wage specified in (x)(i) i.e.	1741,10	1392,90	1749,00	1399,20
(xi)			Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
			(a) does not exceed 453,5 kg	1664,50	1331,60	1672,10	1337,70
			(b) exceeds 453,5 kg but not 2 721 kg	1965,20	1572,20	1974,00	1579,20
			(c) exceeds 2 721 kg but not 4 535 kg	2092,70	1674,20	2102,50	1682,00
			(d) exceeds 4 535 kg	2270,90	1816,70	2281,80	1825,40
(xii)			Security Officer:	2542,50	2034,00	2553,90	2043,10
(xiii)			Watchman:	1961,80	1569,40	1970,80	1576,60
(xiv)			Employee not elsewhere specified:				
			(i) Qualified:	2042,40	1633,90	2051,80	1641,40
			(ii) Learners:				
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1336,00	1080,35	1342,50	1080,35
			third six months of experience	1571,90	1257,50	1579,40	1263,50
			next four months of experience	1807,10	1445,70	1815,40	1452,30
			Thereafter, the wage specified in (xiv)(i) i.e.	2042,40	1633,90	2051,80	1641,40



WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:			1662,50	1330,00	1670,30	1336,20
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1431,10	1144,90	1437,70	1150,20
(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:			1431,10	1144,90	1437,70	1150,20
	(ii) Learners:						
	first six months of experience			1101,40	1080,35	1106,80	1080,35
	second six months of experience			1210,70	1080,35	1216,50	1080,35
	third six months of experience			1321,80	1080,35	1327,60	1080,35
	Thereafter. the wage specified in (xvii) (i) i.e.			1431,10	1144,90	1437,70	1150,20

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, Across-the-Board.							

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

Clause No.	Existing 2022/2023	New 2023/2024
11(2)(a)	R3,51	R3,74
11(2)(b)	R3,78	R4,03
13E(1)	54 cents	58 cents
13F(2)	81 cents	86 cents
19(4)	R30.54	R32.54
19(5)	R30.54	R32.54
20(2)(b)	R9,56	R10,19
30(5)	25 cents	27 cents
31(1)	31 August 2023	1 September 2023




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

1. In clause 1(2)(b), substitute the new expression "R167 412,00 per annum" for the existing expression "R157 146,00 per annum".
2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

WAGE SCHEDULE		GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department				R	R
Head Cutter		3207,50	2566,00	3219,50	2575,50
Pattern Maker:					
(a)	Qualified	3207,50	2566,00	3219,50	2575,50
(b)	Learner				
	First year				
	First six months of experience	1796,50	1437,00	1802,00	1441,50
	Second six months of experience	1984,00	1587,00	1990,00	1592,00
	Second year				
	First six months of experience	2169,00	1735,00	2180,00	1744,00
	Second six months of experience	2368,50	1895,00	2380,00	1904,00
	Third year				
	First six months of experience	2584,00	2067,00	2595,00	2076,00
	Next four months of experience	2787,50	2230,00	2801,50	2241,00
	Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
Pattern Grader					
(a)	Qualified	2587,00	2069,50	2597,00	2077,50
(b)	Learner				
	First year				
	First six months of experience	1687,50	1350,00	1698,50	1359,00
	Second six months of experience	1796,50	1437,00	1802,00	1441,50
	Second year				

		First six months of experience	1900,50	1520,50	1913,00	1530,50
		Second six months of experience	2037,50	1630,00	2047,00	1637,50
		WAGE SCHEDULE	GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
		DESCRIPTION	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Third year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Next four months of experience	2310,00	1848,00	2321,00	1857,00
		Thereafter, the wage specified in (a), i.e.	2587,00	2069,50	2597,00	2077,50
		Cutter, lay-maker:				
	(a)	Qualified	2495,00	1996,00	2504,50	2003,50
	(b)	Learner				
		First year				
		First six months of experience	1514,50	1211,50	1523,50	1219,00
		Second six months of experience	1668,50	1335,00	1675,00	1340,00
		Second year				
		First six months of experience	1819,00	1455,00	1829,00	1463,00
		Second six months of experience	1990,00	1592,00	2002,50	1602,00
		Third year				
		First four months of experience	2182,50	1746,00	2193,50	1755,00
		Thereafter, the wage specified in (a), i.e.	2495,00	1996,00	2504,50	2003,50
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	1798,00	1438,50	1806,00	1445,00
	(b)	Learner				
		First year				
		First six months of experience	1350,00	1080,35	1354,00	1083,00
		Second six months of experience	1431,50	1145,00	1436,00	1149,00
		Second year				
		First six months of experience	1505,00	1204,00	1513,00	1210,50
		Second six months of experience	1585,50	1268,50	1594,50	1275,50
		Third year				
		First four months of experience	1663,50	1331,00	1670,00	1336,00
		Thereafter, the wage specified in (a), i.e.	1798,00	1438,50	1806,00	1445,00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1948,00	1558,50	1957,50	1566,00
		Second six months from date of advancement	2182,50	1746,00	2193,50	1755,00

Thereafter, the wage specified for a qualified cutter, i.e.		2495,00	1996,00	2504,50	2003,50
WAGE SCHEDULE		GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Layer-up:					
(a)	Qualified	1550,00	1240,00	1556,00	1245,00
(b)	Learner				
	First year				
	First six months of experience	1304,50	1080,35	1311,00	1080,35
	Second six months of experience	1350,00	1080,35	1354,00	1083,00
	Second year				
	First six months of experience	1410,00	1128,00	1417,00	1133,50
	Thereafter, the wage specified in (a), i.e.	1550,00	1240,00	1556,00	1245,00
(c)	If advanced to learner cutter:				
	First six months	1550,00	1240,00	1556,00	1245,00
	Second six months	1819,00	1455,00	1829,00	1463,00
	Third six months	1990,00	1592,00	2002,50	1602,00
	Fourth six months from date of advancement	2182,50	1746,00	2193,50	1755,00
	Thereafter, the wage specified for a qualified cutter, i.e.	2495,00	1996,00	2504,50	2003,50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
	First six months	1550,00	1240,00	1556,00	1245,00
	Second six months	1663,50	1331,00	1670,00	1336,00
	Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1798,00	1438,50	1806,00	1445,00
(e)	If advanced to fitter-up:				
	First six months	1550,00	1240,00	1556,00	1245,00
	Second six months	1607,00	1285,50	1613,00	1290,50
	Third six months	1687,50	1350,00	1698,50	1359,00
	Fourth six months	1798,00	1438,50	1806,00	1445,00
	Thereafter, the wage specified for fitter-up, i.e.	1984,00	1587,00	1990,00	1592,00
Clicker:					
(a)	Qualified	1854,50	1483,50	1863,50	1491,00
(b)	Learner				

		First year	1390,50	1112,50	1397,50	1118,00
		WAGE SCHEDULE	GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
		DESCRIPTION	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second year	1585,50	1268,50	1594,50	1275,50
		Thereafter, the wage specified in (a) i.e.	1854,50	1483,50	1863,50	1491,00
		Tracer:				
	(a)	Qualified	1740,50	1392,50	1747,50	1398,00
	(b)	Learner				
		First year				
		First six months of experience	1390,50	1112,50	1397,50	1118,00
		Second six months of experience	1488,50	1191,00	1495,50	1196,50
		Second year				
		First six months of experience	1574,50	1259,50	1581,00	1265,00
		Thereafter, the wage specified in (a), i.e.	1740,50	1392,50	1747,50	1398,00
		Part B - Factory Operatives				
		Clothing machine mechanic:				
	(a)	Qualified	3207,50	2566,00	3219,50	2575,50
	(b)	Learner				
		First year				
		First six months of experience	1796,50	1437,00	1802,00	1441,50
		Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year				
		First four months of experience	2584,00	2067,00	2595,00	2076,00
		Second four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
		Clothing technician:				
	(a)	Qualified	3207,50	2566,00	3219,50	2575,50
	(b)	Learner				
		First year				
		First six months of experience	1796,50	1437,00	1802,00	1441,50
		Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year				




		First six months of experience	2169,00	1735,00	2180,00	1744,00
		WAGE SCHEDULE	GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
		DESCRIPTION	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year				
		First six months of experience	2584,00	2067,00	2595,00	2076,00
		Next four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
		Grade A employee:				
	(a)	Qualified	1984,00	1587,00	1990,00	1592,00
	(b)	Learner				
		First year				
		First six months of experience	1395,50	1116,50	1400,50	1120,50
		Second six months of experience	1504,00	1203,00	1511,00	1209,00
		Second year				
		First six months of experience	1607,00	1285,50	1613,00	1290,50
		Second six months of experience	1687,50	1350,00	1698,50	1359,00
		Third year				
		First four months of experience	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified in (a), i.e.	1984,00	1587,00	1990,00	1592,00
		Grade B employee:				
	(a)	Qualified	1694,50	1355,50	1701,00	1361,00
	(b)	Learner				
		First year				
		First six months of experience	1375,00	1100,00	1382,00	1105,50
		Second six months of experience	1447,00	1157,50	1452,50	1162,00
		Second year				
		First six months of experience	1520,00	1216,00	1526,00	1221,00
		Thereafter, the wage specified in (a), i.e.	1694,50	1355,50	1701,00	1361,00
	(c)	If advanced to Grade A employee:				
		First six months	1694,50	1355,50	1701,00	1361,00
		Second six months	1744,50	1395,50	1752,50	1402,00
		Third six months	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00	1587,00	1990,00	1592,00
		Grade C employee:				




(a)	Qualified	1504,00		1203,00		1511,00		1209,00	
		WAGE SCHEDULE		GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)			
	DESCRIPTION	Wage per week from 01 Sept 2023 to 31 Aug 2024		New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024		New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
(b)	Learner								
	First year								
	First six months of experience	1347,00		1080,35		1353,00		1082,50	
	Second six months of experience	1385,50		1108,50		1392,00		1113,50	
	Thereafter, the wage specified in (a), i.e.	1504,00		1203,00		1511,00		1209,00	
(c)	If advanced to Grade B employee:								
	First six months	1504,00		1203,00		1511,00		1209,00	
	Second six months	1520,00		1216,00		1526,00		1221,00	
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1694,50		1355,50		1701,00		1361,00	
	Underpresser, blocker:								
(a)	Qualified	1520,00		1216,00		1526,00		1221,00	
(b)	Learner								
	First year								
	First six months of experience	1304,50		1080,35		1311,00		1080,35	
	Second six months of experience	1350,00		1080,35		1354,00		1083,00	
	Second year								
	First six months of experience	1410,00		1128,00		1417,00		1133,50	
	Thereafter, the wage specified in (a), i.e.	1520,00		1216,00		1526,00		1221,00	
(c)	If advanced to learner presser:								
	First six months	1520,00		1216,00		1526,00		1221,00	
	Second six months	1798,00		1438,50		1806,00		1445,00	
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00		1587,00		1990,00		1592,00	
	Part C - Clerical employees								
	Clerk								
(a)	Qualified	2182,50		1746,00		2193,50		1755,00	
(b)	Learner								
	First year	1612,00		1289,50		1617,00		1293,50	
	Second year	1751,00		1401,00		1759,00		1407,00	
	Third year								
	First four months of experience	1914,00		1531,00		1923,00		1538,50	
	Thereafter, the wage specified in (a), i.e.	2182,50		1746,00		2193,50		1755,00	



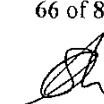

WAGE SCHEDULE			GROUP A (i.e employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Factory Clerk						
(a)	Qualified		1637,50	1310,00	1646,50	1317,00
(b)	Learner					
	First year		1304,50	1080,35	1311,00	1080,35
	Second year		1390,50	1112,50	1397,50	1118,00
	Third year					
	First four months of experience		1504,00	1203,00	1511,00	1209,00
	Thereafter, the wage specified in (a), i.e.		1637,50	1310,00	1646,50	1317,00
Part D - General						
Boiler attendant			1555,50	1244,50	1564,00	1251,00
Despatch packer			1607,00	1285,50	1613,00	1290,50
General Worker			1504,00	1203,00	1511,00	1209,00
Labourer			1520,00	1216,00	1526,00	1221,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -						
(a)	does not exceed 1 360 kg		1607,00	1285,50	1613,00	1290,50
(b)	exceeds 1 360 but not 2 720 kg		1668,50	1335,00	1675,00	1340,00
(c)	exceeds 2 720 kg		1900,50	1520,50	1913,00	1530,50
Supervisor, quality controller and instructor			2037,50	1630,00	2047,00	1637,50
Traveller's driver			1668,50	1335,00	1675,00	1340,00
Watchman or caretaker, whose ordinary hours of work are -						
(a)	less than 60 hours per week		1734,00	1387,00	1741,50	1393,00
(b)	60 hours per week		1819,00	1455,00	1829,00	1463,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023. Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.						
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.						




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

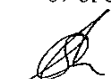
WAGE SCHEDULE					
DESCRIPTION OF OCCUPATION		Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Blocker			R		R
(a)	Qualified	1490,50	97,50	1 588,00	1 270,50
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1152,00	75,50	1 227,50	1080,35
	Second year				
	First six months of experience	1262,00	82,50	1 344,50	1080,35
	Second six months of experience	1377,50	90,00	1 467,50	1 174,00
	Thereafter, the wage specified in (a), i.e.	1490,50	97,50	1 588,00	1 270,50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery)					
(a)	Qualified	1232,00	80,50	1 312,50	1080,35
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1073,50	70,00	1 143,50	1080,35
	Second year				
	First six months of experience	1110,00	72,50	1 182,50	1080,35
	Second six months of experience	1153,50	75,50	1 229,00	1080,35
	Third year				
	First four months of experience	1191,00	78,00	1 269,00	1080,35
	Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35

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WAGE SCHEDULE

DESCRIPTION OF OCCUPATION		Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Clerk					
(a)	Qualified	2059,00	134,50	2 193,50	1 755,00
(b)	Learner				
	First year	1517,50	99,50	1 617,00	1 293,50
	Second year	1651,00	108,00	1 759,00	1 407,00
	Third year				
	First four months of experience	1805,00	118,00	1 923,00	1 538,50
	Thereafter, the wage specified in (a), i.e.	2059,00	134,50	2 193,50	1 755,00
General Worker (Millinery)		1217,50	79,50	1 297,00	1080,35
Grade 1 Employee (Millinery):					
(a)	Qualified	1205,00	79,00	1 284,00	1080,35
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1077,50	70,50	1 148,00	1080,35
	Second year				
	First six months of experience	1136,00	74,50	1 210,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1205,00	79,00	1 284,00	1080,35
Milliner:					
(a)	Qualified	1304,00	85,50	1 389,50	1 111,50
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1097,50	72,00	1 169,50	1080,35
	Second year				
	First six months of experience	1099,50	72,00	1 171,50	1080,35
	Second six months of experience	1151,50	75,50	1 227,00	1080,35
	Third year				
	First six months of experience	1202,00	78,50	1 280,50	1080,35
	Next four months of experience	1262,00	82,50	1 344,50	1080,35
	Thereafter, the wage specified in (a) i.e.	1304,00	85,50	1 389,50	1 111,50
Millinery Machinist:					
(a)	Qualified	1317,50	86,00	1 403,50	1 123,00
(b)	Learner				
	First year				




WAGE SCHEDULE						
DESCRIPTION OF OCCUPATION			Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		First six months of experience	1033,50	67,50	1 101,00	1080,35
		Second six months of experience	1126,00	73,50	1 199,50	1080,35
		Second year				
		First six months of experience	1194,00	78,00	1 272,00	1080,35
		Thereafter, the wage specified in (a), i.e.	1317,50	86,00	1 403,50	1 123,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
	(a)	does not exceed 2268 kg	1565,50	102,50	1 668,00	1 334,50
	(b)	exceeds 2268	1652,00	108,00	1 760,00	1 408,00
Plain Sewer (Millinery):						
	(a)	Qualified	1232,00	80,50	1 312,50	1080,35
	(b)	Learner				
		First year				
		First six months of experience	1033,50	67,50	1 101,00	1080,35
		Second six months of experience	1089,50	71,50	1 161,00	1080,35
		Second year				
		First six months of experience	1157,00	75,50	1 232,50	1080,35
		Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35
Supervisor (Millinery)			1766,50	115,50	1 882,00	1 505,50
Watchman or Caretaker (Millinery)			1781,00	116,50	1 897,50	1 518,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.						

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

Clause No.	Existing 2022/2023	New 2023/2024
4(12)	1 September 2022	1 September 2023



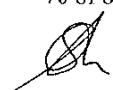

Clause No.	Existing 2022/2023	New 2023/2024
22(2)(a)	R3,52	R3,75
22(2)(b)	R5,65	R6.02
26(4)(b)	R14,67	R15.63
26(4)(b)	R17,51	R18.66
26(4)(b)	R19,10	R20.35
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
27(3)	55 cents	Remains unchanged
27(4)	81 cents	Remains unchanged
38(5)	35 cents	37 cents
39(3)	63 cents	Remains unchanged
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

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

1. In clause 1(2)(b), substitute the new expression "R126 672.00 per annum" for the existing expression "R118 404.00 per annum".
2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas establishments):

WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Part A - Cutting Department					
Head Cutter		2426,50	1941,00	2436,00	1949,00
Pattern Maker:					
(a)	Qualified	2426,50	1941,00	2436,00	1949,00
(b)	Learner				
	First year				
	First six months of experience	1460,50	1168,50	1467,50	1174,00
	Second six months of experience	1587,00	1269,50	1595,00	1276,00
	Second year				
	First six months of experience	1720,00	1376,00	1728,00	1382,50
	Second six months of experience	1853,50	1483,00	1861,50	1489,00
	Third year				
	First four months of experience	1998,50	1599,00	2005,00	1604,00
	Thereafter, the wage specified in (a), i.e.	2426,50	1941,00	2436,00	1949,00
Pattern Grader					
(a)	Qualified	2004,00	1603,00	2012,50	1610,00
(b)	Learner				
	First year				
	First six months of experience	1377,00	1101,50	1382,50	1106,00
	Second six months of experience	1460,50	1168,50	1467,50	1174,00
	Second year				
	First six months of experience	1540,50	1232,50	1547,00	1237,50
	Second six months of experience	1626,00	1301,00	1634,00	1307,00
	Third year				
	First six months of experience	1720,00	1376,00	1728,00	1382,50
	Next four months of experience	1813,50	1451,00	1820,50	1456,50
	Thereafter, the wage specified in (a), i.e.	2004,00	1603,00	2012,50	1610,00
Cutter, lay-maker:					
(a)	Qualified	1937,00	1549,50	1947,00	1557,50
(b)	Learner				

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WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	First year				
	First six months of experience	1263,00	1080,35	1267,00	1080,35
	Second six months of experience	1370,50	1096,50	1377,00	1101,50
	Second year				
	First six months of experience	1482,00	1185,50	1484,00	1187,00
	Second six months of experience	1596,50	1277,00	1604,00	1283,00
	Third year				
	First six months of experience	1731,00	1385,00	1737,00	1389,50
	Next four months of experience	1937,00	1549,50	1947,00	1557,50
	Interlining cutter, trimmer, leather cutter and tie cutter				
(a)	Qualified	1467,00	1173,50	1471,50	1177,00
(b)	Learner				
	First year				
	First six months of experience	1154,00	1080,35	1155,50	1080,35
	Second six months of experience	1205,00	1080,35	1207,50	1080,35
	Second year				
	First six months of experience	1259,50	1080,35	1264,00	1080,35
	Second six months of experience	1312,50	1080,35	1314,50	1080,35
	Third year				
	First four months of experience	1368,50	1095,00	1371,00	1097,00
	Thereafter, the wage specified in (a) i.e.	1467,00	1173,50	1471,50	1177,00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1568,50	1255,00	1574,50	1259,50
	Second six months from date of advancement	1731,00	1385,00	1737,00	1389,50
	Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	1549,50	1947,00	1557,50
	Layer-up:				
(a)	Qualified	1286,50	1080,35	1291,50	1080,35
	First year				
	First six months of experience	1125,00	1080,35	1130,00	1080,35




WAGES			GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second six months of experience	1154,00	1080,35	1155,50	1080,35
		Second year				
		First six months of experience	1191,50	1080,35	1196,00	1080,35
		Thereafter, the wage specified in (a), i.e.	1286,50	1080,35	1291,50	1080,35
	(b)	If advanced to learner cutter:				
		First six months	1286,50	1080,35	1291,50	1080,35
		Second six months	1482,00	1185,50	1484,00	1187,00
		Third six months	1596,50	1277,00	1604,00	1283,00
		Fourth six months	1731,00	1385,00	1737,00	1389,50
		Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	1549,50	1947,00	1557,50
		Clicker:				
	(a)	Qualified	1505,00	1204,00	1511,00	1209,00
	(b)	Learner				
		First year of experience	1180,50	1080,35	1182,50	1080,35
		Second year of experience	1312,50	1080,35	1314,50	1080,35
		Thereafter, the wage specified in (a), i.e.	1505,00	1204,00	1509,50	1207,50
		Tracer:				
	(a)	Qualified	1426,00	1141,00	1430,00	1144,00
	(b)	Learner				
		First year				
		First six months of experience	1180,50	1080,35	1182,50	1080,35
		Second six months of experience	1245,50	1080,35	1248,50	1080,35
		Second year				
		First six months of experience	1304,50	1080,35	1312,50	1080,35
		Thereafter, the wage specified in (a), i.e.	1426,00	1141,00	1430,00	1144,00
		Part B - Factory Operatives				
		Clothing machine mechanic:				
	(a)	Qualified	2426,50	1941,00	2436,00	1949,00
	(b)	Learner				
		First year				
		First six months of experience	1460,50	1168,50	1467,50	1174,00




WAGES				GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Second six months of experience	1587,00	1269,50	1595,00	1276,00
			Second year				
			First six months of experience	1720,00	1376,00	1728,00	1382,50
			Second six months of experience	1853,50	1483,00	1861,50	1489,00
			Third year				
			First six months of experience	1998,50	1599,00	2005,00	1604,00
			Next four months of experience	2143,50	1715,00	2150,50	1720,50
			Thereafter, the wage specified in (a), i.e.	2426,50	1941,00	2436,00	1949,00
			Grade A employee:				
	(a)		Qualified	1587,00	1269,50	1595,00	1276,00
	(b)		Learner				
			First year				
			First six months of experience	1184,00	1080,35	1191,00	1080,35
			Second six months of experience	1257,00	1080,35	1263,00	1080,35
			Second year				
			First six months of experience	1322,50	1080,35	1328,00	1080,35
			Second six months of experience	1389,50	1111,50	1395,50	1116,50
			Third year				
			First four months of experience	1467,00	1173,50	1471,50	1177,00
			Thereafter, the wage specified in (a), i.e.	1587,00	1269,50	1595,00	1276,00
			Grade B employee:				
	(a)		Qualified	1344,50	1080,35	1362,00	1089,50
	(b)		Learner				
			First year				
			First six months of experience	1184,00	1080,35	1184,00	1080,35
			Second six months of experience	1224,50	1080,35	1228,00	1080,35
			Second year				
			First six months of experience	1262,50	1080,35	1269,00	1080,35
			Thereafter, the wage specified in (a), i.e.	1344,50	1080,35	1362,00	1089,50




WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(c) If advanced to Grade A employee:					
	First six months	1344,50	1080,35	1362,00	1089,50
	Second six months	1353,50	1083,00	1370,50	1096,50
	Third six months	1414,00	1131,00	1436,00	1149,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1573,50	1259,00	1562,00	1249,50
Grade C employee:					
(a)	Qualified	1257,00	1080,35	1263,00	1080,35
(b)	Learner				
	First year				
	First six months of experience	1149,50	1080,35	1151,50	1080,35
	Second six months of experience	1179,50	1080,35	1180,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1257,00	1080,35	1263,00	1080,35
(c) If advanced to Grade B employee:					
	First six months from date of advancement	1257,00	1080,35	1263,00	1080,35
	Second six months from date of advancement	1267,00	1080,35	1271,50	1080,35
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1377,00	1101,50	1382,50	1106,00
Under presser, blocker:					
(a)	Qualified	1267,00	1080,35	1271,50	1080,35
(b)	Learner				
	First year				
	First six months of experience	1125,00	1080,35	1130,00	1080,35
	Second six months of experience	1154,00	1080,35	1155,50	1080,35
	Second year				
	First six months of experience	1191,50	1080,35	1196,00	1080,35
	Second six months of experience	1267,00	1080,35	1271,50	1080,35
(c) If advanced to learner presser:					
	First six months	1267,00	1080,35	1271,50	1080,35
	Second six months	1467,00	1173,50	1471,50	1177,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1587,00	1269,50	1595,00	1276,00




WAGES			GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1731,00	1385,00	1737,00	1389,50
	(b)	Learner				
		First year of experience	1329,50	1080,35	1335,00	1080,35
		Second year of experience	1433,50	1147,00	1442,00	1153,50
		Third year				
		First six months of experience	1542,00	1233,50	1550,50	1240,50
		Thereafter, the wage specified in (a), i.e.	1731,00	1385,00	1737,00	1389,50
Factory Clerk						
	(a)	Qualified	1350,00	1080,35	1354,00	1083,00
	(b)	Learner				
		First year of experience	1123,00	1080,35	1125,00	1080,35
		Second year of experience	1181,50	1080,35	1184,00	1080,35
		Third year				
		First six months of experience	1254,00	1080,35	1257,00	1080,35
		Thereafter, the wage specified in (a), i.e.	1350,00	1080,35	1354,00	1083,00
Part D - General						
Boiler attendant			1291,50	1080,35	1294,50	1080,35
Despatch packer			1325,50	1080,35	1329,50	1080,35
General Worker			1252,50	1080,35	1264,00	1080,35
Labourer			1267,00	1080,35	1271,50	1080,35
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
	(a)	under 2 720 kg	1377,50	1102,00	1383,00	1106,50
	(b)	2 720 kg and over	1540,50	1232,50	1547,00	1237,50
Supervisor, quality controller and instructor			1626,00	1301,00	1634,00	1307,00
Traveller's driver			1377,50	1102,00	1383,00	1106,50
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1419,00	1135,00	1426,50	1141,00
	(b)	60 hours per week	1482,00	1185,50	1484,00	1187,00

WAGES		GROUP A (i.e employees ON on the 0,5% productivity Incentive Scheme)		GROUP B (i.e employees NOT on the 0,5% productivity Incentive Scheme)	
DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.					

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

..

Clause No.	Existing 2022/2023	New 2023/2024
4(12)	1 September 2022	1 September 2023
22(2)(a)	R3,81	R4.07
22(2)(b)	R5.57	R5.93
27(3)	52 cents	Remains unchanged
27(4)	80 cents	Remains unchanged
38(5)	35 cents	37 cents
39(3)	70 cents	70 cents
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

"

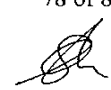



10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))

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

4.	WAGE SCHEDULE		GROUP A (i.e. employees on the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% productivity Incentive Scheme)	
	DESCRIPTION		Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R		
	Part A - Cutting Department					
	Pattern Maker:					
	(a)	Qualified	3207,50	2566,00	3219,50	2575,50
	(b)	Learner				
		First year				
		First six months of experience	1796,50	1437,00	1802,00	1441,50
		Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year				
		First six months of experience	2584,00	2067,00	2595,00	2076,00
		Next four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
	Pattern Grader					
	(a)	Qualified	2587,00	2069,50	2597,00	2077,50
	(b)	Learner				
		First year				
		First six months of experience	1687,50	1350,00	1698,50	1359,00
		Second six months of experience	1796,50	1437,00	1802,00	1441,50
		Second year				
		First six months of experience	1900,50	1520,50	1913,00	1530,50
		Second six months of experience	2037,50	1630,00	2047,00	1637,50

4.	WAGE SCHEDULE		GROUP A (i.e. employees on the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% productivity Incentive Scheme)	
	DESCRIPTION		Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Third year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Next four months of experience	2310,00	1848,00	2321,00	1857,00
		Thereafter, the wage specified in (a), i.e.	2587,00	2069,50	2597,00	2077,50
		Football Jersey Cutter				
	(a)	Qualified	1798,00	1438,50	1806,00	1445,00
	(b)	Learner				
		First year				
		First six months of experience	1350,00	1080,35	1354,00	1083,00
		Second six months of experience	1431,50	1145,00	1436,00	1149,00
		Second year				
		First six months of experience	1505,00	1204,00	1513,00	1210,50
		Second six months of experience	1585,50	1268,50	1594,50	1275,50
		Third year				
		First four months of experience	1663,50	1331,00	1670,00	1336,00
		Thereafter, the wage specified in (a), i.e.	1798,00	1438,50	1806,00	1445,00
		Layer-up				
	(a)	Qualified	1550,00	1240,00	1556,00	1245,00
	(b)	Learner				
		First year				
		First six months of experience	1304,50	1080,35	1311,00	1080,35
		Second six months of experience	1350,00	1080,35	1354,00	1083,00
		Second year				
		First six months of experience	1410,00	1128,00	1417,00	1133,50
		Thereafter, the wage specified in (a), i.e.	1550,00	1240,00	1556,00	1245,00
		Part B - Factory Operatives				
		Grade A employee:				
	(a)	Qualified	1984,00	1587,00	1990,00	1592,00
	(b)	Learner				
		First year				




4.	WAGE SCHEDULE		GROUP A (i.e. employees on the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% productivity Incentive Scheme)	
	DESCRIPTION		Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		First six months of experience	1395,50	1116,50	1400,50	1120,50
		Second six months of experience	1504,00	1203,00	1511,00	1209,00
		Second year				
		First six months of experience	1607,00	1285,50	1613,00	1290,50
		Second six months of experience	1687,50	1350,00	1698,50	1359,00
		Third year				
		First four months of experience	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified in (a), i.e.	1984,00	1587,00	1990,00	1592,00
	Grade B employee:					
	(a)	Qualified	1694,50	1355,50	1701,00	1361,00
	(b)	Learner				
		First year				
		First six months of experience	1375,00	1100,00	1382,00	1105,50
		Second six months of experience	1447,00	1157,50	1452,50	1162,00
		Second year				
		First six months of experience	1520,00	1216,00	1526,00	1221,00
		Thereafter, the wage specified in (a), i.e.	1694,50	1355,50	1701,00	1361,00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1694,50	1355,50	1701,00	1361,00
		Second six months from date of advancement	1744,50	1395,50	1752,50	1402,00
		Third six months from date of advancement	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00	1587,00	1990,00	1592,00
	Grade C employee:					
	(a)	Qualified	1504,00	1203,00	1511,00	1209,00
	(b)	Learner				
		First year				
		First six months of experience	1347,00	1080,35	1353,00	1082,50
		Second six months of experience	1385,50	1108,50	1392,00	1113,50




4.	WAGE SCHEDULE		GROUP A (i.e. employees on the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% productivity Incentive Scheme)	
	DESCRIPTION		Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (a), i.e.	1504,00	1203,00	1511,00	1209,00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1504,00	1203,00	1511,00	1209,00
		Next six months from date of advancement	1520,00	1216,00	1526,00	1221,00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1694,50	1355,50	1701,00	1361,00
Part C - Clerical employees						
Clerk						
	(a)	Qualified	2182,50	1746,00	2193,50	1755,00
	(b)	Learner				
		First year	1612,00	1289,50	1617,00	1293,50
		Second year	1751,00	1401,00	1759,00	1407,00
		Third year				
		First four months of experience	1914,00	1531,00	1923,00	1538,50
		Thereafter, the wage specified in (a), i.e.	2182,50	1746,00	2193,50	1755,00
Factory Clerk						
	(a)	Qualified	1637,50	1310,00	1646,50	1317,00
	(b)	Learner				
		First year	1304,50	1080,35	1311,00	1080,35
		Second year	1390,50	1112,50	1397,50	1118,00
		Third year				
		First four months of experience	1504,00	1203,00	1511,00	1209,00
		Thereafter, the wage specified in (a), i.e.	1637,50	1310,00	1646,50	1317,00
Part D - General						
		Boiler attendant	1555,50	1244,50	1564,00	1251,00
		Despatch packer	1607,00	1285,50	1613,00	1290,50
		General Worker	1504,00	1203,00	1511,00	1209,00

4.	WAGE SCHEDULE	GROUP A (i.e. employees on the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% productivity Incentive Scheme)	
	DESCRIPTION	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Labourer	1520,00	1216,00	1526,00	1221,00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a) does not exceed 1 360 kg	1607,00	1285,50	1613,00	1290,50
	(b) exceeds 1 360 but not 2 720 kg	1668,50	1335,00	1675,00	1340,00
	(c) exceeds 2 720 kg	1900,50	1520,50	1913,00	1530,50
	Supervisor, quality controller and instructor	2037,50	1630,00	2047,00	1637,50
	Traveller's driver	1668,50	1335,00	1675,00	1340,00
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	1734,00	1387,00	1741,50	1393,00
	(b) 60 hours per week	1819,00	1455,00	1829,00	1463,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.					

"

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

..

Clause No.	Existing 2022/2023	New 2023/2024
4(11)	1 September 2022	1 September 2023
22(2)(a)	R3,52	R3,75

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Clause No.	Existing 2022/2023	New 2023/2024
22(2)(b)	R5,65	R6.02
26(4)(b)	R14,67	R15.63
26(4)(b)	R17,51	R18.66
26(4)(b)	R19,10	R20.35
26(4)(b)	R32.60	R34.73
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
27(3)	55 cents	remains unchanged
27(4)	81 cents	remains unchanged
38(5)	35 cents	37 cents
39(3)	63 cents	remains unchanged
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

1 PART I (PROVISIONS FOR THE NON-METRO AREAS)

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

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Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)	All Other Areas (Non-Metro B)
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		Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1192.00	1144.00	1153.50	1144.00
	Thereafter	1276.00	1144.00	1203.00	1144.00
Category B					
	0 - 6 months	1190.50	1144.00	1167.50	1144.00
	7 - 12 months	1246.50	1144.00	1202.00	1144.00
	13 - 18 months	1304.50	1144.00	1235.50	1144.00
	Thereafter	1382.00	1144.00	1277.50	1144.00
Category C					
	0 - 6 months	1230.50	1144.00	1173.00	1144.00
	7 - 12 months	1353.50	1144.00	1245.00	1144.00
	13 - 18 months	1479.50	1183.50	1318.00	1144.00
	19 - 22 months	1598.00	1278.50	1397.00	1144.00
	Thereafter	1720.50	1376.50	1475.00	1180.00
Category D					
	0 - 6 months	1230.50	1144.00	1173.00	1144.00
	7 - 12 months	1321.00	1144.00	1227.50	1144.00
	13 - 18 months	1443.50	1155.00	1281.00	1144.00
	19 - 22 months	1503.00	1202.50	1334.00	1144.00
	Thereafter	1693.50	1355.00	1457.50	1166.00
Category E					
	0 - 6 months	1292.50	1144.00	1210.50	1144.00
	7 - 12	1435.50	1148.50	1295.50	1144.00




Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	months				
	13 - 18 months	1601.50	1281.00	1398.00	1144.00
	19 - 22 months	1764.00	1411.00	1504.00	1203.00
	Thereafter	1939.50	1551.50	1615.00	1292.00
Band Knife Cutter					
	0 - 6 months	1182.50	1144.00	1145.50	1144.00
	7 - 12 months	1276.00	1144.00	1199.00	1144.00
	13 - 18 months	1363.00	1144.00	1253.00	1144.00
	19 - 22 months	1460.50	1168.50	1309.50	1144.00
	Thereafter	1607.50	1286.00	1403.50	1144.00
Clerical					
	0 - 6 months	1213.00	1144.00	1163.00	1144.00
	7 - 12 months	1328.50	1144.00	1231.00	1144.00
	13 - 18 months	1422.50	1144.00	1286.00	1144.00
	Thereafter	1634.00	1307.00	1417.00	1144.00
Assistant Head Cutter		1882.00	1505.50	1580.00	1264.00
Head Cutter		2273.50	1819.00	1832.50	1466.00
Foreperson		2038.00	1630.50	1725.50	1380.50
Watchperson		1416.50	1144.00	1283.00	1144.00
Driver 1 (454kg)		1350.00	1144.00	1244.00	1144.00
Driver 2 (454 - 2722kg)		1444.50	1155.50	1300.50	1144.00
Driver 3 (2722 -4540kg)		1631.50	1305.00	1416.50	1144.00
Driver 4 (4540kg)		1904.50	1523.50	1595.00	1276.00




Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2023 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value in Non-Metro A and Non-Metro B.				
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW				

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


Clause No.	Existing 2022/2023	New 2023/2024
32(2)	R4,44	R4,73
32(2)	R5,64	R6.00
32(2)	1 September 2022	1 September 2023
36(6)(a)	72 cents	77 cents
40(1)	31 August 2023	31 August 2024
40(1)	1 September 2023	1 September 2024
Annexure C of Clause 43(5)	23 cents	25 cents

Signed at PAROW on behalf of the Parties this 23 day of Nov. 2023.



MARTIE RAPHAEL
Chairperson

Signed at JOHANNESBURG on behalf of the Parties this 20 day of Nov 2023



CHANTAL NAIDOO
General Secretary

