

DEPARTMENT OF EMPLOYMENT AND LABOUR

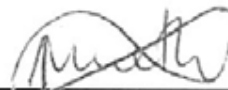
NO. R. 6855

21 November 2025

LABOUR RELATIONS ACT, 1995

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

I, **NOMAKHOSAZANA METH**, 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 2028.



MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 7 November 2025

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

Mina, **NOMAKHOSAZANA METH**, 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 2028.

**MS N METH, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 7 November 2025

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

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

Apparel and Textile Association of South Africa ('ATASA')

South African Apparel Association ('SAAA')

South African Clothing Manufacturers Association ('SACMA')

(hereinafter referred to as the "employers" or the "employers' organisations")

of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other

part, being the parties to the National Bargaining Council for the Clothing

Manufacturing Industry,



1. SCOPE OF APPLICATION

1.1. 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.

1.2. 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

2.1. This agreement is binding on the parties hereto from 1 September 2024 until 31 August 2028 unless the parties agree otherwise in writing.

2.2. 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 2028, unless the parties agree otherwise in writing.

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

3.1. Insert new clause:

5.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

5.1.1 All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

5.1.2 The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.

5.1.3 Employees shall be paid the applicable NBCCMI wage rates as gazetted.

5.1.4 All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

3.2. In the following clauses, substitute the existing expression, for the new expression:

- 5.1 for 5.2
- 5.2 for 5.3

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



WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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				
			3 189,00	2 551,00	3 204,50	2 563,50
(b)		Designer:				
	(i)	Qualified:	4 066,00	3 253,00	4 085,00	3 268,00
	(ii)	Learners:				
		first six months of experience	1 387,50	1 209,18	1 392,50	1 209,18
		second six months of experience	1 616,00	1 293,00	1 620,00	1 296,00
		third six months of experience	1 933,00	1 546,50	1 942,00	1 553,50
		fourth six months of experience	2 153,00	1 722,50	2 163,50	1 731,00
		fifth six months of experience	2 393,00	1 914,50	2 408,00	1 926,50
		sixth six months of experience	2 596,00	2 077,00	2 607,50	2 086,00
		seventh six months of experience	2 825,50	2 260,50	2 841,00	2 273,00
		eighth six months of experience	3 053,00	2 442,50	3 069,50	2 455,50
		next four months of experience	3 241,00	2 593,00	3 254,00	2 603,00
		Thereafter, the wage specified in (b)(i) i.e.	4 066,00	3 253,00	4 085,00	3 268,00
(c)		Grader:				
	(i)	Qualified:	2 920,50	2 336,50	2 933,00	2 346,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 494,50	1 209,18	1 501,50	1 209,18
		third six months of experience	1 625,50	1 300,50	1 635,00	1 308,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		fourth six months of experience	1 705,00	1 364,00	1 711,50	1 369,00
		fifth six months of experience	1 971,50	1 577,00	1 980,50	1 584,50
		sixth six months of experience	2 109,50	1 687,50	2 121,50	1 697,00
		seventh six months of experience	2 225,50	1 780,50	2 236,50	1 789,00
		eighth six months of experience	2 338,00	1 870,50	2 348,50	1 879,00
		next four months of experience	2 488,00	1 990,50	2 501,00	2 001,00
		Thereafter, the wage specified in (c)(i) i.e.	2 920,50	2 336,50	2 933,00	2 346,50
(d)		Marker-in:				
	(i)	Qualified:	2 225,50	1 780,50	2 236,50	1 789,00
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 471,50	1 209,18	1 480,50	1 209,18
		third six months of experience	1 571,50	1 257,00	1 579,50	1 263,50
		fourth six months of experience	1 675,50	1 340,50	1 682,50	1 346,00
		next four months of experience	1 870,50	1 496,50	1 880,00	1 504,00
		Thereafter, the wage specified in (d)(i) i.e.	2 225,50	1 780,50	2 236,50	1 789,00
(e)		Band-knife cutter:				
		Qualified	2 225,50	1 780,50	2 236,50	1 789,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		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:	1 967,50	1 574,00	1 976,00	1 581,00
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 442,00	1 209,18	1 446,50	1 209,18
		third six months of experience	1 487,00	1 209,18	1 492,50	1 209,18
		fourth six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
		next four months of experience	1 607,50	1 286,00	1 616,00	1 293,00
		Thereafter, the wage specified in (f)(i) i.e.	1 967,50	1 574,00	1 976,00	1 581,00
(g)		Layer-up:				
	(i)	Qualified:	1 544,00	1 235,00	1 548,00	1 238,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
		third six months of experience	1 428,00	1 209,18	1 436,50	1 209,18
		fourth six months of experience	1 450,50	1 209,18	1 459,50	1 209,18
		Thereafter, the wage specified in (g)(i) i.e.	1 544,00	1 235,00	1 548,00	1 238,50

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(h)	Specialised presser:					
	(i)	Qualified:	2 145,50	1 716,50	2 158,00	1 726,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 430,50	1 209,18	1 441,00	1 209,18
		third six months of experience	1 483,50	1 209,18	1 489,00	1 209,18
		fourth six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
		fifth six months of experience	1 602,50	1 282,00	1 609,00	1 287,00
		sixth six months of experience	1 657,50	1 326,00	1 662,50	1 330,00
		seventh six months of experience	1 810,50	1 448,50	1 822,50	1 458,00
		eighth six months of experience	1 877,00	1 501,50	1 886,00	1 509,00
		next four months of experience	1 919,50	1 535,50	1 928,50	1 543,00
		Thereafter, the wage specified in (h)(i) i.e.	2 145,50	1 716,50	2 158,00	1 726,50
(i)	Examiner:					
	(i)	Qualified:	1 837,50	1 470,00	1 844,00	1 475,00
	(ii)	Learners:				
		first six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
		Thereafter, the wage specified in (i)(i) i.e.	1 837,50	1 470,00	1 844,00	1 475,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(j)(a)		Machinist:				
	(i)	Qualified:	1 802,00	1 441,50	1 809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
		third six months of experience	1 448,00	1 209,18	1 457,00	1 209,18
		Thereafter, the wage specified in (j)(i) i.e.	1 802,00	1 441,50	1 809,50	1 447,50
(j)(b)		Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
	(i)	Qualified:	1 802,00	1 441,50	1 809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
		third six months of experience	1 448,00	1 209,18	1 457,00	1 209,18
		fourth six months of experience	1 498,00	1 209,18	1 503,00	1 209,18
		next four months of experience	1 537,00	1 229,50	1 544,50	1 235,50
		Thereafter, the wage specified in (j)(i) i.e.	1 802,00	1 441,50	1 809,50	1 447,50
(k)		Progress examiner:				
	(i)	Qualified:	1 822,50	1 458,00	1 827,50	1 462,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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	1 443,50	1 209,18	1 450,00	1 209,18
		Thereafter, the wage specified in (k)(i) i.e.	1 822,50	1 458,00	1 827,50	1 462,00
(l)		Despatcher:				
	(i)	Qualified:	1 724,00	1 379,00	1 730,50	1 384,50
	(ii)	Learners:				
		first six months of experience	1 457,00	1 209,18	1 461,50	1 209,18
		Thereafter, the wage specified in (l)(i) i.e.	1 724,00	1 379,00	1 730,50	1 384,50
(m)		Checker in the Knitting section:				
	(i)	Qualified:	1 530,00	1 224,00	1 539,00	1 231,00
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
		third six months of experience	1 442,00	1 209,18	1 446,50	1 209,18
		Thereafter, the wage specified in (m)(i) i.e.	1 530,00	1 224,00	1 539,00	1 231,00
(n)		General Worker:				
	(i)	Qualified:	1 485,50	1 209,18	1 491,50	1 209,18
	(ii)	Learners:				

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
		Thereafter, the wage specified in (n)(i) i.e.	1 485,50	1 209,18	1 491,50	1 209,18
(o)		Steambox pleater:				
	(i)	Qualified:	1 752,00	1 401,50	1 758,00	1 406,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 437,00	1 209,18	1 443,50	1 209,18
		third six months of experience	1 483,50	1 209,18	1 489,00	1 209,18
		fourth six months of experience	1 539,00	1 231,00	1 545,50	1 236,50
		Thereafter, the wage specified in (o)(i) i.e.	1 752,00	1 401,50	1 758,00	1 406,50
(p)		Plain sewer:				
	(i)	Qualified:	1 539,00	1 231,00	1 545,50	1 236,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 390,50	1 209,18	1 396,50	1 209,18
		third six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
		fourth six months of experience	1 428,00	1 209,18	1 436,50	1 209,18
		next four months of experience	1 457,00	1 209,18	1 461,50	1 209,18

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 (p)(i) i.e.	1 539,00	1 231,00	1 545,50	1 236,50
(q)		General assistant	1 682,50	1 346,00	1 689,50	1 351,50
(r)		Cleaner	1 498,00	1 209,18	1 503,00	1 209,18
(s)		Tea maker	1 498,00	1 209,18	1 503,00	1 209,18
(t)		Watchman	1 822,50	1 458,00	1 827,50	1 462,00
(u)		Motor vehicle driver:				
	(i)	(aa) does not exceed 453 kg	1 816,00	1 453,00	1 823,00	1 458,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1 952,50	1 562,00	1 961,50	1 569,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	2 159,50	1 727,50	2 164,50	1 731,50
		(ad) exceeds 4 536 kg	2 524,00	2 019,00	2 538,50	2 031,00
	(ii)	Part-time driver of a motor vehicle	1 685,00	1 348,00	1 690,00	1 352,00
(v)		Clicker:				
	(i)	Qualified:	2 947,00	2 357,50	2 960,50	2 368,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 487,00	1 209,18	1 492,50	1 209,18
		third six months of experience	1 608,00	1 286,50	1 617,50	1 294,00
		fourth six months of experience	1 819,00	1 455,00	1 824,00	1 459,00
		fifth six months of experience	1 956,00	1 565,00	1 963,00	1 570,50

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		sixth six months of experience	2 062,00	1 649,50	2 070,50	1 656,50
		seventh six months of experience	2 187,00	1 749,50	2 199,00	1 759,00
		eighth six months of experience	2 302,50	1 842,00	2 312,00	1 849,50
		next four months of experience	2 427,00	1 941,50	2 436,00	1 949,00
		Thereafter, the wage specified in (v)(i) i.e.	2 947,00	2 357,50	2 960,50	2 368,50
(w)		Beader	1 837,50	1 470,00	1 844,00	1 475,00
(x)		Chlorinator	1 652,50	1 322,00	1 661,50	1 329,00
(y)		Componder	1 956,00	1 565,00	1 963,00	1 570,50
(z)		Dipper				
	(i)	Qualified:				
		Category A	1 956,00	1 565,00	1 963,00	1 570,50
		Category B	1 998,50	1 599,00	2 008,00	1 606,50
		Category C	2 065,50	1 652,50	2 072,00	1 657,50
	(ii)	Learners:				
		first six months of experience to Category A	1 487,50	1 209,18	1 494,50	1 209,18
		first six months of experience to Category B	1 956,00	1 565,00	1 963,00	1 570,50
		first six months of experience to Category C	1 998,50	1 599,00	2 008,00	1 606,50
(aa)		Glove turner	2 371,50	1 897,00	2 382,00	1 905,50

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(ab)		Mouldmaker	1 879,50	1 503,50	1 887,00	1 509,50
(ac)		Packer	1 579,50	1 263,50	1 585,50	1 268,50
(ad)		Quality product co-ordinator	2 480,00	1 984,00	2 489,50	1 991,50
(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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase Across-the-Board, which is equivalent to 6,1%						

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

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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	3 443,50	2 755,00	3 403,00	2 722,50	3 456,50	2 765,00	3 416,00	2 733,00
(b)	Learner								
	First year								
	First six months of experience	1 929,00	1 543,00	1 906,50	1 525,00	1 934,00	1 547,00	1 911,00	1 529,00
	Second six months of experience	2 130,00	1 704,00	2 105,00	1 684,00	2 136,50	1 709,00	2 111,50	1 689,00
	Second year								
	First six months of experience	2 328,50	1 863,00	2 301,00	1 841,00	2 340,00	1 872,00	2 312,50	1 850,00
	Second six months of experience	2 542,50	2 034,00	2 512,50	2 010,00	2 554,50	2 043,50	2 524,50	2 019,50
	Third year								
	First six months of experience	2 774,00	2 219,00	2 741,50	2 193,00	2 785,50	2 228,50	2 752,50	2 202,00
	Next four months of experience	2 992,00	2 393,50	2 957,00	2 365,50	3 007,00	2 405,50	2 971,50	2 377,00

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 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
	Thereafter, the wage specified in (a), i.e.	3 443,50	2 755,00	3 403,00	2 722,50	3456,50	2765,00	3416,00	2733,00
Pattern Grader									
(a)	Qualified	2 777,00	2 221,50	2 744,50	2 195,50	2788,50	2231,00	2755,50	2204,50
(b)	Learner								
	First year								
	First six months of experience	1 811,00	1 449,00	1 789,50	1 431,50	1823,50	1459,00	1802,00	1441,50
	Second six months of experience	1 929,00	1 543,00	1 906,50	1 525,00	1934,00	1547,00	1911,00	1529,00
	Second year								
	First six months of experience	2 040,00	1 632,00	2 016,00	1 613,00	2054,00	1643,00	2030,00	1624,00
	Second six months of experience	2 187,50	1 750,00	2 162,00	1 729,50	2197,50	1758,00	2171,50	1737,00
	Third year								
	First six months of experience	2 328,50	1 863,00	2 301,00	1 841,00	2340,00	1872,00	2312,50	1850,00
	Next four months of experience	2 479,50	1 983,50	2 450,50	1 960,50	2492,00	1993,50	2462,50	1970,00

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CONTINUES ON PAGE 130 OF BOOK 2

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



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11907

Regulasiekoerant

Vol. 725

21

November
November

2025

No. 53707

PART 2 OF 2

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

ISSN 1682-5845



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WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
	Thereafter, the wage specified in (a), i.e.	2 777,00	2 221,50	2 744,50	2 195,50	2788,50	2231,00	2755,50	2204,50
Football Jersey Cutter									
(a)	Qualified	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
(b)	Learner								
	First year								
	First six months of experience	1 449,50	1 223,58	1 432,50	1 209,18	1453,50	1223,58	1436,50	1209,18
	Second six months of experience	1 536,50	1 229,00	1 518,50	1 215,00	1542,00	1233,50	1524,00	1219,00
	Second year								
	First six months of experience	1 616,00	1 293,00	1 597,00	1 277,50	1624,50	1299,50	1605,50	1284,50
	Second six months of experience	1 702,00	1 361,50	1 682,00	1 345,50	1711,50	1369,00	1691,50	1353,00
	Third year								
	First four months of experience	1 785,50	1 428,50	1 764,50	1 411,50	1792,50	1434,00	1771,50	1417,00
	Thereafter, the wage specified in (a), i.e.	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00

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 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
Layer-up									
(a)	Qualified	1 664,50	1 331,50	1 645,00	1 316,00	1670,00	1336,00	1650,50	1320,50
(b)	Learner								
	First year								
	First six months of experience	1 401,00	1 223,58	1 384,50	1 209,18	1407,00	1223,58	1390,50	1209,18
	Second six months of experience	1 449,50	1 223,58	1 432,50	1 209,18	1453,50	1223,58	1436,50	1209,18
	Second year								
	First six months of experience	1 513,50	1 223,58	1 495,50	1 209,18	1521,00	1223,58	1503,00	1209,18
	Thereafter, the wage specified in (a), i.e.	1 664,50	1 331,50	1 645,00	1 316,00	1670,00	1336,00	1650,50	1320,50
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00
(b)	Learner								

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
	First year								
	First six months of experience	1 497,50	1 223,58	1 480,00	1 209,18	1503,50	1223,58	1486,00	1209,18
	Second six months of experience	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
	Second year								
	First six months of experience	1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
	Second six months of experience	1 811,00	1 449,00	1 789,50	1 431,50	1823,50	1459,00	1802,00	1441,50
	Third year								
	First four months of experience	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
	Thereafter, the wage specified in (a), i.e.	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00
Grade B employee									
(a)	Qualified	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
(b)	Learner								
	First year								

WAGES			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION			Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
		First six months of experience	1 476,50	1 223,58	1 459,00	1 209,18	1484,00	1223,58	1466,50	1209,18
		Second six months of experience	1 553,50	1 243,00	1 535,00	1 228,00	1559,50	1247,50	1541,00	1233,00
		Second year								
		First six months of experience	1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
		Thereafter, the wage specified in (a), i.e.	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
(c)		If advanced to Grade A employee:								
		First six months from date of advancement	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
		Second six months from date of advancement	1 873,00	1 498,50	1 851,00	1 481,00	1881,50	1505,00	1859,50	1487,50
		Third six months from date of advancement	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00

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 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
Grade C employee									
(a)	Qualified	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
(b)	Learner								
	First year								
	First six months of experience	1 446,00	1 223,58	1 429,00	1 209,18	1452,50	1223,58	1435,50	1209,18
	Second six months of experience	1 487,00	1 223,58	1 469,50	1 209,18	1494,50	1223,58	1477,00	1209,18
	Thereafter, the wage specified in (a), i.e.	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
	Second six months from date of advancement	1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50

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WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 C - Clerical Employees									
Clerk									
(a)	Qualified	2 343,00	1 874,50	2 315,50	1 852,50	2354,50	1883,50	2327,00	1861,50
(b)	Learner								
	First year	1 731,00	1 385,00	1 710,50	1 368,50	1735,50	1388,50	1715,00	1372,00
	Second year	1 880,00	1 504,00	1 858,00	1 486,50	1888,50	1511,00	1866,50	1493,00
	Third year								
	First four months of experience	2 055,00	1 644,00	2 031,00	1 625,00	2064,50	1651,50	2040,00	1632,00
	Thereafter, the wage specified in (a), i.e.	2 343,00	1 874,50	2 315,50	1 852,50	2354,50	1883,50	2327,00	1861,50
Factory Clerk									
(a)	Qualified	1 758,00	1 406,50	1 737,50	1 390,00	1767,50	1414,00	1746,50	1397,00
(b)	Learner								
	First year	1 401,00	1 223,58	1 384,50	1 209,18	1407,00	1223,58	1390,50	1209,18
	Second year	1 493,00	1 223,58	1 475,50	1 209,18	1500,50	1223,58	1483,00	1209,18
	Third year								
	First four months of	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00

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WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
	experience								
	Thereafter, the wage specified in (a), i.e.	1 758,00	1 406,50	1 737,50	1 390,00	1767,50	1414,00	1746,50	1397,00
Part D – General									
Boiler attendant		1 669,50	1 335,50	1 650,00	1 320,00	1678,50	1343,00	1659,00	1327,00
Despatch packer		1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
General Worker		1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
Labourer		1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
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	1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
(b)	exceeds 1 360 but not 2 720 kg	1 791,00	1 433,00	1 770,00	1 416,00	1798,50	1439,00	1777,50	1422,00
(c)	exceeds 2 720 kg	2 040,00	1 632,00	2 016,00	1 613,00	2054,00	1643,00	2030,00	1624,00

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 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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
Supervisor, quality controller and instructor		2 187,50	1 750,00	2 162,00	1 729,50	2197,50	1758,00	2171,50	1737,00
Traveller's driver		1 791,00	1 433,00	1 770,00	1 416,00	1798,50	1439,00	1777,50	1422,00
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	1 861,00	1 489,00	1 839,00	1 471,00	1869,00	1495,00	1847,00	1477,50
(b)	60 hours per week	1 952,50	1 562,00	1 929,50	1 543,50	1963,50	1571,00	1940,50	1552,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage in line with this schedule.									

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

Clause No.	Existing 2024/2025	New 2025/2026
6.3(2)	1 September 2024	1 September 2025

Clause No.	Existing 2024/2025	New 2025/2026
12.1(3)(b)	R1.84	R1.95
12.2	85 cents	63 cents
12.4	86 cents	91 cents
14.1(1)	R3.93	R4.17
14.1(2)	R6.01	R6.38
15(1)	31 August 2025	31 August 2026
15(1)	1 September 2024	1 September 2025
Clause 19 Annexure C (5)	23 cents	24 cents

3.6. Insert new clause no. 26:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

4.1. 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.”

4.2. 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)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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		5251.50	4201.20	5 275.00	4 220.00
	(b) Supervisor/Quality Controller					
	(i)	Qualified	2145.50	1716.40	2 158.00	1 726.40
	(ii)	Learners				
		first six months of experience	1472.50	1209.18	1 480.50	1 209.18
		second six months of experience	1758.00	1406.40	1 767.00	1 413.60
		Thereafter, the wage specified in (ii)(i) i.e.	2145.50	1716.40	2 158.00	1 726.40
	(c) Cloakroom Supervisor/Watchman		1496.50	1209.18	1 501.00	1 209.18
	(d) Mechanic		4926.50	3941.20	4 951.00	3 960.80
	(e) Unqualified Mechanic		1836.00	1468.80	1 846.50	1 477.20
	(f) Watchman		1496.50	1209.18	1 501.00	1 209.18
	(g) Labourer		1228.00	1209.18	1 229.00	1 209.18
	(h) Boiler Attendant		1285.00	1209.18	1 290.00	1 209.18
(ii)	Pattern Grader					
	(i)	Qualified	2 781.50	2 225.20	2 795.50	2 236.40
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			second six months of experience	1 288.00	1 209.18	1 292.00	1 209.18
			third six months of experience	1 498.50	1 209.18	1 506.50	1 209.18
			fourth six months of experience	1 718.00	1 374.40	1 724.00	1 379.20
			fifth six months of experience	1 929.50	1 543.60	1 933.50	1 546.80
			sixth six months of experience	2 138.00	1 710.40	2 147.50	1 718.00
			seventh six months of experience	2 352.50	1 882.00	2 362.50	1 890.00
			next four months of experience	2 564.50	2 051.60	2 574.00	2 059.20
			Thereafter. the wage specified in (ii)(i) i.e.	2 781.50	2 225.20	2 795.50	2 236.40
(iii)	Marker-In						
		(i)	Qualified	2 145.50	1 716.40	2 158.00	1 726.40
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 347.00	1 209.18	1 352.50	1 209.18

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			fourth six months of experience	1 475.50	1 209.18	1 483.50	1 209.18
			fifth six months of experience	1 613.50	1 290.80	1 618.50	1 294.80
			sixth six months of experience	1 742.00	1 393.60	1 752.00	1 401.60
			seventh six months of experience	1 878.50	1 502.80	1 887.50	1 510.00
			next four months of experience	2 008.50	1 606.80	2 017.00	1 613.60
			Thereafter, the wage specified in (iii)(i) i.e.	2 145.50	1 716.40	2 158.00	1 726.40
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out						
		(i)	Qualified	1 720.00	1 376.00	1 729.50	1 383.60
31		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
			fourth six months of experience	1 372.50	1 209.18	1 376.00	1 209.18
			fifth six months of experience	1 487.00	1 209.18	1 496.50	1 209.18

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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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 603.00	1 282.40	1 611.50	1 289.20
			Thereafter, the wage specified in (iv)(i) i.e.	1 720.00	1 376.00	1 729.50	1 383.60
(v)	Checker, Examiner and/or Passer						
		(i)	Qualified	1 496.50	1 209.18	1 501.00	1 209.18
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
			next four months of experience	1 373.00	1 209.18	1 377.00	1 209.18
			Thereafter, the wage specified in (v)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
(vi)	(a) Invoice Clerk						
		(i)	Qualified	2 145.50	1 716.40	2 158.00	1 726.40
		(ii)	Learners				
			first six months of experience	1 546.50	1 237.20	1 554.00	1 243.20
			Thereafter, the wage specified in (vi)(a)(i) i.e.	2 145.50	1 716.40	2 158.00	1 726.40
	(b) Despatch Clerk, Factory Clerk						

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	and/or Stores Clerk					
	(i)	Qualified	1 572.00	1 257.60	1 579.50	1 263.60
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 349.00	1 209.18	1 354.00	1 209.18
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1 572.00	1 257.60	1 579.50	1 263.60
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	1 693.50	1 354.80	1 700.00	1 360.00
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 242.50	1 209.18	1 248.00	1 209.18
		fourth six months of experience	1 354.00	1 209.18	1 359.00	1 209.18
		fifth six months of experience	1 465.50	1 209.18	1 474.50	1 209.18



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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 581.50	1 265.20	1 589.00	1 271.20
			Thereafter. the wage specified in (vii)(i) i.e.	1 693.50	1 354.80	1 700.00	1 360.00
(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	1 850.50	1 480.40	1 859.50	1 487.60
		(b)	Exceeds 2 722 kg	2 152.50	1 722.00	2 162.50	1 730.00
(ix)	Part-time Driver of a Motor Vehicle			1 686.00	1 348.80	1 693.50	1 354.80
(x)	Knitting Machine Operator						
		(i)	Qualified	2 206.00	1 764.80	2 217.50	1 774.00
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 416.50	1 209.18	1 420.00	1 209.18
			fourth six months of experience	1 614.50	1 291.60	1 619.00	1 295.20
			fifth six months of experience	1 810.00	1 448.00	1 816.50	1 453.20

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 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	2 009.00	1 607.20	2 018.50	1 614.80
			Thereafter, the wage specified in (x)(i) i.e.	2 206.00	1 764.80	2 217.50	1 774.00
(xi)	Maintenance hand						
		(i)	Qualified	1 266.50	1 209.18	1 269.00	1 209.18
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			fourth six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			next four months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			Thereafter, the wage specified in (xi)(i) i.e.	1 266.50	1 209.18	1 269.00	1 209.18
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD							
(i)	Sewing Machinist						
(a)		(i)	Qualified	1 496.50	1 209.18	1 501.00	1 209.18
		(ii)	Learners				

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			Thereafter, the wage specified in (i)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer						
		(i)	Qualified	1 496.50	1 209.18	1 501.00	1 209.18
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			fourth six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
			fifth six months of experience	1 335.50	1 209.18	1 341.00	1 209.18
			next four months of experience	1 416.00	1 209.18	1 419.00	1 209.18

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (i)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
		Set Leader and/or Team Leader	1 589.00	1 271.20	1 594.00	1 275.20
(ii)		General Worker/Pleater				
		(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter, the wage specified in (ii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(iii)		Despatch Packer and Layer-up				
		(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter, the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(iv)		Plain Sewer				
		(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
		(ii) Learners				

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			Thereafter, the wage specified in (iv)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(v)	Sample Machinist			1 700.00	1 360.00	1 709.50	1 367.60
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT							
(i)(a)	Sewing Machinist						
		(i) Qualified:		1 439.50	1 209.18	1 444.00	1 209.18
		(ii) Learners:					
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			Thereafter, the wage specified in (i)(a)(i) i.e.	1 439.50	1 209.18	1 444.00	1 209.18
(i)(b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:						
		(i) Qualified:		1 439.50	1 209.18	1 444.00	1 209.18
		(ii) Learners:					

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			fourth six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			fifth six months of experience	1 286.00	1 209.18	1 291.50	1 209.18
			Next four months of experience	1 362.50	1 209.18	1 365.50	1 209.18
			Thereafter, the wage specified in (i)(b)(i) i.e.	1 439.50	1 209.18	1 444.00	1 209.18
			Set Leader and/or Team Leader	1 529.00	1 223.20	1 536.00	1 228.80
(ii)			General Worker/Pleater				
		(i)	Qualified	1 229.00	1 209.18	1 229.00	1 209.18
		(ii)	Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			Thereafter, the wage specified in (ii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(iii)			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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 229.00	1 209.18	1 229.00	1 209.18
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter. the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(iv)	Layer-Up					
	(i)	Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter. the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(v)	Plain Sewer					
	(i)	Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter. the wage specified in (iv)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(vi)	Sample Machinist		1 634.50	1 307.60	1 639.50	1 311.60

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.				

4.3. In clause 18 substitute the existing expression “Engagement, Transfer and Termination form” for the new expression “Registration of Employees”

4.4. Insert new clause:

18.1 **REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

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Existing	New
18.1	18.2
18.2	18.3
18.3	18.4
18.4	18.5
18.5	18.6
18.6	18.7

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

Clause No.	Existing 2024/2025	New 2025/2026
20(1)(a)	R3,98	R4,22
20(1)(b)	R4.29	R4,55
21(3)	R33.10	R35.12
23D (1)	63 cents	67 cents
23E (2)	93 cents	99 cents
Clause No.	Existing 2024/2025	New 2025/2026
35(4)	16 cents	17 cents
35(5)	28 cents	30 cents
36(1)	1 September 2024	1 September 2025

4.7. Insert new clause no 44

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

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

“(a)”

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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	1 919.60	1 535.68	1928.60	1 542.88
	(b)	Learner				
		0 - 6 months	1 267.10	1 223.58	1273.15	1 223.58
		7 - 12 months	1 401.55	1 223.58	1408.05	1 223.58
		13 - 18 months **	1 535.90	1 228.72	1543.10	1 234.48
		Thereafter, the qualifying wage applies	1 919.60	1 535.68	1928.60	1 542.88
GRADE 2						
	(a)	Qualified	1 668.30	1 334.64	1676.25	1 341.00
	(b)	Learner				
		0 - 6 months	1 260.35	1 223.58	1266.15	1 223.58
		Thereafter, the qualifying wage applies	1 668.30	1 334.64	1676.25	1 341.00
GRADE A						
	(a)	Qualified	1 709.55	1 367.64	1717.25	1 373.80

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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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b)	Learner				
		0 - 6 months	1 327.85	1 223.58	1334.15	1 223.58
		Thereafter, the qualifying wage applies	1 709.55	1 367.64	1717.25	1 373.80
HEAD CUTTER			3 062.85	2 405.28	3076.80	2 461.44
ASSISTANT HEAD CUTTER			2 450.05	1 960.04	2461.15	1 968.92
CUTTER/TRIMMER						
	(a)	Qualified	1 924.30	1 539.44	1933.30	1 546.64
	(b)	Learner				
		0 - 6 months	1 241.60	1 223.58	1241.90	1 223.58
		7 - 12 months	1 348.75	1 223.58	1354.55	1 223.58
		13 - 18 months	1 484.50	1 223.58	1491.50	1 223.58
		19 - 22 months	1 646.05	1 316.84	1653.40	1 322.72
		Thereafter, the qualifying wage applies	1 924.30	1 539.44	1933.30	1 546.64
BAND KNIFE CUTTER						
	(a)	Qualified	2 025.20	1 620.16	2034.50	1 627.60
	(b)	Learner				
		0 - 6 months	1 350.50	1 223.58	1356.55	1 223.58
		7 - 12 months	1 499.60	1 223.58	1506.60	1 223.58
		13 - 18 months	1 636.40	1 309.12	1644.25	1 315.40
		19 - 22 months	1 792.30	1 433.84	1800.45	1 440.36

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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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the qualifying wage applies	2 025.20	1 620.16	2034.50	1 627.60
MECHANIC						
	(a)	Qualified	3 291.45	2 633.16	3306.45	2 645.16
	(b)	Learner				
		0 - 6 months	1 518.55	1 223.58	1525.45	1 223.58
		7 - 12 months	1 743.80	1 395.04	1752.05	1 401.64
		13 - 18 months	2 001.25	1 601.00	2010.80	1 608.64
		19 - 24 months	2 259.00	1 807.20	2269.60	1 815.68
		25 - 30 months	2 533.50	2 026.80	2545.35	2 036.28
		31 - 36 months	2 786.10	2 228.88	2798.95	2 239.16
		37 - 40 months	3 034.40	2 427.52	3048.50	2 438.80
		Thereafter, the qualifying wage applies	3 291.45	2 633.16	3306.45	2 645.16
CLERK *						
	(a)	Qualified	2 057.25	1 645.80	2066.80	1 653.44
	(b)	Learner				
		0 - 6 months	1 398.70	1 223.58	1405.20	1 223.58
		7 - 12 months	1 579.30	1 263.44	1586.55	1 269.24
		13 - 18 months	1 727.85	1 382.28	1735.65	1 388.52
		Thereafter, the qualifying wage applies	2 057.25	1 645.80	2066.80	1 653.44
WATCHMAN			1 724.30	1 379.44	1732.25	1 385.80

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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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DRIVER 1				1 619.55	1 295.64	1627.05	1 301.64
DRIVER 2				1 769.65	1 415.72	1777.85	1 422.28
DRIVER 3				2 063.55	1 650.84	2073.10	1 658.48
DRIVER 4				2 492.30	1 993.84	2503.95	2 003.16
FOREPERSON				2 359.40	1 887.52	2370.40	1 896.32
*	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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based 2024-2025 Rand Value Equivalent to 6.1%, 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							

5.2. 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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:		3 603.50	2 882.80	3620.15	2 896.12
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	3 468.60	2 774.88	3484.60	2 787.68
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 807.05	1 445.64	1815.25	1 452.20
		third six months of experience	2 361.15	1 888.92	2372.05	1 897.64
		next four months of experience	2 914.80	2 331.84	2928.20	2 342.56
		Thereafter, the wage specified in (iii)(i) i.e.	3 468.60	2 774.88	3484.60	2 787.68
(iv)	Mechanic/Dyer:					
	(i)	Qualified:	3 603.50	2 882.80	3620.15	2 896.12
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 487.80	1 223.58	1495.00	1 223.58
		third six months of experience	1 722.80	1 378.24	1730.95	1 384.76
		fourth six months of experience	1 958.25	1 566.60	1967.15	1 573.72
		fifth six months of experience	2 193.45	1 754.76	2203.80	1 763.04
		sixth six months of experience	2 427.70	1 942.16	2439.00	1 951.20

WAGE SCHEDULE			GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		seventh six months of experience	2 663.50	2 130.80	2675.75	2 140.60
		eighth six months of experience	2 898.40	2 318.72	2912.00	2 329.60
		ninth six months of experience	3 133.25	2 506.60	3147.75	2 518.20
		next four months of experience	3 368.90	2 695.12	3384.45	2 707.56
		Thereafter, the wage specified in (iv)(i) i.e.	3 603.50	2 882.80	3620.15	2 896.12
(v)	Mechanic's Assistant:					
	(i)	Qualified:	2 360.50	1 888.40	2371.45	1 897.16
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 362.80	1 223.58	1369.10	1 223.58
		third six months of experience	1 475.10	1 223.58	1482.00	1 223.58
		fourth six months of experience	1 584.55	1 267.64	1591.85	1 273.48
		fifth six months of experience	1 695.90	1 356.72	1703.95	1 363.16
		sixth six months of experience	1 807.15	1 445.72	1815.55	1 452.44
		seventh six months of experience	1 917.35	1 533.88	1926.15	1 540.92
		eighth six months of experience	2 028.65	1 622.92	2037.70	1 630.16
		ninth six months of experience	2 138.65	1 710.92	2148.65	1 718.92
		next four months of experience	2 249.75	1 799.80	2259.95	1 807.96
		Thereafter, the wage specified in (v)(i) i.e.	2 360.50	1 888.40	2371.45	1 897.16

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(vi)	Supervisor:		2 495.40	1 996.32	2506.85	2 005.48
(vii)	Final Examiner of fully-fashioned garments:		2 317.25	1 853.80	2327.95	1 862.36
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	2 268.95	1 815.16	2279.50	1 823.60
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 506.90	1 223.58	1513.90	1 223.58
		third six months of experience	1 760.95	1 408.76	1769.20	1 415.36
		next four months of experience	2 015.15	1 612.12	2024 50	1 619.60
		Thereafter, the wage specified in (viii)(i) i.e.	2 268.95	1 815.16	2279.50	1 823.60
(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:	2 268.95	1 815.16	2279.50	1 823.60
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 421.90	1 223.58	1428.80	1 223.58
		third six months of experience	1 591.00	1 272.80	1598.45	1 278.76

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		fourth six months of experience	1 760.95	1 408.76	1769.40	1 415.52
		fifth six months of experience	1 930.25	1 544.20	1938.95	1 551.16
		next four months of experience	2 099.90	1 679.92	2109.65	1 687.72
		Thereafter, the wage specified in (ix)(i) i.e.	2 268.95	1 815.16	2279.50	1 823.60
(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:	1 979.90	1 583.92	1989.15	1 591.32
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 434.30	1 223.58	1440.85	1 223.58
		third six months of experience	1 615.85	1 292.68	1623.40	1 298.72
		next four months of experience	1 798.25	1 438.60	1806.50	1 445.20
		Thereafter, the wage specified in (x)(i) i.e.	1 979.90	1 583.92	1989.15	1 591.32
(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	1 892.65	1 514.12	1901.35	1 521.08
	(b)	exceeds 453,5 kg but not 2 721 kg	2 234.70	1 787.76	2245.10	1 796.08

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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	2 379.70	1 903.76	2390.60	1 912.48
		(d) exceeds 4 535 kg	2 582.45	2 065.96	2594.10	2 075.28
(xii)	Security Officer:		2 890.75	2 312.60	2904.05	2 323.24
(xiii)	Watchman:		2 230.75	1 784.60	2241.10	1 792.88
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	2 322.55	1 858.04	2333.15	1 866.52
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 519.95	1 223.58	1527.25	1 223.58
		third six months of experience	1 788.15	1 430.52	1796.35	1 437.08
		next four months of experience	2 055.05	1 644.04	2046.65	1 651.72
		thereafter, the wage specified in (xiv)(i) i.e.	2 322.55	1 858.04	2333.15	1 866.52

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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				
	(i) Qualified:	1 627.70	1 302.16	1635.10	1 308.08
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 377.55	1 223.58	1383.95	1 223.58
	third six months of experience	1 503.55	1 223.58	1510.20	1 223.58
	Thereafter, the wage specified in (xv) (i) i.e.	1 627.70	1 302.16	1635.10	1 308.08
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	1 627.70	1 302.16	1635.10	1 308.08
(xvii)	General Worker (Knitting)	1 890.65	1 512.52	1899.45	1 519.56

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2024-2025 Rand Value Equivalent to 6.1%, 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				

5.3. In clause 20, insert the following new sub-clause (1):

"(1) New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council Levy contributions for those new employees, both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired."

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

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Existing	New
20.1	20.2
20.2	20.3
20.3	20.4
20.4	20.5
20.5	20.6
20.6	20.7

5.5. In the following table of clauses, substitutes the existing expression for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
25(1)	R4.70	R4.99
25(2)	R6.36	R6.75
26(1)	59 cents	63 cents
26(2)	84 cents	89 cents
40(1)	31 August 2025	31 August 2026
40(1)	1 September 2024	1 September 2025
Annexure C of Clause 43(5)	28 cents	30 cents

5.6. Insert a new clause 50

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The Code of Good practice on the Prevention and Elimination of Harassment in the workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

6.1. 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.”

6.2. 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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:		3 452.90	2 762.32	3 468.80	2 775.04
	(ii) Learners:					
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 609.60	1 287.68	1 617.10	1 293.68
		third six months of experience	1 980.70	1 584.56	1 990.00	1 592.00
		fourth six months of experience	2 318.50	1 854.80	2 329.30	1 863.44
		fifth six months of experience	2 721.00	2 176.80	2 734.10	2 187.28
		next four months of experience	3 090.40	2 472.32	3 104.70	2 483.76
		Thereafter. the wage specified in (A)(i) i.e.	3 452.90	2 762.32	3 468.80	2 775.04
(B)	Marker-In:					
	(i) Qualified:		2 866.80	2 293.44	2 880.50	2 304.40
	(ii) Learners:					

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 511.70	1 209.36	1 519.00	1 215.20
		third six months of experience	1 783.50	1 426.80	1 792.10	1 433.68
		fourth six months of experience	2 054.10	1 643.28	2 064.10	1 651.28
		fifth six months of experience	2 325.40	1 860.32	2 336.60	1 869.28
		next four months of experience	2 597.00	2 077.60	2 608.80	2 087.04
		Thereafter. the wage specified in (B)(i) i.e.	2 866.80	2 293.44	2 880.50	2 304.40
(C)	Mechanic:					
	(i)	Qualified:	2 795.90	2 236.72	2 809.40	2 247.52
	(ii)	Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 413.50	1 151.60	1 420.00	1 151.60
		third six months of experience	1 586.50	1 269.20	1 594.10	1 275.28
		fourth six months of experience	1 759.50	1 407.60	1 767.80	1 414.24
		fifth six months of	1 933.10	1 546.48	1 942.10	1 553.68

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		sixth six months of experience	2 104.00	1 683.20	2 114.30	1 691.44
		seventh six months of experience	2 278.70	1 822.96	2 289.30	1 831.44
		eighth six months of experience	2 450.90	1 960.72	2 462.90	1 970.32
		next four months of experience	2 624.50	2 099.60	2 636.80	2 109.44
		Thereafter, the wage specified in (C)(i) i.e.	2 795.90	2 236.72	2 809.40	2 247.52
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:					
	(i) Qualified:		2 076.40	1 661.12	2 086.70	1 669.36
	(ii) Learners:					
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 450.00	1 160.00	1 457.20	1 165.76
		third six months of experience	1 659.90	1 327.92	1 667.50	1 334.00
		next four months of	1 871.00	1 496.80	1 879.50	1 503.60

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		Thereafter, the wage specified in (D)(i) i.e.	2 076.40	1 661.12	2 086.70	1 669.36
*(E1)	Sample Machinist:		2 064.90	1 651.92	2 074.40	1 659.52
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
		(i) Qualified:	1 795.10	1 436.08	1 803.40	1 442.72
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 379.70	1 151.60	1 385.90	1 151.60
		third six months of experience	1 515.70	1 212.56	1 523.20	1 218.56
		Thereafter, the wage specified in (E)(i) i.e.	1 795.10	1 436.08	1 803.40	1 442.72

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	1 795.10	1 436.08	1 803.40	1 442.72
	(ii) Learners:				
	first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
	second six months of experience	1 379.70	1 151.60	1 385.90	1 151.60
	third six months of experience	1 515.70	1 212.56	1 523.20	1 218.56
	next four months of experience	1 660.20	1 328.16	1 667.60	1 334.08
	Thereafter. the wage specified in (E)(i) i.e.	1 795.10	1 436.08	1 803.40	1 442.72
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	2 133.00	1 706.40	2 143.40	1 714.72

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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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 795.10	1 436.08	1 803.40	1 442.72
		second six months of experience	1 911.90	1 529.52	1 920.60	1 536.48
		third six months of experience.	2 024.10	1 619.28	2 033.80	1 627.04
		Thereafter, the wage specified in (F1) (i) i. e	2 133.00	1 706.40	2 143.40	1 714.72
(F)		Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
		(i) Qualified:	2 133.00	1 706.40	2 143.40	1 714.72
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 465.50	1 172.40	1 472.10	1 177.68
		third six months of experience	1 688.20	1 350.56	1 696.30	1 357.04
		next four months of experience	1 913.40	1 530.72	1 922.60	1 538.08
		Thereafter, the wage specified in (F)(i) i.e.	2 133.00	1 706.40	2 143.40	1 714.72

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(G)	Other Pressers, not provided for elsewhere; Under presser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
	(i)	Qualified:	1 489.30	1 191.44	1 496.10	1 196.88
	(ii)	Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 303.70	1 151.60	1 309.20	1 151.60
		third six months of experience	1 364.70	1 151.60	1 371.50	1 151.60
		next four months of experience	1 425.90	1 151.60	1 432.40	1 151.60

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 (G)(i) i. e	1 489.30	1 191.44	1 496.10	1 196.88
(H1)	Foreman:			4 710.80	3 768.64	4 732.60	3 786.08
(H2)	Supervisor, Assistant Foreman, Head Cutter:			2 569.30	2 055.44	2 581.20	2 064.96
(H3)	Artisan:			5 377.70	4 302.16	5 402.50	4 322.00
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:			1 654.80	1 323.84	1 662.50	1 330.00
(H5)	Watchman:			1 912.10	1 529.68	1 921.10	1 536.88
(H6)	Driver (Light Motor Vehicle):			1 884.80	1 507.84	1 893.30	1 514.64
(H7)	Driver (Medium Motor Vehicle):			2 015.40	1 612.32	2 024.60	1 619.68
	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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.							

6.3. 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 2025 to 31 Aug 2026	Across the Board Increase 2024–2025-rand value equivalent to 6.1%	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	Across the Board Increase 2024–2025-rand value equivalent to 6.1%	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	3452.90	198.60	2762.32	3468.80	199.50	2775.04
B	2866.80	164.90	2293.44	2880.50	165.70	2304.40
C	2795.90	160.80	2236.72	2809.40	161.60	2247.52
D	2076.40	119.40	1661.12	2086.70	120.00	1669.36
E1	2064.90	118.80	1651.92	2074.40	119.30	1659.52
E (a)	1795.10	103.30	1436.08	1803.40	103.70	1442.72
E (b)	1795.10	103.30	1436.08	1803.40	103.70	1442.72
F1	2133.00	122.70	1706.40	2143.40	123.30	1714.72
F	2133.00	122.70	1706.40	2143.40	123.30	1714.72
G	1489.30	85.70	1191.44	1496.10	86.10	1196.88
H1	4710.80	271.00	3768.64	4732.60	272.20	3786.08
H2	2569.30	147.80	2055.44	2581.20	148.50	2046.96
H3	5377.70	309.30	4302.16	5402.50	310.80	4322.00
H4	1654.80	95.20	1323.84	1662.50	95.60	1330.00
H5	1912.10	110.00	1529.68	1921.10	110.50	1536.88
H6	1884.80	108.40	1507.84	1893.30	108.90	1514.64
H7	2015.40	115.90	1612.32	2024.60	116.50	1619.68

6.4. In clause 4B (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.”

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

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	Supervisor:	2 898.00	2 318.40	2 904.70	2 323.80
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	2 298.40	1 838.70	2 304.60	1 843.70
	(ii) Learners:				
	first six months of experience	1 628.60	1 302.90	1 632.40	1 305.90
	second six months of experience	1 780.70	1 424.60	1 784.80	1 427.80
	third six months of experience	1 955.20	1 564.20	1 959.60	1 567.70
	next four months of experience	2 168.00	1 734.40	2 173.30	1 738.60
	Thereafter, the wage specified in (b)(i) i.e.	2 298.40	1 838.70	2 304.60	1 843.70
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1 933.90	1 547.10	1 938.50	1 550.80
	(ii) Learners:				
	first six months of experience	1 603.00	1 282.40	1 606.80	1 285.40
	second six months of experience	1 654.90	1 323.90	1 658.60	1 326.90
	third six months of experience	1 759.50	1 407.60	1 763.40	1 410.70

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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 841.30	1 473.00	1 846.00	1 476.80
		Thereafter. the wage specified in (c)(1)(i) i.e.	1 933.90	1 547.10	1 938.50	1 550.80
	(2) Driver:		1 933.90	1 547.10	1 938.50	1 550.80
(d)	Machine Operator & Chopper-Out:					
	(i) Qualified:		1 790.10	1 432.10	1 793.70	1 435.00
	(ii) Learners:					
		first six months of experience	1 180.39	1 180.39	1 180.39	1 180.39
		second six months of experience	1 289.60	1 180.39	1 292.40	1 180.39
		third six months of experience	1 380.70	1 180.39	1 384.20	1 180.39
		next four months of experience	1 594.10	1 275.30	1 597.80	1 278.20
		Thereafter. the wage specified in (d)(i) i.e.	1 790.10	1 432.10	1 793.70	1 435.00
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:		1 525.70	1 220.60	1 529.10	1 223.30
	(ii) Learners:					
		first six months of experience	1 180.39	1 180.39	1 180.39	1 180.39
		second six months of experience	1 237.10	1 180.39	1 239.90	1 180.39
		third six months of experience	1 328.20	1 180.39	1 331.80	1 180.39

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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	1 429.30	1 180.39	1 432.30	1 180.39
		Thereafter, the wage specified in (e)(i) i.e.	1 525.70	1 220.60	1 529.10	1 223.30
(f)	Boiler Attendant & Watchman:		1 668.70	1 335.00	1 672.80	1 338.20
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.						

6.6. In clause 18 substitute the existing expression "Engagement of Permanent and Contract Employees" for the new expression "Registration of Employees"

6.7. Insert new clause:

18.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
18.1	18.2
18.2	18.3
18.3	18.4
18.4	18.5
18.5	18.6

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

Clause No.	Existing 2024/2025	New 2025/2026
26(3)	63 cents	67 cents
27(1)	1 September 2024	1 September 2025
27(1)	1 September 2025	1 September 2026
30(4)	16 cents	17 cents
30(5)	29 cents	31 cents
31(1)	93 cents	99 cents
33(1)(a)	1 September 2024	1 September 2025
33(1)(a)	R3,98	R4,22
33(1)(a)	R3,98	R4,22
33(1)(b)	R4.29	R4,55

6.10. Insert new clause no.38

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

7.1. 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.”

7.2. 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)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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:			3 581.70	2 865.40	3 598.80	2 879.00
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i)	Qualified:		3 447.60	2 758.10	3 464.00	2 771.20
	(ii)	Learners:					
		first six months of experience		1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience		1 795.60	1 436.50	1 803.80	1 443.00
		third six months of experience		2 346.30	1 877.00	2 357.30	1 885.80
		next four months of experience		2 896.90	2 317.50	2 910.70	2 328.60
		Thereafter. the wage		3 447.60	2 758.10	3 464.00	2 771.20

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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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			specified in (iii)(i) i.e.				
(iv)	Mechanic/Dyer:						
		(i) Qualified:		3 581.70	2 865.40	3 598.80	2 879.00
		(ii) Learners:					
		first six months of experience		1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience		1 478.30	1 223.58	1 485.10	1 223.58
		third six months of experience		1 712.00	1 369.60	1 720.00	1 376.00
		fourth six months of experience		1 945.90	1 556.70	1 955.00	1 564.00
		fifth six months of experience		2 179.50	1 743.60	2 189.90	1 751.90
		sixth six months of experience		2 413.00	1 930.40	2 424.40	1 939.50
		seventh six months of experience		2 646.70	2 117.40	2 659.40	2 127.50
		eighth six months of experience		2 880.60	2 304.50	2 894.30	2 315.40
		ninth six months of experience		3 113.80	2 491.00	3 128.20	2 502.60
		next four months of experience		3 348.80	2 679.00	3 364.30	2 691.40
		Thereafter. the wage specified in (iv)(i) i.e.		3 581.70	2 865.40	3 598.80	2 879.00

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(v)	Mechanic's Assistant:						
		(i) Qualified:		2 345.60	1 876.50	2 356.10	1 884.90
		(ii) Learners:					
		first six months of experience		1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience		1 353.80	1 223.58	1 359.60	1 223.58
		third six months of experience		1 439.20	1 223.58	1 472.10	1 223.58
		fourth six months of experience		1 574.70	1 259.80	1 581.50	1 265.20
		fifth six months of experience		1 685.20	1 348.20	1 693.00	1 354.40
		sixth six months of experience		1 795.70	1 436.60	1 804.00	1 443.20
		seventh six months of experience		1 905.10	1 524.10	1 914.20	1 531.40
		eighth six months of experience		2 016.30	1 613.00	2 024.80	1 619.80
		ninth six months of experience		2 125.50	1 700.40	2 135.00	1 708.00
		next four months of experience		2 236.10	1 788.90	2 246.20	1 797.00
		Thereafter, the wage specified in (v)(i) i.e.		2 345.60	1 876.50	2 356.10	1 884.90
(vi)	Supervisor:			2 480.20	1 984.20	2 491.60	1 993.30

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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:			2 302.40	1 841.90	2 313.60	1 850.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
		(i) Qualified		2 254.60	1 803.70	2 265.40	1 812.30
		(ii) Learners:					
			first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
			second six months of experience	1 496.80	1 223.58	1 504.00	1 223.58
			third six months of experience	1 749.50	1 399.60	1 757.50	1 406.00
			next four months of experience	2 002.50	1 602.00	2 012.00	1 609.60
			Thereafter, the wage specified in (viii)(i) i.e.	2 254.60	1 803.70	2 265.40	1 812.30
(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:		2 254.60	1 803.70	2 265.40	1 812.30
		(ii) Learners:					
			first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
			second six months of	1 412.90	1 223.58	1 418.70	1 223.58

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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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			experience				
			third six months of experience	1 580.70	1 264.60	1 587.80	1 270.20
			fourth six months of experience	1 749.50	1 399.60	1 757.50	1 406.00
			fifth six months of experience	1 917.60	1 534.10	1 926.90	1 541.50
			next four months of experience	2 086.60	1 669.30	2 096.00	1 676.80
			Thereafter, the wage specified in (ix)(i) i.e.	2 254.60	1 803.70	2 265.40	1 812.30
(x)(a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
			(i) Qualified:	1 967.50	1 574.00	1 976.40	1 581.10
			(ii) Learners:				
			first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
			second six months of experience	1 424.90	1 223.58	1 431.50	1 223.58
			third six months of experience	1 605.20	1 284.20	1 613.20	1 290.60
			next four months of experience	1 786.80	1 429.40	1 795.10	1 436.10
			Thereafter, the wage specified in (x)(i) i.e.	1 967.50	1 574.00	1 976.40	1 581.10

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(x)(b)	Sewing Machinist including a button, buttonhole and hemming machinist:						
		(i) Qualified:		1 967.50	1 574.00	1 976.40	1 581.10
		(ii) Learners:					
		first six months of experience		1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience		1 424.90	1 223.58	1 431.50	1 223.58
		third six months of experience		1 605.20	1 284.20	1 613.20	1 290.60
		Thereafter. the wage specified in (x)(i) i.e.		1 967.50	1 574.00	1 976.40	1 581.10
(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		1 880.90	1 504.70	1 889.50	1 511.60
		(b) exceeds 453,5 kg but not 2 721 kg		2 220.60	1 776.50	2 230.60	1 784.50
		(c) exceeds 2 721 kg but not 4 535 kg		2 364.70	1 891.80	2 375.90	1 900.70
		(d) exceeds 4 535 kg		2 566.10	2 052.90	2 578.40	2 062.70
(xii)	Security Officer:			2 873.10	2 298.50	2 885.90	2 308.70
(xiii)	Watchman:			2 216.80	1 773.40	2 227.00	1 781.60

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(xiv)	Employee not elsewhere specified:						
		(i) Qualified:		2 308.00	1 846.40	2 318.60	1 854.90
		(ii) Learners:					
		first six months of experience		1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience		1 509.60	1 223.58	1 517.10	1 223.58
		third six months of experience		1 776.30	1 421.00	1 784.80	1 427.80
		next four months of experience		2 042.10	1 633.70	2 051.40	1 641.10
		Thereafter. the wage specified in (xiv)(i) i.e.		2 308.00	1 846.40	2 318.60	1 854.90

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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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:			1 878.70	1 503.00	1 887.50	1 510.00
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1 617.10	1 293.70	1 624.70	1 299.80
(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:						

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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 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 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:	1 617.10	1 293.70	1 624.70	1 299.80
			(ii) Learners:				
			first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
			second six months of experience	1 368.10	1 223.58	1 374.70	1 223.58
			third six months of experience	1 493.60	1 223.58	1 500.20	1 223.58
			Thereafter, the wage specified in (xvii) (i) i.e.	1 617.10	1 293.70	1 624.70	1 299.80
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.							

7.3. In clause 10 substitute the existing expression "Engagement in employment" for the new expression "Registration of Employees"

7.4. Insert new clause:

10.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

- (b) The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
10.1	10.2
10.2	10.3
10.3	10.4
10.4	10.5

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

Clause No.	Existing 2024/2025	New 2025/2026
11(2)(a)	R3,98	R4,22
11(2)(b)	R4,29	R4,55
13E (1)	62 cents	66 cents
13F (2)	92 cents	98 cents
19(4)	R34,66	R36,77
19(5)	R34,66	R36,77
20(2)(b)	R10,85	R11,51
30(4)	16 cents	17 cents
30(5)	29 cents	31 cents
31(1)	01 September 2024	1 September 2025

7.7. Insert new clause no.39

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

8.1. In clause 1(2)(b), substitute the new expression “R189 204.00 per annum” for the existing expression “R178 308.00 per annum”.

8.2. In clause 4(1)(a), 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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				3624,50	2899,50	3638,50	2911,00
Pattern Maker:							
	(a)	Qualified		3624,50	2899,50	3638,50	2911,00
	(b)	Learner					
		First year					
		First six months of experience		2030,50	1624,50	2036,00	1629,00
		Second six months of		2242,00	1793,50	2249,00	1799,00

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WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			experience				
			Second year				
			First six months of experience	2451,00	1961,00	2463,00	1970,50
			Second six months of experience	2676,50	2141,00	2689,00	2151,00
			Third year				
			First six months of experience	2920,00	2336,00	2932,00	2345,50
			Next four months of experience	3149,50	2519,50	3165,50	2532,50
			Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
			Pattern Grader				
	(a)		Qualified	2923,00	2338,50	2935,00	2348,00
	(b)		Learner				
			First year				
			First six months of experience	1906,50	1525,00	1919,50	1535,50
			Second six months of experience	2030,50	1624,50	2036,00	1629,00
			Second year				
			First six months of experience	2147,50	1718,00	2162,00	1729,50
			Second six months of experience	2302,50	1842,00	2313,00	1850,50

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Third year				
			First six months of experience	2451,00	1961,00	2463,00	1970,50
			Next four months of experience	2610,00	2088,00	2623,00	2098,50
			Thereafter, the wage specified in (a), i.e.	2923,00	2338,50	2935,00	2348,00
			Cutter, lay-maker:				
	(a)		Qualified	2819,00	2255,00	2830,50	2264,50
	(b)		Learner				
			First year				
			First six months of experience	1711,50	1369,00	1721,50	1377,00
			Second six months of experience	1885,50	1508,50	1893,00	1514,50
			Second year				
			First six months of experience	2055,00	1644,00	2067,00	1653,50
			Second six months of experience	2249,00	1799,00	2262,50	1810,00
			Third year				
			First four months of experience	2466,50	1973,00	2478,50	1983,00
			Thereafter, the wage specified in (a), i.e.	2819,00	2255,00	2830,50	2264,50
			Interlining cutter, trimmer, leather cutter and				

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			tie cutter				
	(a)	Qualified		2032,00	1625,50	2041,00	1633,00
	(b)	Learner					
		First year					
		First six months of experience		1526,00	1223,58	1530,00	1224,00
		Second six months of experience		1617,50	1294,00	1623,00	1298,50
		Second year					
		First six months of experience		1701,00	1361,00	1710,00	1368,00
		Second six months of experience		1791,50	1433,00	1801,50	1441,00
		Third year					
				1879,50	1503,50	1887,00	1509,50
		Thereafter, the wage specified in (a), i.e.		2032,00	1625,50	2041,00	1633,00
	(c)	If advanced to learner cutter:					
		First six months		2201,00	1761,00	2211,50	1769,00
		Second six months		2466,50	1973,00	2478,50	1983,00
		Thereafter, the wage specified for a qualified cutter, i.e.		2819,00	2255,00	2830,50	2264,50
		Layer-up:					

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
	(a)	Qualified		1752,00	1401,50	1758,00	1406,50
	(b)	Learner					
		First year					
		First six months of experience		1474,50	1223,58	1481,00	1223,58
		Second six months		1526,00	1223,58	1530,00	1224,00
		Second year					
		First six months of experience		1593,00	1274,50	1601,00	1281,00
		Thereafter, the wage specified in (a), i.e.		1752,00	1401,50	1758,00	1406,50
	(c)	If advanced to learner cutter:					
		First six months		1752,00	1401,50	1758,00	1406,50
		Second six months		2055,00	1644,00	2067,00	1653,50
		Third six months		2249,00	1799,00	2262,50	1810,00
		Fourth six months		2466,50	1973,00	2478,50	1983,00
		Thereafter, the wage specified for a qualified cutter, i.e.		2819,00	2255,00	2830,50	2264,50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:					
		First six months		1752,00	1401,50	1758,00	1406,50
		Second six months		1879,50	1503,50	1887,00	1509,50

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	2032,00	1625,50	2041,00	1633,00
	(e)		If advanced to fitter-up:				
			First six months	1752,00	1401,50	1758,00	1406,50
			Second six months	1816,00	1453,00	1823,00	1458,50
			Third six months	1906,50	1525,00	1919,50	1535,50
			Fourth six months	2032,00	1625,50	2041,00	1633,00
			Thereafter, the wage specified for fitter-up, i.e.	2242,00	1793,50	2249,00	1799,00
			Clicker:				
	(a)		Qualified	2095,50	1676,50	2105,50	1684,50
	(b)		Learner				
			First year	1571,50	1257,00	1579,50	1263,50
			Second year	1791,50	1433,00	1801,50	1441,00
			Thereafter, the wage specified in (a) i.e.	2095,50	1676,50	2105,50	1684,50
			Tracer:				
	(a)		Qualified	1966,50	1573,00	1974,50	1579,50
	(b)		Learner				
			First year				

WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			First six months of experience	1571,50	1257,00	1579,50	1223,58
			Second six months of experience	1682,50	1346,00	1689,50	1351,50
			Second year				
			First six months of experience	1779,50	1423,50	1787,00	1429,50
			Thereafter, the wage specified in (a), i.e.	1966,50	1573,00	1974,50	1579,50
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)		Qualified	3624,50	2899,50	3638,50	2911,00
	(b)		Learner				
			First year				
			First six months of experience	2030,50	1624,50	2036,00	1629,00
			Second six months of experience	2242,00	1793,50	2249,00	1799,00
			Second year				
			First six months of experience	2451,00	1961,00	2463,00	1970,50
			Second six months of experience	2676,50	2141,00	2689,00	2151,00

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WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Third year				
			First four months of experience	2920,00	2336,00	2932,00	2345,50
			Second four months of experience	3149,50	2519,50	3165,50	2532,50
			Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
			Clothing technician:				
	(a)		Qualified	3624,50	2899,50	3638,50	2911,00
	(b)		Learner				
			First year				
			First six months of experience	2030,50	1624,50	2036,00	1629,00
			Second six months of experience	2242,00	1793,50	2249,00	1799,00
			Second year				
			First six months of experience	2451,00	1961,00	2463,00	1970,50
			Second six months of experience	2676,50	2141,00	2689,00	2151,00
			Third year				
			First six months of experience	2920,00	2336,00	2932,00	2345,50
			Next four months of experience	3149,50	2519,50	3165,50	2532,50
			Thereafter, the wage specified in	3624,50	2899,50	3638,50	2911,00

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			(a), i.e.				
			Grade A employee:				
	(a)		Qualified	2242,00	1793,50	2249,00	1799,00
	(b)		Learner				
			First year				
			First six months of experience	1576,50	1261,00	1582,50	1266,00
			Second six months of experience	1700,00	1360,00	1707,00	1365,50
			Second year				
			First six months of experience	1816,00	1453,00	1823,00	1458,50
			Second six months of experience	1906,50	1525,00	1919,50	1535,50
			Third year				
			First four months of experience	2032,00	1625,50	2041,00	1633,00
			Thereafter, the wage specified in (a), i.e.	2242,00	1793,50	2249,00	1799,00
			Grade B employee:				
	(a)		Qualified	1914,50	1531,50	1922,00	1537,50
	(b)		Learner				
			First year				
			First six months of experience	1554,00	1243,00	1562,00	1249,50

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Second six months of experience	1635,00	1308,00	1641,50	1313,00
			Second year				
			First six months of experience	1718,00	1374,50	1724,00	1379,00
			Thereafter, the wage specified in (a), i.e.	1914,50	1531,50	1922,00	1537,50
	(c)		If advanced to Grade A employee:				
			First six months	1914,50	1531,50	1922,00	1537,50
			Second six months	1971,50	1577,00	1980,50	1584,50
			Third six months	2032,00	1625,50	2041,00	1633,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	2242,00	1793,50	2249,00	1799,00
			Grade C employee:				
	(a)		Qualified	1700,00	1360,00	1707,00	1365,50
	(b)		Learner				
			First year				
			First six months of experience	1522,00	1223,58	1529,00	1223,58
			Second six months of experience	1565,50	1252,50	1573,00	1258,50
			Thereafter, the wage specified in (a), i.e.	1700,00	1360,00	1707,00	1365,50

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
	(c)	If advanced to Grade B employee:					
		First six months		1700,00	1360,00	1707,00	1365,50
		Second six months		1718,00	1374,50	1724,00	1379,00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.		1914,50	1531,50	1922,00	1537,50
		Underpresser, blocker:					
	(a)	Qualified		1718,00	1374,50	1724,00	1379,00
	(b)	Learner					
		First year					
		First six months of experience		1474,50	1223,58	1481,00	1223,58
		Second six months of experience		1526,00	1223,58	1530,00	1224,00
		Second year					
		First six months of experience		1593,00	1274,50	1601,00	1281,00
		Thereafter, the wage specified in (a), i.e.		1718,00	1374,50	1724,00	1379,00
	(c)	If advanced to learner presser:					
		First six months		1718,00	1374,50	1724,00	1379,00
		Second six months		2032,00	1625,50	2041,00	1633,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.		2242,00	1793,50	2249,00	1799,00

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
Part C - Clerical employees							
Clerk							
	(a)	Qualified		2466,50	1973,00	2478,50	1983,00
	(b)	Learner					
		First year		1822,00	1457,50	1827,00	1461,50
		Second year		1979,00	1583,00	1988,00	1590,50
		Third year					
		First four months of experience		2163,00	1730,50	2173,00	1738,50
		Thereafter, the wage specified in (a), i.e.		2466,50	1973,00	2478,50	1983,00
Factory Clerk							
	(a)	Qualified		1850,50	1480,50	1860,50	1488,50
	(b)	Learner					
		First year		1474,50	1223,58	1481,00	1223,58
		Second year		1571,50	1257,00	1579,50	1263,50
		Third year					
		First four months of experience		1700,00	1360,00	1707,00	1365,50
		Thereafter, the wage specified in		1850,50	1480,50	1860,50	1488,50

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WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
		(a), i.e.					
Part D - General							
Boiler attendant				1757,50	1406,00	1767,00	1413,50
Despatch packer				1816,00	1453,00	1823,00	1458,50
General Worker				1700,00	1360,00	1707,00	1365,50
Labourer				1718,00	1374,50	1724,00	1379,00
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		1816,00	1453,00	1823,00	1458,50
	(b)	exceeds 1 360 but not 2 720 kg		1885,50	1508,50	1893,00	1514,50
	(c)	exceeds 2 720 kg		2147,50	1718,00	2162,00	1729,50
Supervisor, quality controller and instructor				2302,50	1842,00	2313,00	1850,50
Traveller's driver				1885,50	1508,50	1893,00	1514,50
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		1959,00	1567,00	1967,50	1574,00
	(b)	60 hours per week		2055,00	1644,00	2067,00	1653,50

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.							

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

WAGE SCHEDULE				
DESCRIPTION	Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Blocker				
(a) Qualified	1 691,00	103,00	1 794,00	1 435,00
(b) Learner				
First year				
First six months of experience	1 172,50	71,50	1 244,00	1 223,58
Second six months of experience	1 307,50	80,00	1 387,50	1 223,58
Second year				
First six months of experience	1 432,00	87,50	1 519,50	1 223,58
Second six months of experience	1 563,00	95,50	1 658,50	1 327,00
Thereafter, the wage specified in (a), i.e.	1 691,00	103,00	1 794,00	1 435,00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
(a) Qualified	1 398,00	85,50	1 483,50	1 223,58
(b) Learner				
First year				
First six months of experience	1 172,50	71,50	1 244,00	1 223,58
Second six months of experience	1 218,00	74,50	1 292,50	1 223,58
Second year				
First six months of experience	1 259,50	77,00	1 336,50	1 223,58

WAGE SCHEDULE							
DESCRIPTION				Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across -the- Board-Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Second six months of experience	1 309,00	80,00	1 389,00	1 223,58
			Third year				
			First four months of experience	1 351,50	82,50	1 434,00	1 223,58
			Thereafter, the wage specified in (a), i.e.	1 398,00	85,50	1 483,50	1 223,58
Clerk							
	(a)	Qualified		2 336,00	142,50	2 478,50	1 983,00
	(b)	Learner					
		First year		1 722,00	105,00	1 827,00	1 461,50
		Second year		1 873,50	114,50	1 988,00	1 590,50
		Third year					
			First four months of experience	2 048,00	125,00	2 173,00	1 738,50
			Thereafter, the wage specified in (a), i.e.	2 336,00	142,50	2 478,50	1 983,00
General Worker (Millinery)				1 381,50	84,50	1 466,00	1 223,58
Grade 1 Employee (Millinery):							
	(a)	Qualified		1 367,50	83,50	1 451,00	1 223,58
	(b)	Learner					
		First year					

WAGE SCHEDULE							
DESCRIPTION				Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across -the- Board-Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			First six months of experience	1 172,50	71,50	1 244,00	1 223,58
			Second six months of experience	1 222,50	74,50	1 297,00	1 223,58
		Second year					
			First six months of experience	1 289,00	78,50	1 367,50	1 223,58
			Thereafter, the wage specified in (a), i.e.	1 367,50	83,50	1 451,00	1 223,58
Milliner:							
	(a)	Qualified		1 480,00	90,50	1 570,50	1 256,50
	(b)	Learner					
		First year					
		First six months of experience		1 172,50	71,50	1 244,00	1 223,58
		Second six months of experience		1 245,50	76,00	1 321,50	1 223,58
		Second year					
			First six months of experience	1 247,50	76,00	1 323,50	1 223,58
			Second six months of experience	1 307,00	80,00	1 387,00	1 223,58
		Third year					
			First six months of experience	1 363,50	83,00	1 446,50	1 223,58
			Next four months of experience	1 432,00	87,50	1 519,50	1 223,58
		Thereafter, the wage specified in (a) i.e.		1 480,00	90,50	1 570,50	1 256,50

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WAGE SCHEDULE							
DESCRIPTION				Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board-Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
Millinery Machinist:							
	(a)	Qualified		1 494,50	91,00	1 585,50	1 268,50
	(b)	Learner					
		First year					
			First six months of experience	1 172,50	71,50	1 244,00	1 223,58
			Second six months of experience	1 277,50	78,00	1 355,50	1 223,58
		Second year					
			First six months of experience	1 354,50	82,50	1 437,00	1 223,58
			Thereafter, the wage specified in (a), i.e.	1 494,50	91,00	1 585,50	1 268,50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	does not exceed 2268 kg		1 776,50	108,50	1 885,00	1 508,00
	(b)	exceeds 2268		1 874,50	114,50	1 989,00	1 591,00
Plain Sewer (Millinery):							
	(a)	Qualified		1 398,00	85,50	1 483,50	1 223,58
	(b)	Learner					
		First year					
			First six months of experience	1 172,50	71,50	1 244,00	1 223,58

WAGE SCHEDULE							
DESCRIPTION				Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across-the-Board-Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Second six months of experience	1 236,50	75,50	1 312,00	1 223,58
			Second year				
			First six months of experience	1 312,50	80,00	1 392,50	1 223,58
			Thereafter, the wage specified in (a), i.e.	1 398,00	85,50	1 483,50	1 223,58
Supervisor (Millinery)				2 004,50	122,50	2 127,00	1 701,50
Watchman or Caretaker (Millinery)				2 021,00	123,50	2 144,50	1 715,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025 Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board which is equivalent to 6,1%.							

8.4. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

8.5. Insert new clause:

16.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

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

Clause No.	New 2024/2025	New 2024/2025
4(12)	1 September 2024	1 September 2025
22(2)(a)	R3.99	R4.23
22(2)(b)	R6.41	R6.80
26(4)(b)	R16.65	R17.67
26(4)(b)	R19.87	R21.08
26(4)(b)	R21.67	R22.99
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
27(3)	59 cents	63 cents
27(4)	86 cents	91 cents
38(5)	39 cents	41 cents
39(3)	67 cents	71 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

8.8. Insert new clause no. 52:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

9.1. In clause 1(2)(b), substitute the new expression “R143 154.00 per annum” for the existing expression “R134 916.00 per annum”.

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

WAGES			GROUP A		GROUP B	
DESCRIPTION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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			2741,50	2193,00	2753,00	2202,50
Pattern Maker:						
	(a)	Qualified	2741,50	2193,00	2753,00	2202,50
	(b)	Learner				
		First year				
		First six months of experience	1650,50	1320,50	1658,50	1327,00
		Second six months of experience	1793,00	1434,50	1802,00	1441,50
		Second year				
		First six months of experience	1944,00	1555,00	1953,00	1562,50
		Second six months of experience	2094,50	1675,50	2103,50	1683,00
		Third year				
		First four months of experience	2258,50	1807,00	2266,00	1813,00
		Thereafter, the wage specified in (a), i.e.	2741,50	2193,00	2753,00	2202,50
Pattern Grader						
	(a)	Qualified	2265,00	1812,00	2274,50	1819,50
	(b)	Learner				
		First year				
		First six months of experience	1556,00	1245,00	1562,50	1250,00
		Second six months of experience	1650,50	1320,50	1658,50	1327,00
		Second year				
		First six months of experience	1740,50	1392,50	1748,00	1398,50
		Second six months of experience	1837,00	1469,50	1846,00	1477,00
		Third year				
		First six months of experience	1944,00	1555,00	1953,00	1562,50
		Next four months of experience	2049,50	1639,50	2057,50	1646,00
		Thereafter, the wage specified in (a), i.e.	2265,00	1812,00	2274,50	1819,50
Cutter, lay-maker:						
	(a)	Qualified	2189,00	1751,00	2200,00	1760,00
	(b)	Learner				
		First year				
		First six months of experience	1427,00	1223,58	1432,00	1223,58

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WAGES			GROUP A		GROUP B	
DESCRIPTION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second six months of experience	1548,50	1239,00	1556,00	1245,00
		Second year				
		First six months of experience	1675,00	1340,00	1677,00	1341,50
		Second six months of experience	1804,50	1443,50	1813,00	1450,50
		Third year				
		First six months of experience	1956,00	1565,00	1963,00	1570,50
		Next four months of experience	2189,00	1751,00	2200,00	1760,00
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	1658,00	1326,50	1662,50	1330,00
	(b)	Learner				
		First year				
		First six months of experience	1304,00	1223,58	1305,50	1223,58
		Second six months of experience	1362,00	1223,58	1364,50	1223,58
		Second year				
		First six months of experience	1423,50	1223,58	1428,00	1223,58
		Second six months of experience	1483,50	1223,58	1485,50	1223,58
		Third year				
		First four months of experience	1546,50	1237,00	1549,00	1239,00
		Thereafter, the wage specified in (a) i.e.	1658,00	1326,50	1662,50	1330,00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1772,50	1418,00	1779,50	1423,50
		Second six months from date of advancement	1956,00	1565,00	1963,00	1570,50
		Thereafter, the wage specified for a qualified cutter, i.e.	2189,00	1751,00	2200,00	1760,00
		Layer-up:				
	(a)	Qualified	1453,50	1223,58	1459,50	1223,58
		First year				
		First six months of experience	1271,00	1223,58	1277,00	1223,58
		Second six months of experience	1304,00	1223,58	1305,50	1223,58
		Second year				

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	First six months of experience	1346,50	1223,58	1351,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1453,50	1223,58	1459,50	1223,58
(b)	If advanced to learner cutter:				
	First six months	1453,50	1223,58	1459,50	1223,58
	Second six months	1675,00	1340,00	1677,00	1341,50
	Third six months	1804,50	1443,50	1813,00	1450,50
	Fourth six months	1956,00	1565,00	1963,00	1570,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2189,00	1751,00	2200,00	1760,00
Clicker:					
(a)	Qualified	1701,00	1361,00	1707,00	1365,50
(b)	Learner				
	First year of experience	1333,50	1223,58	1336,50	1223,58
	Second year of experience	1483,50	1223,58	1485,50	1223,58
	Thereafter, the wage specified in (a), i.e.	1701,00	1361,00	1705,50	1364,50
Tracer:					
(a)	Qualified	1611,00	1289,00	1616,00	1293,00
(b)	Learner				
	First year				
	First six months of experience	1333,50	1223,58	1336,50	1223,58
	Second six months of experience	1407,50	1223,58	1410,50	1223,58
	Second year				
	First six months of experience	1474,50	1223,58	1483,50	1223,58
	Thereafter, the wage specified in (a), i.e.	1611,00	1289,00	1616,00	1293,00
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	2741,50	2193,00	2753,00	2202,50
(b)	Learner				
	First year				
	First six months of experience	1650,50	1320,50	1658,50	1327,00
	Second six months of experience	1793,00	1434,50	1802,00	1441,50
	Second year				
	First six months of experience	1944,00	1555,00	1953,00	1562,50

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second six months of experience	2094,50	1675,50	2103,50	1683,00
	Third year				
	First six months of experience	2258,50	1807,00	2266,00	1813,00
	Next four months of experience	2422,50	1938,00	2430,50	1944,50
	Thereafter, the wage specified in (a), i.e.	2741,50	2193,00	2753,00	2202,50
Grade A employee:					
(a)	Qualified	1793,00	1434,50	1802,00	1441,50
(b)	Learner				
	First year				
	First six months of experience	1338,00	1223,58	1346,00	1223,58
	Second six months of experience	1420,00	1223,58	1427,00	1223,58
	Second year				
	First six months of experience	1494,50	1223,58	1501,00	1223,58
	Second six months of experience	1570,50	1256,50	1576,50	1261,00
	Third year				
	First four months of experience	1658,00	1326,50	1662,50	1330,00
	Thereafter, the wage specified in (a), i.e.	1793,00	1434,50	1802,00	1441,50
Grade B employee:					
(a)	Qualified	1519,50	1223,58	1539,00	1231,00
(b)	Learner				
	First year				
	First six months of experience	1338,00	1223,58	1338,00	1223,58
	Second six months of experience	1383,50	1223,58	1388,00	1223,58
	Second year				
	First six months of experience	1426,50	1223,58	1434,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1519,50	1223,58	1539,00	1231,00
(c)	If advanced to Grade A employee:				
	First six months	1519,50	1223,58	1539,00	1231,00
	Second six months	1529,50	1223,58	1548,50	1239,00
	Third six months	1598,00	1278,50	1623,00	1298,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1778,50	1423,00	1765,00	1412,00

WAGES			GROUP A		GROUP B	
DESCRIPTION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Grade C employee:						
(a)	Qualified		1420,00	1223,58	1427,00	1223,58
(b)	Learner					
	First year					
		First six months of experience	1298,50	1223,58	1301,50	1223,58
		Second six months of experience	1332,50	1223,58	1333,50	1223,58
		Thereafter, the wage specified in (a), i.e.	1420,00	1223,58	1427,00	1223,58
(c)	If advanced to Grade B employee:					
		First six months from date of advancement	1420,00	1223,58	1427,00	1223,58
		Second six months from date of advancement	1432,00	1223,58	1436,50	1223,58
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1556,00	1245,00	1562,50	1250,00
Underpresser, blocker:						
(a)	Qualified		1432,00	1223,58	1436,50	1223,58
(b)	Learner					
	First year					
		First six months of experience	1271,00	1223,58	1277,00	1223,58
		Second six months of experience	1304,00	1223,58	1305,50	1223,58
	Second year					
		First six months of experience	1346,50	1223,58	1351,00	1223,58
		Second six months of experience	1432,00	1223,58	1436,50	1223,58
(c)	If advanced to learner presser:					
		First six months	1432,00	1223,58	1436,50	1223,58
		Second six months	1658,00	1326,50	1662,50	1330,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1793,00	1434,50	1802,00	1441,50
Part C - Clerical employees						
Clerk						
(a)	Qualified		1956,00	1565,00	1963,00	1570,50
(b)	Learner					
	First year of experience		1502,50	1223,58	1509,00	1223,58

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WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second year of experience	1619,50	1295,50	1629,00	1303,00
	Third year of experience				
	First six months of experience	1742,00	1393,50	1752,50	1402,00
	Thereafter, the wage specified in (a), i.e.	1956,00	1565,00	1963,00	1570,50
Factory Clerk					
(a)	Qualified	1526,00	1223,58	1530,00	1224,00
(b)	Learner				
	First year of experience	1269,00	1223,58	1271,00	1223,58
	Second year of experience	1335,50	1223,58	1338,00	1223,58
	Third year				
	First six months of experience	1417,00	1223,58	1420,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1526,00	1223,58	1530,00	1224,00
Part D - General					
Boiler attendant		1459,50	1223,58	1462,50	1223,58
Despatch packer		1497,50	1223,58	1502,50	1223,58
General Worker		1415,50	1223,58	1428,00	1223,58
Labourer		1432,00	1223,58	1436,50	1223,58
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	1556,50	1245,00	1563,00	1250,50
(b)	2 720 kg and over	1740,50	1392,50	1748,00	1398,50
Supervisor, quality controller and instructor		1837,00	1469,50	1846,00	1477,00
Traveller's driver		1556,50	1245,00	1563,00	1250,50
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	1603,00	1282,50	1611,50	1289,00
(b)	60 hours per week	1675,00	1340,00	1677,00	1341,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.					

9.3. In clause 16 substitute the existing expression “**Engagements, Terminations, Absence from Work and Transfers in Occupation**” for the new expression “**Registration of Employees**”.

9.4. In clause 16 insert new clause:

1. REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

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

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Clause No.	New 2024/2025	New 2025/2026
4(12)	1 September 2024	1 September 2025
22(2)(a)	R4.33	R4.59
22(2)(b)	R6.32	R6.71
27(3)	55 cents	58 cents
27(4)	85 cents	90 cents
38(5)	39 cents	41 cents
39(3)	75 cents	80 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

9.7. Insert new clause no. 52:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

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

AGES	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 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R
Part A - Cutting Department				

AGES		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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Pattern Maker:					
(a)	Qualified	3624,50	2899,50	3638,50	2911,00
(b)	Learner				
	First year				
	First six months of experience	2030,50	1624,50	2036,00	1629,00
	Second six months of experience	2242,00	1793,50	2249,00	1799,00
	Second year				
	First six months of experience	2451,00	1961,00	2463,00	1970,50
	Second six months of experience	2676,50	2141,00	2689,00	2151,00
	Third year				
	First six months of experience	2920,00	2336,00	2932,00	2345,50
	Next four months of experience	3149,50	2519,50	3165,50	2532,50
	Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
Pattern Grader					
(a)	Qualified	2923,00	2338,50	2935,00	2348,00
(b)	Learner				
	First year				
	First six months of experience	1906,50	1525,00	1919,50	1535,50

AGES			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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Second six months of experience	2030,50	1624,50	2036,00	1629,00
		Second year				
		First six months of experience	2147,50	1718,00	2162,00	1729,50
		Second six months of experience	2302,50	1842,00	2313,00	1850,50
		Third year				
		First six months of experience	2451,00	1961,00	2463,00	1970,50
		Next four months of experience	2610,00	2088,00	2623,00	2098,50
		Thereafter, the wage specified in (a), i.e.	2923,00	2338,50	2935,00	2348,00
Football Jersey Cutter						
	(a)	Qualified	2032,00	1625,50	2041,00	1633,00
	(b)	Learner				
		First year				
		First six months of experience	1526,00	1223,58	1530,00	1224,00
		Second six months of experience	1617,50	1294,00	1623,00	1298,50
		Second year				
		First six months of experience	1701,00	1361,00	1710,00	1368,00
		Second six months of experience	1791,50	1433,00	1801,50	1441,00
		Third year				

AGES			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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First four months of experience	1879,50	1503,50	1887,00	1509,50
		Thereafter, the wage specified in (a), i.e.	2032,00	1625,50	2041,00	1633,00
Layer-up						
(a)	Qualified		1752,00	1401,50	1758,00	1406,50
(b)	Learner					
	First year					
		First six months of experience	1474,50	1223,58	1481,00	1223,58
		Second six months of experience	1526,00	1223,58	1530,00	1224,00
	Second year					
		First six months of experience	1593,00	1274,50	1601,00	1281,00
		Thereafter, the wage specified in (a), i.e.	1752,00	1401,50	1758,00	1406,50
Part B - Factory Operatives						
Grade A employee:						
(a)	Qualified		2242,00	1793,50	2249,00	1799,00
(b)	Learner					
	First year					

AGES				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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			First six months of experience	1576,50	1261,00	1582,50	1266,00
			Second six months of experience	1700,00	1360,00	1707,00	1365,50
			Second year				
			First six months of experience	1816,00	1453,00	1823,00	1458,50
			Second six months of experience	1906,50	1525,00	1919,50	1535,50
			Third year				
			First four months of experience	2032,00	1625,50	2041,00	1633,00
			Thereafter, the wage specified in (a), i.e.	2242,00	1793,50	2249,00	1799,00
Grade B employee:							
	(a)		Qualified	1914,50	1531,50	1922,00	1537,50
	(b)		Learner				
			First year				
			First six months of experience	1554,00	1243,00	1562,00	1249,50
			Second six months of experience	1635,00	1308,00	1641,50	1313,00
			Second year				
			First six months of experience	1718,00	1374,50	1724,00	1379,00
			Thereafter, the wage specified in (a), i.e.	1914,50	1531,50	1922,00	1537,50

AGES			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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1914,50	1531,50	1922,00	1537,50
		Second six months from date of advancement	1971,50	1577,00	1980,50	1584,50
		Third six months from date of advancement	2032,00	1625,50	2041,00	1633,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	2242,00	1793,50	2249,00	1799,00
		Grade C employee:				
	(a)	Qualified	1700,00	1360,00	1707,00	1365,50
	(b)	Learner				
		First year				
		First six months of experience	1522,00	1223,58	1529,00	1223,58
		Second six months of experience	1565,50	1252,50	1573,00	1258,50
		Thereafter, the wage specified in (a), i.e.	1700,00	1360,00	1707,00	1365,50
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1700,00	1360,00	1707,00	1365,50
		Next six months from date of	1718,00	1374,50	1724,00	1379,00

AGES				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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			advancement				
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1914,50	1531,50	1922,00	1537,50
Part C - Clerical employees							
Clerk							
	(a)	Qualified		2466,50	1973,00	2478,50	1983,00
	(b)	Learner					
		First year		1822,00	1457,50	1827,00	1461,50
		Second year		1979,00	1583,00	1988,00	1590,50
		Third year					
		First four months of experience		2163,00	1730,50	2173,00	1738,50
		Thereafter, the wage specified in (a), i.e.		2466,50	1973,00	2478,50	1983,00
Factory Clerk							
	(a)	Qualified		1850,50	1480,50	1860,50	1488,50
	(b)	Learner					
		First year		1474,50	1223,58	1481,00	1223,58
		Second year		1571,50	1257,00	1579,50	1263,50



AGES			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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Third year				
		First four months of experience	1700,00	1360,00	1707,00	1365,50
		Thereafter, the wage specified in (a), i.e.	1850,50	1480,50	1860,50	1488,50
Part D - General						
Boiler attendant			1757,50	1406,00	1767,00	1413,50
Despatch packer			1816,00	1453,00	1823,00	1458,50
General Worker			1700,00	1360,00	1707,00	1365,50
Labourer			1718,00	1374,50	1724,00	1379,00
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	1816,00	1453,00	1823,00	1458,50
	(b)	exceeds 1 360 but not 2 720 kg	1885,50	1508,50	1893,00	1514,50
	(c)	exceeds 2 720 kg	2147,50	1718,00	2162,00	1729,50
Supervisor, quality controller and instructor			2302,50	1842,00	2313,00	1850,50
Traveller's driver			1885,50	1508,50	1893,00	1514,50
Watchman or caretaker, whose ordinary hours of work are -						

AGES			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 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	less than 60 hours per week		1959,00	1567,00	1967,50	1574,00
(b)	60 hours per week		2055,00	1644,00	2067,00	1653,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.						

10.2. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

10.3. Insert new clause:

1. REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- Employees shall be paid the applicable NBCCMI wage rates as gazetted.

- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

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

Clause No.	Existing 2024/2025	New 2025/2026
4(11)	1 September 2024	1 September 2025
22(2)(a)	R3.99	R4.23
22(2)(b)	R6.41	R6.80
26(4)(b)	R16.65	R17.67
26(4)(b)	R19.87	R21.08
26(4)(b)	R21.67	R22.99
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
27(3)	59 cents	63 cents
27(4)	86 cents	91 cents
38(5)	39 cents	41 cents

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Clause No.	Existing 2024/2025	New 2025/2026
39(3)	67 cents	71 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

10.6. Insert new clause no. 52:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

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

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1 347.00	1 295.55	1 316.00	1 295.55
	Thereafter	1 442.00	1 295.55	1 359.00	1 295.55
Category B					
	0 - 6 months	1 345.50	1 295.55	1 319.50	1 295.55
	7 - 12 months	1 408.50	1 295.55	1 358.00	1 295.55
	13 - 18 months	1 474.50	1 295.55	1 396.50	1 295.55

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Thereafter	1 562.00	1 295.55	1 443.50	1 295.55
Category C					
	0 - 6 months	1 390.50	1 295.55	1 325.00	1 295.55
	7 - 12 months	1 529.50	1 295.55	1 407.00	1 295.55
	13 - 18 months	1 671.50	1 337.00	1 489.00	1 295.55
	19 - 22 months	1 806.00	1 445.00	1 579.00	1 295.55
	Thereafter	1 944.50	1 555.50	1 667.00	1 333.50
Category D					
	0 - 6 months	1 390.50	1 295.55	1 325.00	1 295.55
	7 - 12 months	1 493.00	1 295.55	1 387.50	1 295.55
	13 - 18 months	1 631.50	1 305.00	1 448.00	1 295.55
	19 - 22 months	1 698.00	1 358.50	1 507.00	1 295.55
	Thereafter	1 913.50	1 531.00	1 646.50	1 317.00
Category					
	0 - 6 months	1 460.50	1 295.55	1 367.50	1 295.55
	7 - 12 months	1 622.50	1 298.00	1 463.50	1 295.55
	13 - 18 months	1 809.50	1 447.50	1 580.00	1 295.55
	19 - 22 months	1 993.00	1 594.50	1 700.00	1 360.00
	Thereafter	2 191.50	1 753.00	1 825.00	1 460.00

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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Band Knife Cutter					
	0 - 6 months	1 336.50	1 295.55	1 315.50	1 295.55
	7 - 12 months	1 442.00	1 295.55	1 355.00	1 295.55
	13 - 18 months	1 540.00	1 295.55	1 416.00	1 295.55
	19 - 22 months	1 650.50	1 320.50	1 479.50	1 295.55
	Thereafter	1 816.50	1 453.00	1 585.50	1 295.55
Clerical					
	0 - 6 months	1 371.00	1 295.55	1 316.50	1 295.55
	7 - 12 months	1 501.50	1 295.55	1 391.00	1 295.55
	13 - 18 months	1 607.50	1 295.55	1 453.00	1 295.55
	Thereafter	1 846.00	1 477.00	1 601.00	1 295.55
Assistant Head Cutter		2 127.00	1 701.50	1 785.00	1 428.00
Head Cutter		2 569.50	2 055.50	2 070.50	1 656.50
Foreperson		2 303.00	1 842.50	1 949.50	1 559.50
Watchperson		1 600.50	1 295.55	1 450.00	1 295.55
Driver 1 (454kg)		1 526.00	1 295.55	1 406.00	1 295.55
Driver 2 (454 - 2722kg)		1 632.50	1 306.00	1 469.50	1 295.55
Driver 3 (2722 - 4540kg)		1 843.50	1 475.00	1 600.50	1 295.55
Driver 4 (4540kg)		2 152.50	1 722.00	1 802.00	1 441.50

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Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 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 2025 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2024-2025 Rand value equivalent to 6.1% 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				

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

Clause No	Existing 2024/2025	New 2025/2026
32(2)	R5.03	R5,34
32(2)	R6.39	R6.78
32(2)	1 September 2024	1 September 2025
36(6)(a)	82 cents	87 cents
40(1)	31 August 2025	31 August 2026
40(1)	1 September 2025	1 September 2026
Annexure C of Clause 43(5)	27 cents	29 cents

11.3. In clause 13, insert the following new sub-clause (6):

“(6) All employees shall work until their normal lunch break and be paid the full day's wage on the Thursday before Good Friday.

11.4. In the following table of clauses, substitutes the existing expression for the new expression:

Existing	New
13.1	13.2
13.2	13.3
13.3	13.4
13.5	13.6

11.5. In clause 30 insert the following new sub-clause(1)

“(1) New employees in the industry as defined by the Main Agreement shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60 day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council levy contributions for those new employees both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payment become payable after the 60 days period has lapsed or expired.

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

Existing	New
30.1	30.2
30.2	30.3
30.3	30.4
30.4	30.5
30.5	30.6
30.6	30.7
30.7	30.8
30.8	30.9

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30.9	30.10
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11.7. Insert a new clause 50

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

Signed at PAROV on behalf of the Parties this 30 day of
SEPTEMBER 2025



MARTHIE RAPHAEL
Chairperson

Signed at Johannesburg on behalf of the Parties this 30 day of
SEPTEMBER 2025



CHANTAL NAIDOO
General Secretary