

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 MARCH 2021 TO 31 AUGUST 2021**

| WAGES | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | | | |
|-------------|--|--|---|--------------------------------|---|---|
| DESCRIPTION | | Wage per week from 01 Sep 2019 to 31 Aug 2020 | New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Across-the-Board Increase 3.7% | Wage per week from 01 Mar 2021 to 31 Aug 2021 | New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| | | R | R | R | R | R |
| (a) | Foreman | 2290.50 | 1 832.50 | 84.50 | 2375.00 | 1900.00 |
| (b) | Designer: | | | | | |
| | (i) Qualified: | 2921.00 | 2 337.00 | 108.00 | 3029.00 | 2423.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 996.00 | 840.00 | 37.00 | 1033.00 | 872.00 |
| | second six months of | 1160.50 | 928.50 | 43.00 | 1203.50 | 963.00 |
| | third six months of experience | 1389.00 | 1 111.00 | 51.50 | 1440.50 | 1152.50 |
| | fourth six months of | 1546.50 | 1 237.00 | 57.00 | 1603.50 | 1283.00 |
| | fifth six months of experience | 1719.50 | 1 375.50 | 63.50 | 1783.00 | 1426.50 |
| | sixth six months of experience | 1865.00 | 1 492.00 | 69.00 | 1934.00 | 1547.00 |
| | seventh six months of | 2030.00 | 1 624.00 | 75.00 | 2105.00 | 1684.00 |
| | eighth six months of | 2193.50 | 1 755.00 | 81.00 | 2274.50 | 1819.50 |
| | next four months of | 2328.50 | 1 863.00 | 86.00 | 2414.50 | 1931.50 |
| | Thereafter, the wage specified in (b)(i) i.e. | 2921.00 | 2 337.00 | 108.00 | 3029.00 | 2423.00 |
| (c) | Grader: | | | | | |
| | (i) Qualified: | 2098.50 | 1 679.00 | 77.50 | 2176.00 | 1741.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1074.00 | 859.00 | 39.50 | 1113.50 | 891.00 |
| | third six months of experience | 1167.50 | 934.00 | 43.00 | 1210.50 | 968.50 |
| | fourth six months of | 1225.00 | 980.00 | 45.50 | 1270.50 | 1016.50 |
| | fifth six months of experience | 1416.50 | 1 133.00 | 52.50 | 1469.00 | 1175.00 |
| | sixth six months of experience | 1515.50 | 1 212.50 | 56.00 | 1571.50 | 1257.00 |
| | seventh six months of | 1599.00 | 1 279.00 | 59.00 | 1658.00 | 1326.50 |
| | eighth six months of | 1680.00 | 1 344.00 | 62.00 | 1742.00 | 1393.50 |
| | next four months of | 1788.00 | 1 430.50 | 66.00 | 1854.00 | 1483.00 |
| | Thereafter, the wage specified in (c)(i) i.e. | 2098.50 | 1 679.00 | 77.50 | 2176.00 | 1741.00 |
| (d) | Marker-in: | | | | | |
| | (i) Qualified: | 1599.00 | 1 279.00 | 59.00 | 1658.00 | 1326.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1057.50 | 846.00 | 39.00 | 1096.50 | 877.00 |
| | third six months of experience | 1128.50 | 903.00 | 42.00 | 1170.50 | 936.50 |
| | fourth six months of | 1203.50 | 963.00 | 44.50 | 1248.00 | 998.50 |
| | next four months of | 1344.50 | 1 075.50 | 49.50 | 1394.00 | 1115.00 |
| | Thereafter, the wage specified in (d)(i) i.e. | 1599.00 | 1 279.00 | 59.00 | 1658.00 | 1326.50 |
| (e) | Band-knife cutter: | | | | | |
| | Qualified | 1599.00 | 1 279.00 | 59.00 | 1658.00 | 1326.50 |
| | band knife, only a qualified cutter-out shall progress to this class of employee | | | | | |
| (f) | Cutter-out: | | | | | |
| | (i) Qualified: | 1413.50 | 1 131.00 | 52.50 | 1466.00 | 1173.00 |
| | (ii) Learners: | | | 0.00 | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1035.50 | 840.00 | 38.50 | 1074.00 | 872.00 |
| | third six months of experience | 1068.00 | 854.50 | 39.50 | 1107.50 | 886.00 |
| | fourth six months of | 1107.00 | 885.50 | 41.00 | 1148.00 | 918.50 |
| | next four months of | 1154.50 | 923.50 | 42.50 | 1197.00 | 957.50 |
| | Thereafter, the wage specified in (f)(i) i.e. | 1413.50 | 1 131.00 | 52.50 | 1466.00 | 1173.00 |
| (g) | Layer-up: | | | | | |
| | (i) Qualified: | 1108.50 | 887.00 | 41.00 | 1149.50 | 919.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1010.00 | 840.00 | 37.50 | 1047.50 | 872.00 |
| | third six months of experience | 1026.50 | 840.00 | 38.00 | 1064.50 | 872.00 |
| | fourth six months of | 1041.50 | 840.00 | 38.50 | 1080.00 | 872.00 |
| | Thereafter, the wage specified in (g)(i) i.e. | 1108.50 | 887.00 | 41.00 | 1149.50 | 919.50 |
| (h) | Specialised presser: | | | | | |
| | (i) Qualified: | 1541.50 | 1 233.00 | 57.00 | 1598.50 | 1279.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1027.50 | 840.00 | 38.00 | 1065.50 | 872.00 |
| | third six months of experience | 1065.50 | 852.50 | 39.50 | 1105.00 | 884.00 |
| | fourth six months of | 1107.00 | 885.50 | 41.00 | 1148.00 | 918.50 |
| | fifth six months of experience | 1152.00 | 921.50 | 42.50 | 1194.50 | 955.50 |
| | sixth six months of experience | 1190.50 | 952.50 | 44.00 | 1234.50 | 987.50 |

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| DESCRIPTION | | Wage per week from 01 Sep 2019 to 31 Aug 2020 | New Ees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Across-the-Board Increase 3.7% | Wage per week from 01 Mar 2021 to 31 Aug 2021 | New Ees on Incentivised Scheme Effective 1 March 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|-------------|--|---|---|--------------------------------|---|---|
| | | R | R | R | R | R |
| | seventh six months of | 1301.00 | 1 041.00 | 48.00 | 1349.00 | 1079.00 |
| | eighth six months of | 1348.50 | 1 079.00 | 50.00 | 1398.50 | 1119.00 |
| | next four months of | 1378.50 | 1 103.00 | 51.00 | 1429.50 | 1143.50 |
| | Thereafter, the wage specified in (h)(i) i.e. | 1541.50 | 1 233.00 | 57.00 | 1598.50 | 1279.00 |
| (i) | Examiner: | | | | | |
| | (i) Qualified: | 1320.00 | 1 056.00 | 49.00 | 1369.00 | 1095.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1107.00 | 885.50 | 41.00 | 1148.00 | 918.50 |
| | Thereafter, the wage specified in (i)(i) i.e. | 1320.00 | 1 056.00 | 49.00 | 1369.00 | 1095.00 |
| (j)(a) | Machinist: | | | | | |
| | (i) Qualified: | 1294.50 | 1 035.50 | 48.00 | 1342.50 | 1074.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1010.50 | 840.00 | 37.50 | 1048.00 | 872.00 |
| | third six months of experience | 1040.00 | 840.00 | 38.50 | 1078.50 | 872.00 |
| | Thereafter, the wage specified in (j)(i) i.e. | 1294.50 | 1 035.50 | 48.00 | 1342.50 | 1074.00 |
| (j)(b) | Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant: | | | | | |
| | (i) Qualified: | 1294.50 | 1 035.50 | 48.00 | 1342.50 | 1074.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1010.50 | 840.00 | 37.50 | 1048.00 | 872.00 |
| | third six months of experience | 1040.00 | 840.00 | 38.50 | 1078.50 | 872.00 |
| | fourth six months of | 1076.00 | 861.00 | 40.00 | 1116.00 | 893.00 |
| | next four months of | 1104.00 | 883.00 | 41.00 | 1145.00 | 916.00 |
| | Thereafter, the wage specified in (j)(i) i.e. | 1294.50 | 1 035.50 | 48.00 | 1342.50 | 1074.00 |
| (k) | Progress examiner: | | | | | |
| | (i) Qualified: | 1309.00 | 1 047.00 | 48.50 | 1357.50 | 1086.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1037.00 | 840.00 | 38.50 | 1075.50 | 872.00 |
| | Thereafter, the wage specified in (k)(i) i.e. | 1309.00 | 1 047.00 | 48.50 | 1357.50 | 1086.00 |
| (l) | Despatcher: | | | | | |
| | (i) Qualified: | 1239.00 | 991.00 | 46.00 | 1285.00 | 1028.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1047.00 | 837.50 | 38.50 | 1085.50 | 872.00 |
| | Thereafter, the wage specified in (l)(i) i.e. | 1239.00 | 991.00 | 46.00 | 1285.00 | 1028.00 |
| (m) | Checker in the Knitting section: | | | | | |
| | (i) Qualified: | 1099.50 | 879.50 | 40.50 | 1140.00 | 912.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1010.00 | 840.00 | 37.50 | 1047.50 | 872.00 |
| | third six months of experience | 1035.50 | 840.00 | 38.50 | 1074.00 | 872.00 |
| | Thereafter, the wage specified in (m)(i) i.e. | 1099.50 | 879.50 | 40.50 | 1140.00 | 912.00 |
| (n) | General Worker: | | | | | |
| | (i) Qualified: | 1067.50 | 854.00 | 39.50 | 1107.00 | 885.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1010.00 | 840.00 | 37.50 | 1047.50 | 872.00 |
| | Thereafter, the wage specified | 1067.50 | 854.00 | 39.50 | 1107.00 | 885.50 |
| (o) | Steambox pleater: | | | | | |
| | (i) Qualified: | 1258.50 | 1 007.00 | 46.50 | 1305.00 | 1044.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 1033.00 | 840.00 | 38.00 | 1071.00 | 872.00 |
| | third six months of experience | 1065.50 | 852.50 | 39.50 | 1105.00 | 884.00 |
| | fourth six months of | 1108.00 | 885.00 | 41.00 | 1147.00 | 917.50 |
| | Thereafter, the wage specified | 1258.50 | 1 007.00 | 46.50 | 1305.00 | 1044.00 |
| (p) | Plain sewer: | | | | | |
| | (i) Qualified: | 1106.00 | 885.00 | 41.00 | 1147.00 | 917.50 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of | 999.00 | 840.00 | 37.00 | 1036.00 | 872.00 |
| | third six months of experience | 1010.50 | 840.00 | 37.50 | 1048.00 | 872.00 |
| | fourth six months of | 1026.50 | 840.00 | 38.00 | 1064.50 | 872.00 |
| | next four months of | 1047.00 | 837.50 | 38.50 | 1085.50 | 872.00 |
| | Thereafter, the wage specified | 1106.00 | 885.00 | 41.00 | 1147.00 | 917.50 |

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|-------------|--|---|---|--------------------------------|---|---|
| | | R | R | R | R | R |
| (q) | General assistant | 1208.50 | 967.00 | 44.50 | 1253.00 | 1002.50 |
| (r) | Cleaner | 1076.00 | 861.00 | 40.00 | 1116.00 | 893.00 |
| (s) | Tea maker | 1076.00 | 861.00 | 40.00 | 1116.00 | 893.00 |
| (t) | Watchman | 1309.00 | 1 047.00 | 48.50 | 1357.50 | 1086.00 |
| (u) | Motor vehicle driver: | | | | | |
| | (i) (aa) does not exceed 453 kg | 1304.50 | 1 043.50 | 48.50 | 1353.00 | 1082.50 |
| | (ab) exceeds 453 kg but does not exceed 2 722 kg | 1402.50 | 1 122.00 | 52.00 | 1454.50 | 1163.50 |
| | (ac) exceeds 2 722 kg but does not exceed 4 536 kg | 1551.50 | 1 241.00 | 57.50 | 1609.00 | 1287.00 |
| | (ad) exceeds 4 536 kg | 1814.00 | 1 451.00 | 67.00 | 1881.00 | 1505.00 |
| | (ii) Part-time driver of a motor vehicle | 1210.50 | 968.50 | 45.00 | 1255.50 | 1004.50 |
| (v) | Clicker: | | | | | |
| | (i) Qualified: | 2117.50 | 1 694.00 | 78.50 | 2196.00 | 1757.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 987.50 | 840.00 | 36.50 | 1024.00 | 872.00 |
| | second six months of experience | 1068.00 | 854.50 | 39.50 | 1107.50 | 886.00 |
| | third six months of experience | 1155.00 | 924.00 | 42.50 | 1197.50 | 958.00 |
| | fourth six months of experience | 1306.50 | 1 045.00 | 48.50 | 1355.00 | 1084.00 |
| | fifth six months of experience | 1405.00 | 1 124.00 | 52.00 | 1457.00 | 1165.50 |
| | sixth six months of experience | 1481.50 | 1 185.00 | 55.00 | 1536.50 | 1229.00 |
| | seventh six months of experience | 1570.50 | 1 256.50 | 58.00 | 1628.50 | 1303.00 |
| | eighth six months of experience | 1654.50 | 1 323.50 | 61.00 | 1715.50 | 1372.50 |
| | next four months of experience | 1743.50 | 1 395.00 | 64.50 | 1808.00 | 1446.50 |
| | Thereafter, the wage specified | 2117.50 | 1 694.00 | 78.50 | 2196.00 | 1757.00 |
| (w) | Beader | 1320.00 | 1 056.00 | 49.00 | 1369.00 | 1095.00 |
| (x) | Chlorinator | 1187.00 | 949.50 | 44.00 | 1231.00 | 985.00 |
| (y) | Componder | 1405.00 | 1 124.00 | 52.00 | 1457.00 | 1165.50 |
| (z) | Dipper | | | | | |
| | (i) Qualified: | | | | | |
| | Category A | 1405.00 | 1 124.00 | 52.00 | 1457.00 | 1165.50 |
| | Category B | 1436.00 | 1 149.00 | 53.00 | 1489.00 | 1191.00 |
| | Category C | 1484.00 | 1 187.00 | 55.00 | 1539.00 | 1231.00 |
| | (ii) Learners: | | | | | |
| | first six months of experience | 1068.50 | 855.00 | 39.50 | 1108.00 | 886.50 |
| | first six months of experience | 1405.00 | 1 124.00 | 52.00 | 1457.00 | 1165.50 |
| | first six months of experience | 1436.00 | 1 149.00 | 53.00 | 1489.00 | 1191.00 |
| (aa) | Glove turner | 1703.50 | 1 363.00 | 63.00 | 1766.50 | 1413.00 |
| (ab) | Mouldmaker | 1350.50 | 1 080.50 | 50.00 | 1400.50 | 1120.50 |
| (ac) | Packer | 1134.00 | 907.00 | 42.00 | 1176.00 | 941.00 |
| (ad) | Quality product co-ordinator | 1781.50 | 1 425.00 | 66.00 | 1847.50 | 1478.00 |
| (ae) | A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33% 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 March 2021, increase the Weekly Wage for those employees by the agreed Wage Increase of 3.7% Across-the-Board.