

**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 B (i.e. employees NOT 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	2 302.00	1 841.50	85.00	2387.00	1909.50
(b)	Designer:					
	(i) Qualified:	2 934.50	2 347.50	108.50	3043.00	2434.50
	(ii) Learners:					
	first six months of experience	1 001.00	840.00	37.00	1038.00	872.00
	second six months of	1 164.50	931.50	43.00	1207.50	966.00
	third six months of experience	1 395.50	1 116.50	51.50	1447.00	1157.50
	fourth six months of experience	1 554.50	1 243.50	57.50	1612.00	1289.50
	fifth six months of experience	1 729.50	1 383.50	64.00	1793.50	1435.00
	sixth six months of experience	1 873.50	1 499.00	69.50	1943.00	1554.50
	seventh six months of	2 040.50	1 632.50	75.50	2116.00	1693.00
	eighth six months of experience	2 205.00	1 764.00	81.50	2286.50	1829.00
	next four months of experience	2 337.50	1 870.00	86.50	2424.00	1939.00
	Thereafter, the wage specified	2 934.50	2 347.50	108.50	3043.00	2434.50
(c)	Grader:					
	(i) Qualified:	2 107.00	1 685.50	78.00	2185.00	1748.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 078.50	863.00	40.00	1118.50	895.00
	third six months of experience	1 174.50	939.50	43.50	1218.00	974.50
	fourth six months of experience	1 229.50	983.50	45.50	1275.00	1020.00
	fifth six months of experience	1 423.00	1 138.50	52.50	1475.50	1180.50
	sixth six months of experience	1 523.50	1 219.00	56.50	1580.00	1264.00
	seventh six months of	1 607.00	1 285.50	59.50	1666.50	1333.00
	eighth six months of experience	1 687.50	1 350.00	62.50	1750.00	1400.00
	next four months of experience	1 796.50	1 437.00	66.50	1863.00	1490.50
	Thereafter, the wage specified	2 107.00	1 685.50	78.00	2185.00	1748.00
(d)	Marker-in:					
	(i) Qualified:	1 607.00	1 285.50	59.50	1666.50	1333.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 063.50	851.00	39.50	1103.00	882.50
	third six months of experience	1 134.00	907.00	42.00	1176.00	941.00
	fourth six months of experience	1 208.50	967.00	44.50	1253.00	1002.50
	next four months of experience	1 351.00	1 081.00	50.00	1401.00	1121.00
	Thereafter, the wage specified	1 607.00	1 285.50	59.50	1666.50	1333.00
(e)	Band-knife cutter:					
	Qualified	1 607.00	1 285.50	59.50	1666.50	1333.00

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		R	R	R	R	R
	band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:					
	(i) Qualified:	1 419.50	1 135.50	52.50	1472.00	1177.50
	(ii) Learners:			0.00		
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 039.50	840.00	38.50	1078.00	872.00
	third six months of experience	1 072.50	858.00	39.50	1112.00	889.50
	fourth six months of experience	1 111.00	889.00	41.00	1152.00	921.50
	next four months of experience	1 160.50	928.50	43.00	1203.50	963.00
	Thereafter, the wage specified	1 419.50	1 135.50	52.50	1472.00	1177.50
(g)	Layer-up:					
	(i) Qualified:	1 112.50	890.00	41.00	1153.50	923.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 014.00	840.00	37.50	1051.50	872.00
	third six months of experience	1 032.50	840.00	38.00	1070.50	872.00
	fourth six months of experience	1 048.00	838.50	39.00	1087.00	872.00
	Thereafter, the wage specified	1 112.50	890.00	41.00	1153.50	923.00
(h)	Specialised presser:					
	(i) Qualified:	1 550.00	1 240.00	57.50	1607.50	1286.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 034.50	840.00	38.50	1073.00	872.00
	third six months of experience	1 070.00	856.00	39.50	1109.50	887.50
	fourth six months of experience	1 111.00	889.00	41.00	1152.00	921.50
	fifth six months of experience	1 155.50	924.50	43.00	1198.50	959.00
	sixth six months of experience	1 194.50	955.50	44.00	1238.50	991.00
	seventh six months of	1 309.00	1 047.00	48.50	1357.50	1086.00
	eighth six months of experience	1 355.00	1 084.00	50.00	1405.00	1124.00
	next four months of experience	1 385.00	1 108.00	51.00	1436.00	1149.00
	Thereafter, the wage specified	1 550.00	1 240.00	57.50	1607.50	1286.00
(i)	Examiner:					
	(i) Qualified:	1 325.50	1 060.50	49.00	1374.50	1099.50
	(ii) Learners:					
	first six months of experience	1 111.00	889.00	41.00	1152.00	921.50
	Thereafter, the wage specified	1 325.50	1 060.50	49.00	1374.50	1099.50
(j)	(a) Machinist					

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		R	R	R	R	R
	(i) Qualified:	1 300.00	1 040.00	48.00	1348.00	1078.50
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 015.00	840.00	37.50	1052.50	872.00
	third six months of experience	1 047.00	837.50	38.50	1085.50	872.00
	Thereafter, the wage specified	1 300.00	1 040.00	48.00	1348.00	1078.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i) Qualified:	1 300.00	1 040.00	48.00	1348.00	1078.50
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 015.00	840.00	37.50	1052.50	872.00
	third six months of experience	1 047.00	837.50	38.50	1085.50	872.00
	fourth six months of experience	1 080.00	864.00	40.00	1120.00	896.00
	next four months of experience	1 109.00	887.00	41.00	1150.00	920.00
	Thereafter, the wage specified	1 300.00	1 040.00	48.00	1348.00	1078.50
(k)	Progress examiner:					
	(i) Qualified:	1 313.00	1 050.50	48.50	1361.50	1089.00
	(ii) Learners:					
	first six months of experience	1 041.00	840.00	38.50	1079.50	872.00
	Thereafter, the wage specified	1 313.00	1 050.50	48.50	1361.50	1089.00
(l)	Despatcher:					
	(i) Qualified:	1 243.50	995.00	46.00	1289.50	1031.50
	(ii) Learners:					
	first six months of experience	1 050.00	840.00	39.00	1089.00	872.00
	Thereafter, the wage specified	1 243.50	995.00	46.00	1289.50	1031.50
(m)	Checker in the Knitting section:					
	(i) Qualified:	1 106.00	885.00	41.00	1147.00	917.50
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 014.00	840.00	37.50	1051.50	872.00
	third six months of experience	1 039.50	840.00	38.50	1078.00	872.00
	Thereafter, the wage specified	1 106.00	885.00	41.00	1147.00	917.50
(n)	General Worker:					
	(i) Qualified:	1 071.50	857.00	39.50	1111.00	889.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 014.00	840.00	37.50	1051.50	872.00
	Thereafter, the wage specified	1 071.50	857.00	39.50	1111.00	889.00

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		R	R	R	R	R
(o)	Steambox pleater:					
	(i) Qualified:	1 263.50	1 011.00	46.50	1310.00	1048.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 037.00	840.00	38.50	1075.50	872.00
	third six months of experience	1 070.00	856.00	39.50	1109.50	887.50
	fourth six months of experience	1 110.00	888.00	41.00	1151.00	921.00
	Thereafter, the wage specified	1 263.50	1 011.00	46.50	1310.00	1048.00
(p)	Plain sewer:					
	(i) Qualified:	1 110.00	888.00	41.00	1151.00	921.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 003.00	840.00	37.00	1040.00	872.00
	third six months of experience	1 015.00	840.00	37.50	1052.50	872.00
	fourth six months of experience	1 032.50	840.00	38.00	1070.50	872.00
	next four months of experience	1 050.00	840.00	39.00	1089.00	872.00
	Thereafter, the wage specified	1 110.00	888.00	41.00	1151.00	921.00
(q)	General assistant	1 213.50	971.00	45.00	1258.50	1007.00
(r)	Cleaner	1 080.00	864.00	40.00	1120.00	896.00
(s)	Tea maker	1 080.00	864.00	40.00	1120.00	896.00
(t)	Watchman	1 313.00	1 050.50	48.50	1361.50	1089.00
(u)	Motor vehicle driver:					
	(i) (aa) does not exceed 453 kg	1 309.50	1 047.50	48.50	1358.00	1086.50
	(ab) exceeds 453 kg but does	1 409.00	1 127.00	52.00	1461.00	1169.00
	(ac) exceeds 2 722 kg but does	1 555.50	1 244.50	57.50	1613.00	1290.50
	(ad) exceeds 4 536 kg	1 823.50	1 459.00	67.50	1891.00	1513.00
	(ii) Part-time driver of a motor vehicle	1 214.00	971.00	45.00	1259.00	1007.00
(v)	Clicker:					
	(i) Qualified:	2 126.50	1 701.00	78.50	2205.00	1764.00
	(ii) Learners:					
	first six months of experience	991.50	840.00	36.50	1028.00	872.00
	second six months of	1 072.50	858.00	39.50	1112.00	889.50
	third six months of experience	1 162.00	929.50	43.00	1205.00	964.00
	fourth six months of experience	1 310.50	1 048.50	48.50	1359.00	1087.00
	fifth six months of experience	1 410.50	1 128.50	52.00	1462.50	1170.00
	sixth six months of experience	1 487.50	1 190.00	55.00	1542.50	1234.00
	seventh six months of	1 579.50	1 263.50	58.50	1638.00	1310.50
	eighth six months of experience	1 661.00	1 329.00	61.50	1722.50	1378.00
	next four months of experience	1 750.00	1 400.00	65.00	1815.00	1452.00
	Thereafter, the wage specified	2 126.50	1 701.00	78.50	2205.00	1764.00

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		R	R	R	R	R
(w)	Beader	1 325.50	1 060.50	49.00	1374.50	1099.50
(x)	Chlorinator	1 193.50	955.00	44.00	1237.50	990.00
(y)	Componder	1 410.50	1 128.50	52.00	1462.50	1170.00
(z)	Dipper					
	(i) Qualified:					
	Category A	1 410.50	1 128.50	52.00	1462.50	1170.00
	Category B	1 442.50	1 154.00	53.50	1496.00	1197.00
	Category C	1 489.00	1 191.00	55.00	1544.00	1235.00
	(ii) Learners:					
	first six months of experience to	1 074.00	859.00	39.50	1113.50	891.00
	first six months of experience to	1 410.50	1 128.50	52.00	1462.50	1170.00
	first six months of experience to	1 442.50	1 154.00	53.50	1496.00	1197.00
(aa)	Glove turner	1 711.00	1 369.00	63.50	1774.50	1419.50
(ab)	Mouldmaker	1 356.00	1 085.00	50.00	1406.00	1125.00
(ac)	Packer	1 140.00	912.00	42.00	1182.00	945.50
(ad)	Quality product co-ordinator	1 788.50	1 431.00	66.00	1854.50	1483.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent:					
	Provided that-					
	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.