

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
01 MARCH 2021 TO 31 AUGUST 2021

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 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 1 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)	Wage per week from 1 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 1 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)
Category A	R	R	R	R	R	R	R	R	R	R
0 - 6 months	968.00	934.00	36.00	1 004.00	934.00	936.00	934.00	34.50	970.50	934.00
Thereafter	1 035.50	934.00	38.50	1 074.00	934.00	976.50	934.00	36.00	1 012.50	934.00
Category B										
0 - 6 months	966.50	934.00	36.00	1 002.50	934.00	948.00	934.00	35.00	983.00	934.00
7 - 12 months	1 012.00	934.00	37.50	1 049.50	934.00	975.50	934.00	36.00	1 011.50	934.00
13 - 18 months	1 059.50	934.00	39.00	1 098.50	934.00	1 003.00	934.00	37.00	1 040.00	934.00
Thereafter	1 121.50	934.00	41.50	1 163.00	934.00	1 037.00	934.00	38.50	1 075.50	934.00
Category C										
0 - 6 months	999.00	934.00	37.00	1 036.00	934.00	952.50	934.00	35.00	987.50	934.00
7 - 12 months	1 099.00	934.00	40.50	1 139.50	934.00	1 010.50	934.00	37.50	1 048.00	934.00
13 - 18 months	1 200.50	960.50	44.50	1 245.00	996.00	1 070.00	934.00	39.50	1 109.50	934.00
19 - 22 months	1 297.50	1 038.00	48.00	1 345.50	1 076.50	1 133.50	934.00	42.00	1 175.50	940.50
Thereafter	1 397.00	1 117.50	51.50	1 448.50	1 159.00	1 197.50	958.00	44.50	1 242.00	993.50
Category D										
0 - 6 months	999.00	934.00	37.00	1 036.00	934.00	952.50	934.00	35.00	987.50	934.00
7 - 12 months	1 073.00	934.00	39.50	1 112.50	934.00	996.00	934.00	37.00	1 033.00	934.00
13 - 18 months	1 172.00	937.50	43.50	1 215.50	972.50	1 040.00	934.00	38.50	1 078.50	934.00
19 - 22 months	1 220.00	976.00	45.00	1 265.00	1 012.00	1 083.00	934.00	40.00	1 123.00	934.00
Thereafter	1 374.50	1 099.50	51.00	1 425.50	1 140.50	1 183.00	946.50	44.00	1 227.00	981.50
Category E										
0 - 6 months	1 049.00	934.00	39.00	1 088.00	934.00	982.00	934.00	36.50	1 018.50	934.00
7 - 12 months	1 165.50	934.00	43.00	1 208.50	967.00	1 051.50	934.00	39.00	1 090.50	934.00
13 - 18 months	1 300.00	1 040.00	48.00	1 348.00	1 078.50	1 134.50	934.00	42.00	1 176.50	941.00
19 - 22 months	1 431.50	1 145.00	53.00	1 484.50	1 187.50	1 221.00	977.00	45.00	1 266.00	1 013.00
Thereafter	1 574.50	1 259.50	58.50	1 633.00	1 306.50	1 311.50	1 049.00	48.50	1 360.00	1 088.00
Band Knife Cutter										
0 - 6 months	960.00	934.00	35.50	995.50	934.00	929.50	934.00	34.50	964.00	934.00
7 - 12 months	1 035.50	934.00	38.50	1 074.00	934.00	973.50	934.00	36.00	1 009.50	934.00
13 - 18 months	1 107.00	934.00	41.00	1 148.00	934.00	1 017.00	934.00	37.50	1 054.50	934.00
19 - 22 months	1 186.00	949.00	44.00	1 230.00	984.00	1 062.50	934.00	39.50	1 102.00	934.00
Thereafter	1 305.00	1 044.00	48.50	1 353.50	1 083.00	1 140.00	934.00	42.00	1 182.00	945.50
Clerical										
0 - 6 months	984.50	934.00	36.50	1 021.00	934.00	944.00	934.00	35.00	979.00	934.00
7 - 12 months	1 078.50	934.00	40.00	1 118.50	934.00	999.50	934.00	37.00	1 036.50	934.00
13 - 18 months	1 154.50	934.00	42.50	1 197.00	957.50	1 044.00	934.00	38.50	1 082.50	934.00
Thereafter	1 326.00	1 061.00	49.00	1 375.00	1 100.00	1 150.50	934.00	42.50	1 193.00	954.50
Assistant Head Cutter	1 528.00	1 222.50	56.50	1 584.50	1 267.50	1 282.50	1 026.00	47.50	1 330.00	1 064.00
Head Cutter	1 845.50	1 476.50	68.50	1 914.00	1 531.00	1 487.50	1 190.00	55.00	1 542.50	1 234.00

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Foreperson	1 655.00	1 324.00	61.00	1 716.00	1 373.00	1 400.50	1 120.50	52.00	1 452.50	1 162.00
Watchperson	1 150.00	934.00	42.50	1 192.50	954.00	1 041.00	934.00	38.50	1 079.50	934.00
Driver 1 (454kg)	1 096.00	934.00	40.50	1 136.50	934.00	1 009.50	934.00	37.50	1 047.00	934.00
Driver 2 (454 - 2722kg)	1 173.00	938.50	43.50	1 216.50	973.00	1 055.50	934.00	39.00	1 094.50	934.00
Driver 3 (2722 -4540kg)	1 325.00	1 060.00	49.00	1 374.00	1 099.00	1 150.00	934.00	42.50	1 192.50	954.00
Driver 4 (4540kg)	1 546.00	1 237.00	57.00	1 603.00	1 282.50	1 294.50	1 035.50	48.00	1 342.50	1 074.00
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 based on 3.7%, in Non-Metro A and Non-Metro B.										