

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2021 TO 31 AUGUST 2022**

<b>WAGES</b>		<b>GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)</b>				
<b>DESCRIPTION</b>		<b>Wage per week from 01 Mar 2021 to 31 Aug 2021</b>	<b>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)</b>	<b>Across-the-Board Increase 4.2%</b>	<b>Wage per week from 01 Sep 2021 to 31 Aug 2022</b>	<b>New Ees on Incentivised Scheme Effective 1 Sep 2021 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
(a)	<b>Foreman</b>	2375.00	1900.00	100.00	2475.00	1980.00
(b)	<b>Designer:</b>					
	(i) Qualified:	3029.00	2423.00	127.00	3156.00	2525.00
	(ii) Learners:					
	first six months of experience	1033.00	911.00	43.50	1076.50	911.00
	second six months of	1203.50	963.00	50.50	1254.00	1003.00
	third six months of experience	1440.50	1152.50	60.50	1501.00	1201.00
	fourth six months of	1603.50	1283.00	67.50	1671.00	1337.00
	fifth six months of experience	1783.00	1426.50	75.00	1858.00	1486.50
	sixth six months of experience	1934.00	1547.00	81.00	2015.00	1612.00
	seventh six months of	2105.00	1684.00	88.50	2193.50	1755.00
	eighth six months of	2274.50	1819.50	95.50	2370.00	1896.00
	next four months of	2414.50	1931.50	101.50	2516.00	2013.00
	Thereafter, the wage specified in (b)(i) i.e.	3029.00	2423.00	127.00	3156.00	2525.00
(c)	<b>Grader:</b>					
	(i) Qualified:	2176.00	1741.00	91.50	2267.50	1814.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1113.50	911.00	47.00	1160.50	928.50
	third six months of experience	1210.50	968.50	51.00	1261.50	1009.00
	fourth six months of	1270.50	1016.50	53.50	1324.00	1059.00
	fifth six months of experience	1469.00	1175.00	61.50	1530.50	1224.50
	sixth six months of experience	1571.50	1257.00	66.00	1637.50	1310.00
	seventh six months of	1658.00	1326.50	69.50	1727.50	1382.00
	eighth six months of	1742.00	1393.50	73.00	1815.00	1452.00
	next four months of	1854.00	1483.00	78.00	1932.00	1545.50
	Thereafter, the wage specified in (c)(i) i.e.	2176.00	1741.00	91.50	2267.50	1814.00
(d)	<b>Marker-in:</b>					
	(i) Qualified:	1658.00	1326.50	69.50	1727.50	1382.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1096.50	911.00	46.00	1142.50	914.00
	third six months of experience	1170.50	936.50	49.00	1219.50	975.50
	fourth six months of	1248.00	998.50	52.50	1300.50	1040.50
	next four months of	1394.00	1115.00	58.50	1452.50	1162.00
	Thereafter, the wage specified in (d)(i) i.e.	1658.00	1326.50	69.50	1727.50	1382.00
(e)	<b>Band-knife cutter:</b>					
	Qualified	1658.00	1326.50	69.50	1727.50	1382.00
	band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	<b>Cutter-out:</b>					
	(i) Qualified:	1466.00	1173.00	61.50	1527.50	1222.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1074.00	911.00	45.00	1119.00	911.00
	third six months of experience	1107.50	911.00	46.50	1154.00	923.00

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DESCRIPTION		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)	Across-the-Board Increase 4.2%	Wage per week from 01 Sep 2021 to 31 Aug 2022	New Ees on Incentivised Scheme Effective 1 Sep 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
	fourth six months of	1148.00	918.50	48.00	1196.00	957.00
	next four months of	1197.00	957.50	50.50	1247.50	998.00
	Thereafter, the wage specified in (f)(i) i.e.	1466.00	1173.00	61.50	1527.50	1222.00
<b>(g)</b>	<b>Layer-up:</b>					
	(i) Qualified:	1149.50	919.50	48.50	1198.00	958.50
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1047.50	911.00	44.00	1091.50	911.00
	third six months of experience	1064.50	911.00	44.50	1109.00	911.00
	fourth six months of	1080.00	911.00	45.50	1125.50	911.00
	Thereafter, the wage specified in (g)(i) i.e.	1149.50	919.50	48.50	1198.00	958.50
<b>(h)</b>	<b>Specialised presser:</b>					
	(i) Qualified:	1598.50	1279.00	67.00	1665.50	1332.50
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1065.50	911.00	45.00	1110.50	911.00
	third six months of experience	1105.00	911.00	46.50	1151.50	921.00
	fourth six months of	1148.00	918.50	48.00	1196.00	957.00
	fifth six months of experience	1194.50	955.50	50.00	1244.50	995.50
	sixth six months of experience	1234.50	987.50	52.00	1286.50	1029.00
	seventh six months of	1349.00	1079.00	56.50	1405.50	1124.50
	eighth six months of	1398.50	1119.00	58.50	1457.00	1165.50
	next four months of	1429.50	1143.50	60.00	1489.50	1191.50
	Thereafter, the wage specified in (h)(i) i.e.	1598.50	1279.00	67.00	1665.50	1332.50
<b>(i)</b>	<b>Examiner:</b>					
	(i) Qualified:	1369.00	1095.00	57.50	1426.50	1141.00
	(ii) Learners:					
	first six months of experience	1148.00	918.50	48.00	1196.00	957.00
	Thereafter, the wage specified in (i)(i) i.e.	1369.00	1095.00	57.50	1426.50	1141.00
<b>(j)(a)</b>	<b>Machinist:</b>					
	(i) Qualified:	1342.50	1074.00	56.50	1399.00	1119.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1048.00	911.00	44.00	1092.00	911.00
	third six months of experience	1078.50	911.00	45.50	1124.00	911.00
	Thereafter, the wage specified in (j)(i) i.e.	1342.50	1074.00	56.50	1399.00	1119.00
<b>(j)(b)</b>	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i) Qualified:	1342.50	1074.00	56.50	1399.00	1119.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1048.00	911.00	44.00	1092.00	911.00
	third six months of experience	1078.50	911.00	45.50	1124.00	911.00
	fourth six months of	1116.00	911.00	47.00	1163.00	930.50
	next four months of	1145.00	916.00	48.00	1193.00	954.50
	Thereafter, the wage specified in (j)(i) i.e.	1342.50	1074.00	56.50	1399.00	1119.00

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		R	R	R	R	R
<b>(k)</b>	<b>Progress examiner:</b>					
	(i) Qualified:	1357.50	1086.00	57.00	1414.50	1131.50
	(ii) Learners:					
	first six months of experience	1075.50	911.00	45.00	1120.50	911.00
	Thereafter, the wage specified in (k)(i) i.e.	1357.50	1086.00	57.00	1414.50	1131.50
<b>(l)</b>	<b>Despatcher:</b>					
	(i) Qualified:	1285.00	1028.00	54.00	1339.00	1071.00
	(ii) Learners:					
	first six months of experience	1085.50	911.00	45.50	1131.00	911.00
	Thereafter, the wage specified in (l)(i) i.e.	1285.00	1028.00	54.00	1339.00	1071.00
<b>(m)</b>	<b>Checker in the Knitting section:</b>					
	(i) Qualified:	1140.00	912.00	48.00	1188.00	950.50
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1047.50	911.00	44.00	1091.50	911.00
	third six months of experience	1074.00	911.00	45.00	1119.00	911.00
	Thereafter, the wage specified in (m)(i) i.e.	1140.00	912.00	48.00	1188.00	950.50
<b>(n)</b>	<b>General Worker:</b>					
	(i) Qualified:	1107.00	911.00	46.50	1153.50	923.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1047.50	911.00	44.00	1091.50	911.00
	Thereafter, the wage	1107.00	911.00	46.50	1153.50	923.00
<b>(o)</b>	<b>Steambox pleater:</b>					
	(i) Qualified:	1305.00	1044.00	55.00	1360.00	1088.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1071.00	911.00	45.00	1116.00	911.00
	third six months of experience	1105.00	911.00	46.50	1151.50	921.00
	fourth six months of	1147.00	917.50	48.00	1195.00	956.00
	Thereafter, the wage	1305.00	1044.00	55.00	1360.00	1088.00
<b>(p)</b>	<b>Plain sewer:</b>					
	(i) Qualified:	1147.00	917.50	48.00	1195.00	956.00
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1036.00	911.00	43.50	1079.50	911.00
	third six months of experience	1048.00	911.00	44.00	1092.00	911.00
	fourth six months of	1064.50	911.00	44.50	1109.00	911.00
	next four months of	1085.50	911.00	45.50	1131.00	911.00
	Thereafter, the wage	1147.00	917.50	48.00	1195.00	956.00
<b>(q)</b>	<b>General assistant</b>	1253.00	1002.50	52.50	1305.50	1044.50
<b>(r)</b>	<b>Cleaner</b>	1116.00	911.00	47.00	1163.00	930.50
<b>(s)</b>	<b>Tea maker</b>	1116.00	911.00	47.00	1163.00	930.50
<b>(t)</b>	<b>Watchman</b>	1357.50	1086.00	57.00	1414.50	1131.50
<b>(u)</b>	<b>Motor vehicle driver:</b>					
	(i) (aa) does not exceed 453 kg	1353.00	1082.50	57.00	1410.00	1128.00
	(ab) exceeds 453 kg but does	1454.50	1163.50	61.00	1515.50	1212.50
	(ac) exceeds 2 722 kg but	1609.00	1287.00	67.50	1676.50	1341.00

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		R	R	R	R	R
	(ad) exceeds 4 536 kg	1881.00	1505.00	79.00	1960.00	1568.00
	(ii) Part-time driver of a motor veh	1255.50	1004.50	52.50	1308.00	1046.50
(v)	<b>Clicker:</b>					
	(i) Qualified:	2196.00	1757.00	92.00	2288.00	1830.50
	(ii) Learners:					
	first six months of experience	1024.00	911.00	43.00	1067.00	911.00
	second six months of	1107.50	911.00	46.50	1154.00	923.00
	third six months of experience	1197.50	958.00	50.50	1248.00	998.50
	fourth six months of	1355.00	1084.00	57.00	1412.00	1129.50
	fifth six months of experience	1457.00	1165.50	61.00	1518.00	1214.50
	sixth six months of experience	1536.50	1229.00	64.50	1601.00	1281.00
	seventh six months of	1628.50	1303.00	68.50	1697.00	1357.50
	eighth six months of	1715.50	1372.50	72.00	1787.50	1430.00
	next four months of	1808.00	1446.50	76.00	1884.00	1507.00
	Thereafter, the wage	2196.00	1757.00	92.00	2288.00	1830.50
(w)	<b>Beader</b>	1369.00	1095.00	57.50	1426.50	1141.00
(x)	<b>Chlorinator</b>	1231.00	985.00	51.50	1282.50	1026.00
(y)	<b>Componder</b>	1457.00	1165.50	61.00	1518.00	1214.50
(z)	<b>Dipper</b>					
	(i) Qualified:					
	Category A	1457.00	1165.50	61.00	1518.00	1214.50
	Category B	1489.00	1191.00	62.50	1551.50	1241.00
	Category C	1539.00	1231.00	64.50	1603.50	1283.00
	(ii) Learners:					
	first six months of experience	1108.00	911.00	46.50	1154.50	923.50
	first six months of experience	1457.00	1165.50	61.00	1518.00	1214.50
	first six months of experience	1489.00	1191.00	62.50	1551.50	1241.00
(aa)	<b>Glove turner</b>	1766.50	1413.00	74.00	1840.50	1472.50
(ab)	<b>Mouldmaker</b>	1400.50	1120.50	59.00	1459.50	1167.50
(ac)	<b>Packer</b>	1176.00	941.00	49.50	1225.50	980.50
(ad)	<b>Quality product co-ordinator</b>	1847.50	1478.00	77.50	1925.00	1540.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:					
	<b>Provided that-</b>					
	(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.					
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 4.2%, Across-the-Board.</b>						