

**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**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
	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
(a)	Foreman	2387.00	1909.50	100.50	2487.50	1990.00
(b)	Designer:					
	(i) Qualified:	3043.00	2434.50	112.50	3155.50	2524.50
	(ii) Learners:					
	first six months of experience	1038.00	911.00	43.50	1081.50	911.00
	second six months of	1207.50	966.00	50.50	1258.00	1006.50
	third six months of experience	1447.00	1157.50	61.00	1508.00	1206.50
	fourth six months of experience	1612.00	1289.50	67.50	1679.50	1343.50
	fifth six months of experience	1793.50	1435.00	75.50	1869.00	1495.00
	sixth six months of experience	1943.00	1554.50	81.50	2024.50	1619.50
	seventh six months of	2116.00	1693.00	89.00	2205.00	1764.00
	eighth six months of experience	2286.50	1829.00	96.00	2382.50	1906.00
	next four months of experience	2424.00	1939.00	102.00	2526.00	2021.00
	Thereafter, the wage specified	3043.00	2434.50	128.00	3171.00	2537.00
(c)	Grader:					
	(i) Qualified:	2185.00	1748.00	92.00	2277.00	1821.50
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1118.50	911.00	47.00	1165.50	932.50
	third six months of experience	1218.00	974.50	51.00	1269.00	1015.00
	fourth six months of experience	1275.00	1020.00	53.50	1328.50	1063.00
	fifth six months of experience	1475.50	1180.50	62.00	1537.50	1230.00
	sixth six months of experience	1580.00	1264.00	66.50	1646.50	1317.00
	seventh six months of	1666.50	1333.00	70.00	1736.50	1389.00
	eighth six months of experience	1750.00	1400.00	73.50	1823.50	1459.00
	next four months of experience	1863.00	1490.50	78.00	1941.00	1553.00
	Thereafter, the wage specified	2185.00	1748.00	92.00	2277.00	1821.50
(d)	Marker-in:					
	(i) Qualified:	1666.50	1333.00	70.00	1736.50	1389.00
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1103.00	911.00	46.50	1149.50	919.50
	third six months of experience	1176.00	941.00	49.50	1225.50	980.50
	fourth six months of experience	1253.00	1002.50	52.50	1305.50	1044.50
	next four months of experience	1401.00	1121.00	59.00	1460.00	1168.00
	Thereafter, the wage specified	1666.50	1333.00	70.00	1736.50	1389.00
(e)	Band-knife cutter:					
	Qualified	1666.50	1333.00	70.00	1736.50	1389.00
	band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:					
	(i) Qualified:	1472.00	1177.50	62.00	1534.00	1227.00
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1078.00	911.00	45.50	1123.50	911.00
	third six months of experience	1112.00	911.00	46.50	1158.50	927.00
	fourth six months of experience	1152.00	921.50	48.50	1200.50	960.50
	next four months of experience	1203.50	963.00	50.50	1254.00	1003.00
	Thereafter, the wage specified	1472.00	1177.50	62.00	1534.00	1227.00

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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
(g)	Layer-up:					
	(i) Qualified:	1153.50	923.00	48.50	1202.00	961.50
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1051.50	911.00	44.00	1095.50	911.00
	third six months of experience	1070.50	911.00	45.00	1115.50	911.00
	fourth six months of experience	1087.00	911.00	45.50	1132.50	911.00
	Thereafter, the wage specified	1153.50	923.00	48.50	1202.00	961.50
(h)	Specialised presser:					
	(i) Qualified:	1607.50	1286.00	67.50	1675.00	1340.00
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1073.00	911.00	45.00	1118.00	911.00
	third six months of experience	1109.50	911.00	46.50	1156.00	925.00
	fourth six months of experience	1152.00	921.50	48.50	1200.50	960.50
	fifth six months of experience	1198.50	959.00	50.50	1249.00	999.00
	sixth six months of experience	1238.50	991.00	52.00	1290.50	1032.50
	seventh six months of	1357.50	1086.00	57.00	1414.50	1131.50
	eighth six months of experience	1405.00	1124.00	59.00	1464.00	1171.00
	next four months of experience	1436.00	1149.00	60.50	1496.50	1197.00
	Thereafter, the wage specified	1607.50	1286.00	67.50	1675.00	1340.00
(i)	Examiner:					
	(i) Qualified:	1374.50	1099.50	57.50	1432.00	1145.50
	(ii) Learners:					
	first six months of experience	1152.00	921.50	48.50	1200.50	960.50
	Thereafter, the wage specified	1374.50	1099.50	57.50	1432.00	1145.50
(j)(a)	Machinist					
	(i) Qualified:	1348.00	1078.50	56.50	1404.50	1123.50
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1052.50	911.00	44.00	1096.50	911.00
	third six months of experience	1085.50	911.00	45.50	1131.00	911.00
	Thereafter, the wage specified	1348.00	1078.50	56.50	1404.50	1123.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i) Qualified:	1348.00	1078.50	56.50	1404.50	1123.50
	(ii) Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1052.50	911.00	44.00	1096.50	911.00
	third six months of experience	1085.50	911.00	45.50	1131.00	911.00
	fourth six months of experience	1120.00	911.00	47.00	1167.00	933.50
	next four months of experience	1150.00	920.00	48.50	1198.50	959.00
	Thereafter, the wage specified	1348.00	1078.50	56.50	1404.50	1123.50
(k)	Progress examiner:					
	(i) Qualified:	1361.50	1089.00	57.00	1418.50	1135.00
	(ii) Learners:					
	first six months of experience	1079.50	911.00	45.50	1125.00	911.00
	Thereafter, the wage specified	1361.50	1089.00	57.00	1418.50	1135.00
(l)	Despatcher:					
	(i) Qualified:	1289.50	1031.50	54.00	1343.50	1075.00

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		R	R	R	R	R
(ii)	Learners:					
	first six months of experience	1089.00	911.00	45.50	1134.50	911.00
	Thereafter, the wage specified	1289.50	1031.50	54.00	1343.50	1075.00
(m)	Checker in the Knitting section:					
(i)	Qualified:	1147.00	917.50	48.00	1195.00	956.00
(ii)	Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1051.50	911.00	44.00	1095.50	911.00
	third six months of experience	1078.00	911.00	45.50	1123.50	911.00
	Thereafter, the wage specified	1147.00	917.50	48.00	1195.00	956.00
(n)	General Worker:					
(i)	Qualified:	1111.00	911.00	46.50	1157.50	926.00
(ii)	Learners:					
	first six months of experience	1028.00	872.00	43.00	1071.00	872.00
	second six months of	1051.50	872.00	44.00	1095.50	872.00
	Thereafter, the wage specified	1111.00	889.00	46.50	1157.50	926.00
(o)	Steambox pleater:					
(i)	Qualified:	1310.00	1048.00	55.00	1365.00	1092.00
(ii)	Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1075.50	911.00	45.00	1120.50	911.00
	third six months of experience	1109.50	911.00	46.50	1156.00	925.00
	fourth six months of experience	1151.00	921.00	48.50	1199.50	959.50
	Thereafter, the wage specified	1310.00	1048.00	55.00	1365.00	1092.00
(p)	Plain sewer:					
(i)	Qualified:	1151.00	921.00	48.50	1199.50	959.50
(ii)	Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1040.00	911.00	43.50	1083.50	911.00
	third six months of experience	1052.50	911.00	44.00	1096.50	911.00
	fourth six months of experience	1070.50	911.00	45.00	1115.50	911.00
	next four months of experience	1089.00	911.00	45.50	1134.50	911.00
	Thereafter, the wage specified	1151.00	921.00	48.50	1199.50	959.50
(q)	General assistant	1258.50	1007.00	53.00	1311.50	1049.00
(r)	Cleaner	1120.00	911.00	47.00	1167.00	933.50
(s)	Tea maker	1120.00	911.00	47.00	1167.00	933.50
(t)	Watchman	1361.50	1089.00	57.00	1418.50	1135.00
(u)	Motor vehicle driver:					
(i)	(aa) does not exceed 453 kg	1358.00	1086.50	57.00	1415.00	1132.00
	(ab) exceeds 453 kg but does	1461.00	1169.00	61.50	1522.50	1218.00
	(ac) exceeds 2 722 kg but does	1613.00	1290.50	67.50	1680.50	1344.50
	(ad) exceeds 4 536 kg	1891.00	1513.00	79.50	1970.50	1576.50
(ii)	Part-time driver of a motor vehic	1259.00	1007.00	53.00	1312.00	1049.50
(v)	Clicker:					
(i)	Qualified:	2205.00	1764.00	92.50	2297.50	1838.00
(ii)	Learners:					
	first six months of experience	1028.00	911.00	43.00	1071.00	911.00
	second six months of	1112.00	911.00	46.50	1158.50	927.00
	third six months of experience	1205.00	964.00	50.50	1255.50	1004.50
	fourth six months of experience	1359.00	1087.00	57.00	1416.00	1133.00
	fifth six months of experience	1462.50	1170.00	61.50	1524.00	1219.00
	sixth six months of experience	1542.50	1234.00	65.00	1607.50	1286.00

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		R	R	R	R	R
	seventh six months of	1638.00	1310.50	69.00	1707.00	1365.50
	eighth six months of experience	1722.50	1378.00	72.50	1795.00	1436.00
	next four months of experience	1815.00	1452.00	76.00	1891.00	1513.00
	Thereafter, the wage specified	2205.00	1764.00	92.50	2297.50	1838.00
(w)	Beader	1374.50	1099.50	57.50	1432.00	1145.50
(x)	Chlorinator	1237.50	990.00	52.00	1289.50	1031.50
(y)	Componder	1462.50	1170.00	61.50	1524.00	1219.00
(z)	Dipper					
	(i) Qualified:					
	Category A	1462.50	1170.00	61.50	1524.00	1219.00
	Category B	1496.00	1197.00	63.00	1559.00	1247.00
	Category C	1544.00	1235.00	65.00	1609.00	1287.00
	(ii) Learners:					
	first six months of experience to	1113.50	911.00	47.00	1160.50	928.50
	first six months of experience to	1462.50	1170.00	61.50	1524.00	1219.00
	first six months of experience to	1496.00	1197.00	63.00	1559.00	1247.00
(aa)	Glove turner	1774.50	1419.50	74.50	1849.00	1479.00
(ab)	Mouldmaker	1406.00	1125.00	59.00	1465.00	1172.00
(ac)	Packer	1182.00	945.50	49.50	1231.50	985.00
(ad)	Quality product co-ordinator	1854.50	1483.50	78.00	1932.50	1546.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ 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 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.						