

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 SEPTEMBER 2021 TO 31 AUGUST 2022

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 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 1 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)	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)	Across-the-Board Increase 4.2%	Wage per week from 1 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)
Category A	R	R	R	R	R	R	R	R	R	R
0 - 6 months	1,004.00	976.00	42.00	1,046.00	976.00	976.00	976.00	41.00	1,017.00	976.00
Thereafter	1,074.00	976.00	45.00	1,119.00	976.00	1,012.50	976.00	42.50	1,055.00	976.00
Category B										
0 - 6 months	1,002.50	976.00	42.00	1,044.50	976.00	983.00	976.00	41.50	1,024.50	976.00
7 - 12 months	1,049.50	976.00	44.00	1,093.50	976.00	1,011.50	976.00	42.50	1,054.00	976.00
13 - 18 months	1,098.50	976.00	46.00	1,144.50	976.00	1,040.00	976.00	43.50	1,083.50	976.00
Thereafter	1,163.00	976.00	49.00	1,212.00	976.00	1,075.50	976.00	45.00	1,120.50	976.00
Category C										
0 - 6 months	1,036.00	976.00	43.50	1,079.50	976.00	987.50	976.00	41.50	1,029.00	976.00
7 - 12 months	1,139.50	976.00	48.00	1,187.50	976.00	1,048.00	976.00	44.00	1,092.00	976.00
13 - 18 months	1,245.00	996.00	52.50	1,297.50	1,038.00	1,109.50	976.00	46.50	1,156.00	976.00
19 - 22 months	1,345.50	1,076.50	56.50	1,402.00	1,121.50	1,175.50	976.00	49.50	1,225.00	980.00
Thereafter	1,448.50	1,159.00	61.00	1,509.50	1,207.50	1,242.00	993.50	52.00	1,294.00	1,035.00
Category D										
0 - 6 months	1,036.00	976.00	43.50	1,079.50	976.00	987.50	976.00	41.50	1,029.00	976.00
7 - 12 months	1,112.50	976.00	46.50	1,159.00	976.00	1,033.00	976.00	43.50	1,076.50	976.00
13 - 18 months	1,215.50	976.00	51.00	1,266.50	1,013.00	1,078.50	976.00	45.50	1,124.00	976.00
19 - 22 months	1,265.00	1,012.00	53.00	1,318.00	1,054.50	1,123.00	976.00	47.00	1,170.00	976.00
Thereafter	1,425.50	1,140.50	60.00	1,485.50	1,188.50	1,227.00	981.50	51.50	1,278.50	1,023.00
Category E										
0 - 6 months	1,088.00	976.00	45.50	1,133.50	976.00	1,018.50	976.00	43.00	1,061.50	976.00
7 - 12 months	1,208.50	976.00	51.00	1,259.50	1,007.50	1,090.50	976.00	46.00	1,136.50	976.00
13 - 18 months	1,348.00	1,078.50	56.50	1,404.50	1,123.50	1,176.50	976.00	49.50	1,226.00	981.00
19 - 22 months	1,484.50	1,187.50	62.50	1,547.00	1,237.50	1,266.00	1,013.00	53.00	1,319.00	1,055.00
Thereafter	1,633.00	1,306.50	68.50	1,701.50	1,361.00	1,360.00	1,088.00	57.00	1,417.00	1,133.50
Band Knife Cutter										
0 - 6 months	995.50	976.00	42.00	1,037.50	976.00	976.00	976.00	41.00	1,017.00	976.00
7 - 12 months	1,074.00	976.00	45.00	1,119.00	976.00	1,009.50	976.00	42.50	1,052.00	976.00
13 - 18 months	1,148.00	976.00	48.00	1,196.00	976.00	1,054.50	976.00	44.50	1,099.00	976.00
19 - 22 months	1,230.00	984.00	51.50	1,281.50	1,025.00	1,102.00	976.00	46.50	1,148.50	976.00
Thereafter	1,353.50	1,083.00	57.00	1,410.50	1,128.50	1,182.00	976.00	49.50	1,231.50	985.00
Clerical										
0 - 6 months	1,021.00	976.00	43.00	1,064.00	976.00	979.00	976.00	41.00	1,020.00	976.00
7 - 12 months	1,118.50	976.00	47.00	1,165.50	976.00	1,036.50	976.00	43.50	1,080.00	976.00
13 - 18 months	1,197.00	976.00	50.50	1,247.50	998.00	1,082.50	976.00	45.50	1,128.00	976.00
Thereafter	1,375.00	1,100.00	58.00	1,433.00	1,146.50	1,193.00	976.00	50.00	1,243.00	994.50
Assistant Head Cutter	1,584.50	1,267.50	66.50	1,651.00	1,321.00	1,330.00	1,064.00	56.00	1,386.00	1,109.00

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Head Cutter	1,914.00	1,531.00	80.50	1,994.50	1,595.50	1,542.50	1,234.00	65.00	1,607.50	1,286.00
Foreperson	1,716.00	1,373.00	72.00	1,788.00	1,430.50	1,452.50	1,162.00	61.00	1,513.50	1,211.00
Watchperson	1,192.50	976.00	50.00	1,242.50	994.00	1,079.50	976.00	45.50	1,125.00	976.00
Driver 1 (454kg)	1,136.50	976.00	47.50	1,184.00	976.00	1,047.00	976.00	44.00	1,091.00	976.00
Driver 2 (454 - 2722kg)	1,216.50	976.00	51.00	1,267.50	1,014.00	1,094.50	976.00	46.00	1,140.50	976.00
Driver 3 (2722 -4540kg)	1,374.00	1,099.00	57.50	1,431.50	1,145.00	1,192.50	976.00	50.00	1,242.50	994.00
Driver 4 (4540kg)	1,603.00	1,282.50	67.50	1,670.50	1,336.50	1,342.50	1,074.00	56.50	1,399.00	1,119.00
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.										