

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)**  
**WAGE RATES FOR THE MILLINERY SECTOR OF THE CLOTHING MAIN AGREEMENT**  
**FOR THE PERIOD 01 SEPTEMBER 2021 TO 31 AUGUST 2022**

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees 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 Employees 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
Blocker						
(a)	Qualified	1332.50	1,066.00	56.00	1388.50	1,111.00
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	1028.00	922.00	43.00	1071.00	922.00
	Second year					
	First six months of experience	1126.00	922.00	47.50	1173.50	939.00
	Second six months of experience	1230.50	984.50	51.50	1282.00	1,025.50
	Thereafter, the wage specified in (a), i.e.	1332.50	1,066.00	56.00	1388.50	1,111.00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):						
(a)	Qualified	1099.00	922.00	46.00	1145.00	922.00
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	957.00	922.00	40.00	997.00	922.00
	Second year					
	First six months of experience	991.50	922.00	41.50	1033.00	922.00
	Second six months of experience	1030.50	922.00	43.50	1074.00	922.00
	Third year					
	First four months of experience	1064.00	922.00	44.50	1108.50	922.00
	Thereafter, the wage specified in (a), i.e.	1099.00	922.00	46.00	1145.00	922.00
Clerk						
(a)	Qualified	1837.50	1,470.00	77.00	1914.50	1,531.50
(b)	Learner					
	First year	1357.00	1,085.50	57.00	1414.00	1,131.00
	Second year	1474.00	1,179.00	62.00	1536.00	1,229.00
	Third year					
	First four months of experience	1611.50	1,289.00	67.50	1679.00	1,343.00
	Thereafter, the wage specified in (a), i.e.	1837.50	1,470.00	77.00	1914.50	1,531.50
General Worker (Millinery)		1088.50	922.00	45.50	1134.00	922.00
Grade 1 Employee (Millinery):						
(a)	Qualified	1076.50	922.00	45.00	1121.50	922.00
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	959.50	922.00	40.50	1000.00	922.00
	Second year					
	First six months of experience	1014.50	922.00	42.50	1057.00	922.00
	Thereafter, the wage specified in (a), i.e.	1076.50	922.00	45.00	1121.50	922.00
Milliner:						

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DESCRIPTION OF OCCUPATION		Wage per week from 01 Mar 2021 to 31 Aug 2021	New Employees 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 Employees 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)	Qualified	1163.50	931.00	49.00	1212.50	970.00
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	979.50	922.00	41.00	1020.50	922.00
	Second year					
	First six months of experience	982.50	922.00	41.50	1024.00	922.00
	Second six months of experience	1027.50	922.00	43.00	1070.50	922.00
	Third year					
	First six months of experience	1074.00	922.00	45.00	1119.00	922.00
	Next four months of experience	1126.00	922.00	47.50	1173.50	939.00
	Thereafter, the wage specified in (a) i.e.	1163.50	931.00	49.00	1212.50	970.00
<b>Millinery Machinist:</b>						
(a)	Qualified	1176.00	941.00	49.50	1225.50	980.50
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	1004.50	922.00	42.00	1046.50	922.00
	Second year					
	First six months of experience	1065.00	922.00	44.50	1109.50	922.00
	Thereafter, the wage specified in (a), i.e.	1176.00	941.00	49.50	1225.50	980.50
<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -</b>						
(a)	does not exceed 2268 kg	1396.50	1,117.00	58.50	1455.00	1,164.00
(b)	exceeds 2268	1475.50	1,180.50	62.00	1537.50	1,230.00
<b>Plain Sewer (Millinery):</b>						
(a)	Qualified	1099.00	922.00	46.00	1145.00	922.00
(b)	Learner					
	First year					
	First six months of experience	921.50	922.00	38.50	960.00	922.00
	Second six months of experience	970.00	922.00	40.50	1010.50	922.00
	Second year					
	First six months of experience	1033.50	922.00	43.50	1077.00	922.00
	Thereafter, the wage specified in (a), i.e.	1099.00	922.00	46.00	1145.00	922.00
<b>Supervisor (Millinery)</b>		1577.00	1,261.50	66.00	1643.00	1,314.50
<b>Watchman or Caretaker (Millinery)</b>		1591.00	1,273.00	67.00	1658.00	1,326.50
<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>						