

**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						
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
<b>Blocker</b>						
(a)	Qualified	1337.00	1,069.50	56.00	1393.00	1,114.50
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	1033.00	922.00	43.50	1076.50	922.00
	Second year					
	First six months of experience	1132.00	922.00	47.50	1179.50	943.50
	Second six months of experience	1235.50	988.50	52.00	1287.50	1,030.00
	Thereafter, the wage specified in (a), i.e.	1337.00	1,069.50	56.00	1393.00	1,114.50
<b>Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):</b>						
(a)	Qualified	1105.00	922.00	46.50	1151.50	922.00
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	963.00	922.00	40.50	1003.50	922.00
	Second year					
	First six months of experience	995.50	922.00	42.00	1037.50	922.00
	Second six months of experience	1034.50	922.00	43.50	1078.00	922.00
	Third year					
	First four months of experience	1068.00	922.00	45.00	1113.00	922.00
	Thereafter, the wage specified in (a), i.e.	1105.00	922.00	46.50	1151.50	922.00
<b>Clerk</b>						
(a)	Qualified	1847.00	1,477.50	77.50	1924.50	1,539.50
(b)	Learner					
	First year	1361.00	1,089.00	57.00	1418.00	1,134.50
	Second year	1481.00	1,185.00	62.00	1543.00	1,234.50
	Third year					
	First four months of experience	1619.00	1,295.00	68.00	1687.00	1,349.50
	Thereafter, the wage specified in (a), i.e.	1847.00	1,477.50	77.50	1924.50	1,539.50
<b>General Worker (Millinery)</b>		1092.00	922.00	46.00	1138.00	922.00
<b>Grade 1 Employee (Millinery):</b>						
(a)	Qualified	1080.50	922.00	45.50	1126.00	922.00
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	966.50	922.00	40.50	1007.00	922.00
	Second year					
	First six months of experience	1018.50	922.00	43.00	1061.50	922.00
	Thereafter, the wage specified in (a), i.e.	1080.50	922.00	45.50	1126.00	922.00
<b>Milliner:</b>						

**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**

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	1169.50	935.50	49.00	1218.50	975.00
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	984.00	922.00	41.50	1025.50	922.00
	Second year					
	First six months of experience	986.00	922.00	41.50	1027.50	922.00
	Second six months of experience	1032.50	922.00	43.50	1076.00	922.00
	Third year					
	First six months of experience	1078.00	922.00	45.50	1123.50	922.00
	Next four months of experience	1132.00	922.00	47.50	1179.50	943.50
	Thereafter, the wage specified in (a) i.e.	1169.50	935.50	49.00	1218.50	975.00
<b>Millinery Machinist:</b>						
(a)	Qualified	1182.00	945.50	49.50	1231.50	985.00
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	1010.00	922.00	42.50	1052.50	922.00
	Second year					
	First six months of experience	1071.00	922.00	45.00	1116.00	922.00
	Thereafter, the wage specified in (a), i.e.	1182.00	945.50	49.50	1231.50	985.00
<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	1404.00	1,123.00	59.00	1463.00	1,170.50
(b)	exceeds 2268	1482.00	1,185.50	62.00	1544.00	1,235.00
<b>Plain Sewer (Millinery):</b>						
(a)	Qualified	1105.00	922.00	46.50	1151.50	922.00
(b)	Learner					
	First year					
	First six months of experience	927.00	922.00	39.00	966.00	922.00
	Second six months of experience	977.00	922.00	41.00	1018.00	922.00
	Second year					
	First six months of experience	1038.00	922.00	43.50	1081.50	922.00
	Thereafter, the wage specified in (a), i.e.	1105.00	922.00	46.50	1151.50	922.00
<b>Supervisor (Millinery)</b>		1584.50	1,267.50	66.50	1651.00	1,321.00
<b>Watchman or Caretaker (Millinery)</b>		1597.50	1,278.00	67.00	1664.50	1,331.50
<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>						