

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2019 TO 31 AUGUST 2020**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
	DESCRIPTION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Ees on Incentivised Scheme Effective 1 September 2018 = 80%	Across-the-Board Increase (Based on 2018/19 Rand Value)	Wage per week from 01 Sep 2019 to 31 Aug 2020	New Ees on Incentivised Scheme Effective 1 September 2019 = 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	2141.00	1,713.00	149.50	2290.50	1,832.50
(b)	Designer:					
	(i) Qualified:	2730.50	2,184.50	190.50	2921.00	2,337.00
	(ii) Learners:					
	first six months of experience	931.00	745.00	65.00	996.00	840.00
	second six months of experience	1085.00	868.00	75.50	1160.50	928.50
	third six months of experience	1298.50	1,039.00	90.50	1389.00	1,111.00
	fourth six months of experience	1445.50	1,156.50	101.00	1546.50	1,237.00
	fifth six months of experience	1607.50	1,286.00	112.00	1719.50	1,375.50
	sixth six months of experience	1743.50	1,395.00	121.50	1865.00	1,492.00
	seventh six months of experience	1897.50	1,518.00	132.50	2030.00	1,624.00
	eighth six months of experience	2050.50	1,640.50	143.00	2193.50	1,755.00
	next four months of experience	2176.50	1,741.00	152.00	2328.50	1,863.00
	Thereafter, the wage specified in (b)(i) i.e.	2730.50	2,184.50	190.50	2921.00	2,337.00
(c)	Grader:					
	(i) Qualified:	1961.50	1,569.00	137.00	2098.50	1,679.00
	(ii) Learners:					
	first six months of experience	923.00	738.50	64.50	987.50	840.00
	second six months of experience	1004.00	803.00	70.00	1074.00	859.00
	third six months of experience	1091.50	873.00	76.00	1167.50	934.00
	fourth six months of experience	1145.00	916.00	80.00	1225.00	980.00
	fifth six months of experience	1324.00	1,059.00	92.50	1416.50	1,133.00
	sixth six months of experience	1416.50	1,133.00	99.00	1515.50	1,212.50
	seventh six months of experience	1494.50	1,195.50	104.50	1599.00	1,279.00
	eighth six months of experience	1570.50	1,256.50	109.50	1680.00	1,344.00
	next four months of experience	1671.50	1,337.00	116.50	1788.00	1,430.50
	Thereafter, the wage specified in (c)(i) i.e.	1961.50	1,569.00	137.00	2098.50	1,679.00
(d)	Marker-in:					
	(i) Qualified:	1494.50	1,195.50	104.50	1599.00	1,279.00
	(ii) Learners:					
	first six months of experience	923.00	738.50	64.50	987.50	840.00
	second six months of experience	988.50	791.00	69.00	1057.50	846.00
	third six months of experience	1055.00	844.00	73.50	1128.50	903.00
	fourth six months of experience	1125.00	900.00	78.50	1203.50	963.00
	next four months of experience	1257.00	1,005.50	87.50	1344.50	1,075.50
	Thereafter, the wage specified in (d)(i) i.e.	1494.50	1,195.50	104.50	1599.00	1,279.00
(e)	Band-knife cutter:					
	Qualified	1494.50	1,195.50	104.50	1599.00	1,279.00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:					

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			R	R	R	R	R
	(i)	Qualified:	1321.50	1,057.00	92.00	1413.50	1,131.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	968.00	774.50	67.50	1035.50	840.00
		third six months of experience	998.50	799.00	69.50	1068.00	854.50
		fourth six months of experience	1035.00	828.00	72.00	1107.00	885.50
		next four months of experience	1079.00	863.00	75.50	1154.50	923.50
		Thereafter, the wage specified in (f)(i) i.e.	1321.50	1,057.00	92.00	1413.50	1,131.00
(g) Layer-up:							
	(i)	Qualified:	1036.00	829.00	72.50	1108.50	887.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	944.00	755.00	66.00	1010.00	840.00
		third six months of experience	959.50	767.50	67.00	1026.50	840.00
		fourth six months of experience	973.50	779.00	68.00	1041.50	840.00
		Thereafter, the wage specified in (g)(i) i.e.	1036.00	829.00	72.50	1108.50	887.00
(h) Specialised presser:							
	(i)	Qualified:	1441.00	1,153.00	100.50	1541.50	1,233.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	960.50	768.50	67.00	1027.50	840.00
		third six months of experience	996.00	797.00	69.50	1065.50	852.50
		fourth six months of experience	1035.00	828.00	72.00	1107.00	885.50
		fifth six months of experience	1077.00	861.50	75.00	1152.00	921.50
		sixth six months of experience	1113.00	890.50	77.50	1190.50	952.50
		seventh six months of experience	1216.00	973.00	85.00	1301.00	1,041.00
		eighth six months of experience	1260.50	1,008.50	88.00	1348.50	1,079.00
		next four months of experience	1288.50	1,031.00	90.00	1378.50	1,103.00
		Thereafter, the wage specified in (h)(i) i.e.	1441.00	1,153.00	100.50	1541.50	1,233.00
(i) Examiner:							
	(i)	Qualified:	1234.00	987.00	86.00	1320.00	1,056.00
	(ii)	Learners:					
		first six months of experience	1035.00	828.00	72.00	1107.00	885.50
		Thereafter, the wage specified in (i)(i) i.e.	1234.00	987.00	86.00	1320.00	1,056.00
(j)(a) Machinist:							
	(i)	Qualified:	1210.00	968.00	84.50	1294.50	1,035.50
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	944.50	755.50	66.00	1010.50	840.00
		third six months of experience	972.00	777.50	68.00	1040.00	840.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	84.50	1294.50	1,035.50
(j)(b) Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:							

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			R	R	R	R	R
	(i)	Qualified:	1210.00	968.00	84.50	1294.50	1,035.50
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	944.50	755.50	66.00	1010.50	840.00
		third six months of experience	972.00	777.50	68.00	1040.00	840.00
		fourth six months of experience	1006.00	805.00	70.00	1076.00	861.00
		next four months of experience	1032.00	825.50	72.00	1104.00	883.00
		Thereafter, the wage specified in (j)(i) i.e.	1210.00	968.00	84.50	1294.50	1,035.50
(k) Progress examiner:							
	(i)	Qualified:	1223.50	979.00	85.50	1309.00	1,047.00
	(ii)	Learners:					
		first six months of experience	969.50	775.50	67.50	1037.00	840.00
		Thereafter, the wage specified in (k)(i) i.e.	1223.50	979.00	85.50	1309.00	1,047.00
(l) Despatcher:							
	(i)	Qualified:	1158.00	926.50	81.00	1239.00	991.00
	(ii)	Learners:					
		first six months of experience	978.50	783.00	68.50	1047.00	840.00
		Thereafter, the wage specified in (l)(i) i.e.	1158.00	926.50	81.00	1239.00	991.00
(m) Checker in the Knitting section:							
	(i)	Qualified:	1028.00	822.50	71.50	1099.50	879.50
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	944.00	755.00	66.00	1010.00	840.00
		third six months of experience	968.00	774.50	67.50	1035.50	840.00
		Thereafter, the wage specified in (m)(i) i.e.	1028.00	822.50	71.50	1099.50	879.50
(n) General Worker:							
	(i)	Qualified:	998.00	798.50	69.50	1067.50	854.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	944.00	755.00	66.00	1010.00	840.00
		Thereafter, the wage specified in (n)(i) i.e.	998.00	798.50	69.50	1067.50	854.00
(o) Steambox pleater:							
	(i)	Qualified:	1176.50	941.00	82.00	1258.50	1,007.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	965.50	772.50	67.50	1033.00	840.00
		third six months of experience	996.00	797.00	69.50	1065.50	852.50
		fourth six months of experience	1034.00	827.00	72.00	1106.00	885.00
		Thereafter, the wage specified in (o)(i) i.e.	1176.50	941.00	82.00	1258.50	1,007.00
(p) Plain sewer:							
	(i)	Qualified:	1034.00	827.00	72.00	1106.00	885.00
	(ii)	Learners:					

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			R	R	R	R	R
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	934.00	747.00	65.00	999.00	840.00
		third six months of experience	944.50	755.50	66.00	1010.50	840.00
		fourth six months of experience	959.50	767.50	67.00	1026.50	840.00
		next four months of experience	978.50	783.00	68.50	1047.00	840.00
		Thereafter, the wage specified in (p)(i) i.e.	1034.00	827.00	72.00	1106.00	885.00
(q)		General assistant	1129.50	903.50	79.00	1208.50	967.00
(r)		Cleaner	1006.00	805.00	70.00	1076.00	861.00
(s)		Tea maker	1006.00	805.00	70.00	1076.00	861.00
(t)		Watchman	1223.50	979.00	85.50	1309.00	1,047.00
(u)		Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1219.50	975.50	85.00	1304.50	1,043.50
		(ab) exceeds 453 kg but does not exceed 2	1311.00	1,049.00	91.50	1402.50	1,122.00
		(ac) exceeds 2 722 kg but does not exceed	1450.50	1,160.50	101.00	1551.50	1,241.00
		(ad) exceeds 4 536 kg	1695.50	1,356.50	118.50	1814.00	1,451.00
	(ii)	Part-time driver of a motor vehicle	1131.50	905.00	79.00	1210.50	968.50
(v)		Clicker:					
	(i)	Qualified:	1979.50	1,583.50	138.00	2117.50	1,694.00
	(ii)	Learners:					
		first six months of experience	923.00	738.50	64.50	987.50	840.00
		second six months of experience	998.50	799.00	69.50	1068.00	854.50
		third six months of experience	1079.50	863.50	75.50	1155.00	924.00
		fourth six months of experience	1221.50	977.00	85.00	1306.50	1,045.00
		fifth six months of experience	1313.50	1,051.00	91.50	1405.00	1,124.00
		sixth six months of experience	1385.00	1,108.00	96.50	1481.50	1,185.00
		seventh six months of experience	1468.00	1,174.50	102.50	1570.50	1,256.50
		eighth six months of experience	1546.50	1,237.00	108.00	1654.50	1,323.50
		next four months of experience	1630.00	1,304.00	113.50	1743.50	1,395.00
		Thereafter, the wage specified in (v)(i) i.e.	1979.50	1,583.50	138.00	2117.50	1,694.00
(w)		Beader	1234.00	987.00	86.00	1320.00	1,056.00
(x)		Chlorinator	1109.50	887.50	77.50	1187.00	949.50
(y)		Componder	1313.50	1,051.00	91.50	1405.00	1,124.00
(z)		Dipper					
	(i)	Qualified:					
		Category A	1313.50	1,051.00	91.50	1405.00	1,124.00
		Category B	1342.50	1,074.00	93.50	1436.00	1,149.00
		Category C	1387.00	1,109.50	97.00	1484.00	1,187.00
	(ii)	Learners:					
		first six months of experience to Category	999.00	799.00	69.50	1068.50	855.00
		first six months of experience to Category	1313.50	1,051.00	91.50	1405.00	1,124.00
		first six months of experience to Category	1342.50	1,074.00	93.50	1436.00	1,149.00
(aa)		Glove turner	1592.50	1,274.00	111.00	1703.50	1,363.00
(ab)		Mouldmaker	1262.50	1,010.00	88.00	1350.50	1,080.50
(ac)		Packer	1060.00	848.00	74.00	1134.00	907.00
(ad)		Quality product co-ordinator	1665.50	1,332.50	116.00	1781.50	1,425.00

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			R	R	R	R	R
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / 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 effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.							