

**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		<u>GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)</u>				
	DESCRIPTION	Wage per week from 01 Sep 2018 to 31 Aug 2019	New Ees on Incentivised Scheme Effective 1 Sep 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	2,152.00	1,721.50	150.00	2,302.00	1,841.50
(b)	Designer:					
	(i) Qualified:	2,743.00	2,194.50	191.50	2,934.50	2,347.50
	(ii) Learners:					
	first six months of experience	935.50	748.50	65.50	1,001.00	840.00
	second six months of experience	1,088.50	871.00	76.00	1,164.50	931.50
	third six months of experience	1,304.50	1,043.50	91.00	1,395.50	1,116.50
	fourth six months of experience	1,453.00	1,162.50	101.50	1,554.50	1,243.50
	fifth six months of experience	1,616.50	1,293.00	113.00	1,729.50	1,383.50
	sixth six months of experience	1,751.50	1,401.00	122.00	1,873.50	1,499.00
	seventh six months of experience	1,907.50	1,526.00	133.00	2,040.50	1,632.50
	eighth six months of experience	2,061.00	1,649.00	144.00	2,205.00	1,764.00
	next four months of experience	2,185.00	1,748.00	152.50	2,337.50	1,870.00
	Thereafter, the wage specified in (b)(i) i.e.	2,743.00	2,194.50	191.50	2,934.50	2,347.50
(c)	Grader:					
	(i) Qualified:	1,969.50	1,575.50	137.50	2,107.00	1,685.50
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	1,008.00	806.50	70.50	1,078.50	863.00
	third six months of experience	1,098.00	878.50	76.50	1,174.50	939.50
	fourth six months of experience	1,149.50	919.50	80.00	1,229.50	983.50
	fifth six months of experience	1,330.00	1,064.00	93.00	1,423.00	1,138.50
	sixth six months of experience	1,424.00	1,139.00	99.50	1,523.50	1,219.00
	seventh six months of experience	1,502.00	1,201.50	105.00	1,607.00	1,285.50
	eighth six months of experience	1,577.50	1,262.00	110.00	1,687.50	1,350.00
	next four months of experience	1,679.50	1,343.50	117.00	1,796.50	1,437.00
	Thereafter, the wage specified in (c)(i) i.e.	1,969.50	1,575.50	137.50	2,107.00	1,685.50
(d)	Marker-in:					
	(i) Qualified:	1,502.00	1,201.50	105.00	1,607.00	1,285.50
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	994.00	795.00	69.50	1,063.50	851.00
	third six months of experience	1,060.00	848.00	74.00	1,134.00	907.00
	fourth six months of experience	1,129.50	903.50	79.00	1,208.50	967.00
	next four months of experience	1,263.00	1,010.50	88.00	1,351.00	1,081.00
	Thereafter, the wage specified in (d)(i) i.e.	1,502.00	1,201.50	105.00	1,607.00	1,285.50
(e)	Band-knife cutter:					
	Qualified	1,502.00	1,201.50	105.00	1,607.00	1,285.50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					

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		R	R	R	R	R
(f)	Cutter-out:					
	(i) Qualified:	1,327.00	1,061.50	92.50	1,419.50	1,135.50
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	971.50	777.00	68.00	1,039.50	840.00
	third six months of experience	1,002.50	802.00	70.00	1,072.50	858.00
	fourth six months of experience	1,038.50	831.00	72.50	1,111.00	889.00
	next four months of experience	1,085.00	868.00	75.50	1,160.50	928.50
	Thereafter, the wage specified in (f)(i) i.e.	1,327.00	1,061.50	92.50	1,419.50	1,135.50
(g)	Layer-up:					
	(i) Qualified:	1,040.00	832.00	72.50	1,112.50	890.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	948.00	758.50	66.00	1,014.00	840.00
	third six months of experience	965.00	772.00	67.50	1,032.50	840.00
	fourth six months of experience	979.50	783.50	68.50	1,048.00	840.00
	Thereafter, the wage specified in (g)(i) i.e.	1,040.00	832.00	72.50	1,112.50	890.00
(h)	Specialised presser:					
	(i) Qualified:	1,449.00	1,159.00	101.00	1,550.00	1,240.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	967.00	773.50	67.50	1,034.50	840.00
	third six months of experience	1,000.00	800.00	70.00	1,070.00	856.00
	fourth six months of experience	1,038.50	831.00	72.50	1,111.00	889.00
	fifth six months of experience	1,080.00	864.00	75.50	1,155.50	924.50
	sixth six months of experience	1,116.50	893.00	78.00	1,194.50	955.50
	seventh six months of experience	1,223.50	979.00	85.50	1,309.00	1,047.00
	eighth six months of experience	1,266.50	1,013.00	88.50	1,355.00	1,084.00
	next four months of experience	1,294.50	1,035.50	90.50	1,385.00	1,108.00
	Thereafter, the wage specified in (h)(i) i.e.	1,449.00	1,159.00	101.00	1,550.00	1,240.00
(i)	Examiner:					
	(i) Qualified:	1,239.00	991.00	86.50	1,325.50	1,060.50
	(ii) Learners:					
	first six months of experience	1,038.50	831.00	72.50	1,111.00	889.00
	Thereafter, the wage specified in (i)(i) i.e.	1,239.00	991.00	86.50	1,325.50	1,060.50
(j)(a)	Machinist					
	(i) Qualified:	1,215.00	972.00	85.00	1,300.00	1,040.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	949.00	759.00	66.00	1,015.00	840.00
	third six months of experience	978.50	783.00	68.50	1,047.00	840.00
	Thereafter, the wage specified in (j)(i) i.e.	1,215.00	972.00	85.00	1,300.00	1,040.00

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		R	R	R	R	R
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:					
	(i) Qualified:	1,215.00	972.00	85.00	1,300.00	1,040.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	949.00	759.00	66.00	1,015.00	840.00
	third six months of experience	978.50	783.00	68.50	1,047.00	840.00
	fourth six months of experience	1,009.50	807.50	70.50	1,080.00	864.00
	next four months of experience	1,036.50	829.00	72.50	1,109.00	887.00
	Thereafter, the wage specified in (j)(i) i.e.	1,215.00	972.00	85.00	1,300.00	1,040.00
(k)	Progress examiner:					
	(i) Qualified:	1,227.50	982.00	85.50	1,313.00	1,050.50
	(ii) Learners:					
	first six months of experience	973.00	778.50	68.00	1,041.00	840.00
	Thereafter, the wage specified in (k)(i) i.e.	1,227.50	982.00	85.50	1,313.00	1,050.50
(l)	Despatcher:					
	(i) Qualified:	1,162.50	930.00	81.00	1,243.50	995.00
	(ii) Learners:					
	first six months of experience	981.50	785.00	68.50	1,050.00	840.00
	Thereafter, the wage specified in (l)(i) i.e.	1,162.50	930.00	81.00	1,243.50	995.00
(m)	Checker in the Knitting section:					
	(i) Qualified:	1,034.00	827.00	72.00	1,106.00	885.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	948.00	758.50	66.00	1,014.00	840.00
	third six months of experience	971.50	777.00	68.00	1,039.50	840.00
	Thereafter, the wage specified in (m)(i) i.e.	1,034.00	827.00	72.00	1,106.00	885.00
(n)	General Worker:					
	(i) Qualified:	1,001.50	801.00	70.00	1,071.50	857.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	948.00	758.50	66.00	1,014.00	840.00
	Thereafter, the wage specified in (n)(i) i.e.	1,001.50	801.00	70.00	1,071.50	857.00
(o)	Steambox pleater:					
	(i) Qualified:	1,181.00	945.00	82.50	1,263.50	1,011.00
	(ii) Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	969.50	775.50	67.50	1,037.00	840.00
	third six months of experience	1,000.00	800.00	70.00	1,070.00	856.00
	fourth six months of experience	1,037.50	830.00	72.50	1,110.00	888.00
	Thereafter, the wage specified in (o)(i) i.e.	1,181.00	945.00	82.50	1,263.50	1,011.00
(p)	Plain sewer:					

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		R	R	R	R	R
(i)	Qualified:	1,037.50	830.00	72.50	1,110.00	888.00
(ii)	Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	937.50	750.00	65.50	1,003.00	840.00
	third six months of experience	949.00	759.00	66.00	1,015.00	840.00
	fourth six months of experience	965.00	772.00	67.50	1,032.50	840.00
	next four months of experience	981.50	785.00	68.50	1,050.00	840.00
	Thereafter, the wage specified in (p)(i) i.e.	1,037.50	830.00	72.50	1,110.00	888.00
(q)	General assistant	1,134.50	907.50	79.00	1,213.50	971.00
(r)	Cleaner	1,009.50	807.50	70.50	1,080.00	864.00
(s)	Tea maker	1,009.50	807.50	70.50	1,080.00	864.00
(t)	Watchman	1,227.50	982.00	85.50	1,313.00	1,050.50
(u)	Motor vehicle driver:					
(i)	(aa) does not exceed 453 kg	1,224.00	979.00	85.50	1,309.50	1,047.50
	(ab) exceeds 453 kg but does not exceed 2	1,317.00	1,053.50	92.00	1,409.00	1,127.00
	(ac) exceeds 2 722 kg but does not exceed 4	1,454.00	1,163.00	101.50	1,555.50	1,244.50
	(ad) exceeds 4 536 kg	1,704.50	1,363.50	119.00	1,823.50	1,459.00
(ii)	Part-time driver of a motor vehicle	1,135.00	908.00	79.00	1,214.00	971.00
(v)	Clicker:					
(i)	Qualified:	1,988.00	1,590.50	138.50	2,126.50	1,701.00
(ii)	Learners:					
	first six months of experience	927.00	741.50	64.50	991.50	840.00
	second six months of experience	1,002.50	802.00	70.00	1,072.50	858.00
	third six months of experience	1,086.00	869.00	76.00	1,162.00	929.50
	fourth six months of experience	1,225.00	980.00	85.50	1,310.50	1,048.50
	fifth six months of experience	1,318.50	1,055.00	92.00	1,410.50	1,128.50
	sixth six months of experience	1,390.50	1,112.50	97.00	1,487.50	1,190.00
	seventh six months of experience	1,476.50	1,181.00	103.00	1,579.50	1,263.50
	eighth six months of experience	1,552.50	1,242.00	108.50	1,661.00	1,329.00
	next four months of experience	1,636.00	1,309.00	114.00	1,750.00	1,400.00
	Thereafter, the wage specified in (v)(i) i.e.	1,988.00	1,590.50	138.50	2,126.50	1,701.00
(w)	Beader	1,239.00	991.00	86.50	1,325.50	1,060.50
(x)	Chlorinator	1,115.50	892.50	78.00	1,193.50	955.00
(y)	Componder	1,318.50	1,055.00	92.00	1,410.50	1,128.50
(z)	Dipper					
(i)	Qualified:					
	Category A	1,318.50	1,055.00	92.00	1,410.50	1,128.50
	Category B	1,348.50	1,079.00	94.00	1,442.50	1,154.00
	Category C	1,392.00	1,113.50	97.00	1,489.00	1,191.00
(ii)	Learners:					
	first six months of experience to Category A	1,004.00	803.00	70.00	1,074.00	859.00
	first six months of experience to Category B	1,318.50	1,055.00	92.00	1,410.50	1,128.50
	first six months of experience to Category C	1,348.50	1,079.00	94.00	1,442.50	1,154.00
(aa)	Glove turner	1,599.50	1,279.50	111.50	1,711.00	1,369.00
(ab)	Mouldmaker	1,267.50	1,014.00	88.50	1,356.00	1,085.00

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		R	R	R	R	R
(ac)	Packer	1,065.50	852.50	74.50	1,140.00	912.00
(ad)	Quality product co-ordinator	1,672.00	1,337.50	116.50	1,788.50	1,431.00
(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 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.						