

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 2019 TO 31 AUGUST 2020

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 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 1 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)	Wage per week from 1 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 1 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)
Category A	R	R	R	R	R	R	R	R	R	R
0 - 6 months	905.00	724.00	63.00	968.00	900.00	875.00	700.00	61.00	936.00	900.00
Thereafter	968.00	774.50	67.50	1 035.50	900.00	913.00	730.50	63.50	976.50	900.00
Category B										
0 - 6 months	903.50	723.00	63.00	966.50	900.00	886.00	709.00	62.00	948.00	900.00
7 - 12 months	946.00	757.00	66.00	1 012.00	900.00	912.00	729.50	63.50	975.50	900.00
13 - 18 months	990.50	792.50	69.00	1 059.50	900.00	937.50	750.00	65.50	1 003.00	900.00
Thereafter	1 048.50	839.00	73.00	1 121.50	900.00	969.50	775.50	67.50	1 037.00	900.00
Category C										
0 - 6 months	934.00	747.00	65.00	999.00	900.00	890.50	712.50	62.00	952.50	900.00
7 - 12 months	1 027.50	822.00	71.50	1 099.00	900.00	944.50	755.50	66.00	1 010.50	900.00
13 - 18 months	1 122.00	897.50	78.50	1 200.50	960.50	1 000.00	800.00	70.00	1 070.00	900.00
19 - 22 months	1 213.00	970.50	84.50	1 297.50	1 038.00	1 059.50	847.50	74.00	1 133.50	907.00
Thereafter	1 306.00	1 045.00	91.00	1 397.00	1 117.50	1 119.50	895.50	78.00	1 197.50	958.00
Category D										
0 - 6 months	934.00	747.00	65.00	999.00	900.00	890.50	712.50	62.00	952.50	900.00
7 - 12 months	1 003.00	802.50	70.00	1 073.00	900.00	931.00	745.00	65.00	996.00	900.00
13 - 18 months	1 095.50	876.50	76.50	1 172.00	937.50	972.00	777.50	68.00	1 040.00	900.00
19 - 22 months	1 140.50	912.50	79.50	1 220.00	976.00	1 012.50	810.00	70.50	1 083.00	900.00
Thereafter	1 285.00	1 028.00	89.50	1 374.50	1 099.50	1 106.00	885.00	77.00	1 183.00	946.50
Category E										
0 - 6 months	980.50	784.50	68.50	1 049.00	900.00	918.00	734.50	64.00	982.00	900.00
7 - 12 months	1 089.50	871.50	76.00	1 165.50	932.50	983.00	786.50	68.50	1 051.50	900.00
13 - 18 months	1 215.00	972.00	85.00	1 300.00	1 040.00	1 060.50	848.50	74.00	1 134.50	907.50
19 - 22 months	1 338.00	1 070.50	93.50	1 431.50	1 145.00	1 141.50	913.00	79.50	1 221.00	977.00
Thereafter	1 472.00	1 177.50	102.50	1 574.50	1 259.50	1 226.00	981.00	85.50	1 311.50	1 049.00
Band Knife Cutter										
0 - 6 months	897.50	718.00	62.50	960.00	900.00	869.00	695.00	60.50	929.50	900.00
7 - 12 months	968.00	774.50	67.50	1 035.50	900.00	910.00	728.00	63.50	973.50	900.00
13 - 18 months	1 035.00	828.00	72.00	1 107.00	900.00	950.50	760.50	66.50	1 017.00	900.00
19 - 22 months	1 108.50	887.00	77.50	1 186.00	949.00	993.00	794.50	69.50	1 062.50	900.00
Thereafter	1 220.00	976.00	85.00	1 305.00	1 044.00	1 065.50	852.50	74.50	1 140.00	912.00
Clerical										
0 - 6 months	920.50	736.50	64.00	984.50	900.00	882.50	706.00	61.50	944.00	900.00
7 - 12 months	1 008.00	806.50	70.50	1 078.50	900.00	934.50	747.50	65.00	999.50	900.00
13 - 18 months	1 079.00	863.00	75.50	1 154.50	923.50	976.00	781.00	68.00	1 044.00	900.00
Thereafter	1 239.50	991.50	86.50	1 326.00	1 061.00	1 075.50	860.50	75.00	1 150.50	920.50
Assistant Head Cutter	1 428.50	1 143.00	99.50	1 528.00	1 222.50	1 199.00	959.00	83.50	1 282.50	1 026.00
Head Cutter	1 725.00	1 380.00	120.50	1 845.50	1 476.50	1 390.50	1 112.50	97.00	1 487.50	1 190.00
Foreperson	1 547.00	1 237.50	108.00	1 655.00	1 324.00	1 309.00	1 047.00	91.50	1 400.50	1 120.50
Watchperson	1 075.00	860.00	75.00	1 150.00	920.00	973.00	778.50	68.00	1 041.00	900.00
Driver 1 (454kg)	1 024.50	819.50	71.50	1 096.00	900.00	943.50	755.00	66.00	1 009.50	900.00
Driver 2 (454 - 2722kg)	1 096.50	877.00	76.50	1 173.00	938.50	986.50	789.00	69.00	1 055.50	900.00
Driver 3 (2722 - 4540kg)	1 238.50	991.00	86.50	1 325.00	1 060.00	1 075.00	860.00	75.00	1 150.00	920.00
Driver 4 (4540kg)	1 445.00	1 156.00	101.00	1 546.00	1 237.00	1 210.00	968.00	84.50	1 294.50	1 035.50

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, in Non-Metro A and Non-Metro B.