

**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 2019 TO 31 AUGUST 2020**

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2018 to 31 Aug 2019	New Employees 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 Employees 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
<b>Blocker</b>							
	(a)	Qualified	1201.00	961.00	84.00	1285.00	1,028.00
	(b)	Learner					
		First year					
		First six months of experience	830.50	664.50	58.00	888.50	850.00
		Second six months of experience	927.00	741.50	64.50	991.50	850.00
		Second year					
		First six months of experience	1015.00	812.00	71.00	1086.00	869.00
		Second six months of experience	1109.00	887.00	77.50	1186.50	949.00
		Thereafter, the wage specified in (a), i.e.	1201.00	961.00	84.00	1285.00	1,028.00
<b>Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):</b>							
	(a)	Qualified	991.00	793.00	69.00	1060.00	850.00
	(b)	Learner					
		First year					
		First six months of experience	830.50	664.50	58.00	888.50	850.00
		Second six months of experience	863.00	690.50	60.00	923.00	850.00
		Second year					
		First six months of experience	893.50	715.00	62.50	956.00	850.00
		Second six months of experience	928.50	743.00	65.00	993.50	850.00
		Third year					
		First four months of experience	959.00	767.00	67.00	1026.00	850.00
		Thereafter, the wage specified in (a), i.e.	991.00	793.00	69.00	1060.00	850.00
<b>Clerk</b>							
	(a)	Qualified	1656.50	1325.00	115.50	1772.00	1,417.50
	(b)	Learner					
		First year	1223.00	978.50	85.50	1308.50	1,047.00
		Second year	1329.00	1063.00	92.50	1421.50	1,137.00
		Third year					
		First four months of experience	1452.50	1162.00	101.50	1554.00	1,243.00
		Thereafter, the wage specified in (a), i.e.	1656.50	1325.00	115.50	1772.00	1,417.50
<b>General Worker (Millinery)</b>			981.00	785.00	68.50	1049.50	850.00
<b>Grade 1 Employee (Millinery):</b>							
	(a)	Qualified	970.50	776.50	67.50	1038.00	850.00
	(b)	Learner					
		First year					
		First six months of experience	830.50	664.50	58.00	888.50	850.00
		Second six months of experience	865.00	692.00	60.50	925.50	850.00
		Second year					
		First six months of experience	914.50	731.50	64.00	978.50	850.00
		Thereafter, the wage specified in (a), i.e.	970.50	776.50	67.50	1038.00	850.00
<b>Milliner:</b>							

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		R	R	R	R	R
(a)	Qualified	1049.00	839.00	73.00	1122.00	897.50
(b)	Learner					
	First year					
	First six months of experience	830.50	664.50	58.00	888.50	850.00
	Second six months of experience	883.00	706.50	61.50	944.50	850.00
	Second year					
	First six months of experience	885.50	708.50	62.00	947.50	850.00
	Second six months of experience	926.50	741.00	64.50	991.00	850.00
	Third year					
	First six months of experience	968.00	774.50	67.50	1035.50	850.00
	Next four months of experience	1015.00	812.00	71.00	1086.00	869.00
	Thereafter, the wage specified in (a) i.e.	1049.00	839.00	73.00	1122.00	897.50
<b>Millinery Machinist:</b>						
(a)	Qualified	1060.00	848.00	74.00	1134.00	907.00
(b)	Learner					
	First year					
	First six months of experience	830.50	664.50	58.00	888.50	850.00
	Second six months of experience	905.50	724.50	63.00	968.50	850.00
	Second year					
	First six months of experience	960.00	768.00	67.00	1027.00	850.00
	Thereafter, the wage specified in (a), i.e.	1060.00	848.00	74.00	1134.00	907.00
<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	1258.50	1007.00	88.00	1346.50	1,077.00
(b)	exceeds 2268	1330.00	1064.00	93.00	1423.00	1,138.50
<b>Plain Sewer (Millinery):</b>						
(a)	Qualified	991.00	793.00	69.00	1060.00	850.00
(b)	Learner					
	First year					
	First six months of experience	830.50	664.50	58.00	888.50	850.00
	Second six months of experience	874.50	699.50	61.00	935.50	850.00
	Second year					
	First six months of experience	931.50	745.00	65.00	996.50	850.00
	Thereafter, the wage specified in (a), i.e.	991.00	793.00	69.00	1060.00	850.00
<b>Supervisor (Millinery)</b>		1421.50	1137.00	99.00	1520.50	1,216.50
<b>Watchman or Caretaker (Millinery)</b>		1434.00	1147.00	100.00	1534.00	1,227.00
<b>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 of 7.5% Across-the-Board.</b>						