

**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 B (i.e. employees NOT 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 7.5% (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
Blocker						
(a)	Qualified	1205.50	964.50	84.00	1289.50	1,031.50
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00
	Second six months of experience	931.00	745.00	65.00	996.00	850.00
	Second year					
	First six months of experience	1020.50	816.50	71.00	1091.50	873.00
	Second six months of experience	1114.00	891.00	77.50	1191.50	953.00
	Thereafter, the wage specified in (a), i.e.	1205.50	964.50	84.00	1289.50	1,031.50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):						
(a)	Qualified	996.00	797.00	69.50	1065.50	852.50
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00
	Second six months of experience	868.00	694.50	60.50	928.50	850.00
	Second year					
	First six months of experience	897.50	718.00	62.50	960.00	850.00
	Second six months of experience	932.50	746.00	65.00	997.50	850.00
	Third year					
	First four months of experience	963.00	770.50	67.00	1030.00	850.00
	Thereafter, the wage specified in (a), i.e.	996.00	797.00	69.50	1065.50	852.50
Clerk						
(a)	Qualified	1665.00	1332.00	116.00	1781.00	1,425.00
(b)	Learner					
	First year	1227.00	981.50	85.50	1312.50	1,050.00
	Second year	1335.00	1068.00	93.00	1428.00	1,142.50
	Third year					
	First four months of experience	1459.00	1167.00	102.00	1561.00	1,249.00
	Thereafter, the wage specified in (a), i.e.	1665.00	1332.00	116.00	1781.00	1,425.00
General Worker (Millinery)		984.50	787.50	68.50	1053.00	850.00
Grade 1 Employee (Millinery):						
(a)	Qualified	974.00	779.00	68.00	1042.00	850.00
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00
	Second six months of experience	871.00	697.00	61.00	932.00	850.00
	Second year					
	First six months of experience	918.00	734.50	64.00	982.00	850.00
	Thereafter, the wage specified in (a), i.e.	974.00	779.00	68.00	1042.00	850.00
Milliner:						
(a)	Qualified	1054.50	843.50	73.50	1128.00	902.50
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00

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		R	R	R	R	R
	Second six months of experience	887.00	709.50	62.00	949.00	850.00
	Second year					
	First six months of experience	889.00	711.00	62.00	951.00	850.00
	Second six months of experience	930.50	744.50	65.00	995.50	850.00
	Third year					
	First six months of experience	971.50	777.00	68.00	1039.50	850.00
	Next four months of experience	1020.50	816.50	71.00	1091.50	873.00
	Thereafter, the wage specified in (a) i.e.	1054.50	843.50	73.50	1128.00	902.50
	Millinery Machinist:					
(a)	Qualified	1065.50	852.50	74.50	1140.00	912.00
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00
	Second six months of experience	910.50	728.50	63.50	974.00	850.00
	Second year					
	First six months of experience	965.50	772.50	67.50	1033.00	850.00
	Thereafter, the wage specified in (a), i.e.	1065.50	852.50	74.50	1140.00	912.00
	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 -					
(a)	does not exceed 2268 kg	1265.50	1012.50	88.50	1354.00	1,083.00
(b)	exceeds 2268	1336.00	1069.00	93.00	1429.00	1,143.00
	Plain Sewer (Millinery):					
(a)	Qualified	996.00	797.00	69.50	1065.50	852.50
(b)	Learner					
	First year					
	First six months of experience	835.50	668.50	58.50	894.00	850.00
	Second six months of experience	880.50	704.50	61.50	942.00	850.00
	Second year					
	First six months of experience	935.50	748.50	65.50	1001.00	850.00
	Thereafter, the wage specified in (a), i.e.	996.00	797.00	69.50	1065.50	852.50
	Supervisor (Millinery)	1428.50	1143.00	99.50	1528.00	1,222.50
	Watchman or Caretaker (Millinery)	1440.00	1152.00	100.50	1540.50	1,232.50
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, Across-the-Board.						