

**BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2022 TO 31 AUGUST 2023**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
		Wage per week from 01 Sept 2021 to 31 Aug 2022	New Ees on Incentivised Scheme Effective 1 Sept 2021 = 80%	Across-the-Board Increase 7%	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Ees on Incentivised Scheme Effective 1 Sept 2022 = 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 )	<b>Foreman</b>	2475,00	1980,00	173,50	2648,50	2119,00
( b )	<b>Designer:</b>					
	(i) Qualified:	3156,00	2525,00	221,00	3377,00	2701,50
	(ii) Learners:					
	first six months of experience	1076,50	911,00	75,50	1152,00	974,00
	second six months of experience	1254,00	1003,00	88,00	1342,00	1073,50
	third six months of experience	1501,00	1201,00	105,00	1606,00	1285,00
	fourth six months of experience	1671,00	1337,00	117,00	1788,00	1430,50
	fifth six months of experience	1858,00	1486,50	130,00	1988,00	1590,50
	sixth six months of experience	2015,00	1612,00	141,00	2156,00	1725,00
	seventh six months of experience	2193,50	1755,00	153,50	2347,00	1877,50
	eighth six months of experience	2370,00	1896,00	166,00	2536,00	2029,00
	next four months of experience	2516,00	2013,00	176,00	2692,00	2153,50
	Thereafter, the wage specified in (b)(i) i.e.	3156,00	2525,00	221,00	3377,00	2701,50
( c )	<b>Grader:</b>					
	(i) Qualified:	2267,50	1814,00	158,50	2426,00	1941,00
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1160,50	928,50	81,00	1241,50	993,00
	third six months of experience	1261,50	1009,00	88,50	1350,00	1080,00
	fourth six months of experience	1324,00	1059,00	92,50	1416,50	1133,00
	fifth six months of experience	1530,50	1224,50	107,00	1637,50	1310,00
	sixth six months of experience	1637,50	1310,00	114,50	1752,00	1401,50
	seventh six months of experience	1727,50	1382,00	121,00	1848,50	1479,00
	eighth six months of experience	1815,00	1452,00	127,00	1942,00	1553,50
	next four months of experience	1932,00	1545,50	135,00	2067,00	1653,50
	Thereafter, the wage specified in (c)(i) i.e.	2267,50	1814,00	158,50	2426,00	1941,00
( d )	<b>Marker-in:</b>					
	(i) Qualified:	1727,50	1382,00	121,00	1848,50	1479,00
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1142,50	914,00	80,00	1222,50	978,00
	third six months of experience	1219,50	975,50	85,50	1305,00	1044,00

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		R	R	R	R	R
	fourth six months of experience	1300,50	1040,50	91,00	1391,50	1113,00
	next four months of experience	1452,50	1162,00	101,50	1554,00	1243,00
	Thereafter, the wage specified in (d)(i) i.e.	1727,50	1382,00	121,00	1848,50	1479,00
<b>( e )</b>	<b>Band-knife cutter:</b>					
	Qualified	1727,50	1382,00	121,00	1848,50	1479,00
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
<b>( f )</b>	<b>Cutter-out:</b>					
	(i) Qualified:	1527,50	1222,00	107,00	1634,50	1307,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1119,00	911,00	78,50	1197,50	974,00
	third six months of experience	1154,00	923,00	81,00	1235,00	988,00
	fourth six months of experience	1196,00	957,00	83,50	1279,50	1023,50
	next four months of experience	1247,50	998,00	87,50	1335,00	1068,00
	Thereafter, the wage specified in (f)(i) i.e.	1527,50	1222,00	107,00	1634,50	1307,50
<b>( g )</b>	<b>Layer-up:</b>					
	(i) Qualified:	1198,00	958,50	84,00	1282,00	1025,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1091,50	911,00	76,50	1168,00	974,00
	third six months of experience	1109,00	911,00	77,50	1186,50	974,00
	fourth six months of experience	1125,50	911,00	79,00	1204,50	974,00
	Thereafter, the wage specified in (g)(i) i.e.	1198,00	958,50	84,00	1282,00	1025,50
<b>( h )</b>	<b>Specialised presser:</b>					
	(i) Qualified:	1665,50	1332,50	116,50	1782,00	1425,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1110,50	911,00	77,50	1188,00	974,00
	third six months of experience	1151,50	921,00	80,50	1232,00	985,50
	fourth six months of experience	1196,00	957,00	83,50	1279,50	1023,50
	fifth six months of experience	1244,50	995,50	87,00	1331,50	1065,00

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		R	R	R	R	R
	sixth six months of experience	1286,50	1029,00	90,00	1376,50	1101,00
	seventh six months of experience	1405,50	1124,50	98,50	1504,00	1203,00
	eighth six months of experience	1457,00	1165,50	102,00	1559,00	1247,00
	next four months of experience	1489,50	1191,50	104,50	1594,00	1275,00
	Thereafter, the wage specified in (h)(i) i.e.	1665,50	1332,50	116,50	1782,00	1425,50
<b>( i )</b>	<b>Examiner:</b>					
	(i) Qualified:	1426,50	1141,00	100,00	1526,50	1221,00
	(ii) Learners:					
	first six months of experience	1196,00	957,00	83,50	1279,50	1023,50
	Thereafter, the wage specified in (i)(i) i.e.	1426,50	1141,00	100,00	1526,50	1221,00
<b>( j ) ( a )</b>	<b>Machinist:</b>					
	(i) Qualified:	1399,00	1119,00	98,00	1497,00	1197,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1092,00	911,00	76,50	1168,50	974,00
	third six months of experience	1124,00	911,00	78,50	1202,50	974,00
	Thereafter, the wage specified in (j)(i) i.e.	1399,00	1119,00	98,00	1497,00	1197,50
<b>( j ) ( b )</b>	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i) Qualified:	1399,00	1119,00	98,00	1497,00	1197,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1092,00	911,00	76,50	1168,50	974,00
	third six months of experience	1124,00	911,00	78,50	1202,50	974,00
	fourth six months of experience	1163,00	930,50	81,50	1244,50	995,50
	next four months of experience	1193,00	954,50	83,50	1276,50	1021,00
	Thereafter, the wage specified in (j)(i) i.e.	1399,00	1119,00	98,00	1497,00	1197,50
<b>( k )</b>	<b>Progress examiner:</b>					
	(i) Qualified:	1414,50	1131,50	99,00	1513,50	1211,00
	(ii) Learners:					
	first six months of experience	1120,50	911,00	78,50	1199,00	974,00

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			R	R	R	R	R
		Thereafter, the wage specified in (k)(i) i.e.	1414,50	1131,50	99,00	1513,50	1211,00
<b>( l )</b>	<b>Despatcher:</b>						
	(i)	Qualified:	1339,00	1071,00	93,50	1432,50	1146,00
	(ii)	Learners:					
		first six months of experience	1131,00	911,00	79,00	1210,00	974,00
		Thereafter, the wage specified in (l)(i) i.e.	1339,00	1071,00	93,50	1432,50	1146,00
<b>( m )</b>	<b>Checker in the Knitting section:</b>						
	(i)	Qualified:	1188,00	950,50	83,00	1271,00	1017,00
	(ii)	Leaners:					
		first six months of experience	1067,00	911,00	74,50	1141,50	974,00
		second six months of experience	1091,50	911,00	76,50	1168,00	974,00
		third six months of experience	1119,00	911,00	78,50	1197,50	974,00
		Thereafter, the wage specified in (m)(i) i.e.	1188,00	950,50	83,00	1271,00	1017,00
<b>( n )</b>	<b>General Worker:</b>						
	(i)	Qualified:	1153,50	923,00	80,50	1234,00	987,00
	(ii)	Learners:					
		first six months of experience	1067,00	911,00	74,50	1141,50	974,00
		second six months of experience	1091,50	911,00	76,50	1168,00	974,00
		Thereafter, the wage specified in	1153,50	923,00	80,50	1234,00	987,00
<b>( o )</b>	<b>Steambox pleater:</b>						
	(i)	Qualified:	1360,00	1088,00	95,00	1455,00	1164,00
	(ii)	Learners:					
		first six months of experience	1067,00	911,00	74,50	1141,50	974,00
		second six months of experience	1116,00	911,00	78,00	1194,00	974,00
		third six months of experience	1151,50	921,00	80,50	1232,00	985,50
		fourth six months of experience	1195,00	956,00	83,50	1278,50	1023,00
		Thereafter, the wage specified in	1360,00	1088,00	95,00	1455,00	1164,00
<b>( p )</b>	<b>Plain sewer:</b>						
	(i)	Qualified:	1195,00	956,00	83,50	1278,50	1023,00
	(ii)	Learners:					
		first six months of experience	1067,00	911,00	74,50	1141,50	974,00
		second six months of experience	1079,50	911,00	75,50	1155,00	974,00

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		R	R	R	R	R
	third six months of experience	1092,00	911,00	76,50	1168,50	974,00
	fourth six months of experience	1109,00	911,00	77,50	1186,50	974,00
	next four months of experience	1131,00	911,00	79,00	1210,00	974,00
	Thereafter, the wage specified in	1195,00	956,00	83,50	1278,50	1023,00
( q )	<b>General assistant</b>	1305,50	1044,50	91,50	1397,00	1117,50
( r )	<b>Cleaner</b>	1163,00	930,50	81,50	1244,50	995,50
( s )	<b>Tea maker</b>	1163,00	930,50	81,50	1244,50	995,50
( t )	<b>Watchman</b>	1414,50	1131,50	99,00	1513,50	1211,00
( u )	<b>Motor vehicle driver:</b>					
	(i) (aa) does not exceed 453 kg	1410,00	1128,00	98,50	1508,50	1207,00
	(ab) exceeds 453 kg but does not	1515,50	1212,50	106,00	1621,50	1297,00
	(ac) exceeds 2 722 kg but does not	1676,50	1341,00	117,50	1794,00	1435,00
	(ad) exceeds 4 536 kg	1960,00	1568,00	137,00	2097,00	1677,50
	(ii) Part-time driver of a motor vehicle	1308,00	1046,50	91,50	1399,50	1119,50
( v )	<b>Clicker:</b>					
	(i) Qualified:	2288,00	1830,50	160,00	2448,00	1958,50
	(ii) Learners:					
	first six months of experience	1067,00	911,00	74,50	1141,50	974,00
	second six months of experience	1154,00	923,00	81,00	1235,00	988,00
	third six months of experience	1248,00	998,50	87,50	1335,50	1068,50
	fourth six months of experience	1412,00	1129,50	99,00	1511,00	1209,00
	fifth six months of experience	1518,00	1214,50	106,50	1624,50	1299,50
	sixth six months of experience	1601,00	1281,00	112,00	1713,00	1370,50
	seventh six months of experience	1697,00	1357,50	119,00	1816,00	1453,00
	eighth six months of experience	1787,50	1430,00	125,00	1912,50	1530,00
	next four months of experience	1884,00	1507,00	132,00	2016,00	1613,00
	Thereafter, the wage specified in	2288,00	1830,50	160,00	2448,00	1958,50
( w )	<b>Beader</b>	1426,50	1141,00	100,00	1526,50	1221,00
( x )	<b>Chlorinator</b>	1282,50	1026,00	90,00	1372,50	1098,00
( y )	<b>Componder</b>	1518,00	1214,50	106,50	1624,50	1299,50
( z )	<b>Dipper</b>					
	(i) Qualified:					
	Category A	1518,00	1214,50	106,50	1624,50	1299,50
	Category B	1551,50	1241,00	108,50	1660,00	1328,00
	Category C	1603,50	1283,00	112,00	1715,50	1372,50
	(ii) Learners:					
	first six months of experience to	1154,50	923,50	81,00	1235,50	988,50

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		R	R	R	R	R
	first six months of experience to	1518,00	1214,50	106,50	1624,50	1299,50
	first six months of experience to	1551,50	1241,00	108,50	1660,00	1328,00
( aa )	<b>Glove turner</b>	1840,50	1472,50	129,00	1969,50	1575,50
( ab )	<b>Mouldmaker</b>	1459,50	1167,50	102,00	1561,50	1249,00
( ac )	<b>Packer</b>	1225,50	980,50	86,00	1311,50	1049,00
( ad )	<b>Quality product co-ordinator</b>	1925,00	1540,00	135,00	2060,00	1648,00
( ae )	<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1</sup>/<sub>3</sub> per cent:</b>					
	<b>Provided that-</b>					
	(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.					
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2022, Increase the Weekly Wage for those employees by the agreed Wage Increase of 7% Across-the-Board.</b>						