

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 1 SEPTEMBER 2023 TO 31 AUGUST 2024**

| WAGES | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | | |
|-------------|--|--|---|--|--|
| | | Wage per week from 01 Sept 2022 to 31 Aug 2023 | Across the Board Increase (Based on 2022/23 Rand Value) | Wage per week from 01 Sept 2023 to 31 Aug 2024 | New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| DESCRIPTION | | R | R | R | R |
| (a) | Foreman | 2648,50 | 173,50 | 2822,00 | 2257,50 |
| (b) | Designer: | | | | |
| | (i) Qualified: | 3377,00 | 221,00 | 3598,00 | 2878,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1152,00 | 75,50 | 1227,50 | 1067,65 |
| | second six months of experience | 1342,00 | 88,00 | 1430,00 | 1144,00 |
| | third six months of experience | 1606,00 | 105,00 | 1711,00 | 1369,00 |
| | fourth six months of experience | 1788,00 | 117,00 | 1905,00 | 1524,00 |
| | fifth six months of experience | 1988,00 | 130,00 | 2118,00 | 1694,50 |
| | sixth six months of experience | 2156,00 | 141,00 | 2297,00 | 1837,50 |
| | seventh six months of experience | 2347,00 | 153,50 | 2500,50 | 2000,50 |
| | eighth six months of experience | 2536,00 | 166,00 | 2702,00 | 2161,50 |
| | next four months of experience | 2692,00 | 176,00 | 2868,00 | 2294,50 |
| | Thereafter, the wage specified in (b)(i) i.e. | 3377,00 | 221,00 | 3598,00 | 2878,50 |
| (c) | Grader: | | | | |
| | (i) Qualified: | 2426,00 | 158,50 | 2584,50 | 2067,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1241,50 | 81,00 | 1322,50 | 1067,65 |
| | third six months of experience | 1350,00 | 88,50 | 1438,50 | 1151,00 |
| | fourth six months of experience | 1416,50 | 92,50 | 1509,00 | 1207,00 |
| | fifth six months of experience | 1637,50 | 107,00 | 1744,50 | 1395,50 |
| | sixth six months of experience | 1752,00 | 114,50 | 1866,50 | 1493,00 |
| | seventh six months of experience | 1848,50 | 121,00 | 1969,50 | 1575,50 |
| | eighth six months of experience | 1942,00 | 127,00 | 2069,00 | 1655,00 |
| | next four months of experience | 2067,00 | 135,00 | 2202,00 | 1761,50 |
| | Thereafter, the wage specified in (c)(i) i.e. | 2426,00 | 158,50 | 2584,50 | 2067,50 |
| (d) | Marker-in: | | | | |
| | (i) Qualified: | 1848,50 | 121,00 | 1969,50 | 1575,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1222,50 | 80,00 | 1302,50 | 1067,65 |
| | third six months of experience | 1305,00 | 85,50 | 1390,50 | 1112,50 |
| | fourth six months of experience | 1391,50 | 91,00 | 1482,50 | 1186,00 |
| | next four months of experience | 1554,00 | 101,50 | 1655,50 | 1324,50 |
| | Thereafter, the wage specified in (d)(i) i.e. | 1848,50 | 121,00 | 1969,50 | 1575,50 |
| (e) | Band-knife cutter: | | | | |
| | Qualified | 1848,50 | 121,00 | 1969,50 | 1575,50 |
| | Note: Subject to the availability of a band knife, | | | | |

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| WAGES | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | | |
|-------------|---|---|---|--|--|
| DESCRIPTION | | Wage per week from 01 Sept 2022 to 31 Aug 2023 | Across the Board Increase (Based on 2022/23 Rand Value) | Wage per week from 01 Sept 2023 to 31 Aug 2024 | New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| (f) | Cutter-out: | | | | |
| | (i) Qualified: | 1634,50 | 107,00 | 1741,50 | 1393,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1197,50 | 78,50 | 1276,00 | 1067,65 |
| | third six months of experience | 1235,00 | 81,00 | 1316,00 | 1067,65 |
| | fourth six months of experience | 1279,50 | 83,50 | 1363,00 | 1067,65 |
| | next four months of experience | 1335,00 | 87,50 | 1422,50 | 1138,00 |
| | Thereafter, the wage specified in (f)(i) i.e. | 1634,50 | 107,00 | 1741,50 | 1393,00 |
| (g) | Layer-up: | | | | |
| | (i) Qualified: | 1282,00 | 84,00 | 1366,00 | 1093,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1168,00 | 76,50 | 1244,50 | 1067,65 |
| | third six months of experience | 1186,50 | 77,50 | 1264,00 | 1067,65 |
| | fourth six months of experience | 1204,50 | 79,00 | 1283,50 | 1067,65 |
| | Thereafter, the wage specified in (g)(i) i.e. | 1282,00 | 84,00 | 1366,00 | 1093,00 |
| (h) | Specialised presser: | | | | |
| | (i) Qualified: | 1782,00 | 116,50 | 1898,50 | 1519,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1188,00 | 77,50 | 1265,50 | 1067,65 |
| | third six months of experience | 1232,00 | 80,50 | 1312,50 | 1067,65 |
| | fourth six months of experience | 1279,50 | 83,50 | 1363,00 | 1090,50 |
| | fifth six months of experience | 1331,50 | 87,00 | 1418,50 | 1135,00 |
| | sixth six months of experience | 1376,50 | 90,00 | 1466,50 | 1173,00 |
| | seventh six months of experience | 1504,00 | 98,50 | 1602,50 | 1282,00 |
| | eighth six months of experience | 1559,00 | 102,00 | 1661,00 | 1329,00 |
| | next four months of experience | 1594,00 | 104,50 | 1698,50 | 1359,00 |
| | Thereafter, the wage specified in (h)(i) i.e. | 1782,00 | 116,50 | 1898,50 | 1519,00 |
| (i) | Examiner: | | | | |
| | (i) Qualified: | 1526,50 | 100,00 | 1626,50 | 1301,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1279,50 | 83,50 | 1363,00 | 1090,50 |
| | Thereafter, the wage specified in (i)(i) i.e. | 1526,50 | 100,00 | 1626,50 | 1301,00 |
| (j) | (a) Machinist: | | | | |
| | (i) Qualified: | 1497,00 | 98,00 | 1595,00 | 1276,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1168,50 | 76,50 | 1245,00 | 1067,65 |
| | third six months of experience | 1202,50 | 78,50 | 1281,00 | 1067,65 |
| | Thereafter, the wage specified in (j)(i) i.e. | 1497,00 | 98,00 | 1595,00 | 1276,00 |

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| WAGES | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | | |
|--|---|---|---|--|--|
| DESCRIPTION | | Wage per week from 01 Sept 2022 to 31 Aug 2023 | Across the Board Increase (Based on 2022/23 Rand Value) | Wage per week from 01 Sept 2023 to 31 Aug 2024 | New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| (j) (b) Presser, trimmer, factory clerk, embroidery | | | | | |
| (i) | Qualified: | 1497,00 | 98,00 | 1595,00 | 1276,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1168,50 | 76,50 | 1245,00 | 1067,65 |
| | third six months of experience | 1202,50 | 78,50 | 1281,00 | 1067,65 |
| | fourth six months of experience | 1244,50 | 81,50 | 1326,00 | 1067,65 |
| | next four months of experience | 1276,50 | 83,50 | 1360,00 | 1088,00 |
| | Thereafter, the wage specified in (j)(i) i.e. | 1497,00 | 98,00 | 1595,00 | 1276,00 |
| (k) Progress examiner: | | | | | |
| (i) | Qualified: | 1513,50 | 99,00 | 1612,50 | 1290,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1199,00 | 78,50 | 1277,50 | 1067,65 |
| | Thereafter, the wage specified in (k)(i) i.e. | 1513,50 | 99,00 | 1612,50 | 1290,00 |
| (l) Despatcher: | | | | | |
| (i) | Qualified: | 1432,50 | 93,50 | 1526,00 | 1221,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1210,00 | 79,00 | 1289,00 | 1067,65 |
| | Thereafter, the wage specified in (l)(i) i.e. | 1432,50 | 93,50 | 1526,00 | 1221,00 |
| (m) Checker in the Knitting section: | | | | | |
| (i) | Qualified: | 1271,00 | 83,00 | 1354,00 | 1083,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1168,00 | 76,50 | 1244,50 | 1067,65 |
| | third six months of experience | 1197,50 | 78,50 | 1276,00 | 1067,65 |
| | Thereafter, the wage specified in (m)(i) i.e. | 1271,00 | 83,00 | 1354,00 | 1083,00 |
| (n) General Worker: | | | | | |
| (i) | Qualified: | 1234,00 | 80,50 | 1314,50 | 1067,65 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1168,00 | 76,50 | 1244,50 | 1067,65 |
| | Thereafter, the wage specified in (n)(i) i.e. | 1234,00 | 80,50 | 1314,50 | 1067,65 |
| (o) Steambox pleater: | | | | | |
| (i) | Qualified: | 1455,00 | 95,00 | 1550,00 | 1240,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1194,00 | 78,00 | 1272,00 | 1067,65 |
| | third six months of experience | 1232,00 | 80,50 | 1312,50 | 1067,65 |
| | fourth six months of experience | 1278,50 | 83,50 | 1362,00 | 1089,50 |
| | Thereafter, the wage specified in (o)(i) i.e. | 1455,00 | 95,00 | 1550,00 | 1240,00 |

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| (p) | Plain sewer: | | | | |
| | (i) Qualified: | 1278,50 | 83,50 | 1362,00 | 1089,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1155,00 | 75,50 | 1230,50 | 1067,65 |
| | third six months of experience | 1168,50 | 76,50 | 1245,00 | 1067,65 |
| | fourth six months of experience | 1186,50 | 77,50 | 1264,00 | 1067,65 |
| | next four months of experience | 1210,00 | 79,00 | 1289,00 | 1067,65 |
| | Thereafter, the wage specified in (p)(i) i.e. | 1278,50 | 83,50 | 1362,00 | 1089,50 |
| (q) | General assistant | 1397,00 | 91,50 | 1488,50 | 1191,00 |
| (r) | Cleaner | 1244,50 | 81,50 | 1326,00 | 1067,65 |
| (s) | Tea maker | 1244,50 | 81,50 | 1326,00 | 1067,65 |
| (t) | Watchman | 1513,50 | 99,00 | 1612,50 | 1290,00 |
| (u) | Motor vehicle driver: | | | | |
| | (i) (aa) does not exceed 453 kg | 1508,50 | 98,50 | 1607,00 | 1285,50 |
| | (ab) exceeds 453 kg but does not exceed 2 722 kg | 1621,50 | 106,00 | 1727,50 | 1382,00 |
| | (ac) exceeds 2 722 kg but does not exceed 4 536 kg | 1794,00 | 117,50 | 1911,50 | 1529,00 |
| | (ad) exceeds 4 536 kg | 2097,00 | 137,00 | 2234,00 | 1787,00 |
| | (ii) Part-time driver of a motor vehicle | 1399,50 | 91,50 | 1491,00 | 1193,00 |
| (v) | Clicker: | | | | |
| | (i) Qualified: | 2448,00 | 160,00 | 2608,00 | 2086,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1141,50 | 74,50 | 1216,00 | 1067,65 |
| | second six months of experience | 1235,00 | 81,00 | 1316,00 | 1067,65 |
| | third six months of experience | 1335,50 | 87,50 | 1423,00 | 1138,50 |
| | fourth six months of experience | 1511,00 | 99,00 | 1610,00 | 1288,00 |
| | fifth six months of experience | 1624,50 | 106,50 | 1731,00 | 1385,00 |
| | sixth six months of experience | 1713,00 | 112,00 | 1825,00 | 1460,00 |
| | seventh six months of experience | 1816,00 | 119,00 | 1935,00 | 1548,00 |
| | eighth six months of experience | 1912,50 | 125,00 | 2037,50 | 1630,00 |
| | next four months of experience | 2016,00 | 132,00 | 2148,00 | 1718,50 |
| | Thereafter, the wage specified in (v)(i) i.e. | 2448,00 | 160,00 | 2608,00 | 2086,50 |
| (w) | Beader | 1526,50 | 100,00 | 1626,50 | 1301,00 |
| (x) | Chlorinator | 1372,50 | 90,00 | 1462,50 | 1170,00 |
| (y) | Componder | 1624,50 | 106,50 | 1731,00 | 1385,00 |

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| WAGES | | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) | | | |
|---|---|---|---|--|--|
| DESCRIPTION | | Wage per week from 01 Sept 2022 to 31 Aug 2023 | Across the Board Increase (Based on 2022/23 Rand Value) | Wage per week from 01 Sept 2023 to 31 Aug 2024 | New Ees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| (z) | Dipper | | | | |
| | (i) Qualified: | | | | |
| | Category A | 1624,50 | 106,50 | 1731,00 | 1385,00 |
| | Category B | 1660,00 | 108,50 | 1768,50 | 1415,00 |
| | Category C | 1715,50 | 112,00 | 1827,50 | 1462,00 |
| | (ii) Learners: | | | | |
| | first six months of experience to Category A | 1235,50 | 81,00 | 1316,50 | 1067,65 |
| | first six months of experience to Category B | 1624,50 | 106,50 | 1731,00 | 1385,00 |
| | first six months of experience to Category C | 1660,00 | 108,50 | 1768,50 | 1415,00 |
| (aa) | Glove turner | 1969,50 | 129,00 | 2098,50 | 1679,00 |
| (ab) | Mouldmaker | 1561,50 | 102,00 | 1663,50 | 1331,00 |
| (ac) | Packer | 1311,50 | 86,00 | 1397,50 | 1118,00 |
| (ad) | Quality product co-ordinator | 2060,00 | 135,00 | 2195,00 | 1756,00 |
| (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 | | | | |
| | (ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former | | | | |
| NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board. | | | | | |