

**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		<u>GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)</u>				
		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>	2487,50	1990,00	174,00	2661,50	2129,00
( b )	<b>Designer:</b>					
	(i) Qualified:	3171,00	2537,00	222,00	3393,00	2714,50
	(ii) Learners:					
	first six months of experience	1081,50	911,00	75,50	1157,00	974,00
	second six months of experience	1258,00	1006,50	88,00	1346,00	1077,00
	third six months of experience	1508,00	1206,50	105,50	1613,50	1291,00
	fourth six months of experience	1679,50	1343,50	117,50	1797,00	1437,50
	fifth six months of experience	1869,00	1495,00	131,00	2000,00	1600,00
	sixth six months of experience	2024,50	1619,50	141,50	2166,00	1733,00
	seventh six months of experience	2205,00	1764,00	154,50	2359,50	1887,50
	eightth six months of experience	2382,50	1906,00	167,00	2549,50	2039,50
	next four months of experience	2526,00	2021,00	177,00	2703,00	2162,50
	Thereafter, the wage specified in	3171,00	2537,00	222,00	3393,00	2714,50
( c )	<b>Grader:</b>					
	(i) Qualified:	2277,00	1821,50	159,50	2436,50	1949,00
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00
	second six months of experience	1165,50	932,50	81,50	1247,00	997,50
	third six months of experience	1269,00	1015,00	89,00	1358,00	1086,50
	fourth six months of experience	1328,50	1063,00	93,00	1421,50	1137,00
	fifth six months of experience	1537,50	1230,00	107,50	1645,00	1316,00
	sixth six months of experience	1646,50	1317,00	115,50	1762,00	1409,50
	seventh six months of experience	1736,50	1389,00	121,50	1858,00	1486,50
	eightth six months of experience	1823,50	1459,00	127,50	1951,00	1561,00
	next four months of experience	1941,00	1553,00	136,00	2077,00	1661,50
	Thereafter, the wage specified in	2277,00	1821,50	159,50	2436,50	1949,00
( d )	<b>Marker-in:</b>					
	(i) Qualified:	1736,50	1389,00	121,50	1858,00	1486,50
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00

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	second six months of experience	1149,50	919,50	80,50	1230,00	984,00
	third six months of experience	1225,50	980,50	86,00	1311,50	1049,00
	fourth six months of experience	1305,50	1044,50	91,50	1397,00	1117,50
	next four months of experience	1460,00	1168,00	102,00	1562,00	1249,50
	Thereafter, the wage specified in	1736,50	1389,00	121,50	1858,00	1486,50
( e )	<b>Band-knife cutter:</b>					
	Qualified	1736,50	1389,00	121,50	1858,00	1486,50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
( f )	<b>Cutter-out:</b>					
	(i) Qualified:	1534,00	1227,00	107,50	1641,50	1313,00
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00
	second six months of experience	1123,50	911,00	78,50	1202,00	974,00
	third six months of experience	1158,50	927,00	81,00	1239,50	991,50
	fourth six months of experience	1200,50	960,50	84,00	1284,50	1027,50
	next four months of experience	1254,00	1003,00	88,00	1342,00	1073,50
	Thereafter, the wage specified in	1534,00	1227,00	107,50	1641,50	1313,00
( g )	<b>Layer-up:</b>					
	(i) Qualified:	1202,00	961,50	84,00	1286,00	1029,00
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00
	second six months of experience	1095,50	911,00	76,50	1172,00	974,00
	third six months of experience	1115,50	911,00	78,00	1193,50	974,00
	fourth six months of experience	1132,50	911,00	79,50	1212,00	974,00
	Thereafter, the wage specified in	1202,00	961,50	84,00	1286,00	1029,00
( h )	<b>Specialised presser:</b>					
	(i) Qualified:	1675,00	1340,00	117,50	1792,50	1434,00
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00
	second six months of experience	1118,00	911,00	78,50	1196,50	974,00
	third six months of experience	1156,00	925,00	81,00	1237,00	989,50
	fourth six months of experience	1200,50	960,50	84,00	1284,50	1027,50
	fifth six months of experience	1249,00	999,00	87,50	1336,50	1069,00
	sixth six months of experience	1290,50	1032,50	90,50	1381,00	1105,00
	seventh six months of experience	1414,50	1131,50	99,00	1513,50	1211,00

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		eighth six months of experience	1464,00	1171,00	102,50	1566,50	1253,00
		next four months of experience	1496,50	1197,00	105,00	1601,50	1281,00
		Thereafter, the wage specified in	1675,00	1340,00	117,50	1792,50	1434,00
( i )	<b>Examiner:</b>						
	(i)	Qualified:	1432,00	1145,50	100,00	1532,00	1225,50
	(ii)	Learners:					
		first six months of experience	1200,50	960,50	84,00	1284,50	1027,50
		Thereafter, the wage specified in	1432,00	1145,50	100,00	1532,00	1225,50
( j )	<b>(a) Machinist</b>						
	(i)	Qualified:	1404,50	1123,50	98,50	1503,00	1202,50
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1096,50	911,00	77,00	1173,50	974,00
		third six months of experience	1131,00	911,00	79,00	1210,00	974,00
		Thereafter, the wage specified in	1404,50	1123,50	98,50	1503,00	1202,50
( j )	<b>(b) Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>						
	(i)	Qualified:	1404,50	1123,50	98,50	1503,00	1202,50
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1096,50	911,00	77,00	1173,50	974,00
		third six months of experience	1131,00	911,00	79,00	1210,00	974,00
		fourth six months of experience	1167,00	933,50	81,50	1248,50	999,00
		next four months of experience	1198,50	959,00	84,00	1282,50	1026,00
		Thereafter, the wage specified in	1404,50	1123,50	98,50	1503,00	1202,50
( k )	<b>Progress examiner:</b>						
	(i)	Qualified:	1418,50	1135,00	99,50	1518,00	1214,50
	(ii)	Learners:					
		first six months of experience	1125,00	911,00	79,00	1204,00	974,00
		Thereafter, the wage specified in	1418,50	1135,00	99,50	1518,00	1214,50
( l )	<b>Despatcher:</b>						
	(i)	Qualified:	1343,50	1075,00	94,00	1437,50	1150,00
	(ii)	Learners:					
		first six months of experience	1134,50	911,00	79,50	1214,00	974,00
		Thereafter, the wage specified in	1343,50	1075,00	94,00	1437,50	1150,00

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( m )	<b>Checker in the Knitting section:</b>						
	(i)	Qualified:	1195,00	956,00	83,50	1278,50	1023,00
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1095,50	911,00	76,50	1172,00	974,00
		third six months of experience	1123,50	911,00	78,50	1202,00	974,00
		Thereafter, the wage specified in	1195,00	956,00	83,50	1278,50	1023,00
( n )	<b>General Worker:</b>						
	(i)	Qualified:	1157,50	926,00	81,00	1238,50	991,00
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1095,50	911,00	76,50	1172,00	974,00
		Thereafter, the wage specified in	1157,50	926,00	81,00	1238,50	991,00
( o )	<b>Steambox pleater:</b>						
	(i)	Qualified:	1365,00	1092,00	95,50	1460,50	1168,50
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1120,50	911,00	78,50	1199,00	974,00
		third six months of experience	1156,00	925,00	81,00	1237,00	989,50
		fourth six months of experience	1199,50	959,50	84,00	1283,50	1027,00
		Thereafter, the wage specified in	1365,00	1092,00	95,50	1460,50	1168,50
( p )	<b>Plain sewer:</b>						
	(i)	Qualified:	1199,50	959,50	84,00	1283,50	1027,00
	(ii)	Learners:					
		first six months of experience	1071,00	911,00	75,00	1146,00	974,00
		second six months of experience	1083,50	911,00	76,00	1159,50	974,00
		third six months of experience	1096,50	911,00	77,00	1173,50	974,00
		fourth six months of experience	1115,50	911,00	78,00	1193,50	974,00
		next four months of experience	1134,50	911,00	79,50	1214,00	974,00
		Thereafter, the wage specified in	1199,50	959,50	84,00	1283,50	1027,00
( q )	<b>General assistant</b>		1311,50	1049,00	92,00	1403,50	1123,00
( r )	<b>Cleaner</b>		1167,00	933,50	81,50	1248,50	999,00
( s )	<b>Tea maker</b>		1167,00	933,50	81,50	1248,50	999,00
( t )	<b>Watchman</b>		1418,50	1135,00	99,50	1518,00	1214,50
( u )	<b>Motor vehicle driver:</b>						

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	(i) (aa) does not exceed 453 kg	1415,00	1132,00	99,00	1514,00	1211,00
	(ab) exceeds 453 kg but does not	1522,50	1218,00	106,50	1629,00	1303,00
	(ac) exceeds 2 722 kg but does not	1680,50	1344,50	117,50	1798,00	1438,50
	(ad) exceeds 4 536 kg	1970,50	1576,50	138,00	2108,50	1687,00
	(ii) Part-time driver of a motor vehicle	1312,00	1049,50	92,00	1404,00	1123,00
( v )	<b>Clicker:</b>					
	(i) Qualified:	2297,50	1838,00	161,00	2458,50	1967,00
	(ii) Learners:					
	first six months of experience	1071,00	911,00	75,00	1146,00	974,00
	second six months of experience	1158,50	927,00	81,00	1239,50	991,50
	third six months of experience	1255,50	1004,50	88,00	1343,50	1075,00
	fourth six months of experience	1416,00	1133,00	99,00	1515,00	1212,00
	fifth six months of experience	1524,00	1219,00	106,50	1630,50	1304,50
	sixth six months of experience	1607,50	1286,00	112,50	1720,00	1376,00
	seventh six months of experience	1707,00	1365,50	119,50	1826,50	1461,00
	eighth six months of experience	1795,00	1436,00	125,50	1920,50	1536,50
	next four months of experience	1891,00	1513,00	132,50	2023,50	1619,00
	Thereafter, the wage specified in	2297,50	1838,00	161,00	2458,50	1967,00
( w )	<b>Beader</b>	1432,00	1145,50	100,00	1532,00	1225,50
( x )	<b>Chlorinator</b>	1289,50	1031,50	90,50	1380,00	1104,00
( y )	<b>Componder</b>	1524,00	1219,00	106,50	1630,50	1304,50
( z )	<b>Dipper</b>					
	(i) Qualified:					
	Category A	1524,00	1219,00	106,50	1630,50	1304,50
	Category B	1559,00	1247,00	109,00	1668,00	1334,50
	Category C	1609,00	1287,00	112,50	1721,50	1377,00
	(ii) Learners:					
	first six months of experience to	1160,50	928,50	81,00	1241,50	993,00
	first six months of experience to	1524,00	1219,00	106,50	1630,50	1304,50
	first six months of experience to	1559,00	1247,00	109,00	1668,00	1334,50
( aa )	<b>Glove turner</b>	1849,00	1479,00	129,50	1978,50	1583,00
( ab )	<b>Mouldmaker</b>	1465,00	1172,00	102,50	1567,50	1254,00
( ac )	<b>Packer</b>	1231,50	985,00	86,00	1317,50	1054,00
( ad )	<b>Quality product co-ordinator</b>	1932,50	1546,00	135,50	2068,00	1654,50
( ae )	<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1/3</sup> 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;					

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(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.

**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.**