

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across-the-Board Increase (Based on Rand Value 2022-23)	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	2661,50	174,00	2835,50	2268,50
(b)	Designer:				
	(i) Qualified:	3393,00	222,00	3615,00	2892,00
	(ii) Learners:				
	first six months of experience	1157,00	75,50	1232,50	1067,65
	second six months of experience	1346,00	88,00	1434,00	1147,00
	third six months of experience	1613,50	105,50	1719,00	1375,00
	fourth six months of experience	1797,00	117,50	1914,50	1531,50
	fifth six months of experience	2000,00	131,00	2131,00	1705,00
	sixth six months of experience	2166,00	141,50	2307,50	1846,00
	seventh six months of experience	2359,50	154,50	2514,00	2011,00
	eighth six months of experience	2549,50	167,00	2716,50	2173,00
	next four months of experience	2703,00	177,00	2880,00	2304,00
	Thereafter, the wage specified in (b)(i) i.e.	3393,00	222,00	3615,00	2892,00
(c)	Grader:				
	(i) Qualified:	2436,50	159,50	2596,00	2077,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1247,00	81,50	1328,50	1067,65
	third six months of experience	1358,00	89,00	1447,00	1157,50
	fourth six months of experience	1421,50	93,00	1514,50	1211,50
	fifth six months of experience	1645,00	107,50	1752,50	1402,00
	sixth six months of experience	1762,00	115,50	1877,50	1502,00
	seventh six months of experience	1858,00	121,50	1979,50	1583,50
	eighth six months of experience	1951,00	127,50	2078,50	1663,00
	next four months of experience	2077,00	136,00	2213,00	1770,50
	Thereafter, the wage specified in (c)(i) i.e.	2436,50	159,50	2596,00	2077,00
(d)	Marker-in:				
	(i) Qualified:	1858,00	121,50	1979,50	1583,50
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1230,00	80,50	1310,50	1067,65
	third six months of experience	1311,50	86,00	1397,50	1118,00
	fourth six months of experience	1397,00	91,50	1488,50	1191,00
	next four months of experience	1562,00	102,00	1664,00	1331,00
	Thereafter, the wage specified in (d)(i) i.e.	1858,00	121,50	1979,50	1583,50
(e)	Band-knife cutter:				
	Qualified	1858,00	121,50	1979,50	1583,50
	out shall progress to this class of employee				
(f)	Cutter-out:				
	(i) Qualified:	1641,50	107,50	1749,00	1399,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across-the-Board Increase (Based on Rand Value 2022-23)	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					
	second six months of experience	1202,00	78,50	1280,50	1067,65
	third six months of experience	1239,50	81,00	1320,50	1067,65
	fourth six months of experience	1284,50	84,00	1368,50	1095,00
	next four months of experience	1342,00	88,00	1430,00	1144,00
	Thereafter, the wage specified in (f)(i) i.e.	1641,50	107,50	1749,00	1399,00
(g)	Layer-up:				
	(i) Qualified:	1286,00	84,00	1370,00	1096,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1172,00	76,50	1248,50	1067,65
	third six months of experience	1193,50	78,00	1271,50	1067,65
	fourth six months of experience	1212,00	79,50	1291,50	1067,65
	Thereafter, the wage specified in (g)(i) i.e.	1286,00	84,00	1370,00	1096,00
(h)	Specialised presser:				
	(i) Qualified:	1792,50	117,50	1910,00	1528,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1196,50	78,50	1275,00	1067,65
	third six months of experience	1237,00	81,00	1318,00	1067,65
	fourth six months of experience	1284,50	84,00	1368,50	1095,00
	fifth six months of experience	1336,50	87,50	1424,00	1139,00
	sixth six months of experience	1381,00	90,50	1471,50	1177,00
	seventh six months of experience	1513,50	99,00	1612,50	1290,00
	eighth six months of experience	1566,50	102,50	1669,00	1335,00
	next four months of experience	1601,50	105,00	1706,50	1365,00
	Thereafter, the wage specified in (h)(i) i.e.	1792,50	117,50	1910,00	1528,00
(i)	Examiner:				
	(i) Qualified:	1532,00	100,00	1632,00	1305,50
	(ii) Learners:				
	first six months of experience	1284,50	84,00	1368,50	1095,00
	Thereafter, the wage specified in (i)(i) i.e.	1532,00	100,00	1632,00	1305,50
(j)(a)	Machinist				
	(i) Qualified:	1503,00	98,50	1601,50	1281,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1173,50	77,00	1250,50	1067,65
	third six months of experience	1210,00	79,00	1289,00	1067,65
	Thereafter, the wage specified in (j)(i) i.e.	1503,00	98,50	1601,50	1281,00
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist				
	(i) Qualified:	1503,00	98,50	1601,50	1281,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1173,50	77,00	1250,50	1067,65
	third six months of experience	1210,00	79,00	1289,00	1067,65
	fourth six months of experience	1248,50	81,50	1330,00	1067,65

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 01 Sept 2022 to 31 Aug 2023	Across-the-Board Increase (Based on Rand Value 2022-23)	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					
	next four months of experience	1282,50	84,00	1366,50	1093,00
	Thereafter, the wage specified in (j)(i) i.e.	1503,00	98,50	1601,50	1281,00
(k)	Progress examiner:				
	(i) Qualified:	1518,00	99,50	1617,50	1294,00
	(ii) Learners:				
	first six months of experience	1204,00	79,00	1283,00	1067,65
	Thereafter, the wage specified in (k)(i) i.e.	1518,00	99,50	1617,50	1294,00
(l)	Despatcher:				
	(i) Qualified:	1437,50	94,00	1531,50	1225,00
	(ii) Learners:				
	first six months of experience	1214,00	79,50	1293,50	1067,65
	Thereafter, the wage specified in (l)(i) i.e.	1437,50	94,00	1531,50	1225,00
(m)	Checker in the Knitting section:				
	(i) Qualified:	1278,50	83,50	1362,00	1089,50
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1172,00	76,50	1248,50	1067,65
	third six months of experience	1202,00	78,50	1280,50	1067,65
	Thereafter, the wage specified in (m)(i) i.e.	1278,50	83,50	1362,00	1089,50
(n)	General Worker:				
	(i) Qualified:	1238,50	81,00	1319,50	1067,65
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1172,00	76,50	1248,50	1067,65
	Thereafter, the wage specified in (n)(i) i.e.	1238,50	81,00	1319,50	1067,65
(o)	Steambox pleater:				
	(i) Qualified:	1460,50	95,50	1556,00	1245,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1199,00	78,50	1277,50	1067,65
	third six months of experience	1237,00	81,00	1318,00	1067,65
	fourth six months of experience	1283,50	84,00	1367,50	1094,00
	Thereafter, the wage specified in (o)(i) i.e.	1460,50	95,50	1556,00	1245,00
(p)	Plain sewer:				
	(i) Qualified:	1283,50	84,00	1367,50	1094,00
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1159,50	76,00	1235,50	1067,65
	third six months of experience	1173,50	77,00	1250,50	1067,65
	fourth six months of experience	1193,50	78,00	1271,50	1067,65
	next four months of experience	1214,00	79,50	1293,50	1067,65
	Thereafter, the wage specified in (p)(i) i.e.	1283,50	84,00	1367,50	1094,00
(q)	General assistant	1403,50	92,00	1495,50	1196,50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024**

WAGES		GROUP B (i.e. employees NOT 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 Rand Value 2022-23)	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)
(r)	Cleaner	1248,50	81,50	1330,00	1067,65
(s)	Tea maker	1248,50	81,50	1330,00	1067,65
(t)	Watchman	1518,00	99,50	1617,50	1294,00
(u)	Motor vehicle driver:				
	(i) (aa) does not exceed 453 kg	1514,00	99,00	1613,00	1290,50
	(ab) exceeds 453 kg but does not exceed 2 722 kg	1629,00	106,50	1735,50	1388,50
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1798,00	117,50	1915,50	1532,50
	(ad) exceeds 4 536 kg	2108,50	138,00	2246,50	1797,00
	(ii) Part-time driver of a motor vehicle	1404,00	92,00	1496,00	1197,00
(v)	Clicker:				
	(i) Qualified:	2458,50	161,00	2619,50	2095,50
	(ii) Learners:				
	first six months of experience	1146,00	75,00	1221,00	1067,65
	second six months of experience	1239,50	81,00	1320,50	1067,65
	third six months of experience	1343,50	88,00	1431,50	1145,00
	fourth six months of experience	1515,00	99,00	1614,00	1291,00
	fifth six months of experience	1630,50	106,50	1737,00	1389,50
	sixth six months of experience	1720,00	112,50	1832,50	1466,00
	seventh six months of experience	1826,50	119,50	1946,00	1557,00
	eighth six months of experience	1920,50	125,50	2046,00	1637,00
	next four months of experience	2023,50	132,50	2156,00	1725,00
	Thereafter, the wage specified in (v)(i) i.e.	2458,50	161,00	2619,50	2095,50
(w)	Beader	1532,00	100,00	1632,00	1305,50
(x)	Chlorinator	1380,00	90,50	1470,50	1176,50
(y)	Componder	1630,50	106,50	1737,00	1389,50
(z)	Dipper				
	(i) Qualified:				
	Category A	1630,50	106,50	1737,00	1389,50
	Category B	1668,00	109,00	1777,00	1421,50
	Category C	1721,50	112,50	1834,00	1467,00
	(ii) Learners:				
	first six months of experience to Category A	1241,50	81,00	1322,50	1067,65
	first six months of experience to Category B	1630,50	106,50	1737,00	1389,50
	first six months of experience to Category C	1668,00	109,00	1777,00	1421,50
(aa)	Glove turner	1978,50	129,50	2108,00	1686,50
(ab)	Mouldmaker	1567,50	102,50	1670,00	1336,00
(ac)	Packer	1317,50	86,00	1403,50	1123,00
(ad)	Quality product co-ordinator	2068,00	135,50	2203,50	1763,00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:				
	Provided that-				
	being supervised, plus 10 per cent;				
	his former wage.				
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.					