

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (CAPE CHAMBER)
WAGE RATES FOR THE MILLINERY SECTOR OF THE CLOTHING MAIN AGREEMENT
FOR THE PERIOD 01 SEPTEMBER 2023 TO 31 AUGUST 2024

WAGE SCHEDULE						
DESCRIPTION		Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees 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	R	R	R	
Blocker						
(a)	Qualified	1490,50	97,50	1 588,00	1 270,50	
(b)	Learner					
	First year					
	First six months of experience	1033,50	67,50	1 101,00	1080,35	
	Second six months of experience	1152,00	75,50	1 227,50	1080,35	
	Second year					
	First six months of experience	1262,00	82,50	1 344,50	1080,35	
	Second six months of experience	1377,50	90,00	1 467,50	1 174,00	
	Thereafter, the wage specified in (a), i.e.	1490,50	97,50	1 588,00	1 270,50	
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):						
(a)	Qualified	1232,00	80,50	1 312,50	1080,35	
(b)	Learner					
	First year					
	First six months of experience	1033,50	67,50	1 101,00	1080,35	
	Second six months of experience	1073,50	70,00	1 143,50	1080,35	
	Second year					
	First six months of experience	1110,00	72,50	1 182,50	1080,35	
	Second six months of experience	1153,50	75,50	1 229,00	1080,35	
	Third year					
	First four months of experience	1191,00	78,00	1 269,00	1080,35	
	Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35	
Clerk						
(a)	Qualified	2059,00	134,50	2 193,50	1 755,00	
(b)	Learner					
	First year	1517,50	99,50	1 617,00	1 293,50	
	Second year	1651,00	108,00	1 759,00	1 407,00	
	Third year					
	First four months of experience	1805,00	118,00	1 923,00	1 538,50	
	Thereafter, the wage specified in (a), i.e.	2059,00	134,50	2 193,50	1 755,00	
	General Worker (Millinery)	1217,50	79,50	1 297,00	1080,35	
Grade 1 Employee (Millinery):						
(a)	Qualified	1205,00	79,00	1 284,00	1080,35	
(b)	Learner					
	First year					
	First six months of experience	1033,50	67,50	1 101,00	1080,35	
	Second six months of experience	1077,50	70,50	1 148,00	1080,35	
	Second year					
	First six months of experience	1136,00	74,50	1 210,50	1080,35	

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DESCRIPTION		Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees 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)
	Thereafter, the wage specified in (a), i.e.	1205,00	79,00	1 284,00	1080,35
Milliner:					
(a)	Qualified	1304,00	85,50	1 389,50	1 111,50
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1097,50	72,00	1 169,50	1080,35
	Second year				
	First six months of experience	1099,50	72,00	1 171,50	1080,35
	Second six months of experience	1151,50	75,50	1 227,00	1080,35
	Third year				
	First six months of experience	1202,00	78,50	1 280,50	1080,35
	Next four months of experience	1262,00	82,50	1 344,50	1080,35
	Thereafter, the wage specified in (a) i.e.	1304,00	85,50	1 389,50	1 111,50
Millinery Machinist:					
(a)	Qualified	1317,50	86,00	1 403,50	1 123,00
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1126,00	73,50	1 199,50	1080,35
	Second year				
	First six months of experience	1194,00	78,00	1 272,00	1080,35
	Thereafter, the wage specified in (a), i.e.	1317,50	86,00	1 403,50	1 123,00
Motor vehicle driver of a vehicle, the unladen mass of which,					
(a)	does not exceed 2268 kg	1565,50	102,50	1 668,00	1 334,50
(b)	exceeds 2268	1652,00	108,00	1 760,00	1 408,00
Plain Sewer (Millinery):					
(a)	Qualified	1232,00	80,50	1 312,50	1080,35
(b)	Learner				
	First year				
	First six months of experience	1033,50	67,50	1 101,00	1080,35
	Second six months of experience	1089,50	71,50	1 161,00	1080,35
	Second year				
	First six months of experience	1157,00	75,50	1 232,50	1080,35
	Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35
Supervisor (Millinery)		1766,50	115,50	1 882,00	1 505,50
Watchman or Caretaker (Millinery)		1781,00	116,50	1 897,50	1 518,00
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.					