

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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)	<b>Foreman</b>	2822,00	183,50	3005,50	2404,50
(b)	<b>Designer:</b>				
	(i) Qualified:	3598,00	234,00	3832,00	3065,50
	(ii) Learners:				
	first six months of experience	1227,50	80,00	1307,50	1158,36
	second six months of experience	1430,00	93,00	1523,00	1218,50
	third six months of experience	1711,00	111,00	1822,00	1457,50
	fourth six months of experience	1905,00	124,00	2029,00	1623,00
	fifth six months of experience	2118,00	137,50	2255,50	1804,50
	sixth six months of experience	2297,00	149,50	2446,50	1957,00
	seventh six months of experience	2500,50	162,50	2663,00	2130,50
	eight six months of experience	2702,00	175,50	2877,50	2302,00
	next four months of experience	2868,00	186,50	3054,50	2443,50
	Thereafter, the wage specified in (b)(i) i.e.	3598,00	234,00	3832,00	3065,50
(c)	<b>Grader:</b>				
	(i) Qualified:	2584,50	168,00	2752,50	2202,00
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1322,50	86,00	1408,50	1158,36
	third six months of experience	1438,50	93,50	1532,00	1225,50
	fourth six months of experience	1509,00	98,00	1607,00	1285,50
	fifth six months of experience	1744,50	113,50	1858,00	1486,50
	sixth six months of experience	1866,50	121,50	1988,00	1590,50
	seventh six months of experience	1969,50	128,00	2097,50	1678,00
	eight six months of experience	2069,00	134,50	2203,50	1763,00
	next four months of experience	2202,00	143,00	2345,00	1876,00
	Thereafter, the wage specified in (c)(i) i.e.	2584,50	168,00	2752,50	2202,00
(d)	<b>Marker-in:</b>				
	(i) Qualified:	1969,50	128,00	2097,50	1678,00
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1302,50	84,50	1387,00	1158,36
	third six months of experience	1390,50	90,50	1481,00	1185,00
	fourth six months of experience	1482,50	96,50	1579,00	1263,00
	next four months of experience	1655,50	107,50	1763,00	1410,50
	Thereafter, the wage specified in (d)(i) i.e.	1969,50	128,00	2097,50	1678,00
(e)	<b>Band-knife cutter:</b>				
	Qualified	1969,50	128,00	2097,50	1678,00
	Note: Subject to the availability of a band knife, only a				

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY**  
**NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)**  
**FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(f)	<b>Cutter-out:</b>				
	(i) Qualified:	1741,50	113,00	1854,50	1483,50
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1276,00	83,00	1359,00	1158,36
	third six months of experience	1316,00	85,50	1401,50	1158,36
	fourth six months of experience	1363,00	88,50	1451,50	1161,00
	next four months of experience	1422,50	92,50	1515,00	1212,00
	Thereafter, the wage specified in (f)(i) i.e.	1741,50	113,00	1854,50	1483,50
(g)	<b>Layer-up:</b>				
	(i) Qualified:	1366,00	89,00	1455,00	1164,00
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1244,50	81,00	1325,50	1158,36
	third six months of experience	1264,00	82,00	1346,00	1158,36
	fourth six months of experience	1283,50	83,50	1367,00	1158,36
	Thereafter, the wage specified in (g)(i) i.e.	1366,00	89,00	1455,00	1164,00
(h)	<b>Specialised presser:</b>				
	(i) Qualified:	1898,50	123,50	2022,00	1617,50
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1265,50	82,50	1348,00	1158,36
	third six months of experience	1312,50	85,50	1398,00	1158,36
	fourth six months of experience	1363,00	88,50	1451,50	1161,00
	fifth six months of experience	1418,50	92,00	1510,50	1208,50
	sixth six months of experience	1466,50	95,50	1562,00	1249,50
	seventh six months of experience	1602,50	104,00	1706,50	1365,00
	eighth six months of experience	1661,00	108,00	1769,00	1415,00
	next four months of experience	1698,50	110,50	1809,00	1447,00
	Thereafter, the wage specified in (h)(i) i.e.	1898,50	123,50	2022,00	1617,50
(i)	<b>Examiner:</b>				
	(i) Qualified:	1626,50	105,50	1732,00	1385,50
	(ii) Learners:				
	first six months of experience	1363,00	88,50	1451,50	1161,00
	Thereafter, the wage specified in (i)(i) i.e.	1626,50	105,50	1732,00	1385,50
(j)(a)	<b>Machinist:</b>				
	(i) Qualified:	1595,00	103,50	1698,50	1359,00
	(ii) Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1245,00	81,00	1326,00	1158,36
	third six months of experience	1281,00	83,50	1364,50	1158,36
	Thereafter, the wage specified in (j)(i) i.e.	1595,00	103,50	1698,50	1359,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b>( j ) ( b ) Presser, trimmer, factory clerk, embroidery</b>					
(i)	Qualified:	1595,00	103,50	1698,50	1359,00
(ii)	Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1245,00	81,00	1326,00	1158,36
	third six months of experience	1281,00	83,50	1364,50	1158,36
	fourth six months of experience	1326,00	86,00	1412,00	1158,36
	next four months of experience	1360,00	88,50	1448,50	1159,00
	Thereafter, the wage specified in (j)(i) i.e.	1595,00	103,50	1698,50	1359,00
<b>( k ) Progress examiner:</b>					
(i)	Qualified:	1612,50	105,00	1717,50	1374,00
(ii)	Learners:				
	first six months of experience	1277,50	83,00	1360,50	1158,36
	Thereafter, the wage specified in (k)(i) i.e.	1612,50	105,00	1717,50	1374,00
<b>( l ) Despatcher:</b>					
(i)	Qualified:	1526,00	99,00	1625,00	1300,00
(ii)	Learners:				
	first six months of experience	1289,00	84,00	1373,00	1158,36
	Thereafter, the wage specified in (l)(i) i.e.	1526,00	99,00	1625,00	1300,00
<b>( m ) Checker in the Knitting section:</b>					
(i)	Qualified:	1354,00	88,00	1442,00	1158,36
(ii)	Leaners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1244,50	81,00	1325,50	1158,36
	third six months of experience	1276,00	83,00	1359,00	1158,36
	Thereafter, the wage specified in (m)(i) i.e.	1354,00	88,00	1442,00	1158,36
<b>( n ) General Worker:</b>					
(i)	Qualified:	1314,50	85,50	1400,00	1158,36
(ii)	Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1244,50	81,00	1325,50	1158,36
	Thereafter, the wage specified in (n)(i) i.e.	1314,50	85,50	1400,00	1158,36
<b>( o ) Steambox pleater:</b>					
(i)	Qualified:	1550,00	101,00	1651,00	1321,00
(ii)	Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1272,00	82,50	1354,50	1158,36
	third six months of experience	1312,50	85,50	1398,00	1158,36
	fourth six months of experience	1362,00	88,50	1450,50	1160,50
	Thereafter, the wage specified in (o)(i) i.e.	1550,00	101,00	1651,00	1321,00
<b>( p ) Plain sewer:</b>					

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(i)	Qualified:	1362,00	88,50	1450,50	1160,50
(ii)	Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1230,50	80,00	1310,50	1158,36
	third six months of experience	1245,00	81,00	1326,00	1158,36
	fourth six months of experience	1264,00	82,00	1346,00	1158,36
	next four months of experience	1289,00	84,00	1373,00	1158,36
	Thereafter, the wage specified in (p)(i) i.e.	1362,00	88,50	1450,50	1160,50
(q)	<b>General assistant</b>	1488,50	97,00	1585,50	1268,50
(r)	<b>Cleaner</b>	1326,00	86,00	1412,00	1158,36
(s)	<b>Tea maker</b>	1326,00	86,00	1412,00	1158,36
(t)	<b>Watchman</b>	1612,50	105,00	1717,50	1374,00
(u)	<b>Motor vehicle driver:</b>				
(i)	(aa) does not exceed 453 kg	1607,00	104,50	1711,50	1369,00
	(ab) exceeds 453 kg but does not exceed 2 722 kg	1727,50	112,50	1840,00	1472,00
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1911,50	124,00	2035,50	1628,50
	(ad) exceeds 4 536 kg	2234,00	145,00	2379,00	1903,00
(ii)	Part-time driver of a motor vehicle	1491,00	97,00	1588,00	1270,50
(v)	<b>Clicker:</b>				
(i)	Qualified:	2608,00	169,50	2777,50	2222,00
(ii)	Learners:				
	first six months of experience	1216,00	79,00	1295,00	1158,36
	second six months of experience	1316,00	85,50	1401,50	1158,36
	third six months of experience	1423,00	92,50	1515,50	1212,50
	fourth six months of experience	1610,00	104,50	1714,50	1371,50
	fifth six months of experience	1731,00	112,50	1843,50	1475,00
	sixth six months of experience	1825,00	118,50	1943,50	1555,00
	seventh six months of experience	1935,00	126,00	2061,00	1649,00
	eighth six months of experience	2037,50	132,50	2170,00	1736,00
	next four months of experience	2148,00	139,50	2287,50	1830,00
	Thereafter, the wage specified in (v)(i) i.e.	2608,00	169,50	2777,50	2222,00
(w)	<b>Beader</b>	1626,50	105,50	1732,00	1385,50
(x)	<b>Chlorinator</b>	1462,50	95,00	1557,50	1246,00
(y)	<b>Componder</b>	1731,00	112,50	1843,50	1475,00
(z)	<b>Dipper</b>				
(i)	Qualified:				
	Category A	1731,00	112,50	1843,50	1475,00
	Category B	1768,50	115,00	1883,50	1507,00
	Category C	1827,50	119,00	1946,50	1557,00
(ii)	Learners:				
	first six months of experience to Category A	1316,50	85,50	1402,00	1158,36
	first six months of experience to Category B	1731,00	112,50	1843,50	1475,00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)  
FOR THE PERIOD 1 SEPTEMBER 2024 TO 31 AUGUST 2025**

DESCRIPTION		Wage per week from 01 Sept 2023 to 31 Aug 2024	Across the Board Increase 6,5%	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	first six months of experience to Category C	1768,50	115,00	1883,50	1507,00
( aa )	<b>Glove turner</b>	2098,50	136,50	2235,00	1788,00
( ab )	<b>Mouldmaker</b>	1663,50	108,00	1771,50	1417,00
( ac )	<b>Packer</b>	1397,50	91,00	1488,50	1191,00
( ad )	<b>Quality product co-ordinator</b>	2195,00	142,50	2337,50	1870,00
( 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				
	(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 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.</b>					