

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2024 TO 31 AUGUST 2025**

| WAGES | | GROUP B (i.e. employees NOT 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) | Foreman | 2835,50 | 184,50 | 3020,00 | 2 416,00 |
| (b) | Designer: | | | | |
| | (i) Qualified: | 3615,00 | 235,00 | 3850,00 | 3 080,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1232,50 | 80,00 | 1312,50 | 1 158,36 |
| | second six months of experience | 1434,00 | 93,00 | 1527,00 | 1 221,50 |
| | third six months of experience | 1719,00 | 111,50 | 1830,50 | 1 464,50 |
| | fourth six months of experience | 1914,50 | 124,50 | 2039,00 | 1 631,00 |
| | fifth six months of experience | 2131,00 | 138,50 | 2269,50 | 1 815,50 |
| | sixth six months of experience | 2307,50 | 150,00 | 2457,50 | 1 966,00 |
| | seventh six months of experience | 2514,00 | 163,50 | 2677,50 | 2 142,00 |
| | eighth six months of experience | 2716,50 | 176,50 | 2893,00 | 2 314,50 |
| | next four months of experience | 2880,00 | 187,00 | 3067,00 | 2 453,50 |
| | Thereafter, the wage specified in (b)(i) i.e. | 3615,00 | 235,00 | 3850,00 | 3 080,00 |
| (c) | Grader: | | | | |
| | (i) Qualified: | 2596,00 | 168,50 | 2764,50 | 2 211,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1328,50 | 86,50 | 1415,00 | 1 158,36 |
| | third six months of experience | 1447,00 | 94,00 | 1541,00 | 1 233,00 |
| | fourth six months of experience | 1514,50 | 98,50 | 1613,00 | 1 290,50 |
| | fifth six months of experience | 1752,50 | 114,00 | 1866,50 | 1 493,00 |
| | sixth six months of experience | 1877,50 | 122,00 | 1999,50 | 1 599,50 |
| | seventh six months of experience | 1979,50 | 128,50 | 2108,00 | 1 686,50 |
| | eighth six months of experience | 2078,50 | 135,00 | 2213,50 | 1 771,00 |
| | next four months of experience | 2213,00 | 144,00 | 2357,00 | 1 885,50 |
| | Thereafter, the wage specified in (c)(i) i.e. | 2596,00 | 168,50 | 2764,50 | 2 211,50 |
| (d) | Marker-in: | | | | |
| | (i) Qualified: | 1979,50 | 128,50 | 2108,00 | 1 686,50 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1310,50 | 85,00 | 1395,50 | 1 158,36 |
| | third six months of experience | 1397,50 | 91,00 | 1488,50 | 1 191,00 |
| | fourth six months of experience | 1488,50 | 97,00 | 1585,50 | 1 268,50 |
| | next four months of experience | 1664,00 | 108,00 | 1772,00 | 1 417,50 |
| | Thereafter, the wage specified in (d)(i) i.e. | 1979,50 | 128,50 | 2108,00 | 1 686,50 |
| (e) | Band-knife cutter: | | | | |
| | Qualified | 1979,50 | 128,50 | 2108,00 | 1 686,50 |
| | out shall progress to this class of employee | | | | |
| (f) | Cutter-out: | | | | |
| | (i) Qualified: | 1749,00 | 113,50 | 1862,50 | 1 490,00 |
| | (ii) Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 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) |
|--|---|--|--------------------------------|--|--|
| | | R | R | R | R |
| | second six months of experience | 1280,50 | 83,00 | 1363,50 | 1 158,36 |
| | third six months of experience | 1320,50 | 86,00 | 1406,50 | 1 158,36 |
| | fourth six months of experience | 1368,50 | 89,00 | 1457,50 | 1 166,00 |
| | next four months of experience | 1430,00 | 93,00 | 1523,00 | 1 218,50 |
| | Thereafter, the wage specified in (f)(i) i.e. | 1749,00 | 113,50 | 1862,50 | 1 490,00 |
| (g) Layer-up: | | | | | |
| (i) | Qualified: | 1370,00 | 89,00 | 1459,00 | 1 167,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1248,50 | 81,00 | 1329,50 | 1 158,36 |
| | third six months of experience | 1271,50 | 82,50 | 1354,00 | 1 158,36 |
| | fourth six months of experience | 1291,50 | 84,00 | 1375,50 | 1 158,36 |
| | Thereafter, the wage specified in (g)(i) i.e. | 1370,00 | 89,00 | 1459,00 | 1 167,00 |
| (h) Specialised presser: | | | | | |
| (i) | Qualified: | 1910,00 | 124,00 | 2034,00 | 1 627,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1275,00 | 83,00 | 1358,00 | 1 158,36 |
| | third six months of experience | 1318,00 | 85,50 | 1403,50 | 1 158,36 |
| | fourth six months of experience | 1368,50 | 89,00 | 1457,50 | 1 166,00 |
| | fifth six months of experience | 1424,00 | 92,50 | 1516,50 | 1 213,00 |
| | sixth six months of experience | 1471,50 | 95,50 | 1567,00 | 1 253,50 |
| | seventh six months of experience | 1612,50 | 105,00 | 1717,50 | 1 374,00 |
| | eighth six months of experience | 1669,00 | 108,50 | 1777,50 | 1 422,00 |
| | next four months of experience | 1706,50 | 111,00 | 1817,50 | 1 454,00 |
| | Thereafter, the wage specified in (h)(i) i.e. | 1910,00 | 124,00 | 2034,00 | 1 627,00 |
| (i) Examiner: | | | | | |
| (i) | Qualified: | 1632,00 | 106,00 | 1738,00 | 1 390,50 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1368,50 | 89,00 | 1457,50 | 1 166,00 |
| | Thereafter, the wage specified in (i)(i) i.e. | 1632,00 | 106,00 | 1738,00 | 1 390,50 |
| (j) (a) Machinist | | | | | |
| (i) | Qualified: | 1601,50 | 104,00 | 1705,50 | 1 364,50 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1250,50 | 81,50 | 1332,00 | 1 158,36 |
| | third six months of experience | 1289,00 | 84,00 | 1373,00 | 1 158,36 |
| | Thereafter, the wage specified in (j)(i) i.e. | 1601,50 | 104,00 | 1705,50 | 1 364,50 |
| (j) (b) Presser, trimmer, factory clerk, embroidery machinist | | | | | |
| (i) | Qualified: | 1601,50 | 104,00 | 1705,50 | 1 364,50 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1250,50 | 81,50 | 1332,00 | 1 158,36 |
| | third six months of experience | 1289,00 | 84,00 | 1373,00 | 1 158,36 |
| | fourth six months of experience | 1330,00 | 86,50 | 1416,50 | 1 158,36 |
| | next four months of experience | 1366,50 | 89,00 | 1455,50 | 1 164,50 |

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 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) |
|-------------|---|--|--------------------------------|--|--|
| | | R | R | R | R |
| | Thereafter, the wage specified in (j)(i) i.e. | 1601,50 | 104,00 | 1705,50 | 1 364,50 |
| (k) | Progress examiner: | | | | |
| (i) | Qualified: | 1617,50 | 105,00 | 1722,50 | 1 378,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1283,00 | 83,50 | 1366,50 | 1 158,36 |
| | Thereafter, the wage specified in (k)(i) i.e. | 1617,50 | 105,00 | 1722,50 | 1 378,00 |
| (l) | Despatcher: | | | | |
| (i) | Qualified: | 1531,50 | 99,50 | 1631,00 | 1 305,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1293,50 | 84,00 | 1377,50 | 1 158,36 |
| | Thereafter, the wage specified in (l)(i) i.e. | 1531,50 | 99,50 | 1631,00 | 1 305,00 |
| (m) | Checker in the Knitting section: | | | | |
| (i) | Qualified: | 1362,00 | 88,50 | 1450,50 | 1 160,50 |
| (ii) | Leaners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1248,50 | 81,00 | 1329,50 | 1 158,36 |
| | third six months of experience | 1280,50 | 83,00 | 1363,50 | 1 158,36 |
| | Thereafter, the wage specified in (m)(i) i.e. | 1362,00 | 88,50 | 1450,50 | 1 160,50 |
| (n) | General Worker: | | | | |
| (i) | Qualified: | 1319,50 | 86,00 | 1405,50 | 1 158,36 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1248,50 | 81,00 | 1329,50 | 1 158,36 |
| | Thereafter, the wage specified in (n)(i) i.e. | 1319,50 | 86,00 | 1405,50 | 1 158,36 |
| (o) | Steambox pleater: | | | | |
| (i) | Qualified: | 1556,00 | 101,00 | 1657,00 | 1 325,50 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1277,50 | 83,00 | 1360,50 | 1 158,36 |
| | third six months of experience | 1318,00 | 85,50 | 1403,50 | 1 158,36 |
| | fourth six months of experience | 1367,50 | 89,00 | 1456,50 | 1 165,00 |
| | Thereafter, the wage specified in (o)(i) i.e. | 1556,00 | 101,00 | 1657,00 | 1 325,50 |
| (p) | Plain sewer: | | | | |
| (i) | Qualified: | 1367,50 | 89,00 | 1456,50 | 1 165,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1235,50 | 80,50 | 1316,00 | 1 158,36 |
| | third six months of experience | 1250,50 | 81,50 | 1332,00 | 1 158,36 |
| | fourth six months of experience | 1271,50 | 82,50 | 1354,00 | 1 158,36 |
| | next four months of experience | 1293,50 | 84,00 | 1377,50 | 1 158,36 |
| | Thereafter, the wage specified in (p)(i) i.e. | 1367,50 | 89,00 | 1456,50 | 1 165,00 |
| (q) | General assistant | 1495,50 | 97,00 | 1592,50 | 1 274,00 |
| (r) | Cleaner | 1330,00 | 86,50 | 1416,50 | 1 158,36 |
| (s) | Tea maker | 1330,00 | 86,50 | 1416,50 | 1 158,36 |

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 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) |
|---|---|--|--------------------------------|--|--|
| | | R | R | R | R |
| (t) | Watchman | 1617,50 | 105,00 | 1722,50 | 1 378,00 |
| (u) | Motor vehicle driver: | | | | |
| (i) | (aa) does not exceed 453 kg | 1613,00 | 105,00 | 1718,00 | 1 374,50 |
| | (ab) exceeds 453 kg but does not exceed 2 722 kg | 1735,50 | 113,00 | 1848,50 | 1 479,00 |
| | (ac) exceeds 2 722 kg but does not exceed 4 536 kg | 1915,50 | 124,50 | 2040,00 | 1 632,00 |
| | (ad) exceeds 4 536 kg | 2246,50 | 146,00 | 2392,50 | 1 914,00 |
| (ii) | Part-time driver of a motor vehicle | 1496,00 | 97,00 | 1593,00 | 1 274,50 |
| (v) | Clicker: | | | | |
| (i) | Qualified: | 2619,50 | 170,50 | 2790,00 | 2 232,00 |
| (ii) | Learners: | | | | |
| | first six months of experience | 1221,00 | 79,50 | 1300,50 | 1 158,36 |
| | second six months of experience | 1320,50 | 86,00 | 1406,50 | 1 158,36 |
| | third six months of experience | 1431,50 | 93,00 | 1524,50 | 1 219,50 |
| | fourth six months of experience | 1614,00 | 105,00 | 1719,00 | 1 375,00 |
| | fifth six months of experience | 1737,00 | 113,00 | 1850,00 | 1 480,00 |
| | sixth six months of experience | 1832,50 | 119,00 | 1951,50 | 1 561,00 |
| | seventh six months of experience | 1946,00 | 126,50 | 2072,50 | 1 658,00 |
| | eighth six months of experience | 2046,00 | 133,00 | 2179,00 | 1 743,00 |
| | next four months of experience | 2156,00 | 140,00 | 2296,00 | 1 837,00 |
| | Thereafter, the wage specified in (v)(i) i.e. | 2619,50 | 170,50 | 2790,00 | 2 232,00 |
| (w) | Beader | 1632,00 | 106,00 | 1738,00 | 1 390,50 |
| (x) | Chlorinator | 1470,50 | 95,50 | 1566,00 | 1 253,00 |
| (y) | Componder | 1737,00 | 113,00 | 1850,00 | 1 480,00 |
| (z) | Dipper | | | | |
| (i) | Qualified: | | | | |
| | Category A | 1737,00 | 113,00 | 1850,00 | 1 480,00 |
| | Category B | 1777,00 | 115,50 | 1892,50 | 1 514,00 |
| | Category C | 1834,00 | 119,00 | 1953,00 | 1 562,50 |
| (ii) | Learners: | | | | |
| | first six months of experience to Category A | 1322,50 | 86,00 | 1408,50 | 1 158,36 |
| | first six months of experience to Category B | 1737,00 | 113,00 | 1850,00 | 1 480,00 |
| | first six months of experience to Category C | 1777,00 | 115,50 | 1892,50 | 1 514,00 |
| (aa) | Glove turner | 2108,00 | 137,00 | 2245,00 | 1 796,00 |
| (ab) | Mouldmaker | 1670,00 | 108,50 | 1778,50 | 1 423,00 |
| (ac) | Packer | 1403,50 | 91,00 | 1494,50 | 1 195,50 |
| (ad) | Quality product co-ordinator | 2203,50 | 143,00 | 2346,50 | 1 877,00 |
| (ae) | A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent: | | | | |
| | Provided that- | | | | |
| | supervised, plus 10 per cent; | | | | |
| | former wage. | | | | |
| 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. | | | | | |