

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
01 SEPTEMBER 2024 - 31 AUGUST 2025

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)					All Other Areas (Non-Metro B)				
	Wage per week from 1 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)	Across-the-Board-Increase 6.5%	Wage per week from 1 Sept 2024 to 31 Aug 2025	New Employees 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)	Wage per week from 1 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)	Across-the-Board-Increase 6.5%	Wage per week from 1 Sept 2024 to 31 Aug 2025	New Employees 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)
Category A										
0 - 6 months	1 192.00	1 144.00	77.50	1 269.50	1 241.11	1 153.50	1 144.00	75.00	1 241.11	1 241.11
Thereafter	1 276.00	1 144.00	83.00	1 359.00	1 241.11	1 203.00	1 144.00	78.00	1 281.00	1 241.11
Category B										
0 - 6 months	1 190.50	1 144.00	77.50	1 268.00	1 241.11	1 167.50	1 144.00	76.00	1 243.50	1 241.11
7 - 12 months	1 246.50	1 144.00	81.00	1 327.50	1 241.11	1 202.00	1 144.00	78.00	1 280.00	1 241.11
13 - 18 months	1 304.50	1 144.00	85.00	1 389.50	1 241.11	1 235.50	1 144.00	80.50	1 316.00	1 241.11
Thereafter	1 382.00	1 144.00	90.00	1 472.00	1 241.11	1 277.50	1 144.00	83.00	1 360.50	1 241.11
Category C										
0 - 6 months	1 230.50	1 144.00	80.00	1 310.50	1 241.11	1 173.00	1 144.00	76.00	1 249.00	1 241.11
7 - 12 months	1 353.50	1 144.00	88.00	1 441.50	1 241.11	1 245.00	1 144.00	81.00	1 326.00	1 241.11
13 - 18 months	1 479.50	1 183.50	96.00	1 575.50	1 260.50	1 318.00	1 144.00	85.50	1 403.50	1 241.11
19 - 22 months	1 598.00	1 278.50	104.00	1 702.00	1 361.50	1 397.00	1 144.00	91.00	1 488.00	1 241.11
Thereafter	1 720.50	1 376.50	112.00	1 832.50	1 466.00	1 475.00	1 180.00	96.00	1 571.00	1 257.00
Category D										
0 - 6 months	1 230.50	1 144.00	80.00	1 310.50	1 241.11	1 173.00	1 144.00	76.00	1 249.00	1 241.11
7 - 12 months	1 321.00	1 144.00	86.00	1 407.00	1 241.11	1 227.50	1 144.00	80.00	1 307.50	1 241.11
13 - 18 months	1 443.50	1 155.00	94.00	1 537.50	1 241.11	1 281.00	1 144.00	83.50	1 364.50	1 241.11
19 - 22 months	1 503.00	1 202.50	97.50	1 600.50	1 280.50	1 334.00	1 144.00	86.50	1 420.50	1 241.11
Thereafter	1 693.50	1 355.00	110.00	1 803.50	1 443.00	1 457.50	1 166.00	94.50	1 552.00	1 241.11
Category E										
0 - 6 months	1 292.50	1 144.00	84.00	1 376.50	1 241.11	1 210.50	1 144.00	78.50	1 289.00	1 241.11
7 - 12 months	1 435.50	1 148.50	93.50	1 529.00	1 241.11	1 295.50	1 144.00	84.00	1 379.50	1 241.11
13 - 18 months	1 601.50	1 281.00	104.00	1 705.50	1 364.50	1 398.00	1 144.00	91.00	1 489.00	1 241.11
19 - 22 months	1 764.00	1 411.00	114.50	1 878.50	1 503.00	1 504.00	1 203.00	98.00	1 602.00	1 281.50
Thereafter	1 939.50	1 551.50	126.00	2 065.50	1 652.50	1 615.00	1 292.00	105.00	1 720.00	1 376.00
Band Knife Cutter										
0 - 6 months	1 182.50	1 144.00	77.00	1 259.50	1 241.11	1 145.50	1 144.00	74.50	1 241.11	1 241.11
7 - 12 months	1 276.00	1 144.00	83.00	1 359.00	1 241.11	1 199.00	1 144.00	78.00	1 277.00	1 241.11
13 - 18 months	1 363.00	1 144.00	88.50	1 451.50	1 241.11	1 253.00	1 144.00	81.50	1 334.50	1 241.11
19 - 22 months	1 460.50	1 168.50	95.00	1 555.50	1 244.50	1 309.50	1 144.00	85.00	1 394.50	1 241.11
Thereafter	1 607.50	1 286.00	104.50	1 712.00	1 369.50	1 403.50	1 144.00	91.00	1 494.50	1 241.11
Clerical										
0 - 6 months	1 213.00	1 144.00	79.00	1 292.00	1 241.11	1 163.00	1 144.00	75.50	1 241.11	1 241.11
7 - 12 months	1 328.50	1 144.00	86.50	1 415.00	1 241.11	1 231.00	1 144.00	80.00	1 311.00	1 241.11
13 - 18 months	1 422.50	1 144.00	92.50	1 515.00	1 241.11	1 286.00	1 144.00	83.50	1 369.50	1 241.11
Thereafter	1 634.00	1 307.00	106.00	1 740.00	1 392.00	1 417.00	1 144.00	92.00	1 509.00	1 241.11
Assistant Head Cutter	1 882.00	1 505.50	122.50	2 004.50	1 603.50	1 580.00	1 264.00	102.50	1 682.50	1 346.00
Head Cutter	2 273.50	1 819.00	148.00	2 421.50	1 937.00	1 832.50	1 466.00	119.00	1 951.50	1 561.00
Foreperson	2 038.00	1 630.50	132.50	2 170.50	1 736.50	1 725.50	1 380.50	112.00	1 837.50	1 470.00
Watchperson	1 416.50	1 144.00	92.00	1 508.50	1 241.11	1 283.00	1 144.00	83.50	1 366.50	1 241.11
Driver 1 (454kg)	1 350.00	1 144.00	88.00	1 438.00	1 241.11	1 244.00	1 144.00	81.00	1 325.00	1 241.11
Driver 2 (454 - 2722kg)	1 444.50	1 155.50	94.00	1 538.50	1 241.11	1 300.50	1 144.00	84.50	1 385.00	1 241.11
Driver 3 (2722 -4540kg)	1 631.50	1 305.00	106.00	1 737.50	1 390.00	1 416.50	1 144.00	92.00	1 508.50	1 241.11
Driver 4 (4540kg)	1 904.50	1 523.50	124.00	2 028.50	1 623.00	1 595.00	1 276.00	103.50	1 698.50	1 359.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2024 increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5% in Non-Metro A and Non-Metro B.

Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW