

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
NEW WAGE RATES NEGOTIATED FOR THE EASTERN CAPE (CLOTHING)
FOR THE PERIOD 01 SEPTEMBER 2025 TO 31 AUGUST 2026

WAGES			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION			Wage per week from 01 Sept 2024 to 31 Aug 2025	Across-the-Board-Increase rand value of the 2024 increase, equivalent to 6.1%	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Ees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Foreman		3020,00	184,50	3204,50	2 563,50
(b)	Designer:					
	(i)	Qualified:	3850,00	235,00	4085,00	3 268,00
	(ii)	Learners:				
		first six months of experience	1312,50	80,00	1392,50	1 209,18
		second six months of experience	1527,00	93,00	1620,00	1 296,00
		third six months of experience	1830,50	111,50	1942,00	1 553,50
		fourth six months of experience	2039,00	124,50	2163,50	1 731,00
		fifth six months of experience	2269,50	138,50	2408,00	1 926,50
		sixth six months of experience	2457,50	150,00	2607,50	2 086,00
		seventh six months of experience	2677,50	163,50	2841,00	2 273,00
		eighth six months of experience	2893,00	176,50	3069,50	2 455,50
		next four months of experience	3067,00	187,00	3254,00	2 603,00
		Thereafter, the wage specified in (b)(i) i.e.	3850,00	235,00	4085,00	3 268,00
(c)	Grader:					
	(i)	Qualified:	2764,50	168,50	2933,00	2 346,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1415,00	86,50	1501,50	1 209,18
		third six months of experience	1541,00	94,00	1635,00	1 308,00
		fourth six months of experience	1613,00	98,50	1711,50	1 369,00
		fifth six months of experience	1866,50	114,00	1980,50	1 584,50
		sixth six months of experience	1999,50	122,00	2121,50	1 697,00
		seventh six months of experience	2108,00	128,50	2236,50	1 789,00
		eighth six months of experience	2213,50	135,00	2348,50	1 879,00
		next four months of experience	2357,00	144,00	2501,00	2 001,00
		Thereafter, the wage specified in (c)(i) i.e.	2764,50	168,50	2933,00	2 346,50
(d)	Marker-in:					
	(i)	Qualified:	2108,00	128,50	2236,50	1 789,00
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1395,50	85,00	1480,50	1 209,18
		third six months of experience	1488,50	91,00	1579,50	1 263,50
		fourth six months of experience	1585,50	97,00	1682,50	1 346,00
		next four months of experience	1772,00	108,00	1880,00	1 504,00
		Thereafter, the wage specified in (d)(i) i.e.	2108,00	128,50	2236,50	1 789,00

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			R	R	R	R
(e)	Band-knife cutter:					
		Qualified	2108,00	128,50	2236,50	1 789,00
	cutter-out shall progress to this class of employee					
(f)	Cutter-out:					
	(i)	Qualified:	1862,50	113,50	1976,00	1 581,00
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1363,50	83,00	1446,50	1 209,18
		third six months of experience	1406,50	86,00	1492,50	1 209,18
		fourth six months of experience	1457,50	89,00	1546,50	1 237,00
		next four months of experience	1523,00	93,00	1616,00	1 293,00
		Thereafter, the wage specified in (f)(i) i.e.	1862,50	113,50	1976,00	1 581,00
(g)	Layer-up:					
	(i)	Qualified:	1459,00	89,00	1548,00	1 238,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1329,50	81,00	1410,50	1 209,18
		third six months of experience	1354,00	82,50	1436,50	1 209,18
		fourth six months of experience	1375,50	84,00	1459,50	1 209,18
		Thereafter, the wage specified in (g)(i) i.e.	1459,00	89,00	1548,00	1 238,50
(h)	Specialised presser:					
	(i)	Qualified:	2034,00	124,00	2158,00	1 726,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1358,00	83,00	1441,00	1 209,18
		third six months of experience	1403,50	85,50	1489,00	1 209,18
		fourth six months of experience	1457,50	89,00	1546,50	1 237,00
		fifth six months of experience	1516,50	92,50	1609,00	1 287,00
		sixth six months of experience	1567,00	95,50	1662,50	1 330,00
		seventh six months of experience	1717,50	105,00	1822,50	1 458,00
		eighth six months of experience	1777,50	108,50	1886,00	1 509,00
		next four months of experience	1817,50	111,00	1928,50	1 543,00
		Thereafter, the wage specified in (h)(i) i.e.	2034,00	124,00	2158,00	1 726,50
(i)	Examiner:					
	(i)	Qualified:	1738,00	106,00	1844,00	1 475,00
	(ii)	Learners:				
		first six months of experience	1457,50	89,00	1546,50	1 237,00
		Thereafter, the wage specified in (i)(i) i.e.	1738,00	106,00	1844,00	1 475,00

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			R	R	R	R
(j)(a)	Machinist					
	(i)	Qualified:	1705,50	104,00	1809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1332,00	81,50	1413,50	1 209,18
		third six months of experience	1373,00	84,00	1457,00	1 209,18
		Thereafter, the wage specified in (j)(i) i.e.	1705,50	104,00	1809,50	1 447,50
(j)(b)	Presser, trimmer, factory clerk, embroidery					
	(i)	Qualified:	1705,50	104,00	1809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1332,00	81,50	1413,50	1 209,18
		third six months of experience	1373,00	84,00	1457,00	1 209,18
		fourth six months of experience	1416,50	86,50	1503,00	1 209,18
		next four months of experience	1455,50	89,00	1544,50	1 235,50
		Thereafter, the wage specified in (j)(i) i.e.	1705,50	104,00	1809,50	1 447,50
(k)	Progress examiner:					
	(i)	Qualified:	1722,50	105,00	1827,50	1 462,00
	(ii)	Learners:				
		first six months of experience	1366,50	83,50	1450,00	1 209,18
		Thereafter, the wage specified in (k)(i) i.e.	1722,50	105,00	1827,50	1 462,00
(l)	Despatcher:					
	(i)	Qualified:	1631,00	99,50	1730,50	1 384,50
	(ii)	Learners:				
		first six months of experience	1377,50	84,00	1461,50	1 209,18
		Thereafter, the wage specified in (l)(i) i.e.	1631,00	99,50	1730,50	1 384,50
(m)	Checker in the Knitting section:					
	(i)	Qualified:	1450,50	88,50	1539,00	1 231,00
	(ii)	Leaners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1329,50	81,00	1410,50	1 209,18
		third six months of experience	1363,50	83,00	1446,50	1 209,18
		Thereafter, the wage specified in (m)(i) i.e.	1450,50	88,50	1539,00	1 231,00
(n)	General Worker:					
	(i)	Qualified:	1405,50	86,00	1491,50	1 209,18
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1329,50	81,00	1410,50	1 209,18
		Thereafter, the wage specified in (n)(i) i.e.	1405,50	86,00	1491,50	1 209,18

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			R	R	R	R
(o)	Steambox pleater:					
	(i)	Qualified:	1657,00	101,00	1758,00	1 406,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1360,50	83,00	1443,50	1 209,18
		third six months of experience	1403,50	85,50	1489,00	1 209,18
		fourth six months of experience	1456,50	89,00	1545,50	1 236,50
		Thereafter, the wage specified in (o)(i) i.e.	1657,00	101,00	1758,00	1 406,50
(p)	Plain sewer:					
	(i)	Qualified:	1456,50	89,00	1545,50	1 236,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1316,00	80,50	1396,50	1 209,18
		third six months of experience	1332,00	81,50	1413,50	1 209,18
		fourth six months of experience	1354,00	82,50	1436,50	1 209,18
		next four months of experience	1377,50	84,00	1461,50	1 209,18
		Thereafter, the wage specified in (p)(i) i.e.	1456,50	89,00	1545,50	1 236,50
(q)	General assistant		1592,50	97,00	1689,50	1 351,50
(r)	Cleaner		1416,50	86,50	1503,00	1 209,18
(s)	Tea maker		1416,50	86,50	1503,00	1 209,18
(t)	Watchman		1722,50	105,00	1827,50	1 462,00
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1718,00	105,00	1823,00	1 458,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1848,50	113,00	1961,50	1 569,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	2040,00	124,50	2164,50	1 731,50
		(ad) exceeds 4 536 kg	2392,50	146,00	2538,50	2 031,00
	(ii)	Part-time driver of a motor vehicle	1593,00	97,00	1690,00	1 352,00
(v)	Clicker:					
	(i)	Qualified:	2790,00	170,50	2960,50	2 368,50
	(ii)	Learners:				
		first six months of experience	1300,50	79,50	1380,00	1 209,18
		second six months of experience	1406,50	86,00	1492,50	1 209,18
		third six months of experience	1524,50	93,00	1617,50	1 294,00
		fourth six months of experience	1719,00	105,00	1824,00	1 459,00
		fifth six months of experience	1850,00	113,00	1963,00	1 570,50
		sixth six months of experience	1951,50	119,00	2070,50	1 656,50
		seventh six months of experience	2072,50	126,50	2199,00	1 759,00
		eighth six months of experience	2179,00	133,00	2312,00	1 849,50

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			R	R	R	R
		next four months of experience	2296,00	140,00	2436,00	1 949,00
		Thereafter, the wage specified in (v)(i) i.e.	2790,00	170,50	2960,50	2 368,50
(w)		Beader	1738,00	106,00	1844,00	1 475,00
(x)		Chlorinator	1566,00	95,50	1661,50	1 329,00
(y)		Componder	1850,00	113,00	1963,00	1 570,50
(z)		Dipper				
	(i)	Qualified:				
		Category A	1850,00	113,00	1963,00	1 570,50
		Category B	1892,50	115,50	2008,00	1 606,50
		Category C	1953,00	119,00	2072,00	1 657,50
	(ii)	Learners:				
		first six months of experience to Category A	1408,50	86,00	1494,50	1 209,18
		first six months of experience to Category B	1850,00	113,00	1963,00	1 570,50
		first six months of experience to Category C	1892,50	115,50	2008,00	1 606,50
(aa)		Glove turner	2245,00	137,00	2382,00	1 905,50
(ab)		Mouldmaker	1778,50	108,50	1887,00	1 509,50
(ac)		Packer	1494,50	91,00	1585,50	1 268,50
(ad)		Quality product co-ordinator	2346,50	143,00	2489,50	1 991,50
		A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 1/3 per cent: Provided that-				
(ae)		(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per				
		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				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.						