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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR**No. R. 761****14 September 2012****LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY:****EXTENSION OF PERIOD OF OPERATION OF THE NATIONAL MAIN
COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R.1220 of 24 December 2010, by a further period ending 31 August 2015.

MN OLIPHANT
MINISTER OF LABOUR

UMNYANGO WEZABASEBENZI**No. R. 761****Usuku: 14 September 2012****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU WOKUXOXISANA KAZWELONKE PHAKATHI****KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA****KWEZIMPAHLA ZOKWEMBATHA:****UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO****SABAQASHI NABASEBENZI ESIYINGQIKITHI**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngelula isikhathi sokusebenza kwesivumelwano esinqunywe kwiSaziso sikaHulumeni esinguNombolo R.1220 somhlaka 24 kuZibandlela 2010 kuze kube ngumhlaka 31 kuNcwaba 2015

M N OLIPHANT
UNQONGQOSHE WEZABASEBENZI

No. R. 762

14 September 2012

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION TO NON-PARTIES OF THE NATIONAL MAIN COLLECTIVE
AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from ...~~24 September 2012~~..... and for the period ending 31 August 2015.

M N OLIPHANT
MINISTER OF LABOUR

UMNYANGO WEZABASEBENZI**No. R. 762****Usuku: 14 September 2012****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI****KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA****KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA KWESIVUMELWANO****SABAQASHI NABASEBENZI ESIYINGQIKITHI ESICHIBIYELAYO****SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka...24 kuMandulo...2012 kuze kube ngu 31 kuNcwaba 2015.

MN OLIPHANT
UNGOQONGQOSHE WEZABASEBENZI

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY
NATIONAL MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made
and entered into by and between the

Cape Clothing Association

Coastal Clothing Manufacturers' Association

Eastern Province Clothing Manufacturers' Association

Free State and Northern Cape Clothing Manufacturers' Association

Natal Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations")

of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry,

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

(b) by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

(2) Clauses 1 (1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and the trade union respectively.

2. PERIOD OF OPERATION OF THIS AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 31 August 2015. This Agreement shall bind the Parties and their members and shall remain effective beyond the expiry date determined by the Minister or until the Parties agree otherwise.

3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

1. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
(a)	Foreman	1303.00	912.00	1309.50	916.50
(b)	Designer:				
	(i) Qualified:	1661.00	1162.50	1669.00	1168.50
	(ii) Learners:				
	first six months of experience	566.50	396.50	569.00	398.50
	second six months of experience	660.00	462.00	662.50	463.50
	third six months of experience	790.00	553.00	794.00	556.00
	fourth six months of experience	880.00	616.00	884.00	619.00
	fifth six months of experience	978.50	685.00	983.50	688.50
	sixth six months of experience	1061.50	743.00	1066.00	746.00
	seventh six months of experience	1155.00	808.50	1161.00	812.50
	eighth six months of experience	1248.00	873.50	1254.00	878.00
	next four months of experience	1324.50	927.00	1329.50	930.50
	Thereafter, the wage specified in (b)(i) i.e.	1661.00	1162.50	1669.00	1168.50
(c)	Grader:				
	(i) Qualified:	1193.50	835.50	1198.00	838.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	611.00	427.50	613.50	429.50
	third six months of experience	664.50	465.00	668.00	467.50
	fourth six months of experience	696.50	487.50	699.50	489.50
	fifth six months of experience	805.00	563.50	809.00	566.50
	sixth six months of experience	862.00	603.50	866.50	606.50
	seventh six months of experience	909.50	636.50	914.00	640.00
	eighth six months of experience	956.00	669.00	960.00	672.00
	next four months of experience	1017.00	712.00	1022.00	715.50
	Thereafter, the wage specified in (c)(i) i.e.	1193.50	835.50	1198.00	838.50
(d)	Marker-in:				
	(i) Qualified:	909.50	636.50	914.00	640.00

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
(ii)	Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	601.00	420.50	604.50	423.00
	third six months of experience	642.00	449.50	645.00	451.50
	fourth six months of experience	684.50	479.00	687.50	481.00
	next four months of experience	765.00	535.50	768.50	538.00
	Thereafter, the wage specified in (d)(i) i.e.	909.50	636.50	914.00	640.00
(e)	Band-knife cutter:				
	Qualified	909.50	636.50	914.00	640.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
(i)	Qualified:	804.00	563.00	808.00	565.50
(ii)	Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	588.50	412.00	591.00	413.50
	third six months of experience	607.50	425.50	610.00	427.00
	fourth six months of experience	629.50	440.50	632.00	442.50
	next four months of experience	656.50	459.50	660.00	462.00
	Thereafter, the wage specified in (f)(i) i.e.	804.00	563.00	808.00	565.50
(g)	Layer-up:				
(i)	Qualified:	630.00	441.00	633.00	443.00
(ii)	Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	574.00	402.00	576.50	403.50
	third six months of experience	583.50	408.50	587.00	411.00
	fourth six months of experience	592.50	415.00	596.00	417.00
	Thereafter, the wage specified in (g)(i) i.e.	630.00	441.00	633.00	443.00
(h)	Specialised presser:				
(i)	Qualified:	876.50	613.50	881.50	617.00
(ii)	Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	584.50	409.00	588.00	411.50
	third six months of experience	605.50	424.00	608.50	426.00
	fourth six months of experience	629.50	440.50	632.00	442.50
	fifth six months of experience	655.00	458.50	657.50	460.00
	sixth six months of experience	677.00	474.00	679.50	475.50
	seventh six months of experience	740.00	518.00	744.00	521.00
	eighth six months of experience	767.00	537.00	770.50	539.50
	next four months of experience	784.00	549.00	787.50	551.50

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	Thereafter, the wage specified in (h)(i) i.e.	876.50	613.50	881.50	617.00
(i)	Examiner:				
	(i) Qualified:	751.00	525.50	753.50	527.50
	(ii) Learners:				
	first six months of experience	629.50	440.50	632.00	442.50
	Thereafter, the wage specified in (i)(i) i.e.	751.00	525.50	753.50	527.50
(j)(a)	Machinist:				
	(i) Qualified:	736.00	515.00	739.00	517.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	574.50	402.00	577.00	404.00
	third six months of experience	591.50	414.00	595.00	416.50
	Thereafter, the wage specified in (j)(i) i.e.	736.00	515.00	739.00	517.50
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
	(i) Qualified:	736.00	515.00	739.00	517.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	574.50	402.00	577.00	404.00
	third six months of experience	591.50	414.00	595.00	416.50
	fourth six months of experience	612.00	428.50	614.00	430.00
	next four months of experience	627.50	439.50	630.50	441.50
	Thereafter, the wage specified in (j)(i) i.e.	736.00	515.00	739.00	517.50
(k)	Progress examiner:				
	(i) Qualified:	744.00	521.00	747.50	523.50
	(ii) Learners:				
	first six months of experience	590.00	413.00	592.00	414.50
	Thereafter, the wage specified in (k)(i) i.e.	744.00	521.00	747.50	523.50
(l)	Dispatcher:				
	(i) Qualified:	704.50	493.00	707.50	495.00
	(ii) Learners:				
	first six months of experience	595.00	416.50	597.00	418.00
	Thereafter, the wage specified in (l)(i) i.e.	704.50	493.00	707.50	495.00
(m)	Checker in the Knitting section:				
	(i) Qualified:	626.00	438.00	629.00	440.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	second six months of experience	574.00	402.00	576.50	403.50
	third six months of experience	588.50	412.00	591.00	413.50
	Thereafter, the wage specified in (m)(i) i.e.	626.00	438.00	629.00	440.50
(n)	General Worker:				
	(i) Qualified:	607.00	425.00	609.50	426.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	574.00	402.00	576.50	403.50
	Thereafter, the wage specified in (n)(i) i.e.	607.00	425.00	609.50	426.50
(o)	Steambox pleater:				
	(i) Qualified:	715.50	501.00	719.00	503.50
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	587.50	411.50	590.00	413.00
	third six months of experience	605.50	424.00	608.50	426.00
	fourth six months of experience	629.00	440.50	631.50	442.00
	Thereafter, the wage specified in (o)(i) i.e.	715.50	501.00	719.00	503.50
(p)	Plain sewer:				
	(i) Qualified:	629.00	440.50	631.50	442.00
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	568.00	397.50	570.50	399.50
	third six months of experience	574.50	402.00	577.00	404.00
	fourth six months of experience	583.50	408.50	587.00	411.00
	next four months of experience	595.00	416.50	597.00	418.00
	Thereafter, the wage specified in (p)(i) i.e.	629.00	440.50	631.50	442.00
(q)	General assistant	687.50	481.00	690.50	483.50
(r)	Cleaner	612.00	428.50	614.00	430.00
(s)	Tea maker	612.00	428.50	614.00	430.00
(t)	Watchman	744.00	521.00	747.50	523.50
(u)	Motor vehicle driver:				
	(i) (aa) does not exceed 453 kg	742.00	519.50	744.50	521.00
	(ab) exceeds 453 kg but does not exceed 2 722 kg	797.50	558.50	801.50	561.00
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	882.00	617.50	885.00	619.50
	(ad) exceeds 4 536 kg	1031.50	722.00	1037.00	726.00
	(ii) Part-time driver of a motor vehicle	688.00	481.50	691.00	483.50

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
(v)	Clicker:				
	(i) Qualified:	1204.00	843.00	1210.00	847.00
	(ii) Learners:				
	first six months of experience	561.50	393.00	564.50	395.00
	second six months of experience	607.50	425.50	610.00	427.00
	third six months of experience	657.00	460.00	660.50	462.50
	fourth six months of experience	743.00	520.00	745.50	522.00
	fifth six months of experience	799.00	559.50	802.50	562.00
	sixth six months of experience	842.50	590.00	846.00	592.00
	seventh six months of experience	893.00	625.00	898.00	628.50
	eighth six months of experience	941.00	658.50	944.50	661.00
	next four months of experience	991.50	694.00	996.00	697.00
	Thereafter, the wage specified in (v)(i) i.e.	1204.00	843.00	1210.00	847.00
(w)	Beader	751.00	525.50	753.50	527.50
(x)	Chlorinator	675.00	472.50	678.50	475.00
(y)	Componder	799.00	559.50	802.50	562.00
(z)	Dipper				
	(i) Qualified:				
	Category A	799.00	559.50	802.50	562.00
	Category B	817.00	572.00	820.50	574.50
	Category C	843.50	590.50	847.00	593.00
	(ii) Learners:				
	first six months of experience to Category A	608.00	425.50	611.00	427.50
	first six months of experience to Category B	799.00	559.50	802.50	562.00
	first six months of experience to Category C	817.00	572.00	820.50	574.50
(aa)	Glove turner	969.00	678.50	973.50	681.50
(ab)	Mouldmaker	768.00	537.50	771.00	539.50
(ac)	Packer	645.00	451.50	648.00	453.50
(ad)	Quality product co-ordinator	1013.50	709.50	1017.50	712.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33¹/₃ per cent:				
	Provided that-				
	(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 cent;				
	(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.				

2. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments:

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
Pattern Maker					
(a)	Qualified	1 401.50	981.00	1407.00	985.00
(b)	Learner				
	First year				
	First six months of experience	785.00	549.50	788.00	551.50
	Second six months of experience	866.50	606.50	870.00	609.00
	Second year				
	First six months of experience	948.50	664.00	953.00	667.00
	Second six months of experience	1 035.50	725.00	1040.50	728.50
	Third year				
	First six months of experience	1 128.50	790.00	1134.00	794.00
	Next four months of experience	1 219.50	853.50	1224.00	857.00
	Thereafter, the wage specified in (a), i.e.	1 401.50	981.00	1407.00	985.00
Pattern Grader					
(a)	Qualified	1 130.50	791.50	1136.00	795.00
(b)	Learner				
	First year				
	First six months of experience	739.00	517.50	742.50	520.00
	Second six months of experience	785.00	549.50	788.00	551.50
	Second year				
	First six months of experience	831.00	581.50	835.00	584.50
	Second six months of experience	890.50	623.50	895.00	626.50
	Third year				
	First six months of experience	948.50	664.00	953.00	667.00
	Next four months of experience	1 009.50	706.50	1014.50	710.00
	Thereafter, the wage specified in (a), i.e.	1 130.50	791.50	1136.00	795.00
Football Jersey Cutter					
(a)	Qualified	786.00	550.00	789.00	552.50
(b)	Learner				
	First year				
	First six months of experience	590.00	413.00	592.50	415.00
	Second six months of experience	625.00	437.50	628.00	439.50
	Second year				

	First six months of experience	658.00	460.50	661.50	463.00
	Second six months of experience	693.50	485.50	696.00	487.00
	Third year				
	First four months of experience	727.00	509.00	730.00	511.00
	Thereafter, the wage specified in (a), i.e.	786.00	550.00	789.00	552.50
Layer-up					
(a)	Qualified	677.50	474.00	681.00	476.50
(b)	Learner				
	First year				
	First six months of experience	570.50	399.50	573.00	401.00
	Second six months of experience	590.00	413.00	592.50	415.00
	Second year				
	First six months of experience	616.50	431.50	619.50	433.50
	Thereafter, the wage specified in (a), i.e.	677.50	474.00	681.00	476.50
Part B - Factory Operatives					
Grade A employee					
(a)	Qualified	866.50	606.50	870.00	609.00
(b)	Learner				
	First year				
	First six months of experience	609.50	426.50	612.50	429.00
	Second six months of experience	657.00	460.00	660.50	462.50
	Second year				
	First six months of experience	702.00	491.50	705.00	493.50
	Second six months of experience	738.50	517.00	742.50	520.00
	Third year				
	First four months of experience	786.00	550.00	789.00	552.50
	Thereafter, the wage specified in (a), i.e.	866.50	606.50	870.00	609.00
Grade B employee					
(a)	Qualified	740.00	518.00	744.00	521.00
(b)	Learner				
	First year				
	First six months of experience	600.50	420.50	604.00	423.00
	Second six months of experience	631.50	442.00	634.50	444.00
	Second year				
	First six months of experience	664.00	465.00	666.50	466.50
	Thereafter, the wage specified in (a), i.e.	740.00	518.00	744.00	521.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	740.00	518.00	744.00	521.00
	Second six months from date of advancement	762.00	533.50	765.50	536.00
	Third six months from date of advancement	786.00	550.00	789.00	552.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	866.50	606.50	870.00	609.00
Grade C employee					
(a)	Qualified	657.00	460.00	660.50	462.50
(b)	Learner				
	First year				
	First six months of experience	588.50	412.00	591.50	414.00
	Second six months of experience	606.00	424.00	608.50	426.00
	Thereafter, the wage specified in (a), i.e.	657.00	460.00	660.50	462.50
(c)	If advanced to Grade B employee:				

	First six months from date of advancement	657.00	460.00	660.50	462.50
	Second six months from date of advancement	664.00	465.00	666.50	466.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	740.00	518.00	744.00	521.00
Part C - Clerical Employees					
Clerk					
(a)	Qualified	953.50	667.50	959.00	671.50
(b)	Learner				
	First year	704.00	493.00	707.00	495.00
	Second year	765.00	535.50	769.50	538.50
	Third year				
	First four months of experience	836.00	585.00	840.50	588.50
	Thereafter, the wage specified in (a), i.e.	953.50	667.50	959.00	671.50
Factory Clerk					
(a)	Qualified	717.50	502.00	720.50	504.50
(b)	Learner				
	First year	570.50	399.50	573.00	401.00
	Second year	608.00	425.50	610.00	427.00
	Third year				
	First four months of experience	657.00	460.00	660.50	462.50
	Thereafter, the wage specified in (a), i.e.	717.50	502.00	720.50	504.50
Part D - General					
Boiler attendant		680.00	476.00	683.00	478.00
Despatch packer		702.00	491.50	705.00	493.50
General Worker		657.00	460.00	660.50	462.50
Labourer		664.00	465.00	666.50	466.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -					
(a)	does not exceed 1 360 kg	702.00	491.50	705.00	493.50
(b)	exceeds 1 360 but not 2 720 kg	729.00	510.50	732.00	512.50
(c)	exceeds 2 720 kg	831.00	581.50	835.00	584.50
Supervisor, quality controller and instructor		890.50	623.50	895.00	626.50
Traveller's driver		729.00	510.50	732.00	512.50
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	757.50	530.50	761.00	532.50
(b)	60 hours per week	795.00	556.50	799.50	559.50

3. In clause 6.1(1) and (2), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 18.”

4. In clause 6.1, insert the following new sub-clause 6.1(3):

“(3) New Employees

3.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

3.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

3.1.2 The provision is only applicable to compliant companies.

3.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the

industry of at least 15% as at 31st March 2014,
monitored on a bi-annual basis.

3.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

3.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

3.1.5 All other provisions of the main agreement shall be applicable to new employees.

3.1.6 The closed shop shall be applicable to all new employees.

3.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will

be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 3.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*

- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 3.1.3* above, the provisions of the new-entry wage provision will terminate.

- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.*

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- 3.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 3.1.3 (a) above.
- 3.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 3.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 3.1.1.
- 3.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

5. In clause 6.1(3), substitute the existing sub-clause (3) and (4)(a) and (b), to read (4), (5)(a) and (b) respectively.
6. Delete the existing sub-clause 6.1(4), and substitute it with the following new sub-clause 6.1(4):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”
7. In clause 6.3(2), substitute the expression “1 September 2011” for the expression “1 September 2010”.
8. In clause 12.1(3)(b), substitute the expression “79 cents per week” for the expression “74 cents per week”.
9. In clause 12.2, substitute the expression “27c per week” for the expression “25c per week”.
10. In sub-clause 14.1(1), substitute the expression “R1,73 per week,” for the expression “R1,62 per week”.

11. In sub-clause 14.1(2), substitute the expression "R2,78 per week," for the expression "R2,61 per week,".
12. In clause 15(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
13. In clause 17(3)(b), delete the following expression, "shall".
14. In clause 17(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
15. In clause 19(5), substitute the expression "11 cents per week" for the expression "10 cents per week".

**4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN
CAPE REGION)**

1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	2161.50	1513.00	2171.00	1519.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	883.00	618.00	887.50	621.50
	(ii) Learners				
	first six months of experience	606.00	424.00	609.00	426.50
	second six months of experience	724.00	507.00	727.00	509.00
	Thereafter, the wage specified in (ii)(i) i.e.	883.00	618.00	887.50	621.50
	(c) Cloakroom Supervisor/Watchman	615.50	431.00	617.50	432.50
	(d) Mechanic	2027.00	1419.00	2037.00	1426.00
	(e) Unqualified Mechanic	755.50	529.00	759.50	531.50
	(f) Watchman	615.50	431.00	617.50	432.50
	(g) Labourer	481.00	336.50	483.00	338.00
	(h) Boiler Attendant	529.00	370.50	531.00	371.50
(ii)	Pattern Grader				
	(i) Qualified	1145.00	801.50	1150.00	805.00
	(ii) Learners				
	first six months of experience	442.00	309.50	444.50	311.00
	second six months of experience	530.00	371.00	532.00	372.50
	third six months of experience	617.00	432.00	620.00	434.00
	fourth six months of experience	706.50	494.50	710.00	497.00
	fifth six months of experience	793.00	555.00	796.50	557.50
	sixth six months of experience	880.00	616.00	884.50	619.00
	seventh six months of experience	968.00	677.50	972.50	681.00
	next four months of experience	1055.50	739.00	1059.50	741.50
	Thereafter, the wage specified in (ii)(i) i.e.	1145.00	801.50	1150.00	805.00
(iii)	Marker-In				
	(i) Qualified	883.00	618.00	887.50	621.50
	(ii) Learners				
	first six months of experience	442.00	309.50	444.50	311.00
	second six months of experience	496.00	347.00	498.50	349.00
	third six months of experience	554.50	388.00	556.50	389.50
	fourth six months of experience	608.00	425.50	610.00	427.00
	fifth six months of experience	663.50	464.50	666.00	466.00
	sixth six months of experience	717.50	502.00	720.50	504.50

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
	seventh six months of experience	773.00	541.00	777.00	544.00
	next four months of experience	827.00	579.00	830.50	581.50
	Thereafter, the wage specified in (iii)(i) i.e.	883.00	618.00	887.50	621.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	708.00	495.50	711.50	498.00
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	468.50	328.00	470.00	329.00
	third six months of experience	517.50	362.50	520.50	364.50
	fourth six months of experience	564.50	395.00	566.50	396.50
	fifth six months of experience	612.00	428.50	615.50	431.00
	next four months of experience	660.50	462.50	663.00	464.00
	Thereafter, the wage specified in (iv)(i) i.e.	708.00	495.50	711.50	498.00
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	615.50	431.00	617.50	432.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	468.50	328.00	470.00	329.00
	third six months of experience	517.50	362.50	520.50	364.50
	next four months of experience	565.00	395.50	567.00	397.00
	Thereafter, the wage specified in (v)(i) i.e.	615.50	431.00	617.50	432.50
(vi)	(a) Invoice Clerk				
	(i) Qualified	883.00	618.00	887.50	621.50
	(ii) Learners				
	first six months of experience	636.50	445.50	639.00	447.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	883.00	618.00	887.50	621.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	647.00	453.00	649.50	454.50
	(ii) Learners				
	first six months of experience	464.50	325.00	466.50	326.50
	second six months of experience	555.50	389.00	557.50	390.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	647.00	453.00	649.50	454.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	697.00	488.00	699.50	489.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00

DESCRIPTION OF OCCUPATION			Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
		second six months of experience	466.00	326.00	468.50	328.00
		third six months of experience	511.00	357.50	513.50	359.50
		fourth six months of experience	557.50	390.50	559.50	391.50
		fifth six months of experience	603.50	422.50	607.00	425.00
		next four months of experience	651.00	455.50	654.00	458.00
		Thereafter, the wage specified in (vii)(i) i.e.	697.00	488.00	699.50	489.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a)	Does not exceed 2 722 kg	762.50	534.00	765.50	536.00
	(b)	Exceeds 2 722 kg	886.00	620.00	889.50	622.50
(ix)	Part-time Driver of a Motor Vehicle		693.50	485.50	697.00	488.00
(x)	Knitting Machine Operator					
	(i)	Qualified	907.50	635.50	912.00	638.50
	(ii)	Learners				
		first six months of experience	420.00	294.00	422.50	296.00
		second six months of experience	502.50	352.00	505.00	353.50
		third six months of experience	582.50	408.00	585.00	409.50
		fourth six months of experience	664.00	465.00	666.50	466.50
		fifth six months of experience	744.50	521.00	748.00	523.50
		next four months of experience	827.50	579.50	831.00	581.50
		Thereafter, the wage specified in (x)(i) i.e.	907.50	635.50	912.00	638.50
(xi)	Maintenance hand					
	(i)	Qualified	520.50	364.50	522.50	366.00
	(ii)	Learners				
		first six months of experience	420.00	294.00	422.50	296.00
		second six months of experience	440.00	308.00	442.00	309.50
		third six months of experience	457.00	320.00	459.50	321.50
		fourth six months of experience	478.50	335.00	481.50	337.00
		next four months of experience	502.00	351.50	504.50	353.00
		Thereafter, the wage specified in (xi)(i) i.e.	520.50	364.50	522.50	366.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i)	Qualified	615.50	431.00	617.50	432.50
	(ii)	Learners				
		first six months of experience	420.00	294.00	422.50	296.00
		second six months of experience	452.50	317.00	455.00	318.50
		third six months of experience	484.50	339.00	486.00	340.00
		Thereafter, the wage specified in (i)(i) i.e.	615.50	431.00	617.50	432.50

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(i) Qualified	615.50	431.00	617.50	432.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	452.50	317.00	455.00	318.50
	third six months of experience	484.50	339.00	486.00	340.00
	fourth six months of experience	517.50	362.50	520.50	364.50
	fifth six months of experience	549.50	384.50	552.00	386.50
	next four months of experience	582.00	407.50	584.50	409.00
	Thereafter, the wage specified in (i)(i) i.e.	615.50	431.00	617.50	432.50
	Set Leader and/or Team Leader	654.00	458.00	656.50	459.50
(ii)	General Worker/Pleater				
	(i) Qualified	464.50	325.00	466.50	326.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	441.50	309.00	443.00	310.00
	Thereafter, the wage specified in (ii)(i) i.e.	464.50	325.00	466.50	326.50
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	480.50	336.50	482.50	338.00
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	second six months of experience	450.00	315.00	452.00	316.50
	Thereafter, the wage specified in (iii)(i) i.e.	480.50	336.50	482.50	338.00
(iv)	Plain Sewer				
	(i) Qualified	502.50	352.00	505.00	353.50
	(ii) Learners				
	first six months of experience	420.00	294.00	422.50	296.00
	Thereafter, the wage specified in (iv)(i) i.e.	502.50	352.00	505.00	353.50
(v)	Sample Machinist	699.50	489.50	703.00	492.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i) (a)	Sewing Machinist				
	(i) Qualified:	571.50	400.00	573.50	401.50
	(ii) Learners:				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	422.50	296.00	425.00	297.50
	third six months of experience	452.50	317.00	454.00	318.00
	Thereafter, the wage specified in	571.50	400.00	573.50	401.50

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
	(i)(a)(i) i.e.				
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
	(i) Qualified:	571.50	400.00	573.50	401.50
	(ii) Learners:				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	422.50	296.00	425.00	297.50
	third six months of experience	452.50	317.00	454.00	318.00
	fourth six months of experience	482.00	337.50	485.00	339.50
	fifth six months of experience	511.00	357.50	513.50	359.50
	Next four months of experience	540.50	378.50	543.00	380.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	571.50	400.00	573.50	401.50
	Set Leader and/or Team Leader	608.00	425.50	610.50	427.50
(ii)	General Worker/Pleater				
	(i) Qualified	440.00	308.00	442.00	309.50
	(ii) Learners				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	417.00	292.00	418.50	293.00
	Thereafter, the wage specified in (ii)(i) i.e.	440.00	308.00	442.00	309.50
(iii)	Dispatch Packer				
	(i) Qualified	460.50	322.50	462.50	324.00
	(ii) Learners				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	426.50	298.50	428.50	300.00
	Thereafter, the wage specified in (iii)(i) i.e.	460.50	322.50	462.50	324.00
(iv)	Layer-Up				
	(i) Qualified	454.00	318.00	456.00	319.00
	(ii) Learners				
	first six months of experience	392.50	275.00	395.00	276.50
	second six months of experience	423.50	296.50	425.50	298.00
	Thereafter, the wage specified in (iii)(i) i.e.	454.00	318.00	456.00	319.00
(v)	Plain Sewer				
	(i) Qualified	476.00	333.00	478.50	335.00
	(ii) Learners				
	first six months of experience	395.00	276.50	398.00	278.50
	Thereafter, the wage specified in (iv)(i) i.e.	476.00	333.00	478.50	335.00
(vi)	Sample Machinist	649.00	454.50	649.00	454.50

2. In clause 4.1(1), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 38.”

3. In clause 4, insert the following new sub-clause 4(2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least

15% as at 31st March 2014, monitored on a bi-annual basis.

- (b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered

with the bargaining council on the *1st June 2011*, as per *clause 2.1.3*, and to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014*, i.e. a period of 30 months following the implementation of this *Agreement*.

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014*, unless the parties during the *2014/2015* round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ

employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

4. In clause 4, substitute the existing sub-clause (2)(a), (b), (c) (d) and (e); (3); (4); (5) and (6) by renumbering them, to read (3)(a), (b), (c), (d) and (e); (4); (5); (6) and (7) respectively.

5. Delete the existing sub-clause 4(7), and substitute it with the following new sub-clause 4(7):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”

6. In clause 17(2)(d), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 4866, Johannesburg, 2000”.
7. In sub-clause 20 (1)(a), substitute the expression “R1,71 per week “ for the expression “R1,61 per week”.
8. In clause 20(2)(a), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 4866, Johannesburg, 2000”.
9. In sub-clause 20(1)(b), substitute the expression “R1,85 per week” for the expression “R1,74 per week”.
10. In clause 21(2), substitute the expression “R7,00” for the expression “R6,57”.
11. In clause 21(3), substitute the expression “R9,84” for the expression “R9,24”.

12. In clause 21(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
13. In clause 18, insert the following new sub-clause (6):

“(6) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted.”
14. In clause 23, substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000", wherever it appears.
15. In clause 23D(1), substitute the expression, "27 cents" for the expression "25 cents".
16. In clause 23E(2), substitute the expression, "39 cents" for the expression "37 cents".
17. In clause 23F(3)(b), delete the following expression, "shall".

18. In clause 23F(3)(c), substitute the following new expression as a new paragraph, “deduct the agency fee from the wages of an employee without the employee’s authorisation as provided for in section 25(4) of the Act.”, for the existing expression “(c) the deduction of the agency fee may be made from the wages of an employee without the employee’s authorisation as provided for in section 25(4) of the Act.”
19. In clause 29(3)(a), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 4866, Johannesburg, 2000”.
20. In clause 35(5), substitute the expression, “contribute an amount of 12 cents per week” for the expression “contribute an equal amount per week”.
21. In clause 36(1), substitute the expression “31 August 2012” for the expression “31 August 2011” and the expression “1 September 2011” for the expression “1 September 2010”.

5. PART C (PROVISIONS FOR THE KWAZULU-NATAL REGION)

1. In clause 4.1(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

Description of Occupation		Wages per Week - Group A (i.e. Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
Part A - Cutting Department					
GRADE 1					
(a)	Qualified	784.35	549.05	788.00	551.60
(b)	Learner				
	0 - 6 months	517.70	362.40	520.15	364.10
	7 - 12 months	572.70	400.90	575.35	402.75
	13 - 18 months **	627.55	439.30	630.50	441.35
	Thereafter, the qualifying wage applies	784.35	549.05	788.00	551.60
GRADE 2					
(a)	Qualified	681.75	477.25	684.90	479.45
(b)	Learner				
	0 - 6 months	514.95	360.45	517.40	362.20
	Thereafter, the qualifying wage applies	681.70	477.25	684.90	479.45
GRADE A					
(a)	Qualified	698.50	488.95	701.70	491.20
(b)	Learner				
	0 - 6 months	542.55	379.80	545.10	381.55
	Thereafter, the qualifying wage applies	698.50	488.95	701.70	491.20
HEAD CUTTER		1 251.40	876.00	1257.20	880.05
ASSISTANT HEAD CUTTER		1 001.05	700.75	1005.70	704.00
CUTTER/TRIMMER					
(a)	Qualified	786.30	550.40	789.90	552.95
(b)	Learner				
	0 - 6 months	493.20	345.25	495.55	346.90
	7 - 12 months	551.05	385.75	553.50	387.45
	13 - 18 months	606.55	424.60	609.35	426.55
	19 - 22 months	672.55	470.80	675.60	472.90
	Thereafter, the qualifying wage applies	786.30	550.40	789.90	552.95
BAND KNIFE CUTTER					
(a)	Qualified	827.45	579.20	831.30	581.90
(b)	Learner				
	0 - 6 months	551.80	386.25	554.30	388.00

Description of Occupation			Wages per Week - Group A (i.e Employers Contributing to Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e Employers NOT Contributing to Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		7 - 12 months	612.75	428.95	615.60	430.90
		13 - 18 months	668.65	468.05	671.80	470.25
		19 - 22 months	732.25	512.60	735.65	514.95
		Thereafter, the qualifying wage applies	827.45	579.20	831.30	581.90
MECHANIC						
	(a)	Qualified	1 344.85	941.40	1351.10	945.75
	(b)	Learner				
		0 - 6 months	620.50	434.35	623.35	436.35
		7 - 12 months	712.55	498.80	715.85	501.10
		13 - 18 months	817.75	572.45	821.65	575.15
		19 - 24 months	923.00	646.10	927.30	649.10
		25 - 30 months	1 035.20	724.65	1040.05	728.05
		31 - 36 months	1 138.35	796.85	1143.60	800.50
		37 - 40 months	1 239.80	867.85	1245.60	871.90
		Thereafter, the qualifying wage applies	1 344.85	941.40	1351.10	945.75
CLERK *						
	(a)	Qualified	840.55	588.40	844.45	591.10
	(b)	Learner				
		0 - 6 months	571.50	400.05	574.15	401.90
		7 - 12 months	645.30	451.70	648.25	453.75
		13 - 18 months	705.90	494.15	709.20	496.45
		Thereafter, the qualifying wage applies	840.55	588.40	844.45	591.10
WATCHMAN			704.50	493.15	707.75	495.45
DRIVER 1			661.70	463.20	664.85	465.40
DRIVER 2			723.10	506.15	726.45	508.50
DRIVER 3			843.10	590.15	847.05	592.95
DRIVER 4			1 018.35	712.85	1023.10	716.15
FOREPERSON			964.10	674.85	968.55	678.00
*	Provided a registered productivity incentive scheme is in place.					
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.					

2. In clause 4(1) (a) and (b), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 41.”

3. In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

DESCRIPTION OF OCCUPATION		Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(i)	Foreman:	1472.35	1030.65	1479.20	1035.45
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1417.25	992.10	1423.80	996.65
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	738.30	516.80	741.70	519.20
	third six months of experience	964.75	675.35	969.20	678.45
	next four months of experience	1191.00	833.70	1196.45	837.50
	Thereafter, the wage specified in (iii)(i) i.e.	1417.25	992.10	1423.80	996.65
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1472.35	1030.65	1479.20	1035.45
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	607.90	425.55	610.80	427.55
	third six months of experience	704.00	492.80	707.30	495.10
	fourth six months of experience	800.15	560.10	803.80	562.65
	fifth six months of experience	896.25	627.40	900.40	630.30
	sixth six months of experience	991.95	694.35	996.55	697.60
	seventh six months of experience	1088.25	761.80	1093.35	765.35

DESCRIPTION OF OCCUPATION		Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	eight six months of experience	1184.25	829.00	1189.75	832.85
	ninth six months of experience	1280.20	896.15	1286.15	900.30
	next four months of experience	1376.50	963.55	1382.85	968.00
	Thereafter, the wage specified in (iv)(i) i.e.	1472.35	1030.65	1479.20	1035.45
(v)	Mechanic's Assistant:				
	(i) Qualified:	964.45	675.10	968.95	678.25
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	556.80	389.75	559.40	391.60
	third six months of experience	602.70	421.90	605.45	423.80
	fourth six months of experience	647.40	453.20	650.40	455.30
	fifth six months of experience	692.95	485.05	696.20	487.35
	sixth six months of experience	738.40	516.90	741.85	519.30
	seventh six months of experience	783.40	548.40	787.05	550.95
	eight six months of experience	828.85	580.20	832.65	582.85
	ninth six months of experience	873.90	611.75	877.95	614.55
	next four months of experience	919.25	643.50	923.45	646.40
	Thereafter, the wage specified in (v)(i) i.e.	964.45	675.10	968.95	678.25
(vi)	Supervisor:	1019.60	713.70	1024.30	717.00
(vii)	Final Examiner of fully-fashioned garments:	946.85	662.80	951.20	665.85
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified:	927.10	648.95	931.35	651.95
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	615.70	431.00	618.60	433.00
	third six months of experience	719.50	503.65	722.80	505.95
	next four months of experience	823.45	576.40	827.25	579.10
	Thereafter, the wage specified in (viii)(i) i.e.	927.10	648.95	931.35	651.95
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	927.10	648.95	931.35	651.95
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	581.05	406.75	583.75	408.65
	third six months of experience	650.10	455.05	653.10	457.15
	fourth six months of experience	719.50	503.65	722.90	506.05
	fifth six months of experience	788.65	552.05	792.25	554.60
	next four months of experience	858.00	600.60	861.95	603.40

DESCRIPTION OF OCCUPATION			Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		Thereafter, the wage specified in (ix)(i) i.e.	927.10	648.95	931.35	651.95
(x)		Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:				
	(i)	Qualified:	808.90	566.25	812.75	568.95
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	586.00	410.20	588.75	412.15
		third six months of experience	660.25	462.20	663.30	464.30
		next four months of experience	621.30	434.90	738.10	516.65
		Thereafter, the wage specified in (x)(i) i.e.	808.90	566.25	812.75	568.95
(xi)		Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				0.00
		(a) does not exceed 453,5 kg	773.35	541.35	776.90	543.85
		(b) exceeds 453,5 kg but not 2 721 kg	913.10	639.15	917.30	642.10
		(c) exceeds 2 721 kg but not 4 535 kg	972.30	680.60	976.80	683.75
		(d) exceeds 4 535 kg	1055.10	738.55	1060.00	742.00
(xii)		Security Officer:	1181.10	826.75	1186.60	830.60
(xiii)		Watchman:	911.50	638.05	915.75	641.05
(xiv)		Employee not elsewhere specified:				
	(i)	Qualified:	948.95	664.25	953.35	667.35
	(ii)	Learners:				
		first six months of experience	512.05	358.45	514.40	360.10
		second six months of experience	621.05	434.75	624.00	436.80
		third six months of experience	730.60	511.40	734.00	513.80
		next four months of experience	839.65	587.75	843.55	590.50
		thereafter, the wage specified in (xiv)(i) i.e.	948.95	664.25	953.35	667.35

DESCRIPTION OF OCCUPATION		Wage per week - GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.				
	(i) Qualified:	665.00	465.50	668.15	467.70
	(ii) Learners:				
	first six months of experience	512.05	358.45	514.40	360.10
	second six months of experience	562.85	394.00	565.50	395.85
	third six months of experience	614.30	430.00	617.10	431.95
	Thereafter, the wage specified in (xv) (i) i.e.	665.00	465.50	668.15	467.70
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	665.00	465.50	668.15	467.70
(xvii)	General Worker (Knitting)	772.50	540.75	776.10	543.25

4. In clause 4, insert the following new sub-clause 4(2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

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- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014*, i.e. a period of 30 months following the implementation of this *Agreement*.
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been

retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

5. In clause 4, substitute the existing sub-clause (2); (3); (4)(a), (b); (5)(a), (b) and (6) by renumbering them, to read (3); (4); (5)(a), (b); (6)(a), (b) and (7) respectively.
6. Delete the existing sub-clause 4(7), and substitute it with the following new sub-clause 4(7):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."
7. In clause 25(1), substitute the expression "R2,04 per week" for the expression "R1,91 per week".
8. In clause 25(2), substitute the expression "R2,76 per week" for the expression "R2,59 per week".

9. In clause 26(1), substitute the expression "25 cents" for the expression "23 cents".
10. In clause 26(2), substitute the expression "37 cents" for the expression "35 cents".
11. In clause 40(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".

**6. PART D (PROVISIONS FOR THE NORTHERN REGION
(CLOTHING))**

1. In clause 4A(1), substitute the expression "31 August 2010 for the expression "31 August 2009" in the preamble to this sub-clause.
2. In clause 4A(1), substitute the existing wage schedule with the following new wage schedule:

	DESCRIPTION OF OCCUPATION	Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	1423.30	996.30	1429.90	1000.90
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	663.50	464.50	666.60	466.60
	third six months of experience	816.40	571.50	820.30	574.20
	fourth six months of experience	955.70	669.00	960.10	672.10
	fifth six months of experience	1121.60	785.10	1126.90	788.80
	next four months of experience	1273.80	891.70	1279.80	895.90
	Thereafter, the wage specified in (A)(i) i.e.	1423.30	996.30	1429.90	1000.90
(B)	Marker-In:				
	(i) Qualified:	1181.70	827.20	1187.30	831.10
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	623.20	436.20	626.20	438.30
	third six months of experience	735.10	514.60	738.50	516.90
	fourth six months of experience	846.80	592.80	850.80	595.60
	fifth six months of experience	958.50	670.90	963.10	674.20
	next four months of experience	1070.40	749.30	1075.40	752.80
	Thereafter, the wage specified in (B)(i) i.e.	1181.70	827.20	1187.30	831.10
(C)	Mechanic:				
	(i) Qualified:	1152.60	806.80	1158.00	810.60
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	582.60	407.80	585.20	409.60
	third six months of experience	654.00	457.80	657.10	460.00
	fourth six months of experience	725.30	507.70	728.70	510.10
	fifth six months of experience	796.90	557.80	800.70	560.50
	sixth six months of experience	867.50	607.30	871.50	610.00
	seventh six months of experience	939.20	657.40	943.60	660.50
	eighth six months of experience	1010.40	707.30	1015.20	710.60
	next four months of experience	1081.80	757.30	1086.90	760.80
	Thereafter, the wage specified in (C)(i) i.e.	1152.60	806.80	1158.00	810.60
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	856.00	599.20	860.10	602.10
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	597.80	418.50	600.60	420.40
	third six months of experience	684.20	478.90	687.50	481.20

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	next four months of experience	771.20	539.80	774.80	542.40
	Thereafter, the wage specified in (D)(i) i.e.	856.00	599.20	860.10	602.10
*(E1)	Sample Machinist:	851.30	595.90	855.20	598.60
(E)(a)	Sewing Machinist:				
	(i) Qualified:	739.90	517.90	743.40	520.40
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	568.70	398.10	571.40	400.00
	third six months of experience	624.80	437.40	627.80	439.50
	Thereafter, the wage specified in (E)(i) i.e.	739.90	517.90	743.40	520.40
(E)(b)	Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Bearer and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	739.90	517.90	743.40	520.40
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	568.70	398.10	571.40	400.00
	third six months of experience	624.80	437.40	627.80	439.50
	next four months of experience	684.40	479.10	687.60	481.30
	Thereafter, the wage specified in (E)(i) i.e.	739.90	517.90	743.40	520.40
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	879.40	615.60	883.50	618.40
	(ii) Learners:				
	first six months of experience	739.90	517.90	743.40	520.40
	second six months of experience	788.00	551.60	791.70	554.20
	third six months of experience.	834.40	584.10	838.40	586.90
	Thereafter, the wage specified in (F1)(i) i.e.	879.40	615.60	883.50	618.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	879.40	615.60	883.50	618.40
	(ii) Learners:				

DESCRIPTION OF OCCUPATION		Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	604.00	422.80	606.80	424.80
	third six months of experience	695.90	487.10	699.20	489.40
	next four months of experience	788.70	552.10	792.40	554.70
	Thereafter, the wage specified in (F)(i) i.e.	879.40	615.60	883.50	618.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	613.90	429.70	616.70	431.70
	(ii) Learners:				
	first six months of experience	512.60	358.80	514.90	360.40
	second six months of experience	537.40	376.20	539.80	377.90
	third six months of experience	562.60	393.80	565.30	395.70
	next four months of experience	587.90	411.50	590.50	413.30
	Thereafter, the wage specified in (G)(i) i.e.	613.90	429.70	616.70	431.70
(H1)	Foreman:	1941.70	1359.20	1950.90	1365.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1059.00	741.30	1064.00	744.80
(H3)	Artisan:	2216.70	1551.70	2227.00	1558.90
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	682.10	477.50	685.30	479.70
(H5)	Watchman:	788.20	551.70	791.90	554.30
(H6)	Driver (Light Motor Vehicle):	777.00	543.90	780.60	546.40
(H7)	Driver (Medium Motor Vehicle):	830.70	581.50	834.50	584.10
	Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				

3. In clause 4A(1), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 29.”

4. In clause 4A(2)(b), substitute the following table for the existing table:

Category	Wage – Group A			Wage Group B		
	Column 1 (R)	Column 2 (R)	New Employees 70%	Column 1 (R)	Column 2 (R)	New Employees 70%
A	1423.30	86.90	996.30	1429.90	87.30	1000.90
B	1181.70	72.10	827.20	1187.30	72.50	831.10
C	1152.60	70.30	806.80	1158.00	70.70	810.60
D	856.00	52.20	599.20	860.10	52.50	602.10
E1	851.30	52.00	595.90	855.20	52.20	598.60
E (a)	739.90	45.20	517.90	743.40	45.40	520.40
E (b)	739.90	45.20	517.90	743.40	45.40	520.40
F1	879.40	53.70	615.60	883.50	53.90	618.40
F	879.40	53.70	615.60	883.50	53.90	618.40
G	613.90	37.50	429.70	616.70	37.60	431.70
H1	1941.70	118.50	1359.20	1950.90	119.10	1365.60
H2	1059.00	64.60	741.30	1064.00	64.90	744.80
H3	2216.70	135.30	1551.70	2227.00	135.90	1558.90

H4	682.10	41.60	477.50	685.30	41.80	479.70
H5	788.20	48.10	551.70	791.90	48.30	554.30
H6	777.00	47.40	543.90	780.60	47.60	546.40
H7	830.70	50.70	581.50	834.50	50.90	584.10

5. In clause 4A, insert the following new sub-clause (3):

“(3) New Employees

- 3.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

3.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

3.1.2 The provision is only applicable to compliant companies.

3.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in

employee strength of compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

3.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

3.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

3.1.5 All other provisions of the main agreement shall be applicable to new employees.

3.1.6 The closed shop shall be applicable to all new employees.

- 3.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 3.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 3.1.3* above, the provisions of the new-entry wage provision will terminate.
- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address*

any further job losses or the absence of job growth in the industry.

- 3.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 3.1.3 (a) above.
- 3.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 3.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 3.1.1.
- 3.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

6. In clause 4A, substitute the existing sub-clause (3)(a), (b), (c), (d) and (e); (4), (5), (6) and (7), to read (4)(a), (b), (c), (d) and (e); (5); (6); (7) and (8) respectively.

7. Delete the existing sub-clause 4(8), and substitute it with the following new sub-clause 4(8):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”

8. In clause 4B(8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

DESCRIPTION		Wages per Week - Group A (i.e Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(a)	Supervisor:	1194.60	836.20	1197.40	838.20
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	947.50	663.30	949.80	664.90
	(ii) Learners:				
	first six months of experience	671.30	469.90	672.90	471.00
	second six months of experience	734.00	513.80	735.70	515.00
	third six months of experience	805.90	564.10	807.80	565.50
	next four months of experience	893.70	625.60	895.90	627.10

DESCRIPTION		Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	Thereafter, the wage specified in (b)(i) i.e.	947.40	663.20	949.70	664.80
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	797.30	558.10	799.20	559.40
	(ii) Learners:				
	first six months of experience	660.80	462.60	662.40	463.70
	second six months of experience	682.20	477.50	683.80	478.70
	third six months of experience	725.30	507.70	727.00	508.90
	next four months of experience	759.00	531.30	760.80	532.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	797.30	558.10	799.20	559.40
	(2) Driver:	797.30	558.10	799.20	559.40
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	737.70	516.40	739.50	517.60
	(ii) Learners:				
	first six months of experience	465.20	325.60	466.30	326.40
	second six months of experience	531.60	372.10	532.80	373.00
	third six months of experience	569.20	398.40	570.60	399.40
	next four months of experience	657.10	460.00	658.60	461.00
	Thereafter, the wage specified in (d)(i) i.e.	737.70	516.40	739.50	517.60
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	628.80	440.20	630.30	441.20
	(ii) Learners:				
	first six months of experience	465.20	325.60	466.30	326.40
	second six months of experience	509.80	356.90	511.10	357.80
	third six months of experience	547.50	383.30	548.90	384.20
	next four months of experience	589.10	412.40	590.40	413.30
	Thereafter, the wage specified in (e)(i) i.e.	628.80	440.20	630.30	441.20
(f)	Boiler Attendant & Watchman:	687.80	481.50	689.50	482.60

9. In clause 4B(8), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 29.”

10. In clause 7A(2)(n), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.
11. In clause 13(6), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.
12. In clause 17(2)(d), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.
13. In clause 18(2), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”, wherever it appears.
14. In clause 25(4) substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.

15. In clause 26A(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
16. In clause 26D(3)(b), delete the following expression, "shall".
17. In clause 26D(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
18. In clause 26D(3)(b), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
19. In clause 27(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
20. In clause 30(5), substitute the expression, "13 cents" for the expression "12 cents".

21. In sub-clause 33 (1)(a), substitute the expression “up to a maximum of R1.71 per week “ for the expression “up to a maximum of R1,61 per week”.
22. In sub-clause 33(1)(b), substitute the expression “up to a maximum of R1,85 per week ” for the expression “up to a maximum of R1,74 per week”.
23. In clause 33(2), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.
24. In clause 18, insert the following new sub-clause (5):

“(5) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted.”

7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))

1. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

Provided that-

- (i) any trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall, on the first pay day following the date of coming into operation of this part of the Agreement and on each subsequent pay day, be paid as a weekly wage the next higher wage prescribed for an employee of his class; and any such increase granted to a trainee on such dates shall not affect the actual experience of such trainee for the purpose of granting further increases;

- (ii) the wage of an employee other than a trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall be increased with effect from the first pay day following the date of coming into operation of this part of the Agreement by an amount equal to the increase which an employee of his class would receive if he earned the prescribed wage, as from the said date;

- (iii) an employee, other than a trainee, in receipt of a wage higher than that prescribed for an employee of his class, who was employed for a period of 13 weeks or more prior to the incremental date, shall be

entitled to the prescribed increase, notwithstanding the provisions
of clause 4 (1)(b):

DESCRIPTION OF OCCUPATION		Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(i)	Foreman:	1476.50	1033.50	1483.40	1038.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	1421.30	994.90	1427.80	999.50
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	740.20	518.10	743.60	520.50
	third six months of experience	967.20	677.00	971.80	680.30
	next four months of experience	1194.30	836.00	1199.80	839.90
	Thereafter, the wage specified in (iii)(i) i.e.	1421.30	994.90	1427.80	999.50
(iv)	Mechanic/Dyer:				
	(i) Qualified:	1476.50	1033.50	1483.40	1038.40
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	609.30	426.50	612.10	428.50
	third six months of experience	705.70	494.00	708.90	496.20
	fourth six months of experience	802.10	561.50	805.70	564.00
	fifth six months of experience	898.50	628.90	902.70	631.90
	sixth six months of experience	994.50	696.10	999.20	699.40
	seventh six months of experience	1091.10	763.80	1096.20	767.30
	eighth six months of experience	1187.40	831.20	1193.00	835.10
	ninth six months of experience	1283.60	898.50	1289.50	902.70
	next four months of experience	1380.50	966.30	1386.80	970.80
	Thereafter, the wage specified in (iv)(i) i.e.	1476.50	1033.50	1483.40	1038.40
(v)	Mechanic's Assistant:				
	(i) Qualified:	966.90	676.80	971.30	679.90
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	558.00	390.60	560.40	392.30
	third six months of experience	593.20	415.20	606.80	424.80
	fourth six months of experience	649.00	454.30	652.00	456.40
	fifth six months of experience	694.60	486.20	697.90	488.50
	sixth six months of experience	740.30	518.20	743.70	520.60
	seventh six months of experience	785.30	549.70	789.00	552.30

DESCRIPTION OF OCCUPATION		Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	eighth six months of experience	830.90	581.60	834.60	584.20
	ninth six months of experience	876.10	613.30	880.10	616.10
	next four months of experience	921.70	645.20	925.90	648.10
	Thereafter, the wage specified in (v)(i) i.e.	966.90	676.80	971.30	679.90
(vi)	Supervisor:	1022.30	715.60	1027.10	719.00
(vii)	Final Examiner of fully-fashioned garments:	949.20	664.40	953.70	667.60
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified	929.50	650.60	933.90	653.70
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	617.10	432.00	619.90	433.90
	third six months of experience	721.20	504.80	724.50	507.10
	next four months of experience	825.50	577.80	829.30	580.50
	Thereafter, the wage specified in (viii)(i) i.e.	929.50	650.60	933.90	653.70
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	929.50	650.60	933.90	653.70
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	582.30	407.60	584.90	409.40
	third six months of experience	651.60	456.10	654.50	458.10
	fourth six months of experience	721.20	504.80	724.50	507.10
	fifth six months of experience	790.50	553.30	794.30	556.00
	next four months of experience	860.00	602.00	864.00	604.80
	Thereafter, the wage specified in (ix)(i) i.e.	929.50	650.60	933.90	653.70
(x)(a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
	(i) Qualified:	811.00	567.70	814.70	570.30
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	587.20	411.00	589.90	412.90
	third six months of experience	661.80	463.30	664.90	465.40
	next four months of experience	736.60	515.60	739.90	517.90
	Thereafter, the wage specified in (x)(i) i.e.	811.00	567.70	814.70	570.30
(x)(b)	Sewing Machinist including a button, buttonhole and hemming machinist:				
	(i) Qualified:	811.00	567.70	814.70	570.30

DESCRIPTION OF OCCUPATION		Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	587.20	411.00	589.90	412.90
	third six months of experience	661.80	463.30	664.90	465.40
	Thereafter, the wage specified in (x)(i) i.e.	811.00	567.70	814.70	570.30
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	775.30	542.70	778.80	545.20
	(b) exceeds 453,5 kg but not 2 721 kg	915.40	640.80	919.60	643.70
	(c) exceeds 2 721 kg but not 4 535 kg	974.80	682.40	979.30	685.50
	(d) exceeds 4 535 kg	1057.90	740.50	1062.90	744.00
(xii)	Security Officer:	1184.30	829.00	1189.70	832.80
(xiii)	Watchman:	913.80	639.70	918.00	642.60
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	951.40	666.00	955.80	669.10
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	622.50	435.80	625.30	437.70
	third six months of experience	732.30	512.60	735.70	515.00
	next four months of experience	841.70	589.20	845.60	591.90
	Thereafter, the wage specified in (xiv)(i) i.e.	951.40	666.00	955.80	669.10
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	774.40	542.10	777.90	544.50

DESCRIPTION OF OCCUPATION		Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	666.60	466.60	669.70	468.80
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	666.60	466.60	669.70	468.80
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	564.00	394.80	566.70	396.70
	third six months of experience	615.60	430.90	618.40	432.90
	Thereafter, the wage specified in (xvii) (i) i.e.	666.60	466.60	669.70	468.80

2. In clause 4(1)(a), delete the following paragraph:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 29."

3. In clause 4, insert the following new sub-clause (2) :

"(2) New Employees

2.2 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

2.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

2.1.5 All other provisions of the main agreement shall be applicable to new employees.

2.1.6 The closed shop shall be applicable to all new employees.

2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3*

above, the provisions of the new-entry wage provision will terminate.

(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

(4) In clause 4, renumber sub-clause, "(b), (c), (d)", to read, "(3), (4) and (5)" and "(2)(a), (b) and (c); (3); (4); (5); (6)(a) and (b) and (7)", to read, "(6)(a), (b) and (c); (7); (8); (9); 10(a) and (b) and (11)", respectively.

(5) Delete the existing sub-clause 4(11), and substitute it with the following new sub-clause 4(11):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."

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- (6) In clause 5(2)(i), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (7) In clause 10(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (8) In sub-clause 11(2)(a), substitute the expression "up to a maximum of R1.71 per week " for the expression "up to a maximum of R1,61 per week".
- (9) In sub-clause 11(2)(b), substitute the expression "up to a maximum of R1,85 per week " for the expression "up to a maximum of R1,74 per week".
- (10) In clause 11(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (11) In clause 10, insert the following new sub-clause (4):
- "(4) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more

consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted."

- (12) In clause 13A(3) substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (13) In clause 13D, substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (14) In clause 13E(1), substitute the expression, "26 cents" for the expression "25 cents".
- (15) In clause 13E(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (16) In clause 13F(2), substitute the expression, "39 cents" for the expression "37 cents".
- (17) In clause 13F(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".

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- (18) In clause 13G(3)(b), delete the following expression, "shall".
- (19) In clause 13G(3)(b), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (20) In clause 13G(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
- (21) In clause 18(4), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (22) In clause 19(3), substitute the expression "R8,91 per employee per week" for the expression "R8,37".
- (23) In clause 19(4), substitute the expression "R8,91 per employee per week" for the expression "R8,37".

- (24) In clause 19(5), substitute the expression "R9,84" for the expression "R9,24".
- (25) In clause 19(5), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (26) In clause 20(2)(a), substitute the expression "R3,07" for the expression "R2,89".
- (27) In clause 20(2)(b), substitute the expression "R2,63" for the expression "R2,47".
- (28) In clause 20(2)(c), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (29) In clause 26(4), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
- (30) In clause 30(5), substitute the expression "contribute 12 cents per week" for the expression "contribute an equal amount per week".

(31) In clause 31(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".

8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))

(1) In clause 1(2)(b), substitute the expression "R76 980,00 per annum" for the expression "R72 282,00 per annum".

(2) In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
Part A - Cutting Department						
		Head Cutter	1480.50	1036.50	1486.50	1040.50
		Pattern Maker:				
	(a)	Qualified	1480.50	1036.50	1486.50	1040.50
	(b)	Learner				
		First year				
		First six months of experience	829.00	580.50	832.50	583.00
		Second six months of experience	915.50	641.00	919.00	643.50
		Second year				
		First six months of experience	1002.00	701.50	1006.50	704.50

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	Second six months of experience	1094.00	766.00	1099.50	769.50
	Third year				
	First six months of experience	1193.00	835.00	1197.50	838.50
	Next four months of experience	1288.00	901.50	1293.50	905.50
	Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
Pattern Grader					
(a)	Qualified	1194.50	836.00	1199.00	839.50
(b)	Learner				
	First year				
	First six months of experience	780.00	546.00	784.00	549.00
	Second six months of experience	829.00	580.50	832.50	583.00
	Second year				
	First six months of experience	878.00	614.50	882.50	618.00
	Second six months of experience	941.00	658.50	945.00	661.50
	Third year				
	First six months of experience	1002.00	701.50	1006.50	704.50
	Next four months of experience	1066.50	746.50	1072.00	750.50
	Thereafter, the wage specified in (a), i.e.	1194.50	836.00	1199.00	839.50
Cutter, lay-maker:					
(a)	Qualified	1152.00	806.50	1156.50	809.50
(b)	Learner				
	First year				
	First six months of experience	699.50	489.50	703.50	492.50
	Second six months of experience	770.00	539.00	773.50	541.50
	Second year				
	First six months of experience	840.00	588.00	844.00	591.00
	Second six months of experience	919.00	643.50	924.00	647.00
	Third year				
	First four months of experience	1008.00	705.50	1013.00	709.00
	Thereafter, the wage specified in (a), i.e.	1152.00	806.50	1156.50	809.50
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	830.00	581.00	834.00	584.00
(b)	Learner				
	First year				
	First six months of experience	623.00	436.00	626.00	438.00
	Second six months of experience	660.50	462.50	663.50	464.50
	Second year				
	First six months of experience	695.50	487.00	698.50	489.00
	Second six months of experience	732.00	512.50	735.50	515.00
	Third year				
	First four months of experience	768.00	537.50	771.00	539.50
	Thereafter, the wage specified in (a), i.e.	830.00	581.00	834.00	584.00
(c)	If advanced to learner cutter:				

DESCRIPTION				Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
				R	R	R	R
			First six months from date of advancement	900.00	630.00	904.00	633.00
			Second six months from date of advancement	1008.00	705.50	1013.00	709.00
			Thereafter, the wage specified for a qualified cutter, i.e.	1152.00	806.50	1156.50	809.50
Layer-up:							
	(a)	Qualified		715.50	501.00	719.00	503.50
	(b)	Learner					
		First year					
		First six months of experience		603.00	422.00	605.00	423.50
		Second six months of experience		623.00	436.00	626.00	438.00
		Second year					
		First six months of experience		651.00	455.50	654.00	458.00
		Thereafter, the wage specified in (a), i.e.		715.50	501.00	719.00	503.50
	(c)	If advanced to learner cutter:					
		First six months from date of advancement		715.50	501.00	719.00	503.50
		Second six months from date of advancement		840.00	588.00	844.00	591.00
		Third six months from date of advancement		919.00	643.50	924.00	647.00
		Fourth six months from date of advancement		1008.00	705.50	1013.00	709.00
		Thereafter, the wage specified for a qualified cutter, i.e.		1152.00	806.50	1156.50	809.50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:					
		First six months from date of advancement		715.50	501.00	719.00	503.50
		Second six months from date of advancement		768.00	537.50	771.00	539.50
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.		830.00	581.00	834.00	584.00
	(e)	If advanced to fitter-up:					
		First six months from date of advancement		715.50	501.00	719.00	503.50
		Second six months from date of advancement		742.00	519.50	744.50	521.00
		Third six months from date of advancement		780.00	546.00	784.00	549.00
		Fourth six months from date of advancement		830.00	581.00	834.00	584.00
		Thereafter, the wage specified for fitter-up, i.e.		915.50	641.00	919.00	643.50
Clicker:							
	(a)	Qualified		857.00	600.00	860.50	602.50
	(b)	Learner					
		First year		642.00	449.50	645.00	451.50

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	Second year	732.00	512.50	735.50	515.00
	Thereafter, the wage specified in (a) i.e.	857.00	600.00	860.50	602.50
Tracer:					
(a)	Qualified	803.50	562.50	806.50	564.50
(b)	Learner				
	First year				
	First six months of experience	642.00	449.50	645.00	451.50
	Second six months of experience	687.50	481.00	690.50	483.50
	Second year				
	First six months of experience	727.00	509.00	730.00	511.00
	Thereafter, the wage specified in (a), i.e.	803.50	562.50	806.50	564.50
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	1480.50	1036.50	1486.50	1040.50
(b)	Learner				
	First year				
	First six months of experience	829.00	580.50	832.50	583.00
	Second six months of experience	915.50	641.00	919.00	643.50
	Second year				
	First six months of experience	1002.00	701.50	1006.50	704.50
	Second six months of experience	1094.00	766.00	1099.50	769.50
	Third year				
	First four months of experience	1193.00	835.00	1197.50	838.50
	Second four months of experience	1288.00	901.50	1293.50	905.50
	Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
Clothing technician:					
(a)	Qualified	1480.50	1036.50	1486.50	1040.50
(b)	Learner				
	First year				
	First six months of experience	829.00	580.50	832.50	583.00
	Second six months of experience	915.50	641.00	919.00	643.50
	Second year				
	First six months of experience	1002.00	701.50	1006.50	704.50
	Second six months of experience	1094.00	766.00	1099.50	769.50
	Third year				
	First six months of experience	1193.00	835.00	1197.50	838.50
	Next four months of experience	1288.00	901.50	1293.50	905.50
	Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1486.50	1040.50
Grade A employee:					
(a)	Qualified	915.50	641.00	919.00	643.50
(b)	Learner				

DESCRIPTION			Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
			R	R	R	R
		First year				
		First six months of experience	644.00	451.00	647.00	453.00
		Second six months of experience	694.50	486.00	697.00	488.00
		Second year				
		First six months of experience	742.00	519.50	744.50	521.00
		Second six months of experience	780.00	546.00	784.00	549.00
		Third year				
		First four months of experience	830.00	581.00	834.00	584.00
		Thereafter, the wage specified in (a), i.e.	915.50	641.00	919.00	643.50
		Grade B employee:				
	(a)	Qualified	782.00	547.50	786.00	550.00
	(b)	Learner				
		First year				
		First six months of experience	634.50	444.00	638.00	446.50
		Second six months of experience	668.00	467.50	670.50	469.50
		Second year				
		First six months of experience	701.50	491.00	704.50	493.00
		Thereafter, the wage specified in (a), i.e.	782.00	547.50	786.00	550.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	782.00	547.50	786.00	550.00
		Second six months from date of advancement	805.00	563.50	809.00	566.50
		Third six months from date of advancement	830.00	581.00	834.00	584.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
		Grade C employee:				
	(a)	Qualified	694.50	486.00	697.00	488.00
	(b)	Learner				
		First year				
		First six months of experience	622.00	435.50	625.00	437.50
		Second six months of experience	640.00	448.00	642.50	449.50
		Thereafter, the wage specified in (a), i.e.	694.50	486.00	697.00	488.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	694.50	486.00	697.00	488.00
		Second six months from date of advancement	701.50	491.00	704.50	493.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	782.00	547.50	786.00	550.00
		Underpresser, blocker:				
	(a)	Qualified	701.50	491.00	704.50	493.00
	(b)	Learner		0.00		
		First year		0.00		
		First six months of experience	603.00	422.00	605.00	423.50

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	Second six months of experience	623.00	436.00	626.00	438.00
	Second year				
	First six months of experience	651.00	455.50	654.00	458.00
	Thereafter, the wage specified in (a), i.e.	701.50	491.00	704.50	493.00
(c)	If advanced to learner presser:				
	First six months from date of advancement	701.50	491.00	704.50	493.00
	Second six months from date of advancement	830.00	581.00	834.00	584.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
Part C - Clerical employees					
Clerk					
(a)	Qualified	1008.00	705.50	1013.00	709.00
(b)	Learner				
	First year	743.50	520.50	747.00	523.00
	Second year	808.50	566.00	812.50	569.00
	Third year				
	First four months of experience	883.50	618.50	887.50	621.50
	Thereafter, the wage specified in (a), i.e.	1008.00	705.50	1013.00	709.00
Factory Clerk					
(a)	Qualified	757.00	530.00	761.00	532.50
(b)	Learner				
	First year	603.00	422.00	605.00	423.50
	Second year	642.00	449.50	645.00	451.50
	Third year				
	First four months of experience	694.50	486.00	697.00	488.00
	Thereafter, the wage specified in (a), i.e.	757.00	530.00	761.00	532.50
Part D - General					
	Boiler attendant	718.50	503.00	721.50	505.00
	Despatch packer	742.00	519.50	744.50	521.00
	General Worker	694.50	486.00	697.00	488.00
	Labourer	701.50	491.00	704.50	493.00
	Motor vehicle driver of a vehicle, the unladen mass of which,				
	together with the unladen mass of any trailer or trailers drawn				
	by such vehicle -				
(a)	does not exceed 1 360 kg	742.00	519.50	744.50	521.00
(b)	exceeds 1 360 but not 2 720 kg	770.00	539.00	773.50	541.50
(c)	exceeds 2 720 kg	878.00	614.50	882.50	618.00

DESCRIPTION		Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
		R	R	R	R
	Supervisor, quality controller and instructor	941.00	658.50	945.00	661.50
	Traveller's driver	770.00	539.00	773.50	541.50
	Watchman or caretaker, whose ordinary hours of work are -				
(a)	less than 60 hours per week	800.50	560.50	804.00	563.00
(b)	60 hours per week	840.00	588.00	844.00	591.00

- (3) In clause 4(1)(a), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 45.”

- (4) In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	Blocker				
(a)	Qualified	730.50	511.50	734.50	514.00
(b)	Learner				

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	First year				
	First six months of experience	505.50	354.00	508.00	355.50
	Second six months of experience	564.50	395.00	566.50	396.50
	Second year				
	First six months of experience	617.50	432.50	620.50	434.50
	Second six months of experience	674.50	472.00	678.00	474.50
	Thereafter, the wage specified in (a), i.e.	730.50	511.50	734.50	514.00
	Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
(a)	Qualified	603.50	422.50	605.50	424.00
(b)	Learner				
	First year				
	First six months of experience	505.50	354.00	508.00	355.50
	Second six months of experience	525.50	368.00	528.00	369.50
	Second year				
	First six months of experience	543.50	380.50	546.50	382.50
	Second six months of experience	565.00	395.50	567.00	397.00
	Third year				
	First four months of experience	583.00	408.00	586.50	410.50
	Thereafter, the wage specified in (a), i.e.	603.50	422.50	605.50	424.00
	Clerk				
(a)	Qualified	1 008.00	705.50	1 013.00	709.00
(b)	Learner				
	First year	743.50	520.50	747.00	523.00
	Second year	808.50	566.00	812.50	569.00
	Third year				
	First four months of experience	883.50	618.50	887.50	621.50
	Thereafter, the wage specified in (a), i.e.	1 008.00	705.50	1 013.00	709.00
	General Worker (Millinery)	596.50	417.50	599.50	419.50
	Grade 1 Employee (Millinery):				
(a)	Qualified	590.50	413.50	593.00	415.00
(b)	Learner				
	First year				
	First six months of experience	505.50	354.00	508.00	355.50
	Second six months of experience	526.50	368.50	529.50	370.50
	Second year				
	First six months of experience	556.50	389.50	558.50	391.00
	Thereafter, the wage specified in (a), i.e.	590.50	413.50	593.00	415.00
	Milliner:				

DESCRIPTION			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
(a)	Qualified		638.50	447.00	641.50	449.00
(b)	Learner					
	First year					
	First six months of experience		505.50	354.00	508.00	355.50
	Second six months of experience		537.50	376.50	539.50	377.50
	Second year					
	First six months of experience		539.00	377.50	541.00	378.50
	Second six months of experience		564.00	395.00	566.00	396.00
	Third year					
	First six months of experience		588.50	412.00	591.00	413.50
	Next four months of experience		617.50	432.50	620.50	434.50
	Thereafter, the wage specified in (a) i.e.		638.50	447.00	641.50	449.00
Millinery Machinist:						
(a)	Qualified		645.00	451.50	648.00	453.50
(b)	Learner					
	First year					
	First six months of experience		505.50	354.00	508.00	355.50
	Second six months of experience		551.00	385.50	553.50	387.50
	Second year					
	First six months of experience		584.00	409.00	587.50	411.50
	Thereafter, the wage specified in (a), i.e.		645.00	451.50	648.00	453.50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
(a)	does not exceed 2268 kg		765.50	536.00	769.50	538.50
(b)	exceeds 2268		809.00	566.50	813.00	569.00
Plain Sewer (Millinery):						
(a)	Qualified		603.50	422.50	605.50	424.00
(b)	Learner					
	First year					
	First six months of experience		505.50	354.00	508.00	355.50
	Second six months of experience		532.50	373.00	535.00	374.50
	Second year					
	First six months of experience		566.50	396.50	569.00	398.50
	Thereafter, the wage specified in (a), i.e.		603.50	422.50	605.50	424.00
Supervisor (Millinery)			865.00	605.50	868.50	608.00
Watchman or Caretaker (Millinery)			873.00	611.00	876.00	613.00

(5) In clause 4(1)(b), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 45.”

- (6) In clause 4, insert the following new sub-clause (2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

2.1.5 All other provisions of the main agreement shall be applicable to new employees.

2.1.6 The closed shop shall be applicable to all new employees.

2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered

with the bargaining council on the 31st March 2014, i.e. a period of 30 months following the implementation of this *Agreement*.

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

(c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

(7) In clause 4, substitute the existing sub-clause (2); (3); (4)(a), (b) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); (13) and (14) respectively.

(8) In clause 4(11) substitute the year "2011" for the year "2010".

- (9) Delete the existing sub-clause 4(13), and substitute it with the following new sub-clause 4(13):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”

- (10) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :

“(i) The Western Cape shall pay one additional day’s paid leave for the 27th December 2010.

“(ii) The cost of the additional paid leave day falling on 27th December 2010 will not form part of the total labour cost for 2010/2011.”

- (11) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):

“(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.

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- (ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days' paid leave for the 2011/2012 annual leave period."
- (12) In sub-clause 22(2)(a), substitute the expression "R1,73 per week." for the expression "an amount of R1,62 per week."
- (13) In sub-clause 22(2)(b), substitute the expression "R2,78 per week" for the expression "R2,61 per week".
- (14) In clause 26(4)(b) in Group 1, substitute the expression "R7,19" for the expression "R6,74" under Group 1 and the expression "R8,58" for the expression "R8,05" under Group 2.
- (15) In clause 27(3), substitute the expression "27 cents per week" for the expression "25 cents per week".
- (16) In clause 27(4), substitute the expression "39 cents per week" for the expression "37 cents per week".
- (17) In clause 38(5), substitute the expression "17 cents per week" for the expression "16 cents per week".
- (18) In clause 39(3), substitute the expression "32 cents per week" for the expression "30 cents per week".

- (19) In clause 41(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
- (20) In clause 44(3)(b), delete the following expression, "shall".
- (21) In clause 44(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."

**9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION
(COUNTRY AREAS))**

- (1) In clause 1(2)(b), substitute the expression "R60 986,00 per annum" for the expression "R54 804,00 per annum".
- (2) In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

	Wage per week GROUP A (ie employers)	New Employees 80%	Wage per week GROUP B (ie employers)	New Employees 80%

			contributing to the Productivity Incentive Scheme)		NOT contributing to the Productivity Incentive Scheme)	
			R	R	R	R
Part A - Cutting Department						
Head Cutter			1 173.00	938.50	1178.50	943.00
Pattern Maker:						
(a)	Qualified		1 173.00	938.50	1178.50	943.00
(b)	Learner					
	First year					
		First six months of experience	665.00	532.00	669.00	535.00
		Second six months of experience	732.00	585.50	735.50	588.50
	Second year					
		First six months of experience	801.50	641.00	806.00	645.00
		Second six months of experience	872.00	697.50	875.00	700.00
	Third year					
		First four months of experience	948.50	759.00	952.00	761.50
		Thereafter, the wage specified in (a), i.e.	1 173.00	938.50	1178.50	943.00
Pattern Grader						
(a)	Qualified		951.00	761.00	955.50	764.50
(b)	Learner					
	First year					
		First six months of experience	621.00	497.00	624.00	499.00
		Second six months of experience	665.00	532.00	669.00	535.00
	Second year					
		First six months of experience	706.50	565.00	710.50	568.50
		Second six months of experience	752.00	601.50	755.50	604.50
	Third year					
		First six months of experience	801.50	641.00	806.00	645.00
		Next four months of experience	850.50	680.50	854.00	683.00
		Thereafter, the wage specified in (a), i.e.	951.00	761.00	955.50	764.50
Cutter, lay-maker:						
(a)	Qualified		916.00	733.00	921.00	737.00
(b)	Learner					
	First year					
		First six months of experience	560.50	448.50	563.00	450.50
		Second six months of experience	618.00	494.50	621.00	497.00
	Second year					
		First six months of experience	676.00	541.00	678.00	542.50
		Second six months of experience	736.50	589.00	740.50	592.50
	Third year					
		First six months of experience	807.00	645.50	811.00	649.00
		Next four months of experience	916.00	733.00	921.00	737.00
Interlining cutter, trimmer, leather cutter and tie cutter						
(a)	Qualified		668.50	535.00	670.50	536.50
(b)	Learner					
	First year					
		First six months of experience	503.50	403.00	505.00	404.00
		Second six months of experience	530.50	424.50	532.50	426.00
	Second year					

			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
			R	R	R	R
		First six months of experience	559.50	447.50	561.50	449.00
		Second six months of experience	586.50	469.00	588.50	471.00
		Third year				
		First four months of experience	616.50	493.00	618.50	495.00
		Thereafter, the wage specified in (a) i.e.	668.50	535.00	670.50	536.50
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	722.00	577.50	725.00	580.00
		Second six months from date of advancement	807.00	645.50	811.00	649.00
		Thereafter, the wage specified for a qualified cutter, i.e.	916.00	733.00	921.00	737.00
Layer-up:						
	(a)	Qualified	573.50	459.00	575.50	460.50
		First year				
		First six months of experience	488.50	391.00	490.50	392.50
		Second six months of experience	503.50	403.00	505.00	404.00
Second year						
		First six months of experience	523.50	419.00	525.50	420.50
		Thereafter, the wage specified in (a), i.e.	573.50	459.00	575.50	460.50
	(b)	If advanced to learner cutter:				
		First six months from date of advancement	573.50	459.00	575.50	460.50
		Second six months from date of advancement	676.00	541.00	678.00	542.50
		Third six months from date of advancement	736.50	589.00	740.50	592.50
		Fourth six months from date of advancement	807.00	645.50	811.00	649.00
		Thereafter, the wage specified for a qualified cutter, i.e.	916.00	733.00	921.00	737.00
Clicker:						
	(a)	Qualified	689.00	551.00	691.00	553.00
	(b)	Learner				
		First year of experience	517.50	414.00	519.00	415.00
		Second year of experience	586.50	469.00	588.50	471.00
		Thereafter, the wage specified in (a), i.e.	689.00	551.00	691.00	553.00
Tracer:						
	(a)	Qualified	646.50	517.00	648.50	519.00
	(b)	Learner				
		First year				
		First six months of experience	517.50	414.00	519.00	415.00
		Second six months of experience	552.00	441.50	553.50	443.00
		Second year				
		First six months of experience	583.50	467.00	586.50	469.00
		Thereafter, the wage specified in (a), i.e.	646.50	517.00	648.50	519.00
Part B - Factory Operatives						

		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
		R	R	R	R
Clothing machine mechanic:					
(a)	Qualified	1 173.00	938.50	1178.50	943.00
(b)	Learner				
	First year				
	First six months of experience	665.00	532.00	669.00	535.00
	Second six months of experience	732.00	585.50	735.50	588.50
	Second year				
	First six months of experience	801.50	641.00	806.00	645.00
	Second six months of experience	872.00	697.50	875.00	700.00
	Third year				
	First six months of experience	948.50	759.00	952.00	761.50
	Next four months of experience	1 024.50	819.50	1028.00	822.50
	Thereafter, the wage specified in (a), i.e.	1 173.00	938.50	1178.50	943.00
Grade A employee:					
(a)	Qualified	732.00	585.50	735.50	588.50
(b)	Learner				
	First year				
	First six months of experience	520.00	416.00	523.00	418.50
	Second six months of experience	558.50	447.00	560.50	448.50
	Second year				
	First six months of experience	592.50	474.00	595.00	476.00
	Second six months of experience	627.50	502.00	630.50	504.50
	Third year				
	First four months of experience	668.50	535.00	670.50	536.50
	Thereafter, the wage specified in (a), i.e.	732.00	585.50	735.50	588.50
Grade B employee:					
(a)	Qualified	604.00	483.00	613.50	491.00
(b)	Learner				
	First year				
	First six months of experience	520.00	416.00	520.00	416.00
	Second six months of experience	540.50	432.50	542.50	434.00
	Second year				
	First six months of experience	560.00	448.00	564.50	451.50
	Thereafter, the wage specified in (a), i.e.	604.00	483.00	613.50	491.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	604.00	483.00	613.50	491.00
	Second six months from date of advancement	609.00	487.00	618.00	494.50
	Third six months from date of advancement	640.00	512.00	652.50	522.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	724.00	579.00	718.50	575.00

		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
		R	R	R	R
Grade C employee:					
(a)	Qualified	558.50	447.00	560.50	448.50
(b)	Learner				
	First year				
	First six months of experience	501.00	401.00	503.00	402.50
	Second six months of experience	516.50	413.00	518.00	414.50
	Thereafter, the wage specified in (a), i.e.	558.50	447.00	560.50	448.50
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	558.50	447.00	560.50	448.50
	Second six months from date of advancement	563.00	450.50	565.50	452.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	621.00	497.00	624.00	499.00
Underpresser, blocker:					
(a)	Qualified	563.00	450.50	565.50	452.50
(b)	Learner				
	First year				
	First six months of experience	488.50	391.00	490.50	392.50
	Second six months of experience	503.50	403.00	505.00	404.00
	Second year				
	First six months of experience	523.50	419.00	525.50	420.50
	Second six months of experience	563.00	450.50	565.50	452.50
(c)	If advanced to learner presser:				
	First six months from date of advancement	563.00	450.50	565.50	452.50
	Second six months from date of advancement	668.50	535.00	670.50	536.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	732.00	585.50	735.50	588.50
Part C - Clerical employees					
Clerk					
(a)	Qualified	807.00	645.50	811.00	649.00
(b)	Learner				
	First year of experience	596.00	477.00	599.50	479.50
	Second year of experience	651.00	521.00	654.50	523.50
	Third year				
	First six months of experience	708.00	566.50	712.50	570.00
	Thereafter, the wage specified in (a), i.e.	807.00	645.50	811.00	649.00
Factory Clerk					
(a)	Qualified	606.50	485.00	609.50	487.50
(b)	Learner				
	First year of experience	487.50	390.00	489.00	391.00
	Second year of experience	518.00	414.50	520.00	416.00

			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 80%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 80%
			R	R	R	R
		Third year				
		First six months of experience	556.00	445.00	558.50	447.00
		Thereafter, the wage specified in (a), i.e.	606.50	485.00	609.50	487.50
		Part D - General				
		Boiler attendant	575.50	460.50	577.50	462.00
		Despatch packer	593.50	475.00	596.00	477.00
		General Worker	554.50	443.50	561.50	449.00
		Labourer	563.00	450.50	565.50	452.50
		Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
	(a)	under 2 720 kg	621.50	497.00	624.50	499.50
	(b)	2 720 kg and over	706.50	565.00	710.50	568.50
		Supervisor, quality controller and instructor	752.00	601.50	755.50	604.50
		Traveller's driver	621.50	497.00	624.50	499.50
		Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week	643.50	515.00	647.00	517.50
	(b)	60 hours per week	676.00	541.00	678.00	542.50

(3) In clause 4(1), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 45.”

(4) In clause 4, insert the following new sub-clause (2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the *31st August 2014* if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at *31st March 2014*, monitored on a bi-annual basis.

(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase

1 March 2014: 15% increase

- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.
- 2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.
- 2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

- (5) In clause 4, substitute the existing sub-clause (2); (3); (4)(a), (b) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); and (13) respectively.
- (6) In clause 4(11) substitute the year "2011" for the year "2010".
- (7) Delete the existing sub-clause 4(13), and substitute it with the following new sub-clause 4(13):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."
- (8) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :

- “(i) The Western Cape shall pay one additional day’s paid leave for the 27th December 2010.
- (ii) The cost of the additional paid leave day falling on 27th December 2010 will not form part of the total labour cost for 2010/2011.”
- (9) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):
- “(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.
- (ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days’ paid leave for the 2011/2012 annual leave period.”
- (10) In sub-clause 22(2)(a), substitute the expression “R1,79 per week.” for the expression “an amount of R1,64 per week.”.
- (11) In sub-clause 22(2)(b), substitute the expression “R2,88 per week” for the expression “R2,64 per week”.

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- (12) In clause 26(4)(b) in Group 1, substitute the expression “R7,19” for the expression “R6,74” under Group 1 and the expression “R8,58” for the expression “R8,05” under Group 2.
- (13) In clause 27(3), substitute the expression “26 cents per week” for the expression “24 cents per week”.
- (14) In clause 27(4), substitute the expression “39 cents per week” for the expression “36 cents per week”.
- (15) In clause 38(5), substitute the expression “17 cents per week” for the expression “16 cents per week”.
- (16) In clause 39(3), substitute the expression “34 cents per week” for the expression “31 cents per week”.
- (17) In clause 41(1), substitute the expression “31 August 2012” for the expression “31 August 2011” and the expression “1 September 2011” for the expression “1 September 2010”.
- (18) In clause 44(3)(b), delete the following expression, “shall”.
- (19) In clause 44(3)(c), substitute the following new expression as a new paragraph, “deduct the agency fee from the wages of an employee without the employee’s authorisation as provided for in section 25(4) of the Act.”, for the existing expression “(c) the deduction of the agency fee may be made from the wages of an employee without the employee’s authorisation as provided for in section 25(4) of the Act.”

**10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION
(KNITTING))**

- (1) In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	1480.50	1036.50	1 486.50	1040.50
(b)	Learner				
	First year				
	First six months of experience	829.00	580.50	832.50	583.00
	Second six months of experience	915.50	641.00	919.00	643.50
	Second year				
	First six months of experience	1002.00	701.50	1 006.50	704.50
	Second six months of experience	1094.00	766.00	1 099.50	769.50
	Third year				
	First six months of experience	1193.00	835.00	1 197.50	838.50
	Next four months of experience	1288.00	901.50	1 293.50	905.50
	Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1 486.50	1040.50
Pattern Grader					
(a)	Qualified	1194.50	836.00	1 199.00	839.50
(b)	Learner				
	First year				
	First six months of experience	780.00	546.00	784.00	549.00
	Second six months of experience	829.00	580.50	832.50	583.00
	Second year				
	First six months of experience	878.00	614.50	882.50	618.00
	Second six months of experience	941.00	658.50	945.00	661.50
	Third year				
	First six months of experience	1002.00	701.50	1 006.50	704.50

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	Next four months of experience	1066.50	746.50	1 072.00	750.50
	Thereafter, the wage specified in (a), i.e.	1194.50	836.00	1 199.00	839.50
Football Jersey Cutter					
(a)	Qualified	830.00	581.00	834.00	584.00
(b)	Learner				
	First year				
	First six months of experience	623.00	436.00	626.00	438.00
	Second six months of experience	660.50	462.50	663.50	464.50
	Second year				
	First six months of experience	695.50	487.00	698.50	489.00
	Second six months of experience	732.00	512.50	735.50	515.00
	Third year				
	First four months of experience	768.00	537.50	771.00	539.50
	Thereafter, the wage specified in (a), i.e.	830.00	581.00	834.00	584.00
Layer-up					
(a)	Qualified	715.50	501.00	719.00	503.50
(b)	Learner				
	First year				
	First six months of experience	603.00	422.00	605.00	423.50
	Second six months of experience	623.00	436.00	626.00	438.00
	Second year				
	First six months of experience	651.00	455.50	654.00	458.00
	Thereafter, the wage specified in (a), i.e.	715.50	501.00	719.00	503.50
Part B - Factory Operatives					
Grade A employee:					
(a)	Qualified	915.50	641.00	919.00	643.50
(b)	Learner				
	First year				
	First six months of experience	644.00	451.00	647.00	453.00
	Second six months of experience	694.50	486.00	697.00	488.00
	Second year				
	First six months of experience	742.00	519.50	744.50	521.00
	Second six months of experience	780.00	546.00	784.00	549.00
	Third year				
	First four months of experience	830.00	581.00	834.00	584.00
	Thereafter, the wage specified in (a), i.e.	915.50	641.00	919.00	643.50
Grade B employee:					
(a)	Qualified	782.00	547.50	786.00	550.00
(b)	Learner				
	First year				

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	First six months of experience	634.50	444.00	638.00	446.50
	Second six months of experience	668.00	467.50	670.50	469.50
	Second year				
	First six months of experience	701.50	491.00	704.50	493.00
	Thereafter, the wage specified in (a), i.e.	782.00	547.50	786.00	550.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	782.00	547.50	786.00	550.00
	Second six months from date of advancement	805.00	563.50	809.00	566.50
	Third six months from date of advancement	830.00	581.00	834.00	584.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
	Grade C employee:				
(a)	Qualified	694.50	486.00	697.00	488.00
(b)	Learner				
	First year				
	First six months of experience	622.00	435.50	625.00	437.50
	Second six months of experience	640.00	448.00	642.50	449.50
	Thereafter, the wage specified in (a), i.e.	694.50	486.00	697.00	488.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	694.50	486.00	697.00	488.00
	Next six months from date of advancement	701.50	491.00	704.50	493.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	782.00	547.50	786.00	550.00
	Part C - Clerical employees				
	Clerk				
(a)	Qualified	1008.00	705.50	1 013.00	709.00
(b)	Learner				
	First year				
	First four months of experience	743.50	520.50	747.00	523.00
	Second year	808.50	566.00	812.50	569.00
	Third year				
	First four months of experience	883.50	618.50	887.50	621.50
	Thereafter, the wage specified in (a), i.e.	1008.00	705.50	1 013.00	709.00
	Factory Clerk				
(a)	Qualified	757.00	530.00	761.00	532.50
(b)	Learner				
	First year				
	First four months of experience	603.00	422.00	605.00	423.50
	Second year	642.00	449.50	645.00	451.50

DESCRIPTION		Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	Third year				
	First four months of experience	694.50	486.00	697.00	488.00
	Thereafter, the wage specified in (a), i.e.	757.00	530.00	761.00	532.50
Part D - General					
	Boiler attendant	718.50	503.00	721.50	505.00
	Despatch packer	742.00	519.50	744.50	521.00
	General Worker	694.50	486.00	697.00	488.00
	Labourer	701.50	491.00	704.50	493.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a) does not exceed 1 360 kg	742.00	519.50	744.50	521.00
	(b) exceeds 1 360 but not 2 720 kg	770.00	539.00	773.50	541.50
	(c) exceeds 2 720 kg	878.00	614.50	882.50	618.00
	Supervisor, quality controller and instructor	941.00	658.50	945.00	661.50
	Traveller's driver	770.00	539.00	773.50	541.50
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	800.50	560.50	804.00	563.00
	(b) 60 hours per week	840.00	588.00	844.00	591.00

(2) In clause 4(1), delete the following paragraph:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 45.”

(3) In clause 4, insert the following new sub-clause (2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the *31st August 2014* if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at *31st March 2014*, monitored on a bi-annual basis.

(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012: 3% increase

1 September 2012: 6% increase

1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

2.1.5 All other provisions of the main agreement shall be applicable to new employees.

2.1.6 The closed shop shall be applicable to all new employees.

2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014, i.e. a period of 30 months following the implementation of this Agreement.*

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more

specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

- (4) In clause 4, substitute the existing sub-clause (2); (3); (4)(a), (b) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); and (13) respectively.
- (5) In clause 4(11) substitute the year "2011" for the year "2010".
- (6) Delete the existing sub-clause 4(12), and substitute it with the following new sub-clause 4(12):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."
- (7) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :

- “(i) The Western Cape shall pay one additional day’s paid leave for the 27th December 2010.
- (ii) The cost of the additional paid leave day falling on 27th December 2010 will not form part of the total labour cost for 2010/2011.”
- (8) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):
- “(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.
- (ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days’ paid leave for the 2011/2012 annual leave period.”
- (9) In sub-clause 22(2)(a), substitute the expression “R1,73 per week.” for the expression “an amount of R1,62 per week.”.
- (10) In sub-clause 22(2)(b), substitute the expression “R2,78 per week” for the expression “R2,61 per week”.

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- (11) In clause 26(4)(b) in Group 1, substitute the expression "R7,19" for the expression "R6,74" under Group 1 and the expression "R8,58" for the expression "R8,05" under Group 2.
- (12) In clause 27(3), substitute the expression "27 cents per week" for the expression "25 cents per week".
- (13) In clause 27(4), substitute the expression "39 cents per week" for the expression "37 cents per week".
- (14) In clause 38(5), substitute the expression "17 cents per week" for the expression "16 cents per week".
- (15) In clause 39(3), substitute the expression "32 cents per week" for the expression "30 cents per week".
- (16) In clause 41(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
- (17) In clause 44(3)(b), delete the following expression, "shall".
- (18) In clause 44(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."

11. PART I (PROVISIONS FOR THE NON-METRO AREAS)

- (1) In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				In all other Areas			
	Wage Rate pw	Increase	Wage Rate pw		Wage Rate pw	Increase	Wage Rate pw	
	01 Jan 2011 to 31 Aug 2011	7.80% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%	01 Jan 2011 to 31 Aug 2011	9.20% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%
Category A								
0 - 6 months	479.00	45.00	524.00	419.00	418.00	45.00	463.00	370.50
Thereafter	522.50	45.00	567.50	454.00	451.00	45.00	496.00	397.00
Category B								
0 - 6 months	477.50	45.00	522.50	418.00	416.50	45.00	461.50	369.00
7 - 12 months	508.00	45.00	553.00	442.50	439.00	45.00	484.00	387.00
13 - 18 months	538.50	45.00	583.50	467.00	461.00	45.00	506.00	405.00
Thereafter	578.50	45.00	623.50	499.00	489.00	45.00	534.00	427.00
Category C								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	565.00	44.07	609.00	487.00	469.00	43.15	512.00	409.50
13 - 18 months	625.00	48.75	674.00	539.00	513.00	47.20	560.00	448.00
19 - 22 months	684.50	53.39	738.00	590.50	560.00	51.52	611.50	489.00
Thereafter	744.00	58.03	802.00	641.50	607.50	55.89	663.50	531.00
Category D								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	549.00	42.82	592.00	473.50	458.50	42.18	500.50	400.50
13 - 18 months	608.50	47.46	656.00	525.00	490.50	45.13	535.50	428.50
19 - 22 months	637.50	49.73	687.00	549.50	523.00	48.12	571.00	457.00
Thereafter	730.00	56.94	787.00	629.50	597.00	54.92	652.00	521.50

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				In all other Areas			
	Wage Rate pw	Increase	Wage Rate pw		Wage Rate pw	Increase	Wage Rate pw	
	01 Jan 2011 to 31 Aug 2011	7.80% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%	01 Jan 2011 to 31 Aug 2011	9.20% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%
Category E								
0 - 6 months	534.50	41.69	576.00	461.00	448.00	41.22	489.00	391.00
7 - 12 months	605.00	47.19	652.00	521.50	499.50	45.95	545.50	436.50
13 - 18 months	685.00	53.43	738.50	591.00	561.00	51.61	612.50	490.00
19 - 22 months	764.50	59.63	824.00	659.00	625.00	57.50	682.50	546.00
Thereafter	851.00	66.38	917.50	734.00	692.00	63.66	755.50	604.50
Band Knife Cutter								
0 - 6 months	481.50	37.56	519.00	415.00	409.50	37.67	447.00	357.50
7 - 12 months	526.50	41.07	567.50	454.00	441.50	40.62	482.00	385.50
13 - 18 months	569.50	44.42	614.00	491.00	473.50	43.56	517.00	413.50
19 - 22 months	617.00	48.13	665.00	532.00	507.50	46.69	554.00	443.00
Thereafter	689.00	53.74	742.50	594.00	564.50	51.93	616.50	493.00
Clerical								
0 - 6 months	496.00	38.69	534.50	427.50	420.00	38.64	458.50	367.00
7 - 12 months	552.50	43.10	595.50	476.50	461.00	42.41	503.50	403.00
13 - 18 months	598.00	46.64	644.50	515.50	494.00	45.45	539.50	431.50
Thereafter	701.00	54.68	755.50	604.50	573.00	52.72	625.50	500.50
Assistant Head Cutter	822.50	64.16	886.50	709.00	670.50	61.69	732.00	585.50
Head Cutter	1013.50	79.05	1092.50	874.00	822.00	75.62	897.50	718.00
Foreperson	899.00	70.12	969.00	775.00	757.50	69.69	827.00	661.50
Watchperson	595.00	46.41	641.50	513.00	491.50	45.22	536.50	429.00
Driver 1 (454kg)	562.50	43.88	606.50	485.00	468.00	43.06	511.00	409.00
Driver 2 (454 - 2722kg)	609.50	47.54	657.00	525.50	502.00	46.18	548.00	438.50
Driver 3 (2722 -4540kg)	700.00	54.60	754.50	603.50	572.50	52.67	625.00	500.00
Driver 4 (4540kg)	833.50	65.01	898.50	719.00	679.00	62.47	741.50	593.00

(2) In clause 4, insert the following new sub-clause (2):

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other areas, subject to the following provisions:

2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31st August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31st March 2014, monitored on a bi-annual basis.

(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase

1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

- 2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.
- 2.1.5 All other provisions of the main agreement shall be applicable to new employees.
- 2.1.6 The closed shop shall be applicable to all new employees.
- 2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1st June 2011*, as per *clause 2.1.3*, and to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31st March 2014*, i.e. a period of 30 months following the implementation of this *Agreement*.
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more

specifically, the provisions of *Clause 2.1.3* above, the provisions of the new-entry wage provision will terminate.

- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31st August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1st September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

(3) In clause 4, substitute the existing sub-clause (2); (3)(a), (b)(i), (ii); (4); (5); (6); (7)(a), (b), (c) and (8), by renumbering them, to read (3); (4)(a), (b)(i), (ii); (5); (6); (7); (8) (a), (b) and (c) and (9), respectively.

(4) In clause 4(6), substitute the year "2011" for the year "2010".

(5) Delete the existing sub-clause 4(9), and substitute it with the following new sub-clause 4(9):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."

(6) In sub-clause 32 (2), substitute the following table for the existing table:

“

Employees	Employers
Payable by THE EMPLOYEE by means of a deduction from an employee's wages: Calculated at 0,37% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R1.98 with effect from 1 st September 2011)	Payable by THE EMPLOYER: Calculated at 0,47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R2,51 with effect from 1 st September 2011)

”

- (7) In clause 40(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
- (8) In clause 36(7)(c)(ii), delete the following expression, "shall".
- (9) In clause 36(7)(c)(iii), substitute the following new expression as a new paragraph, "The deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an

employee without the employee's authorisation as provided for in section 25(4) of the Act."

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

- (1) In clause 4(1)(a), substitute the new expression, "deduct an amount equal to 0,23% of each employee's wages per week calculated at the qualified machinists rate of pay up to a maximum of R1.41 per week for whom minimum wages are prescribed", for the existing expression, "deduct R1,30 from the wages of each of his employees for whom minimum wages are prescribed".
- (2) In clause 4(1)(b), substitute the new expression, "contribute an amount equal to 0.23% of each employee's wages per week, calculated at the qualified machinists' rate of pay up to the maximum of R1.53 per week.", for the existing expression, "contribute an amount of R1,40 per week."
- (3) In clause 4(2), substitute existing sub-clause (2) with the following new sub-clause 2:

" (2) The employer shall forward the total amounts so deducted, together with his contributions in terms of sub-clause (1) (b) above, and a statement in the form and manner specified and supplied by

the Council, to the Secretary of the Council, P O Box 1142, Woodstock, 7915, within seven days of the end of the week in which the deductions fall due.”

- (4) In clause 5A(2)(a) and (b), substitute the new expression, “ R11,03” and “R11.44” for the existing expression, “R7,70” and “R7,98”.
- (5) In clause 5A(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

“(2)(c)The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, except as provided for in sub-clauses (15) and (16), with seven days from the end of the week in which the deduction fall due.”

- (6) In clause 5B(2)(a) and (b), substitute the new expression, “ R11,03” and “R11.44” for the existing expression, “R7,70” and “R7,98”.
- (7) In clause 5B(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

- “(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”
- (8) In clause 6(4), substitute the new expression, “12 cents” for the existing expression, “10 cents”.
- (9) In clause 6(5), substitute the new expression, “ contribute 13 cents per week” for the existing expression, “contribute and equal amount per week”.
- (10) In clause 7A(2)(a) and (b), substitute the new expression, “R3,48” and “R5,62”, for the existing expression, “R2,50” and “R2,63”, respectively.
- (11) In clause 7A(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):
- “(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to the Secretary of the Council, P O Box 1142, Woodstock, 7915,

together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”

(12) In clause 7B(2)(a) and (b), substitute the new expression, “R3,48” and “R5,62”, for the existing expression, “R2,50” and “R2,63”, respectively.

(13) In clause 7B(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

“(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”

(14) In clause 8(2), substitute the new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.

(15) In clause 9A(5)(d), substitute existing sub-clause (5)(d) with the following new sub-clause (5)(d):

“(5)(d) The employer shall forward the total amounts deducted under subparagraph (a), together with his own contributions in terms of subparagraph (b), to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the date on which the deductions were made.”

(16) In clause 9B(2)(a)(iii), substitute existing sub-clause (2)(a)(iii) with the following new sub-clause (2)(a)(iii):

“(2)(a)(iii) The employer shall forward the total amounts deducted under subparagraph (i), together with his own contributions in terms of subparagraph (ii), to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the date on which the deductions were made.”

(17) In clause 10 (1), insert the following wording after “shall be payable to any of the Funds”:

“, except in the case of the Provident Fund, when a contributor is on leave on full pay or less than full pay both the employee and employer’s contributions shall be continued.”

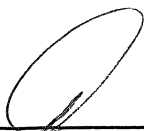
- (18) In clause 10(3), substitute existing sub-clause (3) with the following new sub-clause (3):

“(3) The company shall submit a monthly statement, in duplicate in the form and manner specified and supplied by the Council, calculated as set out in sub-clause (1), and the employer shall deduct from the amount stated all contributions paid in terms of the provisions of clauses 4, 5, 6, 7 and 9 of this Agreement. Should there be a balance, such unpaid balance shall be paid to the Secretary of the Council, P O Box 1142, Woodstock, 7915, by not later than the 10th day of the month following the month to which it relates.”

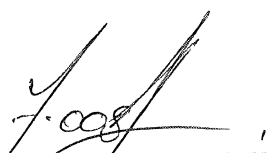
- (19) In clause 10(4), substitute the new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.

- (20) In clause 16(1), substitute the new expression, “27 cents”, for the existing expression, “20 cents”.

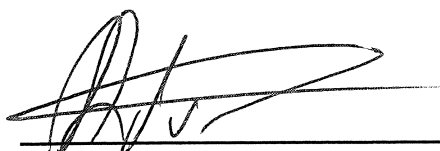
(21) In clause 16(2), substitute the new expression, "39 cents", for the existing expression, "10 cents".



AMANDA CRONJE
Chairperson



FREDA OOSTHYSEN
Vice-Chairperson



S D NDUNA
General Secretary

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