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**PROCLAMATIONS • PROKLAMASIES**

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**PROCLAMATION NO. R. 2 OF 2020**

**by the  
PRESIDENT of the REPUBLIC of SOUTH AFRICA**

**SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT**

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as “the Act”), have been made in respect of the affairs of the South African Airways SOC Limited (hereinafter referred to as “the SAA”);

AND WHEREAS the SAA or the State may have suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of the SAA, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

- (a) serious maladministration in connection with the affairs of the SAA;
- (b) improper or unlawful conduct by the officials or employees of the SAA;
- (c) unlawful appropriation or expenditure of public money or property;

- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the SAA; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 January 2002 and the date of publication of this Proclamation or which took place prior to 1 January 2002 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the SAA or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Johannesburg this 20 day of December Two thousand and nineteen.

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

## SCHEDULE

1. The procurement of, or contracting for—
  - (a) Airbus aircraft;
  - (b) maintenance, repair and operations services;
  - (c) legal services in terms of Bid number: RFQ-GSM073/19 and Bid number: RFQ-GSM117/14 (Panel); and
  - (d) service providers to support and expedite the implementation of the SAA Turn Around Plan in terms of Bid number: RFQ-GSM015/18 and Bid number: RFQ-GSM094/18,

by or on behalf of the SAA, and payments made in respect thereof in a manner that was—

- (i) not fair, competitive, transparent, equitable or cost-effective; or
- (ii) contrary to applicable—
  - (aa) legislation;
  - (bb) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury; or
  - (cc) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the SAA,

and any related losses or irregular or fruitless and wasteful expenditure incurred by the SAA or the State as a result thereof.

2. Maladministration in the affairs of the SAA in relation to—
  - (a) travel rebate benefits for qualifying beneficiaries;
  - (b) payments that the SAA made to vendors; and
  - (c) the implementation of the SAA's procurement policy provides for the procurement of 30% of goods and services for small, medium and micro enterprises, in respect of the supply and delivery of jet fuel.

3. Any irregular, improper or unlawful conduct by—
  - (a) officials or employees of the SAA; or
  - (b) any other person or entity,

in relation to the allegations set out in paragraphs 1 or 2 of this Schedule.

**PROKLAMASIE NO. R. 2 VAN 2020**  
**van die**  
**PRESIDENT van die REPUBLIEK van SUID-AFRIKA**

**WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996**  
**(WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA**  
**BESTAANDE SPESIALE ONDERSOEKEENHEID**

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as “die Wet”), gemaak is in verband met die aangeleenthede van die Suid-Afrikaanse Lugdiens MIS Beperk (hierna na verwys as “die SAL”);

EN AANGESIEN die SAL of die Staat verliese gely het wat verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van die SAL, vir ondersoek na die Spesiale Ondersoekeenhede ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, die opdrag van die Spesiale Ondersoekeenhede is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

- (a) ernstige wanadministrasie in verband met die aangeleenthede van die SAL;
- (b) onbehoorlike of onregmatige optrede deur beamptes of werknemers van die SAL;
- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;

- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die sake van die SAL; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Januarie 2002 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Januarie 2002 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekkeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur die SAL of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Johannesburg op hede die 20 dag van Desember Twee duisend-en-negentien.

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**BYLAE**

1. Die verkryging van, of kontraktering vir—

- (a) Airbus vliegtuie;
- (b) onderhoud, herstel en operasionele dienste;
- (c) regsdienste ingevolge Bod Nommer: RFQ-GSM073/19 en Bod Nommer: RFQ-GSM117/14 (Panel); en
- (d) diensverskaffers om die implementering van die "SAA Turn Around Plan" ingevolge Bod Nommer: RFQ-GSM015/18 en Bod Nommer: RFQ-GSM094/18 te ondersteun en bespoedig,

deur of namens die SAL en betalings wat ten opsigte daarvan gemaak is op 'n wyse wat—

- (i) nie regverdig, mededingend, deursigtig, billik of koste-effektief was nie; of
- (ii) strydig was met toepaslike—
  - (aa) wetgewing;
  - (bb) handleidings, riglyne, praktyknotas, omsendskrywes of instruksies wat deur die Nasionale Tesourie uitgevaardig is; of
  - (cc) handleidings, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op die SAL van toepassing is;

en enige verbandhoudende ongemagtigde, onreëlmatige of vrugtelose en verspilde uitgawes wat deur die SAL of Staat aangegaan is as gevolg daarvan.

2. Wanadministrasie in die sake van die SAL ten opsigte van—

- (a) reis-afslag voordele vir kwalifiserende begunstigdes;
- (b) betalings wat die SAL aan verkopers gemaak het; en
- (c) die implementering van die SAL se verkrygingsbeleid wat voorsiening maak vir die verkryging van 30% van goedere en dienste wat klein, medium en mikro ondernemings, ten opsigte van die verskaffing en lewering van vliegtuigbrandstof.

3. Enige onreëlmatige, onbehoorlike of onwettige gedrag deur—

- (a) beamptes of werknemers van die SAL; of
- (b) enige ander persoon of entiteit,

ten opsigte van die bewerings uiteengesit in paragrawe 1 of 2 van hierdie Bylae.

**PROCLAMATION NO. R. 3 OF 2020****by the****PRESIDENT of the REPUBLIC of SOUTH AFRICA****SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): AMENDMENT OF PROCLAMATION NO. 11 OF 2018**

Under section 2(4) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996), I hereby amend Proclamation No. 11 of 2018, by—

- (a) the extension of the period referred to in the fourth paragraph of the Proclamation to the date of publication of this Proclamation; and
- (b) the substitution for paragraph 1 of the Schedule to the Proclamation of the following paragraph:

"1. The contracting for or procurement of—

- (a) coal;
- (b) coal transportation services;
- (c) diesel;
- (d) cloud computing services;
- (e) software licenses and support services; and
- (f) engineering and project management consulting services in respect of Contract Number: 4600061859 and Contract Number: 4600062636,

by Eskom and payments made in respect thereof in a manner that was—

- (i) not fair, equitable, transparent, competitive or cost-effective;
- (ii) contrary to applicable—
  - (aa) legislation;
  - (bb) manuals, guidelines, circulars, practice notes, or instructions issued by the National Treasury; or
  - (cc) manuals, policies, procedures, prescripts, instructions or

- practices of or applicable to the Eskom;
- (iii) conducted by or facilitated through the improper conduct of—
    - (aa) employees, officials or agents of Eskom; or
    - (bb) any other person or entity,to corruptly or unduly benefit themselves or others; or
  - (iv) fraudulent,
- and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by Eskom or the State.".

Given under my Hand and the Seal of the Republic of South Africa at Waterkloof this 6 day of January Two thousand and twenty.

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

**PROKLAMASIE NO. R. 3 VAN 2020**  
**VAN DIE**  
**PRESIDENT VAN DIE REPUBLIEK VAN SUID-AFRIKA**

**WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996 (WET NO. 74 VAN 1996): WYSIGING VAN PROKLAMASIE NO. 11 VAN 2018**

Kragtens artikel 2(4) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996), wysig ek hierby Proklamasie No. 11 van 2018 deur—

- (a) die verlenging van die tydperk vermeld in die vierde paragraaf van die Proklamasie tot die datum van publikasie van hierdie Proklamasie; en
  - (b) die vervanging in paragraaf 1 van die Bylae met die volgende paragraaf:
    - "1. Die kontraktering vir of aanskaffing van—
      - (a) steenkool;
      - (b) steenkool vervoerdienste;
      - (c) diesel;
      - (d) wolk rekenaardienste;
      - (e) sagteware lisensies en ondersteuningsdienste; en
      - (f) ingenieurs-en projekbestuur raadgewende dienste ten opsigte van Kontraknommer: 4600061859 en Kontraknommer: 460006263,
- deur Eskom en betalings wat in verband daarmee gemaak is op 'n wyse wat —
- (i) nie regverdig, mededingend, deursigtig, billik of koste-effektief was nie;
  - (ii) strydig was met toepaslike—
    - (aa) wetgewing;
    - (bb) handleidings, riglyne, omsendskrywes, praktyknotas of instruksies wat deur die Nasionale Tesourie uitgevaardig is; of
    - (cc) handleidings, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op Eskom van toepassing is;
  - (iii) gedoen of gefasiliteer was deur die onbehoorlike optrede van—

- (aa) werknemers, beamptes of agente van Eskom; of
- (bb) enige ander persoon of entiteit,  
om hulself of andere op 'n korrupte of onbehoorlike wyse te  
bevoordeel; of
- (iv) bedrieglik was,  
en enige verwante ongemagtigde, onreëlmatige of vrugtelose en verspilde uitgawes  
wat deur Eskom of die Staat opgeloop was."

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Waterkloof op  
hede die 6.dag van Januarie Tweeduisend-en-twintig.

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**PROCLAMATION NO. R. 4 OF 2020**

**by the  
PRESIDENT of the REPUBLIC of SOUTH AFRICA**

**SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT**

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as "the Act"), have been made in respect of the affairs of the National Treasury;

AND WHEREAS the National Treasury or the State suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of the National Treasury, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

- (a) serious maladministration in connection with the affairs of the National Treasury;
- (b) improper or unlawful conduct by the employees or officials of the National Treasury;

- (c) unlawful appropriation or expenditure of public money or property;
- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the National Treasury; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 January 2016 and the date of publication of this Proclamation or which took place prior to 1 January 2016 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the National Treasury or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Waterkloof this 6 day of January Two thousand and twenty.

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

## SCHEDULE

1. The procurement of, or contracting for the Integrated Financial Management System by or on behalf of the National Treasury, and payments made in respect thereof in a manner that was—

- (a) not fair, competitive, transparent, equitable or cost-effective;
  - (b) contrary to applicable—
    - (i) legislation;
    - (ii) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury; or
    - (iii) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the National Treasury; or
  - (c) facilitated through the unlawful, irregular or improper intervention of employees or officials of the National Treasury,
- and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by the National Treasury or the State as a result thereof.

2. Any unlawful or improper conduct by employees or officials of the National Treasury or the service provider in question, its employees or any other person or entity, relating to the allegations set out in paragraph 1 of this Schedule.

**PROKLAMASIE NO. R. 4 VAN 2020**  
**van die**  
**PRESIDENT van die REPUBLIEK van SUID-AFRIKA**

**WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996**  
**(WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA**  
**BESTAANDE SPESIALE ONDERSOEKEENHEID**

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as die "Wet"), gemaak is in verband met die aangeleenthede van die Nasionale Tesourie;

EN AANGESIEN die Nasionale Tesourie of die Staat verliese gely het wat verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld, ten opsigte van die Nasionale Tesourie, vir ondersoek na die Spesiale Ondersoekeenheid ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, die opdrag van die Spesiale Ondersoekeenheid is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

- (a) ernstige wanadministrasie in verband met die aangeleenthede van die Nasionale Tesourie;
- (b) onbehoorlike of onregmatige optrede deur die werknemers of beamptes van

die Nasionale Tesourie;

- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;
- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die sake van die Nasionale Tesourie; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Januarie 2016 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Januarie 2016 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur die Nasionale Tesourie of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Waterkloof op hede die 6 dag van Januarie Twee duisend-en-twintig.

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**BYLAE**

1. Die aanskaffing van, of kontraktering vir die Geïntegreerde Finansiële Bestuurstelsel deur of namens die Nasionale Tesourie, en betalings wat in verband daarmee gemaak is op 'n wyse wat—

- (a) nie regverdig, mededingend, deursigtig, billik, of koste-effektief was nie;
  - (b) strydig was met toepaslike—
    - (i) wetgewing;
    - (ii) handleidings, riglyne, praktyknotas, omsendskrywes of instruksies wat deur die Nasionale Tesourie uitgevaardig is; of
    - (iii) handleidings, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op die Nasionale Tesourie van toepassing is; of
  - (c) gefasiliteer was deur die onwettige, onreëlmatige of onbehoorlike inmenging deur werknemers of beamptes van die Nasionale Tesourie,
- en enige verwante ongemagtigde, onreëlmatige of vrugtelose en verspilde uitgawes wat deur die Nasionale Tesourie of die Staat aangegaan is as gevolg daarvan.

2. Enige onwettige of onreëlmatige optrede deur werknemers of beamptes van die Nasionale Tesourie, die betrokke diensverskaffer, dié se werknemers of enige ander persoon of entiteit ten opsigte van die bewerings soos uiteengesit in paragraaf 1 van hierdie Bylae.

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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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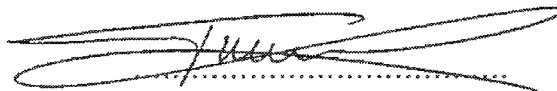
**DEPARTMENT OF LABOUR**

NO. R. 80

31 JANUARY 2020

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

I, **THEMBALANI WALTERMADE NXESI**, Minister of Employment and 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 the second Monday after the date of publication and for the period ending 31 August 2024.

**MR. TW NXESI, MP****MINISTER OF EMPLOYMENT AND LABOUR**

DATE: 15/01/2020

**UMNYANGO WEZEMISEBENZI NEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI****NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA:****UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI****ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE****YESIVUMELWANO**

Mina, **THEMBALANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, 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 ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2024.



MNUMZANA TW NXESI, MP

UNGQONGQOSHE WEZABASEBENZI

USUKU: 15/01/2020

**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

Apparel and Textile Association of South Africa

Eastern Province Clothing Manufacturers' Association

South African Apparel Association

South African 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,

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## 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

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

- (2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300,. (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

## 2. PERIOD OF OPERATION OF THIS AGREEMENT

1. This agreement is binding on the parties hereto from 1 September 2018 until 31 August 2024 unless the parties agree otherwise in writing.
2. The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties until 31 August 2024, unless the parties agree otherwise in writing.

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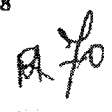
### 3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

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

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Foreman		2290.50	1832.50	2302.00	1841.50
(b)	Designer:					
	(i)	Qualified:	2921.00	2337.00	2934.50	2347.50
	(ii)	Learners:				
		first six months of experience	996.00	840.00	1001.00	840.00
		second six months of experience	1160.50	928.50	1164.50	931.50
		third six months of experience	1389.00	1111.00	1395.50	1116.50
		fourth six months of experience	1546.50	1237.00	1554.50	1243.50
		fifth six months of experience	1719.50	1375.50	1729.50	1383.50
		sixth six months of experience	1865.00	1492.00	1873.50	1499.00
		seventh six months of experience	2030.00	1624.00	2040.50	1632.50
		eighth six months of experience	2193.50	1755.00	2205.00	1764.00
		next four months of experience	2328.50	1863.00	2337.50	1870.00
		Thereafter, the wage specified in (b)(i) i.e.	2921.00	2337.00	2934.50	2347.50
(c)	Grader:					
	(i)	Qualified:	2098.50	1679.00	2107.00	1685.50
	(ii)	Learners:				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1074.00	859.00	1078.50	863.00
		third six months of experience	1167.50	934.00	1174.50	939.50
		fourth six months of experience	1225.00	980.00	1229.50	983.50
		fifth six months of experience	1416.50	1133.00	1423.00	1138.50
		sixth six months of experience	1515.50	1212.50	1523.50	1219.00
		seventh six months of experience	1599.00	1279.00	1607.00	1285.50
		eighth six months of experience	1680.00	1344.00	1687.50	1350.00
		next four months of experience	1788.00	1430.50	1796.50	1437.00
		Thereafter, the wage specified in (c)(i) i.e.	2098.50	1679.00	2107.00	1685.50
(d)	<b>Marker-in:</b>					
	(i)	Qualified:	1599.00	1279.00	1607.00	1285.50
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1057.50	846.00	1063.50	851.00
		third six months of experience	1128.50	903.00	1134.00	907.00
		fourth six months of experience	1203.50	963.00	1208.50	967.00
		next four months of experience	1344.50	1075.50	1351.00	1081.00
		Thereafter, the wage specified in (d)(i) i.e.	1599.00	1279.00	1607.00	1285.50
(e)	<b>Band-knife cutter:</b>					
		Qualified	1599.00	1279.00	1607.00	1285.50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	<b>Cutter-out:</b>					
	(i)	Qualified:	1413.50	1131.00	1419.50	1135.50
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1035.50	840.00	1039.50	840.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1068.00	854.50	1072.50	858.00
		fourth six months of experience	1107.00	885.50	1111.00	889.00
		next four months of experience	1154.50	923.50	1160.50	928.50
		Thereafter, the wage specified in (f)(i) i.e.	1413.50	1131.00	1419.50	1135.50
(g)	Layer-up:					
	(i)	Qualified:	1108.50	887.00	1112.50	890.00
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.00	840.00	1014.00	840.00
		third six months of experience	1026.50	840.00	1032.50	840.00
		fourth six months of experience	1041.50	840.00	1048.00	840.00
		Thereafter, the wage specified in (g)(i) i.e.	1108.50	887.00	1112.50	890.00
(h)	Specialised presser:					
	(i)	Qualified:	1541.50	1233.00	1550.00	1240.00
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1027.50	840.00	1034.50	840.00
		third six months of experience	1065.50	852.50	1070.00	856.00
		fourth six months of experience	1107.00	885.50	1111.00	889.00
		fifth six months of experience	1152.00	921.50	1155.50	924.50
		sixth six months of experience	1190.50	952.50	1194.50	955.50
		seventh six months of experience	1301.00	1041.00	1309.00	1047.00
		eighth six months of experience	1348.50	1079.00	1355.00	1084.00
		next four months of experience	1378.50	1103.00	1385.00	1108.00
		Thereafter, the wage specified in (h)(i) i.e.	1541.50	1233.00	1550.00	1240.00
(i)	Examiner:					
	(i)	Qualified:	1320.00	1056.00	1325.50	1060.50
	(ii)	Learners:				
		first six months of experience	1107.00	885.50	1111.00	889.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (i)(i) i.e.	1320.00	1056.00	1325.50	1060.50
(j)(a)	<b>Machinist:</b>					
	(i)	Qualified:	1294.50	1035.50	1300.00	1040.00
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.50	840.00	1015.00	840.00
		third six months of experience	1040.00	840.00	1047.00	840.00
		Thereafter, the wage specified in (j)(i) i.e.	1294.50	1035.50	1300.00	1040.00
(j)(b)	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>					
	(i)	Qualified:	1294.50	1035.50	1300.00	1040.00
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.50	840.00	1015.00	840.00
		third six months of experience	1040.00	840.00	1047.00	840.00
		fourth six months of experience	1076.00	861.00	1080.00	864.00
		next four months of experience	1104.00	883.00	1109.00	887.00
		Thereafter, the wage specified in (j)(i) i.e.	1294.50	1035.50	1300.00	1040.00
(k)	<b>Progress examiner:</b>					
	(i)	Qualified:	1309.00	1047.00	1313.00	1050.50
	(ii)	Learners:				
		first six months of experience	1037.00	840.00	1041.00	840.00
		Thereafter, the wage specified in (k)(i) i.e.	1309.00	1047.00	1313.00	1050.50
(l)	<b>Despatcher:</b>					
	(i)	Qualified:	1239.00	991.00	1243.50	995.00
	(ii)	Learners:				
		first six months of experience	1047.00	840.00	1050.00	840.00

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Thereafter, the wage specified in (l)(i) i.e.	1239.00	991.00	1243.50	995.00
(m)	Checker in the Knitting section:				
	(i) Qualified:	1099.50	879.50	1106.00	885.00
	(ii) Learners:				
	first six months of experience	987.50	840.00	991.50	840.00
	second six months of experience	1010.00	840.00	1014.00	840.00
	third six months of experience	1035.50	840.00	1039.50	840.00
	Thereafter, the wage specified in (m)(i) i.e.	1099.50	879.50	1106.00	885.00
(n)	General Worker:				
	(i) Qualified:	1067.50	854.00	1071.50	857.00
	(ii) Learners:				
	first six months of experience	987.50	840.00	991.50	840.00
	second six months of experience	1010.00	840.00	1014.00	840.00
	Thereafter, the wage specified in (n)(i) i.e.	1067.50	854.00	1071.50	857.00
(o)	Steambox pleater:				
	(i) Qualified:	1258.50	1007.00	1263.50	1011.00
	(ii) Learners:				
	first six months of experience	987.50	840.00	991.50	840.00
	second six months of experience	1033.00	840.00	1037.00	840.00
	third six months of experience	1065.50	852.50	1070.00	856.00
	fourth six months of experience	1106.00	885.00	1110.00	888.00
	Thereafter, the wage specified in (o)(i) i.e.	1258.50	1007.00	1263.50	1011.00
(p)	Plain sewer:				
	(i) Qualified:	1106.00	885.00	1110.00	888.00
	(ii) Learners:				
	first six months of experience	987.50	840.00	991.50	840.00
	second six months of experience	999.00	840.00	1003.00	840.00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1010.50	840.00	1015.00	840.00
		fourth six months of experience	1026.50	840.00	1032.50	840.00
		next four months of experience	1047.00	840.00	1050.00	840.00
		Thereafter, the wage specified in (p)(i) i.e.	1106.00	885.00	1110.00	888.00
(q)	<b>General assistant</b>		1208.50	967.00	1213.50	971.00
(r)	<b>Cleaner</b>		1076.00	861.00	1080.00	864.00
(s)	<b>Tea maker</b>		1076.00	861.00	1080.00	864.00
(t)	<b>Watchman</b>		1309.00	1047.00	1313.00	1050.50
(u)	<b>Motor vehicle driver:</b>					
	(i)	(aa) does not exceed 453 kg	1304.50	1043.50	1309.50	1047.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1402.50	1122.00	1409.00	1127.00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1551.50	1241.00	1555.50	1244.50
		(ad) exceeds 4 536 kg	1814.00	1451.00	1823.50	1459.00
	(ii)	Part-time driver of a motor vehicle	1210.50	968.50	1214.00	971.00
(v)	<b>Clicker:</b>					
	(i)	Qualified:	2117.50	1694.00	2126.50	1701.00
	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1068.00	854.50	1072.50	858.00
		third six months of experience	1155.00	924.00	1162.00	929.50
		fourth six months of experience	1306.50	1045.00	1310.50	1048.50
		fifth six months of experience	1405.00	1124.00	1410.50	1128.50
		sixth six months of experience	1481.50	1185.00	1487.50	1190.00
		seventh six months of experience	1570.50	1256.50	1579.50	1263.50
		eighth six months of experience	1654.50	1323.50	1661.00	1329.00
		next four months of experience	1743.50	1395.00	1750.00	1400.00
		Thereafter, the wage specified in (v)(i) i.e.	2117.50	1694.00	2126.50	1701.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(w)	Beader		1320.00	1056.00	1325.50	1060.50
(x)	Chlorinator		1187.00	949.50	1193.50	955.00
(y)	Componder		1405.00	1124.00	1410.50	1128.50
(z)	Dipper					
	(i)	Qualified:				
		Category A	1405.00	1124.00	1410.50	1128.50
		Category B	1436.00	1149.00	1442.50	1154.00
		Category C	1484.00	1187.00	1489.00	1191.00
	(ii)	Learners:				
		first six months of experience to Category A	1068.50	855.00	1074.00	859.00
		first six months of experience to Category B	1405.00	1124.00	1410.50	1128.50
		first six months of experience to Category C	1436.00	1149.00	1442.50	1154.00
(aa)	Glove turner		1703.50	1363.00	1711.00	1369.00
(ab)	Mouldmaker		1350.50	1080.50	1356.00	1085.00
(ac)	Packer		1134.00	907.00	1140.00	912.00
(ad)	Quality product co-ordinator		1781.50	1425.00	1788.50	1431.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> 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.					

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.					

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

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)	
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	

DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
<b>Part A - Cutting Department</b>									
<b>Pattern Maker</b>									
(a)	Qualified	2473.50	1979.00	2444.50	1955.50	2483.50	1987.00	2454.50	1963.50
(b)	Learner								
	First year								
	First six months of experience	1385.00	1108.00	1368.50	1095.00	1390.50	1112.50	1374.00	1099.00
	Second six months of experience	1530.00	1224.00	1512.00	1209.50	1534.50	1227.50	1516.50	1213.00
	Second year								
	First six months of experience	1673.50	1339.00	1654.00	1323.00	1681.00	1345.00	1661.00	1329.00
	Second six months of experience	1827.00	1461.50	1805.50	1444.50	1836.00	1469.00	1814.50	1451.50
	Third year								
	First six months of experience	1993.00	1594.50	1969.50	1575.50	2001.00	1601.00	1977.50	1582.00
	Next four months of experience	2150.50	1720.50	2125.00	1700.00	2161.00	1729.00	2135.50	1708.50
	Thereafter, the wage specified in (a), i.e.	2473.50	1979.00	2444.50	1955.50	2483.50	1987.00	2454.50	1963.50
<b>Pattern Grader</b>									
(a)	Qualified	1995.00	1596.00	1971.50	1577.00	2002.50	1602.00	1979.00	1583.00
(b)	Learner								
	First year								
	First six months of experience	1302.00	1041.50	1286.50	1029.00	1309.50	1047.50	1294.00	1035.00
	Second six months of experience	1385.00	1108.00	1368.50	1095.00	1390.50	1112.50	1374.00	1099.00
	Second year								
	First six months of experience	1466.50	1173.00	1449.00	1159.00	1475.50	1180.50	1458.00	1166.50
	Second six months of experience	1572.00	1257.50	1553.50	1243.00	1579.00	1263.00	1560.50	1248.50
	Third year								
	First six months of experience	1673.50	1339.00	1654.00	1323.00	1681.00	1345.00	1661.00	1329.00
	Next four months of	1781.50	1425.00	1760.50	1408.50	1790.50	1432.50	1769.50	1415.50

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
	experience								
	Thereafter, the wage specified in (a), i.e.	1995.00	1596.00	1971.50	1577.00	2002.50	1602.00	1979.00	1583.00
<b>Football Jersey Cutter</b>									
(a)	Qualified	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00
(b)	Leamer								
	First year								
	First six months of experience	1041.00	850.00	1029.00	840.00	1044.50	850.00	1032.00	840.00
	Second six months of experience	1104.00	883.00	1091.00	873.00	1107.50	886.00	1094.50	875.50
	Second year								
	First six months of experience	1161.00	929.00	1147.50	918.00	1166.50	933.00	1153.00	922.50
	Second six months of experience	1222.50	978.00	1208.00	966.50	1229.50	983.50	1215.00	972.00
	Third year								
	First four months of experience	1283.00	1026.50	1268.00	1014.50	1288.00	1030.50	1273.00	1018.50
	Thereafter, the wage specified in (a), i.e.	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00
<b>Layer-up</b>									
(a)	Qualified	1195.50	956.50	1181.50	945.00	1200.50	960.50	1186.50	949.00
(b)	Leamer								
	First year								
	First six months of experience	1006.50	850.00	994.50	840.00	1011.00	850.00	999.00	840.00
	Second six months of experience	1041.00	850.00	1029.00	840.00	1044.50	850.00	1032.00	840.00
	Second year								
	First six months of	1087.50	870.00	1074.50	859.50	1093.00	874.50	1080.00	864.00

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
	experience								
	Thereafter, the wage specified in (a), i.e.	1195.50	956.50	1181.50	945.00	1200.50	960.50	1186.50	949.00
<b>Part B - Factory Operatives</b>									
<b>Grade A employee</b>									
(a)	Qualified	1530.00	1224.00	1512.00	1209.50	1534.50	1227.50	1516.50	1213.00
(b)	Learner								
	First year								
	First six months of experience	1076.50	861.00	1064.00	851.00	1080.00	864.00	1067.50	854.00
	Second six months of experience	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00
	Second year								
	First six months of experience	1239.50	991.50	1225.00	980.00	1244.00	995.00	1229.50	983.50
	Second six months of experience	1302.00	1041.50	1286.50	1029.00	1309.50	1047.50	1294.00	1035.00
	Third year								
	First four months of experience	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00
	Thereafter, the wage specified in (a), i.e.	1530.00	1224.00	1512.00	1209.50	1534.50	1227.50	1516.50	1213.00
<b>Grade B employee</b>									
(a)	Qualified	1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50	1037.00
(b)	Learner								
	First year								
	First six months of experience	1060.00	850.00	1047.50	840.00	1065.50	852.50	1053.00	842.50
	Second six months of experience	1116.00	893.00	1103.00	882.50	1120.50	896.50	1107.50	886.00

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
	Second year								
	First six months of experience	1172.50	938.00	1158.50	927.00	1177.00	941.50	1163.00	930.50
	Thereafter, the wage specified in (a), i.e.	1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50	1037.00
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50	1037.00
	Second six months from date of advancement	1345.50	1076.50	1329.50	1063.50	1352.00	1081.50	1336.00	1069.00
	Third six months from date of advancement	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1530.00	1224.00	1512.00	1209.50	1534.50	1227.50	1516.50	1213.00
Grade C employee									
(a)	Qualified	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00
(b)	Leamer								
	First year								
	First six months of experience	1039.50	850.00	1027.50	840.00	1043.50	850.00	1031.00	840.00
	Second six months of experience	1069.00	855.00	1056.50	845.00	1073.50	859.00	1061.00	849.00
	Thereafter, the wage specified in (a), i.e.	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
	Second six months from date of advancement	1172.50	938.00	1158.50	927.00	1177.00	941.50	1163.00	930.50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50	1037.00
<b>Part C - Clerical Employees</b>									
<b>Clerk</b>									
(a)	Qualified	1683.50	1347.00	1663.50	1331.00	1692.00	1353.50	1672.00	1337.50
(b)	Leamer								
	First year	1243.00	994.50	1228.50	983.00	1247.00	997.50	1232.50	986.00
	Second year	1350.50	1080.50	1334.50	1067.50	1356.50	1085.00	1340.50	1072.50
	Third year								
	First four months of experience	1476.50	1181.00	1459.00	1167.00	1483.00	1186.50	1465.50	1172.50
	Thereafter, the wage specified in (a), i.e.	1683.50	1347.00	1663.50	1331.00	1692.00	1353.50	1672.00	1337.50
<b>Factory Clerk</b>									
(a)	Qualified	1263.00	1010.50	1248.00	998.50	1270.00	1016.00	1255.00	1004.00
(b)	Leamer								
	First year	1006.50	850.00	994.50	840.00	1011.00	850.00	999.00	840.00
	Second year	1072.00	857.50	1059.50	847.50	1077.50	862.00	1065.00	852.00
	Third year								
	First four months of experience	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00
	Thereafter, the wage specified in (a), i.e.	1263.00	1010.50	1248.00	998.50	1270.00	1016.00	1255.00	1004.00
<b>Part D - General</b>									

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
Boiler attendant		1200.00	960.00	1186.00	949.00	1206.00	965.00	1192.00	953.50
Despatch packer		1239.50	991.50	1225.00	980.00	1244.00	995.00	1229.50	983.50
General Worker		1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00
Labourer		1172.50	938.00	1158.50	927.00	1177.00	941.50	1163.00	930.50
<b>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 -</b>									
(a)	does not exceed 1 360 kg	1239.50	991.50	1225.00	980.00	1244.00	995.00	1229.50	983.50
(b)	exceeds 1 360 but not 2 720 kg	1287.00	1029.50	1272.00	1017.50	1291.50	1033.00	1276.50	1021.00
(c)	exceeds 2 720 kg	1466.50	1173.00	1449.00	1159.00	1475.50	1180.50	1458.00	1166.50
Supervisor, quality controller and instructor		1572.00	1257.50	1553.50	1243.00	1579.00	1263.00	1560.50	1248.50
Traveller's driver		1287.00	1029.50	1272.00	1017.50	1291.50	1033.00	1276.50	1021.00
<b>Watchman or caretaker, whose ordinary hours of work are -</b>									
(a)	less than 60 hours per week	1337.00	1069.50	1321.50	1057.00	1343.00	1074.50	1327.00	1061.50
(b)	60 hours per week	1403.00	1122.50	1386.50	1109.00	1410.50	1128.50	1394.00	1115.00
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage in line with this schedule.</b>									

3. In the following table of clauses, substitute the existing expression, for the new expression:

Rw Ryo

Clause No.	Existing	New
6.3(2)	1 September 2018	1 September 2019
12.1(3)(b)	R1,30	R1,39
12.2	44 cents	47 cents
12.4	66 cents	70 cents
14.1(1)	R2,85	R2,99
14.1(2)	R4,57	R4,29
15(1)	31 August 2019	31 August 2020
15(1)	1 September 2018	1 September 2019
Annexure C of Clause 19(5)	18 cents	19 cents

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#### 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:

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)
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DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>A. ALL AREAS</b>					
(i)	(a) Foreman	3772.50	3018.00	3790.00	3032.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	1541.50	1233.00	1550.00	1240.00
	(ii) Learners				
	first six months of experience	1058.50	847.00	1063.50	851.00
	second six months of experience	1263.50	1011.00	1269.50	1015.50
	Thereafter, the wage specified in (ii)(i) i.e.	1541.50	1233.00	1550.00	1240.00
	(c) Cloakroom Supervisor/Watchman	1074.50	859.50	1078.00	862.50
	(d) Mechanic	3539.50	2831.50	3556.50	2845.00
	(e) Unqualified Mechanic	1318.50	1055.00	1326.50	1061.00
	(f) Watchman	1074.50	859.50	1078.00	862.50
	(g) Labourer	840.50	840.00	843.50	840.00
	(h) Boiler Attendant	923.00	840.00	927.00	840.00
(ii)	Pattern Grader				
	(i) Qualified	1998.50	1599.00	2007.50	1606.00
	(ii) Learners				
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	925.50	840.00	928.00	840.00
	third six months of experience	1076.50	861.00	1082.50	866.00
	fourth six months of experience	1234.00	987.00	1239.00	991.00
	fifth six months of experience	1385.50	1108.50	1389.50	1111.50
	sixth six months of experience	1536.00	1229.00	1543.50	1235.00
	seventh six months of experience	1689.50	1351.50	1696.50	1357.00
	next four months of experience	1842.50	1474.00	1849.00	1479.00
	Thereafter, the wage specified in (ii)(i) i.e.	1998.50	1599.00	2007.50	1606.00
(iii)	Marker-In				
	(i) Qualified	1541.50	1233.00	1550.00	1240.00
	(ii) Learners				
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	866.00	840.00	871.00	840.00
	third six months of experience	968.00	840.00	971.00	840.00
	fourth six months of experience	1060.50	848.50	1065.50	852.50
	fifth six months of experience	1159.00	927.00	1163.00	930.50
	sixth six months of experience	1252.00	1001.50	1258.50	1007.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		seventh six months of experience	1349.50	1079.50	1356.50	1085.00
		next four months of experience	1443.00	1154.50	1449.50	1159.50
		Thereafter, the wage specified in (iii)(i) i.e.	1541.50	1233.00	1550.00	1240.00
(iv)	Shaper & Chopper-out, other than an Interlining and/or trimming chopper-out					
	(i)	Qualified	1235.50	988.50	1242.50	994.00
	(ii)	Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		third six months of experience	903.00	840.00	909.50	840.00
		fourth six months of experience	986.00	840.00	988.50	840.00
		fifth six months of experience	1068.00	854.50	1074.50	859.50
		next four months of experience	1152.50	922.00	1158.00	926.50
		Thereafter, the wage specified in (iv)(i) i.e.	1235.50	988.50	1242.50	994.00
(v)	Checker, Examiner and/or Passer					
	(i)	Qualified	1074.50	859.50	1078.00	862.50
	(ii)	Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		third six months of experience	903.00	840.00	909.50	840.00
		next four months of experience	986.50	840.00	989.50	840.00
		Thereafter, the wage specified in (v)(i) i.e.	1074.50	859.50	1078.00	862.50
(vi)	(a) Invoice Clerk					
	(i)	Qualified	1541.50	1233.00	1550.00	1240.00
	(ii)	Learners				
		first six months of experience	1111.00	889.00	1116.00	893.00
		Thereafter, the wage specified in (vi)(a)(i) i.e.	1541.50	1233.00	1550.00	1240.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i)	Qualified	1129.00	903.00	1134.00	907.00
	(ii)	Learners				
		first six months of experience	840.00	840.00	840.00	840.00

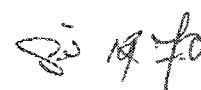
WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		second six months of experience	969.00	840.00	972.50	840.00
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1129.00	903.00	1134.00	907.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i)	Qualified	1216.50	973.00	1221.00	977.00
	(ii)	Leamers				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		third six months of experience	892.50	840.00	896.00	840.00
		fourth six months of experience	972.50	840.00	976.50	840.00
		fifth six months of experience	1052.50	842.00	1059.50	847.50
		next four months of experience	1136.00	909.00	1141.50	913.00
		Thereafter, the wage specified in (vii)(i) i.e.	1216.50	973.00	1221.00	977.00
(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	1329.50	1063.50	1336.00	1069.00
	(b)	Exceeds 2 722 kg	1546.00	1237.00	1553.50	1243.00
(ix)	Part-time Driver of a Motor Vehicle		1211.00	969.00	1216.50	973.00
(x)	Knitting Machine Operator					
	(i)	Qualified	1584.50	1267.50	1593.00	1274.50
	(ii)	Leamers				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	876.50	840.00	882.00	840.00
		third six months of experience	1017.50	840.00	1020.50	840.00
		fourth six months of experience	1160.00	928.00	1163.50	931.00
		fifth six months of experience	1300.50	1040.50	1305.00	1044.00
		next four months of experience	1443.50	1155.00	1451.00	1161.00
		Thereafter, the wage specified in (x)(i) i.e.	1584.50	1267.50	1593.00	1274.50
(xi)	Maintenance hand					
	(i)	Qualified	909.50	840.00	912.00	840.00

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(ii) Learners					
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
	third six months of experience	840.00	840.00	840.00	840.00
	fourth six months of experience	840.00	840.00	841.00	840.00
	next four months of experience	876.00	840.00	881.50	840.00
	Thereafter, the wage specified in (xi)(i) i.e.	909.50	840.00	912.00	840.00
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
<b>(i) (a) Sewing Machinist</b>					
	(i) Qualified	1074.50	859.50	1078.00	862.50
	(ii) Learners				
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
	third six months of experience	845.00	840.00	849.50	840.00
	Thereafter, the wage specified in (i)(i) i.e.	1074.50	859.50	1078.00	862.50
<b>(i) (b) Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>					
	(i) Qualified	1074.50	859.50	1078.00	862.50
	(ii) Learners				
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
	third six months of experience	845.00	840.00	849.50	840.00
	fourth six months of experience	903.00	840.00	909.50	840.00
	fifth six months of experience	959.00	840.00	963.50	840.00
	next four months of experience	1017.00	840.00	1020.00	840.00
	Thereafter, the wage specified in (i)(i) i.e.	1074.50	859.50	1078.00	862.50
<b>Set Leader and/or Team Leader</b>		1141.50	913.00	1145.50	916.50
<b>(ii) General Worker/Pleater</b>					
	(i) Qualified	840.00	840.00	840.00	840.00
	(ii) Learners				

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			first six months of experience	840.00	840.00	840.00	840.00
			second six months of experience	840.00	840.00	840.00	840.00
			Thereafter, the wage specified in (ii)(i) i.e.	840.00	840.00	840.00	840.00
(iii)	Despatch Packer and Layer-up						
		(i) Qualified		840.00	840.00	843.00	840.00
		(ii) Learners					
			first six months of experience	840.00	840.00	840.00	840.00
			second six months of experience	840.00	840.00	840.00	840.00
			Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	843.00	840.00
(iv)	Plain Sewer						
		(i) Qualified		876.50	840.00	882.00	840.00
		(ii) Learners					
			first six months of experience	840.00	840.00	840.00	840.00
			Thereafter, the wage specified in (iv)(i) i.e.	876.50	840.00	882.00	840.00
(v)	Sample Machinist			1221.00	977.00	1227.50	982.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT							
(i) (a)	Sewing Machinist						
		(i) Qualified:		1030.50	840.00	1034.00	840.00
		(ii) Learners:					
			first six months of experience	840.00	840.00	840.00	840.00
			second six months of experience	840.00	840.00	840.00	840.00
			third six months of experience	840.00	840.00	840.00	840.00
			Thereafter, the wage specified in (i)(a)(i) i.e.	1030.50	840.00	1034.00	840.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scribe and Screen Printer:						
		(i) Qualified:		1030.50	840.00	1034.00	840.00
		(ii) Learners:					
			first six months of experience	840.00	840.00	840.00	840.00
			second six months of experience	840.00	840.00	840.00	840.00
			third six months of experience	840.00	840.00	840.00	840.00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		fourth six months of experience	867.50	840.00	874.00	840.00
		fifth six months of experience	920.50	840.00	925.00	840.00
		Next four months of experience	975.50	840.00	978.50	840.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	1030.50	840.00	1034.00	840.00
		<b>Set Leader and/or Team Leader</b>	1095.50	876.50	1099.50	879.50
(ii)		<b>General Worker/Pleater</b>				
		(i) Qualified	840.00	840.00	840.00	840.00
		(ii) Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (ii)(i) i.e.	840.00	840.00	840.00	840.00
(iii)		<b>Despatch Packer</b>				
		(i) Qualified	840.00	840.00	840.00	840.00
		(ii) Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	840.00	840.00
(iv)		<b>Layer-Up</b>				
		(i) Qualified	840.00	840.00	840.00	840.00
		(ii) Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	840.00	840.00
(v)		<b>Plain Sewer</b>				
		(i) Qualified	850.00	840.00	853.50	840.00
		(ii) Learners				
		first six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (iv)(i) i.e.	850.00	840.00	853.50	840.00
(vi)		<b>Sample Machinist</b>	1170.50	936.50	1173.50	939.00



WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.				

2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
20(1)(a)	R2,84	R3,04
20(1)(b)	R3,06	R3,27
21(3)	R23,59	R25,23
23D(1)	44 cents	47 cents
23E(2)	66 cents	71 cents
35(5)	19 cents	20 cents
36(1)	31 August 2019	31 August 2020
36(1)	1 September 2018	1 September 2019

## 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):

“(a)

WAGE SCHEDULE			Group A (i.e Employers contributing to the Productivity Incentive Scheme)		Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
GRADE 1						
	(a)	Qualified	1379.10	1103.30	1385.50	1108.40
	(b)	Learner				
		0 - 6 months	910.25	850.00	914.55	850.00
		7 - 12 months	1006.95	850.00	1011.55	850.00
		13 - 18 months **	1103.40	882.70	1108.60	886.90
		Thereafter, the qualifying wage applies	1379.10	1103.30	1385.50	1108.40
GRADE 2						
	(a)	Qualified	1198.55	958.85	1204.25	963.40
	(b)	Learner				
		0 - 6 months	905.40	850.00	909.60	850.00
		Thereafter, the qualifying wage applies	1198.55	958.85	1204.25	963.40
GRADE A						
	(a)	Qualified	1228.10	982.50	1233.65	986.90
	(b)	Learner				
		0 - 6 months	953.90	850.00	958.45	850.00

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the qualifying wage applies	1228.10	982.50	1233.65	986.90
		<b>HEAD CUTTER</b>	2200.30	1760.25	2210.35	1768.30
		<b>ASSISTANT HEAD CUTTER</b>	1760.10	1408.10	1768.15	1414.50
		<b>CUTTER/TRIMMER</b>				
	(a)	Qualified	1382.45	1105.95	1388.90	1111.10
	(b)	Learner				
		0 - 6 months	867.10	850.00	871.20	850.00
		7 - 12 months	968.90	850.00	973.15	850.00
		13 - 18 months	1066.50	853.20	1071.50	857.20
		19 - 22 months	1182.50	946.00	1187.80	950.25
		Thereafter, the qualifying wage applies	1382.45	1105.95	1388.90	1111.10
		<b>BAND KNIFE CUTTER</b>				
	(a)	Qualified	1454.90	1163.90	1461.55	1169.25
	(b)	Learner				
		0 - 6 months	970.15	850.00	974.55	850.00
		7 - 12 months	1077.35	861.90	1082.40	865.90
		13 - 18 months	1175.60	940.50	1181.20	944.95
		19 - 22 months	1287.55	1030.05	1293.45	1034.75
		Thereafter, the qualifying wage applies	1454.90	1163.90	1461.55	1169.25
		<b>MECHANIC</b>				
	(a)	Qualified	2364.55	1891.65	2375.40	1900.30
	(b)	Learner				
		0 - 6 months	1091.00	872.80	1095.85	876.70
		7 - 12 months	1252.80	1002.25	1258.70	1006.95
		13 - 18 months	1437.75	1150.20	1444.65	1155.70
		19 - 24 months	1622.85	1298.30	1630.45	1304.35
		25 - 30 months	1820.10	1456.10	1828.65	1462.90
		31 - 36 months	2001.55	1601.25	2010.75	1608.60
		37 - 40 months	2179.90	1743.90	2190.05	1752.05

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the qualifying wage applies	2364.55	1891.65	2375.40	1900.30
<b>CLERK *</b>						
	(a)	Qualified	1477.90	1182.30	1484.80	1187.85
	(b)	Learner				
		0 - 6 months	1004.85	850.00	1009.50	850.00
		7 - 12 months	1134.60	907.70	1139.85	911.90
		13 - 18 months	1241.25	993.00	1246.90	997.50
		Thereafter, the qualifying wage applies	1477.90	1182.30	1484.80	1187.85
<b>WATCHMAN</b>			1238.70	990.95	1244.40	995.50
<b>DRIVER 1</b>			1163.50	930.80	1168.90	935.10
<b>DRIVER 2</b>			1271.35	1017.10	1277.25	1021.80
<b>DRIVER 3</b>			1482.45	1185.95	1489.35	1191.50
<b>DRIVER 4</b>			1790.45	1432.35	1798.85	1439.10
<b>FOREPERSON</b>			1695.05	1356.05	1702.95	1362.35
* 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.						
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.						

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

"(b)

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(i)	Foreman:		2588.75	2071.00	2600.75	2080.60
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	2491.85	1993.50	2503.35	2002.70
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1298.15	1038.50	1304.10	1043.30
		third six months of experience	1696.30	1357.05	1704.10	1363.30
		next four months of experience	2094.00	1675.20	2103.65	1682.90
		Thereafter, the wage specified in (iii)(i) i.e.	2491.85	1993.50	2503.35	2002.70
(iv)	Mechanic/Dyer:					
	(i)	Qualified:	2588.75	2071.00	2600.75	2080.60
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1068.80	855.05	1073.95	859.15
		third six months of experience	1237.70	990.15	1243.60	994.90
		fourth six months of experience	1406.85	1125.50	1413.20	1130.55
		fifth six months of experience	1575.80	1260.65	1583.25	1266.60
		sixth six months of experience	1744.10	1395.30	1752.15	1401.70
		seventh six months of experience	1913.45	1530.75	1922.30	1537.85
		eighth six months of experience	2082.25	1665.80	2092.00	1673.60
		ninth six months of experience	2250.90	1800.70	2261.40	1809.10
		next four months of experience	2420.25	1936.20	2431.40	1945.10
		Thereafter, the wage specified in (iv)(i) i.e.	2588.75	2071.00	2600.75	2080.60
(v)	Mechanic's Assistant:					
	(i)	Qualified:	1695.80	1356.65	1703.70	1362.95
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	979.05	850.00	983.55	850.00
		third six months of experience	1059.75	850.00	1064.65	851.70
		fourth six months of experience	1138.35	910.70	1143.65	914.90
		fifth six months of experience	1218.35	974.70	1224.15	979.30

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		sixth six months of experience	1298.25	1038.60	1304.30	1043.45
		seventh six months of experience	1377.40	1101.90	1383.80	1107.05
		eighth six months of experience	1457.40	1165.90	1463.90	1171.10
		ninth six months of experience	1536.50	1229.20	1543.60	1234.90
		next four months of experience	1616.25	1293.00	1623.60	1298.90
		Thereafter, the wage specified in (v)(i) i.e.	1695.80	1358.65	1703.70	1362.95
(vi)	Supervisor:		1792.65	1434.10	1800.95	1440.75
(vii)	Final Examiner of fully-fashioned garments:		1664.75	1331.80	1672.40	1337.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified:	1630.05	1304.05	1637.65	1310.10
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1082.50	866.00	1087.60	870.10
		third six months of experience	1265.05	1012.05	1271.00	1016.80
		next four months of experience	1447.75	1158.20	1454.45	1163.55
		Thereafter, the wage specified in (viii)(i) i.e.	1630.05	1304.05	1637.65	1310.10
(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:	1630.05	1304.05	1637.65	1310.10
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1021.50	850.00	1026.40	850.00
		third six months of experience	1143.00	914.40	1148.35	918.70
		fourth six months of experience	1265.05	1012.05	1271.10	1016.90
		fifth six months of experience	1386.65	1109.30	1392.95	1114.35
		next four months of experience	1508.60	1206.90	1515.55	1212.45

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (ix)(i) i.e.	1630.05	1304.05	1637.65	1310.10
(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:	1422.30	1137.85	1429.05	1143.25
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1030.40	850.00	1035.05	850.00
		third six months of experience	1160.85	928.70	1166.25	933.00
		next four months of experience	1291.90	1033.50	1297.85	1038.30
		Thereafter, the wage specified in (x)(i) i.e.	1422.30	1137.85	1429.05	1143.25
(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	1359.75	1087.80	1366.00	1092.80
		(b) exceeds 453,5 kg but not 2 721 kg	1605.40	1284.30	1612.85	1290.30
		(c) exceeds 2 721 kg but not 4 535 kg	1709.60	1367.70	1717.45	1373.95
		(d) exceeds 4 535 kg	1855.20	1484.15	1863.70	1490.95
(xii)	Security Officer:		2076.65	1661.30	2088.30	1669.05
(xiii)	Watchman:		1602.65	1282.10	1610.05	1288.05
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1668.55	1334.85	1676.15	1340.90
	(ii)	Learners:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1091.90	873.50	1097.15	877.70
		third six months of experience	1284.65	1027.70	1290.50	1032.40
		next four months of experience	1476.40	1181.10	1483.25	1186.60

WAGE SCHEDULE			Group A (i.e. Employers contributing to the Productivity Incentive Scheme)		Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		thereafter, the wage specified in (xiv)(i) i.e.	1668.55	1334.85	1676.15	1340.90
(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:	1169.30	935.45	1174.70	939.75
	(ii)	Learnors:				
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	989.65	850.00	994.25	850.00
		third six months of experience	1080.15	864.10	1085.00	868.00
		Thereafter, the wage specified in (xv) (i) i.e.	1169.30	935.45	1174.70	939.75
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		1169.30	935.45	1174.70	939.75
(xvii)	General Worker (Knitting)		1358.25	1086.60	1364.60	1091.70
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.						

3. In the following table of clauses, substitute the existing expression, for the new expression:

“

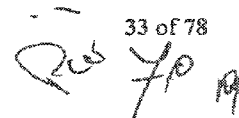
Clause No.	Existing	New
25(1)	R3,34	R3,58
25(2)	R4,54	R4,85
26(1)	42 cents	45 cents
26(2)	60 cents	64 cents
40(1)	31 August 2019	31 August 2020
(40(1)	1 September 2018	1 September 2019
Annexure C of Clause 43(5)	19 cents	20 cents

”

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

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

“

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(A)	<b>Pattern Maker and/or Grader:</b>				
	(i) Qualified:	2480.70	1984.60	2492.10	1993.70
	(ii) Learners:				
	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	1156.20	925.00	1161.70	929.40
	third six months of experience	1423.00	1138.40	1429.60	1143.70
	fourth six months of experience	1665.60	1332.50	1673.30	1338.60
	fifth six months of experience	1954.80	1563.80	1964.10	1571.30
	next four months of experience	2220.20	1776.20	2230.50	1784.40
	Thereafter, the wage specified in (A)(i) i.e.	2480.70	1984.60	2492.10	1993.70
(B)	<b>Marker-In:</b>				
	(i) Qualified:	2059.50	1647.60	2069.40	1655.50
	(ii) Learners:				
	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	1086.00	868.80	1091.30	873.00
	third six months of experience	1281.30	1025.00	1287.40	1029.90
	fourth six months of experience	1475.60	1180.50	1482.80	1186.20
	fifth six months of experience	1670.40	1336.30	1678.60	1342.90
	next four months of experience	1865.70	1492.60	1874.10	1499.30
	Thereafter, the wage specified in (B)(i) i.e.	2059.50	1647.60	2069.40	1655.50
(C)	<b>Mechanic:</b>				
	(i) Qualified:	2008.70	1607.00	2018.20	1614.60
	(ii) Learners:				
	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	1015.50	812.40	1020.10	816.10
	third six months of experience	1139.70	911.80	1145.20	916.20
	fourth six months of experience	1264.00	1011.20	1269.90	1015.90
	fifth six months of experience	1388.80	1111.00	1395.30	1116.20

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			sixth six months of experience	1511.70	1209.40	1518.90	1215.10
			seventh six months of experience	1637.00	1309.60	1644.60	1315.70
			eighth six months of experience	1760.70	1408.60	1769.30	1415.40
			next four months of experience	1885.40	1508.30	1894.20	1515.40
			Thereafter, the wage specified in (C)(i) i.e.	2008.70	1607.00	2018.20	1614.60
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:						
		(i) Qualified:		1491.80	1193.40	1499.10	1199.30
		(ii) Learners:					
			first six months of experience	893.50	800.00	897.30	800.00
			second six months of experience	1041.70	833.40	1046.90	837.50
			third six months of experience	1192.50	954.00	1198.00	958.40
			next four months of experience	1344.20	1075.40	1350.30	1080.20
			Thereafter, the wage specified in (D)(i) i.e.	1491.80	1193.40	1499.10	1199.30
*(E1)	Sample Machinist:			1483.40	1186.70	1490.40	1192.30
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):						
		(i) Qualified:		1289.60	1031.70	1295.70	1036.60
		(ii) Learners:					
			first six months of experience	893.50	800.00	897.30	800.00
			second six months of experience	991.00	800.00	995.70	800.00
			third six months of experience	1088.80	871.00	1094.20	875.40
			Thereafter, the wage specified in (E)(i) i.e.	1289.60	1031.70	1295.70	1036.60

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5%Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(E)(b)	Finisher, Invisible Mender Embroiderer, 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:	1289.60	1031.70	1295.70	1036.60
	(ii) Learners:				
	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	991.00	800.00	995.70	800.00
	third six months of experience	1088.80	871.00	1094.20	875.40
	next four months of experience	1192.80	954.20	1198.10	958.50
	Thereafter, the wage specified in (E)(i) i.e.	1289.60	1031.70	1295.70	1036.60
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1532.40	1225.90	1539.70	1231.80
	(ii) Learners:				
	first six months of experience	1289.60	1031.70	1295.70	1036.60
	second six months of experience	1373.50	1098.80	1379.70	1103.80
	third six months of experience.	1454.20	1163.40	1461.10	1168.90
	Thereafter, the wage specified in (F1)(i) i.e.	1532.40	1225.90	1539.70	1231.80
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1532.40	1225.90	1539.70	1231.80
	(ii) Learners:				
	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	1052.80	842.20	1057.50	846.00
	third six months of experience	1212.90	970.30	1218.50	974.80
	next four months of experience	1374.40	1099.50	1381.10	1104.90

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (F)(i) i.e.	1532.40	1225.90	1539.70	1231.80
(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:		1069.90	855.90	1074.70	859.80
	(ii) Learners:					
		first six months of experience	893.50	800.00	897.30	800.00
		second six months of experience	936.60	800.00	940.60	800.00
		third six months of experience	980.30	800.00	985.30	800.00
		next four months of experience	1024.40	819.50	1029.10	823.30
		Thereafter, the wage specified in (G)(i) i.e.	1069.90	855.90	1074.70	859.80
(H1)	Foreman:		3384.20	2707.40	3399.90	2719.90
(H2)	Supervisor, Assistant Foreman, Head Cutter:		1845.80	1476.60	1854.20	1483.40
(H3)	Artisan:		3863.50	3090.80	3881.10	3104.90
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		1188.80	951.00	1194.50	955.60
(H5)	Watchman:		1373.70	1099.00	1380.10	1104.10
(H6)	Driver (Light Motor Vehicle):		1354.10	1083.30	1360.20	1088.20
(H7)	Driver (Medium Motor Vehicle):		1447.90	1158.30	1454.50	1163.60

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5%Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	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				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.					

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

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R
A	2480.70	161.80	1984.60	2492.10	162.50	1993.70
B	2059.50	134.30	1647.60	2069.40	135.00	1655.50
C	2008.70	131.00	1607.00	2018.20	131.60	1614.60

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R
D	1491.80	97.30	1193.40	1499.10	97.80	1199.30
E1	1483.40	96.70	1186.70	1490.40	97.20	1192.30
E (a)	1289.60	84.10	1031.70	1295.70	84.50	1036.60
E (b)	1289.60	84.10	1031.70	1295.70	84.50	1036.60
F1	1532.40	99.90	1225.90	1539.70	100.40	1231.80
F	1532.40	99.90	1225.90	1539.70	100.40	1231.80
G	1069.90	69.80	855.90	1074.70	70.10	859.80
H1	3384.20	220.70	2707.40	3399.90	221.70	2719.90
H2	1845.80	120.40	1476.60	1854.20	120.90	1483.40
H3	3863.50	252.00	3090.80	3881.10	253.10	3104.90
H4	1188.80	77.50	951.00	1194.50	77.90	955.60
H5	1373.70	89.60	1099.00	1380.10	90.00	1104.10
H6	1354.10	88.30	1083.30	1360.20	88.70	1088.20
H7	1447.90	94.40	1158.30	1454.50	94.90	1163.60

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

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	Supervisor:	2081.90	1665.50	2086.80	1669.40
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1651.20	1321.00	1655.60	1324.50
	(ii) Learners:				
	first six months of experience	1169.90	935.90	1172.70	938.20
	second six months of experience	1279.30	1023.40	1282.20	1025.80
	third six months of experience	1404.60	1123.70	1407.80	1126.20
	next four months of experience	1557.60	1246.10	1561.30	1249.00
	Thereafter, the wage specified in (b)(i) i.e.	1651.20	1321.00	1655.60	1324.50
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1389.40	1111.50	1392.70	1114.20
	(ii) Learners:				
	first six months of experience	1151.60	921.30	1154.40	923.50
	second six months of experience	1188.90	951.10	1191.60	953.30
	third six months of experience	1264.00	1011.20	1266.90	1013.50
	next four months of experience	1322.80	1058.20	1326.10	1060.90
	Thereafter, the wage specified in (c)(1)(i) i.e.	1389.40	1111.50	1392.70	1114.20
	(2) Driver:	1389.40	1111.50	1392.70	1114.20
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1285.90	1028.70	1288.50	1030.80
	(ii) Learners:				
	first six months of experience	820.00	820.00	820.00	820.00
	second six months of experience	926.40	820.00	928.60	820.00
	third six months of experience	992.00	820.00	994.50	820.00
	next four months of experience	1145.20	916.20	1147.90	918.30
	Thereafter, the wage specified in (d)(i) i.e.	1285.90	1028.70	1288.50	1030.80
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(i) Qualified:	1096.00	876.80	1098.50	878.80
	(ii) Learners:				
	first six months of experience	820.00	820.00	820.00	820.00
	second six months of experience	888.70	820.00	890.70	820.00
	third six months of experience	954.10	820.00	956.70	820.00
	next four months of experience	1026.80	821.40	1029.00	823.20
	Thereafter, the wage specified in (e)(i) i.e.	1096.00	876.80	1098.50	878.80
(f)	Boiler Attendant & Watchman:	1198.70	959.00	1201.80	961.40
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.					

4. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4A(1)	31 August 2017	31 August 2018
27(1)	31 August 2019	31 August 2020
27(1)	1 September 2018	1 September 2019
30(5)	20 cents	21 cents

Clause No.	Existing	New
33 (1)(a)	R2,84	R3,04
33(1)(b)	R3,06	R3,27

## 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:

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(i)	Foreman:			2573.20	2058.60	2585.30	2068.20
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i) Qualified:			2476.90	1981.50	2488.50	1990.80
	(ii) Learners:						
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1289.90	1031.90	1295.90	1036.70
		third six months of experience		1685.50	1348.40	1693.40	1354.70
		next four months of experience		2081.30	1665.00	2091.00	1672.80
		Thereafter, the wage specified in (iii)(i)		2476.90	1981.50	2488.50	1990.80

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		i.e.				
(iv)	Mechanic/Dyer:					
	(i) Qualified:		2573.20	2058.60	2585.30	2068.20
	(ii) Learners:					
		first six months of experience	894.20	850.00	898.50	850.00
		second six months of experience	1062.10	850.00	1066.90	853.50
		third six months of experience	1229.90	983.90	1235.70	988.60
		fourth six months of experience	1398.10	1118.50	1404.40	1123.50
		fifth six months of experience	1565.80	1252.60	1573.20	1258.60
		sixth six months of experience	1733.60	1386.90	1741.70	1393.40
		seventh six months of experience	1901.50	1521.20	1910.50	1528.40
		eighth six months of experience	2069.50	1655.60	2079.20	1663.40
		ninth six months of experience	2237.00	1789.60	2247.30	1797.80
		next four months of experience	2405.80	1924.60	2417.00	1933.60
		Thereafter, the wage specified in (iv)(i) i.e.	2573.20	2058.60	2585.30	2068.20
(v)	Mechanic's Assistant:					
	(i) Qualified:		1685.10	1348.10	1692.80	1354.20
	(ii) Learners:					
		first six months of experience	894.20	850.00	898.50	850.00
		second six months of experience	972.40	850.00	976.80	850.00
		third six months of experience	1033.90	850.00	1057.50	850.00
		fourth six months of experience	1131.10	904.90	1136.20	909.00
		fifth six months of experience	1210.70	968.60	1216.20	973.00
		sixth six months of experience	1290.00	1032.00	1296.00	1036.80
		seventh six months of experience	1368.70	1095.00	1375.20	1100.20
		eighth six months of experience	1448.40	1158.70	1454.80	1163.70
		ninth six months of experience	1526.90	1221.50	1533.80	1227.00
		next four months of experience	1606.50	1285.20	1613.60	1290.90
		Thereafter, the wage specified in (v)(i) i.e.	1685.10	1348.10	1692.80	1354.20
(vi)	Supervisor:		1781.70	1425.40	1790.00	1432.00
(vii)	Final Examiner of fully-fashioned garments:		1654.20	1323.40	1662.10	1329.70

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
	(i)	Qualified		1619.80	1295.80	1627.50	1302.00
	(ii)	Learners:					
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1075.40	860.30	1080.50	864.40
		third six months of experience		1256.90	1005.50	1262.60	1010.10
		next four months of experience		1438.60	1150.90	1445.50	1156.40
		Thereafter, the wage specified in (viii)(i) i.e.		1619.80	1295.80	1627.50	1302.00
(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:		1619.80	1295.80	1627.50	1302.00
	(ii)	Learners:					
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1014.90	850.00	1019.20	850.00
		third six months of experience		1135.60	908.50	1140.70	912.60
		fourth six months of experience		1256.90	1005.50	1262.60	1010.10
		fifth six months of experience		1377.60	1102.10	1384.40	1107.50
		next four months of experience		1499.00	1199.20	1505.70	1204.60
		Thereafter, the wage specified in (ix)(i) i.e.		1619.80	1295.80	1627.50	1302.00
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:						
	(i)	Qualified:		1413.40	1130.70	1419.90	1135.90
	(ii)	Learners:					
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1023.60	850.00	1028.40	850.00
		third six months of experience		1153.30	922.60	1158.80	927.00
		next four months of experience		1283.60	1026.90	1289.60	1031.70
		Thereafter, the wage specified in (x)(i)		1413.40	1130.70	1419.90	1135.90

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			i.e.				
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:						
		(i) Qualified:		1413.40	1130.70	1419.90	1135.90
		(ii) Learners:					
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1023.60	850.00	1028.40	850.00
		third six months of experience		1153.30	922.60	1158.80	927.00
		Thereafter, the wage specified in (x)(i) i.e.		1413.40	1130.70	1419.90	1135.90
(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		1351.20	1081.00	1357.40	1085.90
		(b) exceeds 453,5 kg but not 2 721 kg		1595.30	1276.20	1602.50	1282.00
		(c) exceeds 2 721 kg but not 4 535 kg		1698.80	1359.00	1706.80	1365.40
		(d) exceeds 4 535 kg		1843.60	1474.90	1852.40	1481.90
(xii)	Security Officer:			2064.00	1651.20	2073.30	1658.60
(xiii)	Watchman:			1592.50	1274.00	1599.90	1279.90
(xiv)	Employee not elsewhere specified:						
		(i) Qualified:		1658.10	1326.50	1665.70	1332.60
		(ii) Learners:					
		first six months of experience		894.20	850.00	898.50	850.00
		second six months of experience		1084.70	867.80	1089.90	871.90
		third six months of experience		1276.10	1020.90	1282.20	1025.80
		next four months of experience		1466.90	1173.50	1473.70	1179.00
		Thereafter, the wage specified in (xiv)(i) i.e.		1658.10	1326.50	1665.70	1332.60

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
				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 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:			1349.60	1079.70	1355.80	1084.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			1161.70	929.40	1167.10	933.70
(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:			1161.70	929.40	1167.10	933.70
	(ii) Learners:						
	first six months of experience			894.20	850.00	898.50	850.00
	second six months of experience			982.90	850.00	987.60	850.00
	third six months of experience			1073.00	858.40	1077.80	862.20
	Thereafter, the wage specified in (xvii) (i) i.e.			1161.70	929.40	1167.10	933.70

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.							

2. In the following table of clauses, substitute the existing expression, for the new expression:

“

Clause No.	Existing	New
11(2)(a)	R2,84	R3,04
11(2)(b)	R3,06	R3,27
13E(1)	43 cents	46 cents
13F(2)	65 cents	70 cents
19(4)	R24,69	R26,41
19(5)	R24,69	R26,41
20(2)(b)	R7,72	R8,26
30(5)	20 cents	21 cents

Clause No.	Existing	New
31(1)	31 August 2019	31 August 2020
31(1)	1 September 2018	1 September 2019

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

1. In clause 1(2)(b), substitute the new expression "R135 930,00 per annum" for the existing expression "R127 062,00 per annum".
2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Part A – Cutting Department					
Head Cutter		2603.50	2083.00	2614.00	2091.00
Pattern Maker:					

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(a)	Qualified	2603.50	2083.00	2614.00	2091.00
	(b)	Learner				
		First year				
		First six months of experience	1458.00	1166.50	1463.50	1171.00
		Second six months of experience	1610.50	1288.50	1615.50	1292.50
		Second year				
		First six months of experience	1761.50	1409.00	1769.50	1415.50
		Second six months of experience	1923.00	1538.50	1932.50	1546.00
		Third year				
		First six months of experience	2098.00	1678.50	2106.50	1685.00
		Next four months of experience	2263.50	1811.00	2274.50	1819.50
		Thereafter, the wage specified in (a), i.e.	2603.50	2083.00	2614.00	2091.00
Pattern Grader						
	(a)	Qualified	2100.00	1680.00	2108.00	1686.50
	(b)	Learner				
		First year				
		First six months of experience	1370.50	1096.50	1378.50	1103.00
		Second six months of experience	1458.00	1166.50	1463.50	1171.00
		Second year				
		First six months of experience	1543.50	1235.00	1553.00	1242.50
		Second six months of experience	1654.50	1323.50	1662.00	1329.50
		Third year				
		First six months of experience	1761.50	1409.00	1769.50	1415.50
		Next four months of experience	1875.00	1500.00	1884.50	1507.50
		Thereafter, the wage specified in (a), i.e.	2100.00	1680.00	2108.00	1686.50
Cutter, lay-maker:						
	(a)	Qualified	2026.00	1621.00	2033.00	1626.50
	(b)	Learner				
		First year				
		First six months of experience	1229.50	983.50	1236.50	989.00
		Second six months of experience	1354.50	1083.50	1359.50	1087.50
		Second year				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First six months of experience	1477.00	1181.50	1484.50	1187.50
		Second six months of experience	1615.50	1292.50	1625.50	1300.50
		Third year				
		First four months of experience	1772.00	1417.50	1781.00	1425.00
		Thereafter, the wage specified in (a), i.e.	2026.00	1621.00	2033.00	1626.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1459.50	1167.50	1466.00	1173.00
	(b)	Learner				
		First year				
		First six months of experience	1096.00	877.00	1099.50	879.50
		Second six months of experience	1162.00	929.50	1166.00	933.00
		Second year				
		First six months of experience	1222.00	977.50	1228.00	982.50
		Second six months of experience	1287.00	1029.50	1294.00	1035.00
		Third year				
		First four months of experience	1350.50	1080.50	1356.00	1085.00
		Thereafter, the wage specified in (a), i.e.	1459.50	1167.50	1466.00	1173.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1581.50	1265.00	1589.50	1271.50
		Second six months from date of advancement	1772.00	1417.50	1781.00	1425.00
		Thereafter, the wage specified for a qualified cutter, i.e.	2026.00	1621.00	2033.00	1626.50
Layer-up:						
	(a)	Qualified	1258.50	1007.00	1263.50	1011.00
	(b)	Learner				
		First year				
		First six months of experience	1059.50	850.00	1064.00	851.00
		Second six months of experience	1096.00	877.00	1099.50	879.50
		Second year				
		First six months of experience	1144.50	915.50	1150.50	920.50
		Thereafter, the wage specified in	1258.50	1007.00	1263.50	1011.00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		(a), i.e.				
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1258.50	1007.00	1263.50	1011.00
		Second six months from date of advancement	1477.00	1181.50	1484.50	1187.50
		Third six months from date of advancement	1615.50	1292.50	1625.50	1300.50
		Fourth six months from date of advancement	1772.00	1417.50	1781.00	1425.00
		Thereafter, the wage specified for a qualified cutter, i.e.	2026.00	1621.00	2033.00	1626.50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	1258.50	1007.00	1263.50	1011.00
		Second six months from date of advancement	1350.50	1080.50	1356.00	1085.00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1459.50	1167.50	1466.00	1173.00
	(c)	If advanced to fitter-up:				
		First six months from date of advancement	1258.50	1007.00	1263.50	1011.00
		Second six months from date of advancement	1304.50	1043.50	1309.50	1047.50
		Third six months from date of advancement	1370.50	1096.50	1378.50	1103.00
		Fourth six months from date of advancement	1459.50	1167.50	1466.00	1173.00
		Thereafter, the wage specified for fitter-up, i.e.	1610.50	1288.50	1615.50	1292.50
	Clicker:					
	(a)	Qualified	1505.50	1204.50	1512.50	1210.00
	(b)	Learner				
		First year	1128.50	903.00	1134.00	907.00
		Second year	1287.00	1029.50	1294.00	1035.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (a) i.e.	1505.50	1204.50	1512.50	1210.00
		Tracer:				
	(a)	Qualified	1412.50	1130.00	1418.00	1134.50
	(b)	Learner				
		First year				
		First six months of experience	1128.50	903.00	1134.00	907.00
		Second six months of experience	1208.50	967.00	1213.50	971.00
		Second year				
		First six months of experience	1278.50	1023.00	1283.50	1027.00
		Thereafter, the wage specified in (a), i.e.	1412.50	1130.00	1418.00	1134.50
Part B – Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	2603.50	2083.00	2614.00	2091.00
	(b)	Learner				
		First year				
		First six months of experience	1458.00	1166.50	1463.50	1171.00
		Second six months of experience	1610.50	1288.50	1615.50	1292.50
		Second year				
		First six months of experience	1761.50	1409.00	1769.50	1415.50
		Second six months of experience	1923.00	1538.50	1932.50	1546.00
		Third year				
		First four months of experience	2098.00	1678.50	2106.50	1685.00
		Second four months of experience	2263.50	1811.00	2274.50	1819.50
		Thereafter, the wage specified in (a), i.e.	2603.50	2083.00	2614.00	2091.00
Clothing technician:						
	(a)	Qualified	2603.50	2083.00	2614.00	2091.00
	(b)	Learner				
		First year				
		First six months of experience	1458.00	1166.50	1463.50	1171.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Second six months of experience	1610.50	1288.50	1615.50	1292.50
		Second year				
		First six months of experience	1761.50	1409.00	1769.50	1415.50
		Second six months of experience	1923.00	1538.50	1932.50	1546.00
		Third year				
		First six months of experience	2098.00	1678.50	2106.50	1685.00
		Next four months of experience	2263.50	1811.00	2274.50	1819.50
		Thereafter, the wage specified in (a), i.e.	2603.50	2083.00	2614.00	2091.00
		Grade A employee:				
	(a)	Qualified	1610.50	1288.50	1615.50	1292.50
	(b)	Learner				
		First year				
		First six months of experience	1133.00	906.50	1137.00	909.50
		Second six months of experience	1221.00	977.00	1226.00	981.00
		Second year				
		First six months of experience	1304.50	1043.50	1309.50	1047.50
		Second six months of experience	1370.50	1096.50	1378.50	1103.00
		Third year				
		First four months of experience	1459.50	1167.50	1466.00	1173.00
		Thereafter, the wage specified in (a), i.e.	1610.50	1288.50	1615.50	1292.50
		Grade B employee:				
	(a)	Qualified	1375.50	1100.50	1381.00	1105.00
	(b)	Learner				
		First year				
		First six months of experience	1116.00	893.00	1121.50	897.00
		Second six months of experience	1174.50	939.50	1179.50	943.50
		Second year				
		First six months of experience	1234.00	987.00	1239.00	991.00
		Thereafter, the wage specified in (a), i.e.	1375.50	1100.50	1381.00	1105.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1375.50	1100.50	1381.00	1105.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Second six months from date of advancement	1416.50	1133.00	1423.00	1138.50
		Third six months from date of advancement	1459.50	1167.50	1466.00	1173.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1288.50	1615.50	1292.50
		Grade C employee:				
	(a)	Qualified	1221.00	977.00	1226.00	981.00
	(b)	Learner				
		First year				
		First six months of experience	1094.00	875.00	1098.50	879.00
		Second six months of experience	1125.00	900.00	1130.00	904.00
		Thereafter, the wage specified in (a), i.e.	1221.00	977.00	1226.00	981.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1221.00	977.00	1226.00	981.00
		Second six months from date of advancement	1234.00	987.00	1239.00	991.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375.50	1100.50	1381.00	1105.00
		Underpresser, blocker:				
	(a)	Qualified	1234.00	987.00	1239.00	991.00
	(b)	Learner				
		First year				
		First six months of experience	1059.50	850.00	1064.00	851.00
		Second six months of experience	1096.00	877.00	1099.50	879.50
		Second year				
		First six months of experience	1144.50	915.50	1150.50	920.50
		Thereafter, the wage specified in (a), i.e.	1234.00	987.00	1239.00	991.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	1234.00	987.00	1239.00	991.00
		Second six months from date of advancement	1459.50	1167.50	1466.00	1173.00

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1288.50	1615.50	1292.50
<b>Part C – Clerical employees</b>						
Clerk						
	(a)	Qualified	1772.00	1417.50	1781.00	1425.00
	(b)	Learner				
		First year	1308.50	1047.00	1312.50	1050.00
		Second year	1421.50	1137.00	1428.00	1142.50
		Third year				
		First four months of experience	1554.00	1243.00	1561.00	1249.00
		Thereafter, the wage specified in (a), i.e.	1772.00	1417.50	1781.00	1425.00
Factory Clerk						
	(a)	Qualified	1329.50	1063.50	1337.00	1069.50
	(b)	Learner				
		First year	1059.50	850.00	1064.00	851.00
		Second year	1128.50	903.00	1134.00	907.00
		Third year				
		First four months of experience	1221.00	977.00	1226.00	981.00
		Thereafter, the wage specified in (a), i.e.	1329.50	1063.50	1337.00	1069.50
<b>Part D – General</b>						
Boiler attendant			1263.00	1010.50	1269.50	1015.50
Despatch packer			1304.50	1043.50	1309.50	1047.50
General Worker			1221.00	977.00	1226.00	981.00
Labourer			1234.00	987.00	1239.00	991.00
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	1304.50	1043.50	1309.50	1047.50
	(b)	exceeds 1 360 but not 2 720 kg	1354.50	1083.50	1359.50	1087.50

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(c)	exceeds 2 720 kg	1543.50	1235.00	1553.00	1242.50
Supervisor, quality controller and instructor			1654.50	1323.50	1662.00	1329.50
Traveller's driver			1354.50	1083.50	1359.50	1087.50
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1407.50	1126.00	1413.50	1131.00
	(b)	60 hours per week	1477.00	1181.50	1484.50	1187.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.						

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

DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
Blocker						
	(a)	Qualified	1285.00	1028.00	1289.50	1031.50
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	991.50	850.00	996.00	850.00
		Second year				
		First six months of experience	1086.00	869.00	1091.50	873.00
		Second six months of experience	1186.50	949.00	1191.50	953.00
		Thereafter, the wage specified in (a), i.e.	1285.00	1028.00	1289.50	1031.50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):						
	(a)	Qualified	1060.00	850.00	1065.50	852.50
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	923.00	850.00	928.50	850.00
		Second year				
		First six months of experience	956.00	850.00	960.00	850.00
		Second six months of experience	993.50	850.00	997.50	850.00
		Third year				
		First four months of experience	1026.00	850.00	1030.00	850.00
		Thereafter, the wage specified in (a), i.e.	1060.00	850.00	1065.50	852.50
Clerk						
	(a)	Qualified	1772.00	1417.50	1781.00	1425.00
	(b)	Learner				
		First year	1308.50	1047.00	1312.50	1050.00
		Second year	1421.50	1137.00	1428.00	1142.50
		Third year				
		First four months of experience	1554.00	1243.00	1561.00	1249.00
		Thereafter, the wage specified in (a), i.e.	1772.00	1417.50	1781.00	1425.00

DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
General Worker (Millinery)			1049.50	850.00	1053.00	850.00
Grade 1 Employee (Millinery):						
	(a)	Qualified	1038.00	850.00	1042.00	850.00
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	925.50	850.00	932.00	850.00
		Second year				
		First six months of experience	978.50	850.00	982.00	850.00
		Thereafter, the wage specified in (a), i.e.	1038.00	850.00	1042.00	850.00
Milliner:						
	(a)	Qualified	1122.00	897.50	1128.00	902.50
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	944.50	850.00	949.00	850.00
		Second year				
		First six months of experience	947.50	850.00	951.00	850.00
		Second six months of experience	991.00	850.00	995.50	850.00
		Third year				
		First six months of experience	1035.50	850.00	1039.50	850.00
		Next four months of experience	1086.00	869.00	1091.50	873.00
		Thereafter, the wage specified in (a) i.e.	1122.00	897.50	1128.00	902.50
Millinery Machinist:						
	(a)	Qualified	1134.00	907.00	1140.00	912.00
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	968.50	850.00	974.00	850.00
		Second year				
		First six months of experience	1027.00	850.00	1033.00	850.00
		Thereafter, the wage specified in (a),	1134.00	907.00	1140.00	912.00

DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		i.e.				
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	1346.50	1077.00	1354.00	1083.00
	(b)	exceeds 2268	1423.00	1138.50	1429.00	1143.00
Plain Sewer (Millinery):						
	(a)	Qualified	1060.00	850.00	1065.50	852.50
	(b)	Learner				
		First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	935.50	850.00	942.00	850.00
		Second year				
		First six months of experience	996.50	850.00	1001.00	850.00
		Thereafter, the wage specified in (a), i.e.	1060.00	850.00	1065.50	852.50
Supervisor (Millinery)			1520.50	1216.50	1528.00	1222.50
Watchman or Caretaker (Millinery)			1534.00	1227.00	1540.50	1232.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.						

4. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(13)	2018	2019
22(2)(a)	R2,86	R3,05
22(2)(b)	R4,58	R4,42
26(4)(b)	R11,87	R12,69
26(4)(b)	R14,16	R15,14
26(4)(b)	R15,45	R16,52
26(4)(b)	R26,37	R28,20
26(4)(b)	R26,37	R28,20
26(4)(b)	R26,37	R28,20
27(3)	44 cents	47 cents
27(4)	66 cents	70 cents
38(5)	29 cents	31 cents
39(3)	52 cents	55 cents
41(1)	31 August 2019	31 August 2020
41(1)	1 September 2018	1 September 2019

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

1. In clause 1(2)(b), substitute the new expression "R102 858.00 per annum" for the existing expression "R96 150.00 per annum".

2. Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

WAGE SCHEDULE			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
<b>Part A - Cutting Department</b>						
Head Cutter			1969.50	1575.50	1978.00	1582.50
Pattern Maker:						
	(a)	Qualified	1969.50	1575.50	1978.00	1582.50
	(b)	Learner				
		First year				
		First six months of experience	1186.00	949.00	1191.50	953.00
		Second six months of experience	1288.50	1031.00	1294.50	1035.50
		Second year				
		First six months of experience	1396.50	1117.00	1403.00	1122.50
		Second six months of experience	1504.50	1203.50	1510.50	1208.50
		Third year				
		First four months of experience	1623.00	1298.50	1628.00	1302.50
		Thereafter, the wage specified in (a), i.e.	1969.50	1575.50	1978.00	1582.50
Pattern Grader						
	(a)	Qualified	1627.00	1301.50	1634.00	1307.00
	(b)	Learner				
		First year				
		First six months of experience	1118.00	894.50	1122.00	897.50
		Second six months of experience	1186.00	949.00	1191.50	953.00
		Second year				

WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			First six months of experience	1250.50	1000.50	1256.00	1005.00
			Second six months of experience	1319.50	1055.50	1326.00	1061.00
			Third year				
			First six months of experience	1396.50	1117.00	1403.00	1122.50
			Next four months of experience	1472.00	1177.50	1477.50	1182.00
			Thereafter, the wage specified in (a), i.e.	1627.00	1301.50	1634.00	1307.00
			Cutter, lay-maker:				
	(a)		Qualified	1572.50	1258.00	1580.50	1264.50
	(b)		Learner				
			First year				
			First six months of experience	1025.50	850.00	1028.00	850.00
			Second six months of experience	1113.00	890.50	1118.00	894.50
			Second year				
			First six months of experience	1203.00	962.50	1205.00	964.00
			Second six months of experience	1296.00	1037.00	1302.50	1042.00
			Third year				
			First six months of experience	1405.00	1124.00	1410.50	1128.50
			Next four months of experience	1572.50	1258.00	1580.50	1264.50
			Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)		Qualified	1191.00	953.00	1194.50	955.50
	(b)		Learner				
			First year				
			First six months of experience	936.50	850.00	938.00	850.00
			Second six months of experience	978.50	850.00	980.50	850.00
			Second year				
			First six months of experience	1022.00	850.00	1026.50	850.00
			Second six months of experience	1065.50	852.50	1067.50	854.00
			Third year				
			First four months of experience	1111.00	889.00	1113.50	891.00
			Thereafter, the wage specified in (a) i.e.	1191.00	953.00	1194.50	955.50
	(c)		If advanced to learner cutter:				
			First six months from date of	1273.00	1018.50	1278.50	1023.00

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WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			advancement				
			Second six months from date of advancement	1405.00	1124.00	1410.50	1128.50
			Thereafter, the wage specified for a qualified cutter, i.e.	1572.50	1258.00	1580.50	1264.50
Layer-up:							
	(a)	Qualified		1044.50	850.00	1048.00	850.00
		First year					
		First six months of experience		913.00	850.00	917.00	850.00
		Second six months of experience		936.50	850.00	938.00	850.00
Second year							
		First six months of experience		967.50	850.00	970.50	850.00
		Thereafter, the wage specified in (a), i.e.		1044.50	850.00	1048.00	850.00
	(b)	If advanced to learner cutter:					
		First six months from date of advancement		1044.50	850.00	1048.00	850.00
		Second six months from date of advancement		1203.00	962.50	1205.00	964.00
		Third six months from date of advancement		1296.00	1037.00	1302.50	1042.00
		Fourth six months from date of advancement		1405.00	1124.00	1410.50	1128.50
		Thereafter, the wage specified for a qualified cutter, i.e.		1572.50	1258.00	1580.50	1264.50
Clicker:							
	(a)	Qualified		1222.00	977.50	1226.00	981.00
	(b)	Learner					
		First year of experience		958.50	850.00	960.00	850.00
		Second year of experience		1065.50	852.50	1067.50	854.00
		Thereafter, the wage specified in (a), i.e.		1222.00	977.50	1226.00	981.00
Tracer:							
	(a)	Qualified		1157.50	926.00	1160.50	928.50
	(b)	Learner					

WAGE SCHEDULE			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First year				
		First six months of experience	958.50	850.00	960.00	850.00
		Second six months of experience	1011.00	850.00	1014.00	850.00
		Second year				
		First six months of experience	1059.50	850.00	1065.50	852.50
		Thereafter, the wage specified in (a), i.e.	1157.50	926.00	1160.50	928.50
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	1969.50	1575.50	1978.00	1582.50
	(b)	Learner				
		First year				
		First six months of experience	1186.00	949.00	1191.50	953.00
		Second six months of experience	1288.50	1031.00	1294.50	1035.50
		Second year				
		First six months of experience	1396.50	1117.00	1403.00	1122.50
		Second six months of experience	1504.50	1203.50	1510.50	1208.50
		Third year				
		First six months of experience	1623.00	1298.50	1628.00	1302.50
		Next four months of experience	1740.00	1392.00	1746.00	1397.00
		Thereafter, the wage specified in (a), i.e.	1969.50	1575.50	1978.00	1582.50
Grade A employee:						
	(a)	Qualified	1288.50	1031.00	1294.50	1035.50
	(b)	Learner				
		First year				
		First six months of experience	961.50	850.00	967.00	850.00
		Second six months of experience	1020.50	850.00	1025.50	850.00
		Second year				
		First six months of experience	1074.00	859.00	1078.00	862.50
		Second six months of experience	1128.00	902.50	1133.00	906.50
		Third year				

WAGE SCHEDULE			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First four months of experience	1191.00	953.00	1194.50	955.50
		Thereafter, the wage specified in (a), i.e.	1288.50	1031.00	1294.50	1035.50
Grade B employee:						
	(a)	Qualified	1091.50	873.00	1106.00	885.00
	(b)	Learner				
		First year				
		First six months of experience	961.50	850.00	961.50	850.00
		Second six months of experience	994.00	850.00	996.50	850.00
		Second year				
		First six months of experience	1025.00	850.00	1030.00	850.00
		Thereafter, the wage specified in (a), i.e.	1091.50	873.00	1106.00	885.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1091.50	873.00	1106.00	885.00
		Second six months from date of advancement	1099.00	879.00	1113.00	890.50
		Third six months from date of advancement	1147.50	918.00	1166.00	933.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1277.50	1022.00	1268.00	1014.50
Grade C employee:						
	(a)	Qualified	1020.50	850.00	1025.50	850.00
	(b)	Learner				
		First year				
		First six months of experience	933.50	850.00	935.50	850.00
		Second six months of experience	957.50	850.00	959.00	850.00
		Thereafter, the wage specified in (a), i.e.	1020.50	850.00	1025.50	850.00
	(c)	If advanced to Grade B employee:				
		First six months from date of	1020.50	850.00	1025.50	850.00

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WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			advancement				
			Second six months from date of advancement	1028.00	850.00	1032.50	850.00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1118.00	894.50	1122.00	897.50
			Underpresser, blocker:				
	(a)		Qualified	1028.00	850.00	1032.50	850.00
	(b)		Learner				
			First year				
			First six months of experience	913.00	850.00	917.00	850.00
			Second six months of experience	936.50	850.00	938.00	850.00
			Second year				
			First six months of experience	967.50	850.00	970.50	850.00
			Second six months of experience	1028.00	850.00	1032.50	850.00
	(c)		If advanced to learner presser:				
			First six months from date of advancement	1028.00	850.00	1032.50	850.00
			Second six months from date of advancement	1191.00	953.00	1194.50	955.50
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1288.50	1031.00	1294.50	1035.50
			Part C - Clerical employees				
			Clerk				
	(a)		Qualified	1405.00	1124.00	1410.50	1128.50
	(b)		Learner				
			First year of experience	1079.50	863.50	1084.00	867.00
			Second year of experience	1164.00	931.00	1170.50	936.50
			Third year				
			First six months of experience	1252.00	1001.50	1259.00	1007.00
			Thereafter, the wage specified in (a), i.e.	1405.00	1124.00	1410.50	1128.50
			Factory Clerk				

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WAGE SCHEDULE			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(a)	Qualified	1096.00	877.00	1099.50	879.50
	(b)	Learner				
		First year of experience	912.00	850.00	913.50	850.00
		Second year of experience	959.00	850.00	961.50	850.00
		Third year				
		First six months of experience	1018.00	850.00	1020.50	850.00
		Thereafter, the wage specified in (a), i.e.	1096.00	877.00	1099.50	879.50
Part D - General						
Boiler attendant			1048.00	850.00	1050.50	850.00
Despatch packer			1075.50	860.50	1079.50	863.50
General Worker			1016.50	850.00	1026.50	850.00
Labourer			1028.00	850.00	1032.50	850.00
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 is as follows -						
	(a)	under 2 720 kg	1118.50	895.00	1122.50	898.00
	(b)	2 720 kg and over	1250.50	1000.50	1256.00	1005.00
Supervisor, quality controller and instructor			1319.50	1055.50	1326.00	1061.00
Traveller's driver			1118.50	895.00	1122.50	898.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1152.50	922.00	1158.00	926.50
	(b)	60 hours per week	1203.00	962.50	1205.00	964.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.						

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3. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(13)	2018	2019
22(2)(a)	R2,97	R3,31
22(2)(b)	R4,80	R4,42
27(3)	43 cents	45 cents
27(4)	66 cents	70 cents
38(5)	29 cents	31 cents
39(3)	57 cents	60 cents
41(1)	31 August 2019	31 August 2020
41(1)	1 September 2018	1 September 2019

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

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

WAGE SCHEDULE	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)
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DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>Part A - Cutting Department</b>					
<b>Pattern Maker:</b>					
(a)	Qualified	2603.50	2083.00	2614.00	2091.00
(b)	Learner				
	First year				
	First six months of experience	1458.00	1166.50	1463.50	1171.00
	Second six months of experience	1610.50	1288.50	1615.50	1292.50
	Second year				
	First six months of experience	1761.50	1409.00	1769.50	1415.50
	Second six months of experience	1923.00	1538.50	1932.50	1546.00
	Third year				
	First six months of experience	2098.00	1678.50	2106.50	1685.00
	Next four months of experience	2263.50	1811.00	2274.50	1819.50
	Thereafter, the wage specified in (a), i.e.	2603.50	2083.00	2614.00	2091.00
<b>Pattern Grader</b>					
(a)	Qualified	2100.00	1680.00	2108.00	1686.50
(b)	Learner				
	First year				
	First six months of experience	1370.50	1096.50	1378.50	1103.00
	Second six months of experience	1458.00	1166.50	1463.50	1171.00
	Second year				
	First six months of experience	1543.50	1235.00	1553.00	1242.50
	Second six months of experience	1654.50	1323.50	1662.00	1329.50
	Third year				
	First six months of experience	1761.50	1409.00	1769.50	1415.50
	Next four months of experience	1875.00	1500.00	1884.50	1507.50
	Thereafter, the wage specified in (a), i.e.	2100.00	1680.00	2108.00	1686.50
<b>Football Jersey Cutter</b>					
(a)	Qualified	1459.50	1167.50	1466.00	1173.00
(b)	Learner				
	First year				
	First six months of experience	1096.00	877.00	1099.50	879.50
	Second six months of experience	1162.00	929.50	1166.00	933.00
	Second year				
	First six months of experience	1222.00	977.50	1228.00	982.50

WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			Second six months of experience	1287.00	1029.50	1294.00	1035.00
			Third year				
			First four months of experience	1350.50	1080.50	1356.00	1085.00
			Thereafter, the wage specified in (a), i.e.	1459.50	1167.50	1466.00	1173.00
			Layer-up				
	(a)		Qualified	1258.50	1007.00	1263.50	1011.00
	(b)		Learner				
			First year				
			First six months of experience	1059.50	850.00	1064.00	851.00
			Second six months of experience	1096.00	877.00	1099.50	879.50
			Second year				
			First six months of experience	1144.50	915.50	1150.50	920.50
			Thereafter, the wage specified in (a), i.e.	1258.50	1007.00	1263.50	1011.00
			Part B - Factory Operatives				
			Grade A employee:				
	(a)		Qualified	1610.50	1288.50	1615.50	1292.50
	(b)		Learner				
			First year				
			First six months of experience	1133.00	906.50	1137.00	909.50
			Second six months of experience	1221.00	977.00	1226.00	981.00
			Second year				
			First six months of experience	1304.50	1043.50	1309.50	1047.50
			Second six months of experience	1370.50	1096.50	1378.50	1103.00
			Third year				
			First four months of experience	1459.50	1167.50	1466.00	1173.00
			Thereafter, the wage specified in (a), i.e.	1610.50	1288.50	1615.50	1292.50
			Grade B employee:				
	(a)		Qualified	1375.50	1100.50	1381.00	1105.00
	(b)		Learner				
			First year				

WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			First six months of experience	1116.00	893.00	1121.50	897.00
			Second six months of experience	1174.50	939.50	1179.50	943.50
			Second year				
			First six months of experience	1234.00	987.00	1239.00	991.00
			Thereafter, the wage specified in (a), i.e.	1375.50	1100.50	1381.00	1105.00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1375.50	1100.50	1381.00	1105.00
			Second six months from date of advancement	1416.50	1133.00	1423.00	1138.50
			Third six months from date of advancement	1459.50	1167.50	1466.00	1173.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1288.50	1615.50	1292.50
	Grade C employee:						
	(a)	Qualified		1221.00	977.00	1226.00	981.00
	(b)	Learner					
		First year					
			First six months of experience	1094.00	875.00	1098.50	879.00
			Second six months of experience	1125.00	900.00	1130.00	904.00
			Thereafter, the wage specified in (a), i.e.	1221.00	977.00	1226.00	981.00
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	1221.00	977.00	1226.00	981.00
			Next six months from date of advancement	1234.00	987.00	1239.00	991.00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375.50	1100.50	1381.00	1105.00
	Part C - Clerical employees						
	Clerk						
	(a)	Qualified		1772.00	1417.50	1781.00	1425.00
	(b)	Learner					

WAGE SCHEDULE			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		First year	1308.50	1047.00	1312.50	1050.00
		Second year	1421.50	1137.00	1428.00	1142.50
		Third year				
		First four months of experience	1554.00	1243.00	1561.00	1249.00
		Thereafter, the wage specified in (a), i.e.	1772.00	1417.50	1781.00	1425.00
Factory Clerk						
	(a)	Qualified	1329.50	1063.50	1337.00	1069.50
	(b)	Learner				
		First year	1059.50	850.00	1064.00	851.00
		Second year	1128.50	903.00	1134.00	907.00
		Third year				
		First four months of experience	1221.00	977.00	1226.00	981.00
		Thereafter, the wage specified in (a), i.e.	1329.50	1063.50	1337.00	1069.50
Part D – General						
		Boiler attendant	1263.00	1010.50	1269.50	1015.50
		Despatch packer	1304.50	1043.50	1309.50	1047.50
		General Worker	1221.00	977.00	1226.00	981.00
		Labourer	1234.00	987.00	1239.00	991.00
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	1304.50	1043.50	1309.50	1047.50
	(b)	exceeds 1 360 but not 2 720 kg	1354.50	1083.50	1359.50	1087.50
	(c)	exceeds 2 720 kg	1543.50	1235.00	1553.00	1242.50
		Supervisor, quality controller and instructor	1654.50	1323.50	1662.00	1329.50
		Traveller's driver	1354.50	1083.50	1359.50	1087.50
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1407.50	1126.00	1413.50	1131.00
	(b)	60 hours per week	1477.00	1181.50	1484.50	1187.50

WAGE SCHEDULE				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.							

2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(13)	2018	2019
22(2)(a)	R2,86	R3,05
22(2)(b)	R4,58	R4,42
26(4)(b)	R11,87	R12,69
26(4)(b)	R14,16	R15,14
26(4)(b)	R15,45	R16,52

26(4)(b)	R26,37	R28,20
26(4)(b)	R26,37	R28,20
26(4)(b)	R26,37	R28,20
27(3)	44 cents	47 cents
27(4)	66 cents	70 cents
38(5)	29 cents	31 cents
39(3)	52 cents	55 cents
41(1)	31 August 2019	31 August 2020
41(1)	1 September 2018	1 September 2019

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

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

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Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)

	R	R	R	R
<b>Category A</b>				
0 - 6 months	968.00	900.00	936.00	900.00
Thereafter	1,035.50	900.00	976.50	900.00
<b>Category B</b>				
0 - 6 months	966.50	900.00	948.00	900.00
7 - 12 months	1,012.00	900.00	975.50	900.00
13 - 18 months	1,059.50	900.00	1,003.00	900.00
Thereafter	1,121.50	900.00	1,037.00	900.00
<b>Category C</b>				
0 - 6 months	999.00	900.00	952.50	900.00
7 - 12 months	1,099.00	900.00	1,010.50	900.00
13 - 18 months	1,200.50	960.50	1,070.00	900.00
19 - 22 months	1,297.50	1,038.00	1,133.50	907.00
Thereafter	1,397.00	1,117.50	1,197.50	958.00
<b>Category D</b>				
0 - 6 months	999.00	900.00	952.50	900.00
7 - 12 months	1,073.00	900.00	996.00	900.00
13 - 18 months	1,172.00	937.50	1,040.00	900.00
19 - 22 months	1,220.00	976.00	1,083.00	900.00
Thereafter	1,374.50	1,099.50	1,183.00	946.50
<b>Category E</b>				
0 - 6 months	1,049.00	900.00	982.00	900.00
7 - 12 months	1,165.50	932.50	1,051.50	900.00
13 - 18 months	1,300.00	1,040.00	1,134.50	907.50
19 - 22 months	1,431.50	1,145.00	1,221.00	977.00
Thereafter	1,574.50	1,259.50	1,311.50	1049.00
<b>Band Knife Cutter</b>				
0 - 6 months	960.00	900.00	929.50	900.00
7 - 12 months	1,035.50	900.00	973.50	900.00
13 - 18 months	1,107.00	900.00	1,017.00	900.00
19 - 22 months	1,186.00	949.00	1,062.50	900.00
Thereafter	1,305.00	1,044.00	1,140.00	912.00
<b>Clerical</b>				
0 - 6 months	984.50	900.00	944.00	900.00
7 - 12 months	1,078.50	900.00	999.50	900.00
13 - 18 months	1,154.50	923.50	1,044.00	900.00
Thereafter	1,326.00	1,061.00	1,150.50	920.50
<b>Assistant Head Cutter</b>	1,528.00	1,222.50	1,282.50	1026.00
<b>Head Cutter</b>	1,845.50	1,476.50	1,487.50	1190.00
<b>Foreperson</b>	1,655.00	1,324.00	1,400.50	1120.50
<b>Watchperson</b>	1,150.00	920.00	1,041.00	900.00
<b>Driver 1 (454kg)</b>	1,096.00	900.00	1,009.50	900.00
<b>Driver 2 (454 - 2722kg)</b>	1,173.00	938.50	1,055.50	900.00
<b>Driver 3 (2722 -4540kg)</b>	1,325.00	1,060.00	1,150.00	920.00

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Driver 4 (4540kg)	1,445.00	1,156.00	1,294.50	1035.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019 increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand value, in Non-Metro A and Non-Metro B.				

2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(9)	2018	2019
32(2)	R3,61	R3,84
32(2)	1 September 2018	1 September 2019
32(2)	R4,58	R4,87
32(2)	1 September 2018	1 September 2019
36(6)(a)	58 cents	62 cents
41(1)	31 August 2019	31 August 2020

Clause No.	Existing	New
41(1)	1 September 2018	1 September 2019
Annexure C of Clause 43(5)	18 cents	19 cents

## 12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

1. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing	New
4(1)(a)	R2,84	R3,04
4(1)(b)	R3,06	R3,27
5A(2)(b)	R26,60	R28,45
5B(2)(b)	R26,60	R28,45
6(5)	20 cents	21 cents
7A(2)(b)	R12,34	R13,20
7B(2)(b)	R12,34	R13,20
16(1)	44 cents	47 cents
16(2)	66 cents	71 cents

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Signed at CAPE TOWN on behalf of the Parties this ..30... day of October 2019.



**MARTHE RAPHAEL**  
Chairperson



**FREDA OOSTHYSEN**  
Vice-Chairperson



**PAUL WILD**  
General Secretary

