

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11516** *Regulasiekoerant*

Vol. 690 **9 December Desember 2022** **No. 47669**

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

ISSN 1682-5845

9 771682 584003 47669



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE:

THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

NO FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

Contents

No.		Gazette No.	Page No.
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
R. 2847	Labour Relations Act, 1995: Application for variation of registered scope of a Bargaining Council for the Fishing Industry	47669	13
R. 2848	Labour Relations Act, 1995: National Bargaining Council for the Clothing Manufacturing Industry: Extension to non-parties of the Main Amending Collective Agreement	47669	17
Justice and Constitutional Development, Department of / Justisie en Staatkundige Ontwikkeling, Departement van			
R. 2849	Criminal Procedure Act, 1977 (Act No. 51 of 1977): Declaration of peace officers in terms of section 334 of the Criminal Procedure Act: Investigators for the Investigating Directorate	47669	103
R. 2850	National Prosecuting Authority Act, 1998 (Act No. 32 of 1998): Regulations relating to summons and oath	47669	108
R. 2850	Wet op die Nasionale Vervolgingsgesag, 1998 (Wet No. 32 van 1998): Regulasies oor dagvaarding en eed	47669	113
Transport, Department of/ Departement van Vervoer			
R. 2851	National Land Transport Act (5/2009): Notice in terms of regulation 2(4) of the North West Land Transport Regulations, 2021, made in terms of section 10 of the Act: Invitation for public comment	47669	119

government printing
Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works* (*GPW*).

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*'. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as **@gpw.gov.za**

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at **www.gpwonline.co.za**
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: **Annamarie.DuToit@gpw.gov.za**

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: **Bonakele.Mbhele@gpw.gov.za**

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: **Daniel.Legoabe@gpw.gov.za**

Closing times for **ORDINARY WEEKLY** *REGULATION GAZETTE* 2023

*The closing time is **15:00** sharp on the following days:*

- **22 December 2022,** Thursday for the issue of Friday **30 December 2022**
- **29 December 2022,** Thursday for the issue of Friday **06 January 2023**
- **06 January 2023,** Friday for the issue of Friday **13 January 2023**
- **13 January 2023,** Friday for the issue of Friday **20 January 2023**
- **20 January 2023,** Friday for the issue of Friday **27 January 2023**
- **27 January 2023,** Friday for the issue of Friday **03 February 2023**
- **03 February 2023,** Friday for the issue of Friday **10 February 2023**
- **10 February 2023,** Friday for the issue of Friday **17 February 2023**
- **17 February 2023,** Friday for the issue of Friday **24 February 2023**
- **24 February 2023,** Friday for the issue of Friday **03 March 2023**
- **03 March 2023,** Friday for the issue of Friday **10 March 2023**
- **10 March 2023,** Friday for the issue of Friday **17 March 2023**
- **16 March 2023,** Thursday for the issue of Friday **24 March 2023**
- **24 March 2023,** Friday for the issue of Friday **31 March 2023**
- **30 March 2023,** Thursday for the issue of Thursday **06 April 2023**
- **05 April 2023,** Wednesday for the issue of Friday **14 April 2023**
- **14 April 2023,** Friday for the issue of Friday **21 April 2023**
- **20 April 2023,** Thursday for the issue of Friday **28 April 2023**
- **26 April 2023,** Wednesday for the issue of Friday **05 May 2023**
- **05 May 2023,** Friday for the issue of Friday **12 May 2023**
- **12 May 2023,** Friday for the issue of Friday **19 May 2023**
- **19 May 2023,** Friday for the issue of Friday **26 May 2023**
- **26 May 2023,** Friday for the issue of Friday **02 June 2023**
- **02 June 2023,** Friday for the issue of Friday **09 June 2023**
- **08 June 2023,** Thursday for the issue of Thursday **15 June 2023**
- **15 June 2023,** Thursday for the issue of Friday **23 June 2023**
- **23 June 2023,** Friday for the issue of Friday **30 June 2023**
- **30 June 2023,** Friday for the issue of Friday **07 July 2023**
- **07 July 2023,** Friday for the issue of Friday **14 July 2023**
- **14 July 2023,** Friday for the issue of Friday **21 July 2023**
- **21 July 2023**, Friday for the issue of Friday **28 July 2023**
- **28 July 2023,** Friday for the issue of Friday **04 August 2023**
- **03 August 2023,** Thursday for the issue of Friday **11 August 2023**
- **11 August 2023,** Friday for the issue of Friday **18 August 2023**
- **18 August 2023,** Friday for the issue of Friday **25 August 2023**
- **25 August 2023,** Friday for the issue of Friday **01 September 2023**
- **01 September 2023,** Friday for the issue of Friday **08 September 2023**
- **08 September 2023,** Friday for the issue of Friday **15 September 2023**
- **15 September 2023,** Friday for the issue of Friday **22 September 2023**
- **21 September 2023,** Thursday for the issue of Friday **29 September 2023**
- **29 September 2023,** Friday for the issue of Friday **06 October 2023**
- **06 October 2023,** Friday for the issue of Friday **13 October 2023**
- **13 October 2023,** Friday for the issue of Friday **20 October 2023**
- **20 October 2023,** Friday for the issue of Friday **27 October 2023**
- **27 October 2023,** Friday for the issue of Friday **03 November 2023**
- **03 November 2023,** Friday for the issue of Friday **10 November 2023**
- **10 November 2023,** Friday for the issue of Friday **17 November 2023**
- **17 November 2023,** Friday for the issue of Friday **24 November 2023**
- **24 November 2023,** Friday for the issue of Friday **01 December 2023**
- **01 December 2023,** Friday for the issue of Friday **08 December 2023**
- **08 December 2023,** Friday for the issue of Friday **15 December 2023**
- **15 December 2023,** Friday for the issue of Friday **22 December 2023**
- **20 December 2023,** Wednesday for the issue of Friday **29 December 2023**

LIST OF TARIFF RATES

FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	**Page Space**	**New Price (R)**
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at R**3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works** (**GPW**) has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe* Forms. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

Closing Times for Acceptance of Notices

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.

2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

   All re-submissions will be subject to the standard cut-off times.
   All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
Extraordinary Gazettes	As required	Any day of the week	*Before 10h00 on publication date*	*Before 10h00 on publication date*
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days **after** submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwonline.co.za.

5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat* / *Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.

6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.

7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.

8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.

   8.1. Each of the following documents must be attached to the email as a separate attachment:

      8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.

         8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form

         8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.

      8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. *(Please see Quotation section below for further details)*

      8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order**. Non-Government Printing Works** account customer needs to submit the proof of payment for the notice

      8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. *(Please see the Copy Section below, for the specifications)*.

      8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.

10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE.**

11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.

12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.

    13.1. ***Take note:*** **GPW**'s annual tariff increase takes place on ***1 April*** therefore any quotations issued, accepted and submitted for publication up to ***31 March*** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.

14. Each quotation has a unique number.

15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.

    15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.

    15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.

16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS**:

    16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.

    16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.

        16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).

17. **APPLICABLE ONLY TO CASH CUSTOMERS:**

    17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.

18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).

19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.

    19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Copy (Separate Notice Content Document)

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03

20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.

The content document should contain only one notice. (You may include the different translations of the same notice in the same document).

20.2. The notice should be set on an A4 page, with margins and fonts set as follows:

Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Cancellations

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.

22. Requests for cancellation must be sent by the original sender of the notice and must accompanied by the relevant notice reference number (N-) in the email body.

Amendments to notices

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

Rejections

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:

24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.

24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.

24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.

24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Approval of notices

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.

26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

Government Printer Indemnified Against Liability

27. The Government Printer will assume no liability in respect of—

27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;

27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;

27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

Liability of advertiser

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

Customer inquiries

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.
GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.
Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.

30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Payment of cost

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.

32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.

33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.

34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.

35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.

36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.

37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

Proof of publication

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.

39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s)

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:	**Postal Address:**	**GPW Banking Details:**
Government Printing Works	Private Bag X85	**Bank:** ABSA Bosman Street
149 Bosman Street	Pretoria	**Account No.:** 405 7114 016
Pretoria	0001	**Branch Code:** 632-005

For Gazette and Notice submissions: Gazette Submissions:	**E-mail:** submit.egazette@gpw.gov.za
For queries and quotations, contact: Gazette Contact Centre:	**E-mail:** info.egazette@gpw.gov.za
	Tel: 012-748 6200
Contact person for subscribers: Mrs M. Toka:	**E-mail:** subscriptions@gpw.gov.za
	Tel: 012-748-6066 / 6060 / 6058
	Fax: 012-323-9574

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2847 **9 December 2022**

LABOUR RELATIONS ACT, 1995

APPLICATION FOR VARIATION OF REGISTERED SCOPE OF A BARGAINING COUNCIL

I, **Lehlohonolo Daniel Molefe**, Registrar of Labour Relations, hereby, in terms of section 58(1) of the Labour Relations Act, 1995, give notice that an application for the variation of its registered scope has been received from the **Bargaining Council for the Fishing Industry**.

Particulars of the application are reflected in the subjoined table.

Any person may object to the application on any or all of the following grounds:

(a) The applicant has not complied with the provisions of section 29 of the Act, read with the changes required by the context;

(b) the sector and area in respect of which application is made is not appropriate; and

(c) the applicant is not sufficiently representative in the sector and area in respect of which application is made.

Any person who objects must lodge his/her written objection with me, c/o the Department of Labour, Laboria House, 215 Francis Baard Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within 30 days of the date of this notice. A copy of the objection must be

This gazette is also available free online at www.gpwonline.co.za

served on the applicant within the said period and I must be satisfied that a copy of the objection has been served on the applicant.

The applicant may respond to the objection within 14 days of the expiry of the 30-day period mentioned above and must satisfy me that a copy of the response has been served on the person who objected within the 14-day period.

TABLE

Name and address of the applicant bargaining council:

Bargaining Council for the Fishing Industry

Ground Floor	P O Box 7734
Old Warehouse Building	ROGGEBAAI
Black River Park, 2 Fir Street	8012
Observatory	
7925	

Fax No.: (021) 421 0341

Date on which application was lodged:

4 November 2022

Intention of application:

To remove a further subsector namely Mid-Water Trawling in the registered scope of the Council as follows –

(a) "Mid-Water Trawling Sector" means fishing for Horse Mackerel with any net which can be dragged by a fishing vessel along any depth between the bed and the surface of the sea without continuously touching the bottom."

Sector and area in respect of which application is made

"Mid-Water Trawling Sector" means fishing for Horse Mackerel with any net which can be dragged by a fishing vessel along any depth between the bed and the surface of the sea without continuously touching the bottom.

Interest and area in respect of which application is held:

The Fishing Industry in the Republic of South Africa:

"Fishing Industry" means the Industry in which employers and employees are associated for the purposes of legally exploiting in respect of the Marine Living Resources Act, No. 18 of 1998, any form of marine living resource by searching, catching, taking of harvesting, farming, growing, the procuring and processing of fish, for financial gain, by Deep-Sea Bottom Trawling and In-Shore Bottom Trawling.

"Deep-Sea Bottom Trawling" means the fishing operations at sea in which the employers and their employees are associated for the purpose of Deep-Sea Bottom Trawling by way of a net for fin fish species outside a five nautical mile perimeter west of twenty degrees east longitude and outside the hundred-and ten meters isobaths east of twenty degree east longitude.

"In-Shore Bottom Trawling" means the fishing operations at sea in which the employers and their employees are associated for the purpose of Bottom Trawling within the hundred-and-ten meters isobaths.

"Processing of Fish" for the purposes of this definition means the activities undertaken on any vehicle or vessel at sea, where any substance or article is produced from any form of marine living resources by any method, including but not limited to the work of cutting up, dismembering, separating parts of, cleaning, sorting, lining and preserving thereof or where any form of marine living resources are packed, dried, gutted, salted, iced, chilled, frozen or otherwise processed for sale.

Representativeness of the Council in respect of the scope that needs to be curtailed:

Total number of employees falling within the new scope of the Council and who belong to the trade unions which are party to the Council:	0
Total number of employers falling within the new scope of the Council and who belong to the employers' organisations which are party to the Council:	0
Total number of employees employed within the new scope of the Council by the employers who belong to the employers' organisations which are party to the Council:	0
Total number of the employers within the new scope of the Council:	0
Total number of the employees employed within the new scope of the Council:	0

REGISTRAR OF LABOUR RELATIONS

DATE: 28 November 2022

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2848 **9 December 2022**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING COLLECTIVE AGREEMENT

I, **THEMBELANI 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 of this notice and for the period ending 31 August 2024.

MR. TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 23/11/22

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO SELULELWA KILABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **THEMBELANI 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.

MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 23/11/22

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 ('ATASA')

South African Apparel Association ('SAAA')

South African Clothing Manufacturers' Association (SACMA)

(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.

This gazette is also available free online at www.gpwonline.co.za

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.

Naidoo
Raphael

2 of 84

(2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice No. R. 252 of 14 April 2014 in Government Gazette No. 37509 as further amended and extended by Government Notices No's R. 230 and R.231 of 20 March 2015, R. 989 dated 16 October 2015, R.197 and R.198 of 03 March 2017, R.504 of 18 May 2018, R.100 of 01 February 2019, R.80 of 31 January 2020, R.421 of 14 May 2021 and R.1643 of 24 December 2021, (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 2022 until 31 August 2024 unless the parties agree otherwise in writing.

2. The parties record that they intend to request the Minister of Employment and 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 of Employment and Labour. The National Main Collective 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.

Naidoo
Raphael

This gazette is also available free online at www.gpwonline.co.za

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):

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(a)	**Foreman**		2648,50	2119,00	2661,50	2129,00
(b)	**Designer:**					
	(i)	Qualified:	3377,00	2701,50	3393,00	2714,50
	(ii)	Learners:				
		first six months of experience	1152,00	974,00	1157,00	974,00
		second six months of experience	1342,00	1073,50	1346,00	1077,00
		third six months of experience	1606,00	1285,00	1613,50	1291,00
		fourth six months of experience	1788,00	1430,50	1797,00	1437,50
		fifth six months of experience	1988,00	1590,50	2000,00	1600,00
		sixth six months of experience	2156,00	1725,00	2166,00	1733,00
		seventh six months of experience	2347,00	1877,50	2359,50	1887,50
		eighth six months of experience	2536,00	2029,00	2549,50	2039,50
		next four months of experience	2692,00	2153,50	2703,00	2162,50
		Thereafter, the wage specified in (b)(i) i.e.	3377,00	2701,50	3393,00	2714,50
(c)	**Grader:**					
	(i)	Qualified:	2426,00	1941,00	2436,50	1949,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1241,50	993,00	1247,00	997,50
		third six months of experience	1350,00	1080,00	1358,00	1086,50
		fourth six months of experience	1416,50	1133,00	1421,50	1137,00
		fifth six months of experience	1637,50	1310,00	1645,00	1316,00

This gazette is also available free online at www.gpwonline.co.za

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		sixth six months of experience	1752,00	1401,50	1762,00	1409,50
		seventh six months of experience	1848,50	1479,00	1858,00	1486,50
		eighth six months of experience	1942,00	1553,50	1951,00	1561,00
		next four months of experience	2067,00	1653,50	2077,00	1661,50
		Thereafter, the wage specified in (c)(i) i.e.	2426,00	1941,00	2436,50	1949,00
(d)	**Marker-in:**					
	(i)	Qualified:	1848,50	1479,00	1858,00	1486,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1222,50	978,00	1230,00	984,00
		third six months of experience	1305,00	1044,00	1311,50	1049,00
		fourth six months of experience	1391,50	1113,00	1397,00	1117,50
		next four months of experience	1554,00	1243,00	1562,00	1249,50
		Thereafter, the wage specified in (d)(i) i.e.	1848,50	1479,00	1858,00	1486,50
(e)	**Band-knife cutter:**					
		Qualified	1848,50	1479,00	1858,00	1486,50
	Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	**Cutter-out:**					
	(i)	Qualified:	1634,50	1307,50	1641,50	1313,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1197,50	974,00	1202,00	974,00
		third six months of experience	1235,00	988,00	1239,50	991,50
		fourth six months of experience	1279,50	1023,50	1284,50	1027,50
		next four months of experience	1335,00	1068,00	1342,00	1073,50
		Thereafter, the wage specified in (f)(i) i.e.	1634,50	1307,50	1641,50	1313,00
(g)	**Layer-up:**					
	(i)	Qualified:	1282,00	1025,50	1286,00	1029,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00

This gazette is also available free online at www.gpwonline.co.za

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1186,50	974,00	1193,50	974,00
		fourth six months of experience	1204,50	974,00	1212,00	974,00
		Thereafter, the wage specified in (g)(i) i.e.	1282,00	1025,50	1286,00	1029,00
(h)	**Specialised presser:**					
	(i)	Qualified:	1782,00	1425,50	1792,50	1434,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1188,00	974,00	1196,50	974,00
		third six months of experience	1232,00	985,50	1237,00	989,50
		fourth six months of experience	1279,50	1023,50	1284,50	1027,50
		fifth six months of experience	1331,50	1065,00	1336,50	1069,00
		sixth six months of experience	1376,50	1101,00	1381,00	1105,00
		seventh six months of experience	1504,00	1203,00	1513,50	1211,00
		eighth six months of experience	1559,00	1247,00	1566,50	1253,00
		next four months of experience	1594,00	1275,00	1601,50	1281,00
		Thereafter, the wage specified in (h)(i) i.e.	1782,00	1425,50	1792,50	1434,00
(i)	**Examiner:**					
	(i)	Qualified:	1526,50	1221,00	1532,00	1225,50
	(ii)	Learners:				
		first six months of experience	1279,50	1023,50	1284,50	1027,50
		Thereafter, the wage specified in (i)(i) i.e.	1526,50	1221,00	1532,00	1225,50
(j)(a)	**Machinist:**					
	(i)	Qualified:	1497,00	1197,50	1503,00	1202,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,50	974,00	1173,50	974,00
		third six months of experience	1202,50	974,00	1210,00	974,00
		Thereafter, the wage specified in (j)(i) i.e.	1497,00	1197,50	1503,00	1202,50
(j)(b)	**Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:**					
	(i)	Qualified:	1497,00	1197,50	1503,00	1202,50

This gazette is also available free online at www.gpwonline.co.za

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,50	974,00	1173,50	974,00
		third six months of experience	1202,50	974,00	1210,00	974,00
		fourth six months of experience	1244,50	995,50	1248,50	999,00
		next four months of experience	1276,50	1021,00	1282,50	1026,00
		Thereafter, the wage specified in (j)(i) i.e.	1497,00	1197,50	1503,00	1202,50
(k)	**Progress examiner:**					
	(i)	Qualified:	1513,50	1211,00	1518,00	1214,50
	(ii)	Learners:				
		first six months of experience	1199,00	974,00	1204,00	974,00
		Thereafter, the wage specified in (k)(i) i.e.	1513,50	1211,00	1518,00	1214,50
(l)	**Despatcher:**					
	(i)	Qualified:	1432,50	1146,00	1437,50	1150,00
	(ii)	Learners:				
		first six months of experience	1210,00	974,00	1214,00	974,00
		Thereafter, the wage specified in (l)(i) i.e.	1432,50	1146,00	1437,50	1150,00
(m)	**Checker in the Knitting section:**					
	(i)	Qualified:	1271,00	1017,00	1278,50	1023,00
	(ii)	Leaners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00
		third six months of experience	1197,50	974,00	1202,00	974,00
		Thereafter, the wage specified in (m)(i) i.e.	1271,00	1017,00	1278,50	1023,00
(n)	**General Worker:**					
	(i)	Qualified:	1234,00	987,00	1238,50	991,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1168,00	974,00	1172,00	974,00
		Thereafter, the wage specified in (n)(i) i.e.	1234,00	987,00	1238,50	991,00

Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(o)	**Steambox pleater:**					
	(i)	Qualified:	1455,00	1164,00	1460,50	1168,50
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1194,00	974,00	1199,00	974,00
		third six months of experience	1232,00	985,50	1237,00	989,50
		fourth six months of experience	1278,50	1023,00	1283,50	1027,00
		Thereafter, the wage specified in (o)(i) i.e.	1455,00	1164,00	1460,50	1168,50
(p)	**Plain sewer:**					
	(i)	Qualified:	1278,50	1023,00	1283,50	1027,00
	(ii)	Learners:				
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1155,00	974,00	1159,50	974,00
		third six months of experience	1168,50	974,00	1173,50	974,00
		fourth six months of experience	1186,50	974,00	1193,50	974,00
		next four months of experience	1210,00	974,00	1214,00	974,00
		Thereafter, the wage specified in (p)(i) i.e.	1278,50	1023,00	1283,50	1027,00
(q)	**General assistant**		1397,00	1117,50	1403,50	1123,00
(r)	**Cleaner**		1244,50	995,50	1248,50	999,00
(s)	**Tea maker**		1244,50	995,50	1248,50	999,00
(t)	**Watchman**		1513,50	1211,00	1518,00	1214,50
(u)	**Motor vehicle driver:**					
	(i)	(aa) does not exceed 453 kg	1508,50	1207,00	1514,00	1211,00
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1621,50	1297,00	1629,00	1303,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1794,00	1435,00	1798,00	1438,50
		(ad) exceeds 4 536 kg	2097,00	1677,50	2108,50	1687,00
	(ii)	Part-time driver of a motor vehicle	1399,50	1119,50	1404,00	1123,00
(v)	**Clicker:**					
	(i)	Qualified:	2448,00	1958,50	2458,50	1967,00
	(ii)	Learners:				

This gazette is also available free online at www.gpwonline.co.za

WAGES			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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		first six months of experience	1141,50	974,00	1146,00	974,00
		second six months of experience	1235,00	988,00	1239,50	991,50
		third six months of experience	1335,50	1068,50	1343,50	1075,00
		fourth six months of experience	1511,00	1209,00	1515,00	1212,00
		fifth six months of experience	1624,50	1299,50	1630,50	1304,50
		sixth six months of experience	1713,00	1370,50	1720,00	1376,00
		seventh six months of experience	1816,00	1453,00	1826,50	1461,00
		eighth six months of experience	1912,50	1530,00	1920,50	1536,50
		next four months of experience	2016,00	1613,00	2023,50	1619,00
		Thereafter, the wage specified in (v)(i) i.e.	2448,00	1958,50	2458,50	1967,00
(w)	**Beader**		1526,50	1221,00	1532,00	1225,50
(x)	**Chlorinator**		1372,50	1098,00	1380,00	1104,00
(y)	**Compounder**		1624,50	1299,50	1630,50	1304,50
(z)	**Dipper**					
	(i)	Qualified:				
		Category A	1624,50	1299,50	1630,50	1304,50
		Category B	1660,00	1328,00	1668,00	1334,50
		Category C	1715,50	1372,50	1721,50	1377,00
	(ii)	Learners:				
		first six months of experience to Category A	1235,50	988,50	1241,50	993,00
		first six months of experience to Category B	1624,50	1299,50	1630,50	1304,50
		first six months of experience to Category C	1660,00	1328,00	1668,00	1334,50
(aa)	**Glove turner**		1969,50	1575,50	1978,50	1583,00
(ab)	**Mould maker**		1561,50	1249,00	1567,50	1254,00
(ac)	**Packer**		1311,50	1049,00	1317,50	1054,00
(ad)	**Quality product co-ordinator**		2060,00	1648,00	2068,00	1654,50
(ae)	**A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33⅓ per cent:**					
	Provided that-					

This gazette is also available free online at www.gpwonline.co.za

WAGES	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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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.				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.				
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW,				

"

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

"

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
Part A - Cutting Department										
Pattern Maker										
(a)	Qualified		2860,00	2288,00	2826,50	2261,00	2871,00	2297,00	2837,00	2269,50
(b)	Learner									
	First year									
		First six months of experience	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
		Second six months of experience	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
	Second year									
		First six months of experience	1934,00	1547,00	1911,00	1529,00	1943,50	1555,00	1920,50	1536,50
		Second six months of experience	2112,00	1689,50	2087,00	1669,50	2122,50	1698,00	2097,50	1678,00
	Third year									
		First six months of experience	2304,00	1843,00	2277,00	1821,50	2313,50	1851,00	2286,50	1829,00
		Next four months of experience	2485,50	1988,50	2456,50	1965,00	2498,00	1998,50	2468,50	1975,00
	Thereafter, the wage specified in (a), i.e.		2860,00	2288,00	2826,50	2261,00	2871,00	2297,00	2837,00	2269,50
Pattern Grader										
(a)	Qualified		2306,50	1845,00	2279,50	1823,50	2315,50	1852,50	2288,50	1831,00
(b)	Learner									
	First year									
		First six months of experience	1505,00	1204,00	1487,50	1190,00	1514,50	1211,50	1496,50	1197,00
		Second six months of experience	1601,50	1281,00	1582,50	1266,00	1607,00	1285,50	1588,00	1270,50
	Second year									
		First six months of experience	1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
		Second six months of experience	1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00
	Third year									

This gazette is also available free online at www.gpwonline.co.za

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
		First six months of experience	1934,00	1547,00	1911,00	1529,00	1943,50	1555,00	1920,50	1536,50
		Next four months of experience	2059,50	1647,50	2035,50	1628,50	2069,50	1655,50	2045,00	1636,00
	Thereafter, the wage specified in (a), i.e.		2306,50	1845,00	2279,50	1823,50	2315,50	1852,50	2288,50	1831,00
Football Jersey Cutter										
(a)	Qualified		1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
(b)	Learner									
	First year									
		First six months of experience	1203,50	985,50	1189,50	974,00	1207,50	985,50	1193,50	974,00
		Second six months of experience	1276,50	1021,00	1261,50	1009,00	1280,50	1024,50	1265,50	1012,50
	Second year									
		First six months of experience	1342,00	1073,50	1326,00	1061,00	1349,00	1079,00	1333,00	1066,50
		Second six months of experience	1413,50	1131,00	1397,00	1117,50	1421,50	1137,00	1405,00	1124,00
	Third year									
		First four months of experience	1483,50	1187,00	1466,00	1173,00	1489,00	1191,00	1471,50	1177,00
	Thereafter, the wage specified in (a), i.e.		1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
Layer-up										
(a)	Qualified		1382,50	1106,00	1366,00	1093,00	1387,50	1110,00	1371,00	1097,00
(b)	Learner									
	First year									
		First six months of experience	1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
		Second six months of experience	1203,50	985,50	1189,50	974,00	1207,50	985,50	1193,50	974,00
	Second year									
		First six months of experience	1257,50	1006,00	1242,50	994,00	1263,50	1011,00	1248,50	999,00
	Thereafter, the wage specified in (a), i.e.		1382,50	1106,00	1366,00	1093,00	1387,50	1110,00	1371,00	1097,00

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
Part B - Factory Operatives										
Grade A employee										
(a)	Qualified		1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
(b)	Learner									
	First year									
		First six months of experience	1244,50	995,50	1230,00	984,00	1249,00	999,00	1234,50	987,50
		Second six months of experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Second year									
		First six months of experience	1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
		Second six months of experience	1505,00	1204,00	1487,50	1190,00	1514,50	1211,50	1496,50	1197,00
	Third year									
		First four months of experience	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
	Thereafter, the wage specified in (a), i.e..		1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
Grade B employee										
(a)	Qualified		1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
(b)	Learner									
	First year									
		First six months of experience	1226,00	985,50	1211,50	974,00	1232,00	985,50	1217,50	974,00
		Second six months of experience	1290,00	1032,00	1275,00	1020,00	1295,50	1036,50	1280,50	1024,50
	Second year									
		First six months of experience	1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
	Thereafter, the wage specified in (a), i.e.		1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
(c)	If advanced to Grade A employee:									
	First six months from		1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00

This gazette is also available free online at www.gpwonline.co.za

WAGES		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		Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
	date of advancement								
	Second six months from date of advancement	1555,50	1244,50	1537,00	1229,50	1563,00	1250,50	1544,50	1235,50
	Third six months from date of advancement	1603,00	1282,50	1584,00	1267,00	1610,50	1288,50	1591,50	1273,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1769,00	1415,00	1748,00	1398,50	1774,50	1419,50	1753,50	1403,00
Grade C employee									
(a)	Qualified	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
(b)	Learner								
	First year								
	First six months of experience	1201,50	985,50	1187,50	974,00	1206,50	985,50	1192,50	974,00
	Second six months of experience	1235,50	988,50	1221,00	977,00	1241,00	993,00	1226,50	985,00
	Thereafter, the wage specified in (a), i.e.	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Second six months from date of advancement	1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1511,00	1209,00	1493,00	1194,50	1516,50	1213,00	1498,50	1199,00
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
(b)	Learner								
	First year	1437,50	1150,00	1420,50	1136,50	1441,50	1153,00	1424,50	1139,50
	Second year	1561,50	1249,00	1543,00	1234,50	1568,50	1255,00	1550,00	1240,00
	Third year								
	First four months of experience	1706,50	1365,00	1686,50	1349,00	1715,00	1372,00	1695,00	1356,00
	Thereafter, the wage specified in (a), i.e.	1946,00	1557,00	1923,00	1538,50	1956,00	1565,00	1933,00	1546,50
Factory Clerk									
(a)	Qualified	1460,00	1168,00	1443,00	1154,50	1468,00	1174,50	1450,50	1160,50

Raphael
Laidoo

This gazette is also available free online at www.gpwonline.co.za

WAGES			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			Wage per week from 1 Sept 2022 to 31 Aug 2023 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80%	Wage per week from 1 Sep 2022 to 31 Aug 2023 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%	Wage per week from 1 September 2022 to 31 Aug 2023 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 September 2022 = 80%
(b)	Learner									
	First year		1163,50	985,50	1150,00	974,00	1169,00	985,50	1155,00	974,00
	Second year		1240,00	992,00	1225,50	980,50	1246,00	997,00	1231,50	985,00
	Third year						0,00			
		First four months of experience	1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
	Thereafter, the wage specified in (a), i.e.		1460,00	1168,00	1443,00	1154,50	1468,00	1174,50	1450,50	1160,50
Part D - General										
Boiler attendant			1387,00	1109,50	1370,50	1096,50	1394,50	1115,50	1378,00	1102,50
Despatch packer			1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
General Worker			1341,00	1073,00	1325,00	1060,00	1347,00	1077,50	1331,00	1065,00
Labourer			1355,00	1084,00	1339,00	1071,00	1361,00	1089,00	1345,00	1076,00
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		1433,00	1146,50	1416,00	1133,00	1438,50	1151,00	1421,50	1137,00
(b)	exceeds 1 360 but not 2 720 kg		1487,50	1190,00	1470,00	1176,00	1493,50	1195,00	1476,00	1181,00
(c)	exceeds 2 720 kg		1695,00	1356,00	1675,00	1340,00	1705,50	1364,50	1685,50	1348,50
Supervisor, quality controller and instructor			1817,00	1453,50	1795,50	1436,50	1825,50	1460,50	1804,00	1443,00
Traveller's driver			1487,50	1190,00	1470,00	1176,00	1493,50	1195,00	1476,00	1181,00
Watchman or caretaker, whose ordinary hours of work are -										
(a)	less than 60 hours per week		1546,00	1237,00	1528,00	1222,50	1553,00	1242,50	1534,50	1227,50
(b)	60 hours per week		1622,00	1297,50	1603,00	1282,50	1630,50	1304,50	1611,50	1289,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.

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

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

This gazette is also available free online at www.gpwonline.co.za

Clause No.	Existing 2021/2022	New 2022/2023
6.3(2)	1 September 2021	1 September 2022
12.1(3)(b)	R1,51	R1,62
12.2	70 cents	75 cents
12.4	76 cents	81 cents
14.1(1)	R3,23	R3,46
14.1(2)	R4,94	R5,29
15(1)	31 August 2022	31 August 2023
15(1)	1 September 2021	1 September 2022
Clause 19 Annexure C (5)	20 cents	21 cents

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:

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
A. ALL AREAS							
(i)	**(a) Foreman**			4 362.00	3 489.50	4 381.50	3 505.00
	(b) Supervisor/Quality Controller						
		(i) Qualified		1 782.00	1 425.50	1 792.50	1 434.00
		(ii) Learners					
			first six months of experience	1 223.50	979.00	1 230.00	984.00
			second six months of experience	1 460.50	1 168.50	1 468.00	1 174.50
			Thereafter, the wage specified in (ii)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
	(c) Cloakroom Supervisor/Watchman			1 243.00	994.50	1 246.50	997.00
	(d) Mechanic			4 092.00	3 273.50	4 112.00	3 289.50
	(e) Unqualified Mechanic			1 525.00	1 220.00	1 534.00	1 227.00
	(f) Watchman			1 243.00	994.50	1 246.50	997.00
	(g) Labourer			975.00	974.00	1 016.00	974.00
	(h) Boiler Attendant			1 067.00	974.00	1 072.00	974.00
(ii)	**Pattern Grader**						
		(i) Qualified		2 310.50	1 848.50	2 321.50	1 857.00
		(ii) Learners					
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 070.00	974.00	1 073.00	974.00
			third six months of experience	1 245.00	996.00	1 251.50	1 001.00
			fourth six months of experience	1 426.50	1 141.00	1 432.50	1 146.00
			fifth six months of experience	1 602.50	1 282.00	1 606.50	1 285.00
			sixth six months of experience	1 776.00	1 421.00	1 784.00	1 427.00
			seventh six months of experience	1 953.50	1 563.00	1 962.00	1 569.50
			next four months of	2 130.00	1 704.00	2 138.00	1 710.50

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
			Thereafter, the wage specified in (ii)(i) i.e.	2 310.50	1 848.50	2 321.50	1 857.00
(iii)	**Marker-In**						
	(i) Qualified			1 782.00	1 425.50	1 792.50	1 434.00
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			third six months of experience	1 119.00	974.00	1 123.00	974.00
			fourth six months of experience	1 225.50	980.50	1 232.00	985.50
			fifth six months of experience	1 340.00	1 072.00	1 344.50	1 075.50
			sixth six months of experience	1 447.50	1 158.00	1 455.00	1 164.00
			seventh six months of experience	1 560.50	1 248.50	1 568.00	1 254.50
			next four months of experience	1 668.50	1 335.00	1 675.50	1 340.50
			Thereafter, the wage specified in (iii)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
(iv)	**Shaper & Chopper-out, other than an interlining and/or trimming chopper-out**						
	(i) Qualified			1 428.50	1 143.00	1 436.50	1 149.00
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			third six months of experience	1 044.50	974.00	1 051.50	974.00
			fourth six months of experience	1 140.00	974.00	1 143.00	974.00
			fifth six months of experience	1 235.00	988.00	1 243.00	994.50
			next four months of experience	1 332.00	1 065.50	1 339.00	1 071.00

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (iv)(i) i.e.	1 428.50	1 143.00	1 436.50	1 149.00
(v)	**Checker, Examiner and/or Passer**						
	(i) Qualified			1 243.00	994.50	1 246.50	997.00
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			third six months of experience	1 044.50	974.00	1 051.50	974.00
			next four months of experience	1 140.50	974.00	1 144.00	974.00
			Thereafter, the wage specified in (v)(i) i.e.	1 243.00	994.50	1 246.50	997.00
(vi)	**(a) Invoice Clerk**						
	(i) Qualified			1 782.00	1 425.50	1 792.50	1 434.00
	(ii) Learners						
			first six months of experience	1 284.50	1 027.50	1 290.50	1 032.50
			Thereafter, the wage specified in (vi)(a)(i) i.e.	1 782.00	1 425.50	1 792.50	1 434.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk						
	(i) Qualified			1 305.50	1 044.50	1 311.50	1 049.00
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 120.50	974.00	1 124.50	974.00
			Thereafter, the wage specified in (vi)(b)(i) i.e.	1 305.50	1 044.50	1 311.50	1 049.00
(vii)	**Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:**						
	(i) Qualified			1 406.50	1 125.00	1 411.50	1 129.00

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			third six months of experience	1 032.00	974.00	1 036.00	974.00
			fourth six months of experience	1 124.50	974.00	1 129.00	974.00
			fifth six months of experience	1 217.00	974.00	1 224.50	979.50
			next four months of experience	1 313.50	1 051.00	1 319.50	1 055.50
			Thereafter, the wage specified in (vii)(i) i.e.	1 406.50	1 125.00	1 411.50	1 129.00
(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	1 537.00	1 229.50	1 544.50	1 235.50
	(b)		Exceeds 2 722 kg	1 787.50	1 430.00	1 796.00	1 437.00
(ix)	**Part-time Driver of a Motor Vehicle**			1 400.50	1 120.50	1 406.50	1 125.00
(x)	**Knitting Machine Operator**						
	(i) Qualified			1 832.00	1 465.50	1 842.00	1 473.50
	(ii) Learners						
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 019.50	974.00
			third six months of experience	1 176.50	974.00	1 180.00	974.00
			fourth six months of experience	1 341.00	1 073.00	1 345.00	1 076.00
			fifth six months of experience	1 503.50	1 203.00	1 509.00	1 207.00
			next four months of experience	1 669.00	1 335.00	1 677.00	1 341.50
			Thereafter, the wage specified in (x)(i) i.e.	1 832.00	1 465.50	1 842.00	1 473.50

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xi)	**Maintenance hand**						
	(i) Qualified			1 051.50	974.00	1 054.00	974.00
	(ii) Learners						
		first six months of experience		1 016.00	974.00	1 016.00	974.00
		second six months of experience		1 016.00	974.00	1 016.00	974.00
		third six months of experience		1 016.00	974.00	1 016.00	974.00
		fourth six months of experience		1 016.00	974.00	1 016.00	974.00
		next four months of experience		1 016.00	974.00	1 019.00	974.00
		Thereafter, the wage specified in (xi)(i) i.e.		1 051.50	974.00	1 054.00	974.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD							
(i) (a)	**Sewing Machinist**						
	(i) Qualified			1 243.00	994.50	1 246.50	997.00
	(ii) Learners						
		first six months of experience		1 016.00	974.00	1 016.00	974.00
		second six months of experience		1 016.00	974.00	1 016.00	974.00
		third six months of experience		1 016.00	974.00	1 016.00	974.00
		Thereafter, the wage specified in (i)(i) i.e.		1 243.00	994.50	1 246.50	997.00
(i) (b)	**Invisible Mender, Finisher, Presser, Trimmer, Marker-in and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer**						
	(i) Qualified			1 243.00	994.50	1 246.50	997.00
	(ii) Learners						
		first six months of experience		1 016.00	974.00	1 016.00	974.00
		second six months of		1 016.00	974.00	1 016.00	974.00

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	experience				
	third six months of experience	1 016.00	974.00	1 016.00	974.00
	fourth six months of experience	1 044.50	974.00	1 051.50	974.00
	fifth six months of experience	1 109.00	974.00	1 114.00	974.00
	next four months of experience	1 176.00	974.00	1 179.00	974.00
	Thereafter, the wage specified in (i)(i) i.e.	1 243.00	994.50	1 246.50	997.00
Set Leader and/or Team Leader		1 319.50	1 055.50	1 324.50	1 059.50
(ii) General Worker/Pleater					
(i) Qualified		1 016.00	974.00	1 016.00	974.00
(ii) Learners					
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iii) Despatch Packer and Layer-up					
(i) Qualified		1 016.00	974.00	1 016.00	974.00
(ii) Learners					
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	second six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iv) Plain Sewer					
(i) Qualified		1 016.00	974.00	1 016.00	974.00
(ii) Learners					
	first six months of experience	1 016.00	974.00	1 016.00	974.00
	Thereafter, the wage specified in (iv)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(v) Sample Machinist		1 411.50	1 129.00	1 419.50	1 135.50

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	**Sewing Machinist**					
	(i) Qualified:		1 195.50	974.00	1 199.50	974.00
	(ii) Learners:					
		first six months of experience	1 016.00	974.00	1 016.00	974.00
		second six months of experience	1 016.00	974.00	1 016.00	974.00
		third six months of experience	1 016.00	974.00	1 016.00	974.00
		Thereafter, the wage specified in (i)(a)(i) i.e.	1 195.50	974.00	1 199.50	974.00
(i) (b)	**Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:**					
	(i) Qualified:		1 195.50	974.00	1 199.50	974.00
	(ii) Learners:					
		first six months of experience	1 016.00	974.00	1 016.00	974.00
		second six months of experience	1 016.00	974.00	1 016.00	974.00
		third six months of experience	1 016.00	974.00	1 016.00	974.00
		fourth six months of experience	1 017.00	974.00	1 016.00	974.00
		fifth six months of experience	1 068.00	974.00	1 072.50	974.00
		Next four months of experience	1 131.50	974.00	1 134.50	974.00
		Thereafter, the wage specified in (i)(b)(i) i.e.	1 195.50	974.00	1 199.50	974.00
	Set Leader and/or Team Leader		1 270.00	1 016.00	1 275.50	1 020.50
(ii)	**General Worker/Pleater**					

M Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		(i) Qualified		1 016.00	974.00	1 015.98	974.00
		(ii) Learners					
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			Thereafter, the wage specified in (ii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iii)	**Despatch Packer**						
		(i) Qualified		1 016.00	974.00	1 016.00	974.00
		(ii) Learners					
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(iv)	**Layer-Up**						
		(i) Qualified		1 016.00	974.00	1 016.00	974.00
		(ii) Learners					
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			second six months of experience	1 016.00	974.00	1 016.00	974.00
			Thereafter, the wage specified in (iii)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(v)	**Plain Sewer**						
		(i) Qualified		1 016.00	974.00	1 016.00	974.00
		(ii) Learners					
			first six months of experience	1 016.00	974.00	1 016.00	974.00
			Thereafter, the wage specified in (iv)(i) i.e.	1 016.00	974.00	1 016.00	974.00
(vi)	**Sample Machinist**			1 357.50	1 086.00	1 361.50	1 089.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase based on 7%, Across-the-Board.

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

24 of 84

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

"

Clause No.	Existing 2021/2022	New 2022/2023
20(1)(a)	R3,28	R3,51
20(1)(b)	R3,53	R3,78
21(3)	R27,26	R29,17
23D (1)	51 cents	55 cents
23E (2)	77 cents	82 cents
35(5)	22 cents	24 cents
36(1)	31 August 2022	31 August 2023
36(1)	1 September 2021	1 September 2022

"

3. In addition to clause 6 the following provision to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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):

"

25 of 84

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 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
GRADE 1				
(a) Qualified	1 594,50	1 275,60	1601,9	1281,5
(b) Learner				
0 - 6 months	1 052,45	985,60	1057,45	985,6
7 - 12 months	1 164,20	985,60	1169,55	985,6
13 - 18 months **	1 275,75	1 020,60	1281,75	1025,4
Thereafter, the qualifying wage applies	1 594,50	1 275,60	1601,9	1281,5
GRADE 2				
(a) Qualified	1 385,75	1 108,60	1392,35	1113,9
(b) Learner				
0 - 6 months	1 046,85	985,60	1051,65	985,6
Thereafter, the qualifying wage applies	1 385,75	1 108,60	1392,35	1113,9
GRADE A				
(a) Qualified	1 419,95	1 135,95	1426,35	1141,1
(b) Learner				
0 - 6 months	1 102,90	985,60	1108,15	985,6
Thereafter, the qualifying wage applies	1 419,95	1 135,95	1426,35	1141,1
HEAD CUTTER	2 544,00	2 035,20	2555,6	2044,5
ASSISTANT HEAD CUTTER	2 035,00	1 628,00	2044,3	1635,45
CUTTER/TRIMMER				
(a) Qualified	1 598,35	1 278,70	1605,85	1284,7
(b) Learner				
0 - 6 months	1 002,55	985,60	1007,3	985,6
7 - 12 months	1 120,25	985,60	1125,15	985,6
13 - 18 months	1 233,05	986,45	1238,85	991,1
19 - 22 months	1 367,20	1 093,75	1373,35	1098,7
Thereafter, the qualifying wage applies	1 598,35	1 278,70	1605,85	1284,7
BAND KNIFE CUTTER				
(a) Qualified	1 682,15	1 345,70	1689,85	1351,9
(b) Learner				
0 - 6 months	1 121,70	985,60	1126,75	985,6
7 - 12 months	1 245,60	996,50	1251,45	1001,15
13 - 18 months	1 359,20	1 087,35	1365,7	1092,55
19 - 22 months	1 488,70	1 190,95	1495,5	1196,4

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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 1 Sept 2022 to 31 Aug 2023**	**New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)**	**Wage per week from 01 Sept 2022 to 31 Aug 2023**	**New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)**
Thereafter, the qualifying wage applies	1 682,15	1 345,70	1689,85	1351,9
MECHANIC				
(a) Qualified	2 733,90	2 187,10	2746,4	2197,1
(b) Learner				
0 - 6 months	1 261,35	1 009,10	1267,05	1013,65
7 - 12 months	1 448,45	1 158,75	1455,25	1164,2
13 - 18 months	1 662,30	1 329,85	1670,25	1336,2
19 - 24 months	1 876,35	1 501,10	1885,15	1508,1
25 - 30 months	2 104,35	1 683,50	2114,25	1691,4
31 - 36 months	2 314,20	1 851,35	2324,85	1859,9
37 - 40 months	2 520,40	2 016,30	2532,15	2025,7
Thereafter, the qualifying wage applies	2 733,90	2 187,10	2746,4	2197,1
CLERK *				
(a) Qualified	1 708,75	1 367,00	1716,7	1373,35
(b) Learner				
0 - 6 months	1 161,80	985,60	1167,15	985,6
7 - 12 months	1 311,80	1 049,45	1317,85	1054,3
13 - 18 months	1 435,15	1 148,10	1441,65	1153,3
Thereafter, the qualifying wage applies	1 708,75	1 367,00	1716,7	1373,35
WATCHMAN	1 432,20	1 145,75	1438,8	1151,05
DRIVER 1	1 345,25	1 076,20	1351,45	1081,15
DRIVER 2	1 469,90	1 175,90	1476,75	1181,4
DRIVER 3	1 714,00	1 371,20	1721,95	1377,55
DRIVER 4	2 070,15	1 656,10	2079,8	1663,85
FOREPERSON	1 959,80	1 567,85	1968,9	1575,1

* **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 the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.

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

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(i)	**Foreman:**			2 993,10	2 394,50	3006,95	2405,55
(ii)	**Dyer: (See (iv) below)**						
(iii)	**Storeman:**						
	(i)	Qualified:		2 881,10	2 304,90	2894,35	2315,5
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 500,95	1 200,75	1507,8	1206,25
			third six months of experience	1 961,25	1 569,00	1970,25	1576,2
			next four months of experience	2 421,10	1 936,90	2432,2	1945,75
			Thereafter, the wage specified in (iii)(i) i.e.	2 881,10	2 304,90	2894,35	2315,5
(iv)	**Mechanic/Dyer:**						
	(i)	Qualified:		2 993,10	2 394,50	3006,95	2405,55
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 235,75	988,60	1241,75	993,4
			third six months of experience	1 431,00	1 144,80	1437,8	1150,25
			fourth six months of experience	1 626,55	1 301,25	1633,95	1307,15
			fifth six months of experience	1 821,95	1 457,55	1830,55	1464,45
			sixth six months of experience	2 016,50	1 613,20	2025,85	1620,7
			seventh six months of experience	2 212,35	1 769,90	2222,55	1778,05
			eighth six months of experience	2 407,50	1 926,00	2418,75	1935
			ninth six months of experience	2 602,50	2 082,00	2614,6	2091,7
			next four months of experience	2 798,25	2 238,60	2811,15	2248,9
			Thereafter, the wage specified in (iv)(i) i.e.	2 993,10	2 394,50	3006,95	2405,55
(v)	**Mechanic's Assistant:**						
	(i)	Qualified:		1 960,65	1 568,50	1969,8	1575,85
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 131,95	985,60	1137,2	985,6
			third six months of experience	1 225,25	985,60	1230,95	985,6

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			fourth six months of experience	1 316,15	1 052,90	1322,25	1057,8
			fifth six months of experience	1 408,65	1 126,90	1415,35	1132,3
			sixth six months of experience	1 501,05	1 200,85	1508	1206,4
			seventh six months of experience	1 592,55	1 274,05	1599,9	1279,9
			eighth six months of experience	1 685,00	1 348,00	1692,55	1354,05
			ninth six months of experience	1 776,45	1 421,15	1784,7	1427,75
			next four months of experience	1 868,70	1 494,95	1877,15	1501,7
			Thereafter, the wage specified in (v)(i) i.e.	1 960,65	1 568,50	1969,8	1575,85
(vi)	**Supervisor:**			2 072,70	1 658,15	2082,25	1665,8
(vii)	**Final Examiner of fully-fashioned garments:**			1 924,75	1 539,80	1933,65	1546,9
(viii)	**Factory Clerk, Despatch Clerk, Stores Clerk:**			-	-		
	(i)	Qualified:		1 884,65	1 507,70	1893,45	1514,75
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 251,60	1 001,30	1257,45	1005,95
			third six months of experience	1 462,65	1 170,10	1469,55	1175,65
			next four months of experience	1 673,85	1 339,10	1681,6	1345,3
			Thereafter, the wage specified in (viii)(i) i.e.	1 884,65	1 507,70	1893,45	1514,75
(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:		1 884,65	1 507,70	1893,45	1514,75
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 181,05	985,60	1186,75	985,6
			third six months of experience	1 321,55	1 057,25	1327,7	1062,15
			fourth six months of experience	1 462,65	1 170,10	1469,65	1175,7
			fifth six months of experience	1 603,25	1 282,60	1610,5	1288,4
			next four months of experience	1 744,20	1 395,35	1752,3	1401,85
			Thereafter, the wage specified in (ix)(i) i.e.	1 884,65	1 507,70	1893,45	1514,75

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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:		1 644,50	1 315,60	1652,25	1321,8
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 191,35	985,60	1196,75	985,6
			third six months of experience	1 342,15	1 073,70	1348,4	1078,7
			next four months of experience	1 493,65	1 194,90	1500,55	1200,45
			Thereafter, the wage specified in (x)(i) i.e.	1 644,50	1 315,60	1652,25	1321,8
(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		1 572,10	1 257,70	1579,35	1263,5
		(b) exceeds 453,5 kg but not 2 721 kg		1 856,15	1 484,90	1864,8	1491,85
		(c) exceeds 2 721 kg but not 4 535 kg		1 976,60	1 581,30	1985,7	1588,55
		(d) exceeds 4 535 kg		2 145,00	1 716,00	2154,75	1723,8
(xii)	**Security Officer:**			2 401,05	1 920,85	2412,15	1929,7
(xiii)	**Watchman:**			1 852,95	1 482,35	1861,5	1489,2
(xiv)	**Employee not elsewhere specified:**						
	(i)	Qualified:		1 929,15	1 543,30	1937,95	1550,35
	(ii)	Learners:					
			first six months of experience	1 040,85	985,60	1045,75	985,6
			second six months of experience	1 262,45	1 009,95	1268,55	1014,85
			third six months of experience	1 485,30	1 188,25	1492,05	1193,65
			next four months of experience	1 707,00	1 365,60	1714,95	1371,95
			thereafter, the wage specified in (xiv)(i) i.e.	1 929,15	1 543,30	1937,95	1550,35

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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:	1 351,95	1 081,55	1358,15	1086,5
	(ii)	Learners:				
		first six months of experience	1 040,85	985,60	1045,75	985,6
		second six months of experience	1 144,20	985,60	1149,55	985,6
		third six months of experience	1 248,85	999,10	1254,45	1003,55
		Thereafter, the wage specified in (xv) (i) i.e.	1 351,95	1 081,55	1358,15	1086,5
(xvi)	**Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker**		1 351,95	1 081,55	1358,15	1086,5
(xvii)	**General Worker (Knitting)**		1 570,40	1 256,30	1577,75	1262,2

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 7% Across-the-Board.

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

31 of 84

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

"

Clause No.	Existing 2021/2022	New 2022/2023
25(1)	R3,87	R4,14
25(2)	R5,24	R5,61
26(1)	49 cents	52 cents
26(2)	69 cents	74 cents
40(1)	31 August 2022	31 August 2023
40(1)	1 September 2021	1 September 2022
Annexure C of Clause 43(5)	22 cents	24 cents

4. In clause 7 insert the following new sub-clause (5)

" (5) Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged".

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:

"

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(A)	Pattern Maker and/or Grader:					
	(i) Qualified:		2 868.10	2 294.50	2 881.30	2 305.00
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 336.90	1 069.50	1 343.20	1 074.60
		third six months of experience	1 645.30	1 316.20	1 652.90	1 322.30
		fourth six months of experience	1 925.70	1 540.60	1 934.70	1 547.80
		fifth six months of experience	2 260.10	1 808.10	2 270.90	1 816.70
		next four months of experience	2 566.90	2 053.50	2 578.80	2 063.00
		Thereafter, the wage specified in (A)(i) i.e.	2 868.10	2 294.50	2 881.30	2 305.00
(B)	Marker-In:					
	(i) Qualified:		2 381.20	1 905.00	2 392.60	1 914.10
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 255.60	1 004.50	1 261.70	1 009.40
		third six months of experience	1 481.40	1 185.10	1 488.50	1 190.80
		fourth six months of experience	1 706.10	1 364.90	1 714.50	1 371.60
		fifth six months of experience	1 931.40	1 545.10	1 940.80	1 552.60
		next four months of experience	2 157.10	1 725.70	2 166.80	1 733.40
		Thereafter, the wage specified in (B)(i) i.e.	2 381.20	1 905.00	2 392.60	1 914.10
(C)	Mechanic:					
	(i) Qualified:		2 322.40	1 857.90	2 333.50	1 866.80
	(ii) Learners:					
		first six months of experience	1 033.10	927.60	1 037.50	927.60
		second six months of experience	1 174.10	939.30	1 179.40	943.50
		third six months of experience	1 317.70	1 054.20	1 324.10	1 059.30
		fourth six months of	1 461.50	1 169.20	1 468.30	1 174.60

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	experience				
	fifth six months of experience	1 605.70	1 284.60	1 613.20	1 290.60
	sixth six months of experience	1 747.70	1 398.20	1 756.20	1 405.00
	seventh six months of experience	1 892.70	1 514.20	1 901.50	1 521.20
	eighth six months of experience	2 035.70	1 628.60	2 045.70	1 636.60
	next four months of experience	2 179.90	1 743.90	2 190.10	1 752.10
	Thereafter, the wage specified in (C)(i) i.e.	2 322.40	1 857.90	2 333.50	1 866.80
(D)	**Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:**				
	(i) Qualified:	1 724.80	1 379.80	1 733.30	1 386.60
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 204.40	963.50	1 210.40	968.30
	third six months of experience	1 378.70	1 103.00	1 385.10	1 108.10
	next four months of experience	1 554.10	1 243.30	1 561.20	1 249.00
	Thereafter, the wage specified in (D)(i) i.e.	1 724.80	1 379.80	1 733.30	1 386.60
*(E1)	**Sample Machinist:**	1 715.10	1 372.10	1 723.10	1 378.50
(E)(a)	**Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder)**				
	(i) Qualified:	1 491.00	1 192.80	1 498.00	1 198.40
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 145.90	927.60	1 151.20	927.60
	third six months of experience	1 258.90	1 007.10	1 265.20	1 012.20
	Thereafter, the wage specified in (E)(i) i.e.	1 491.00	1 192.80	1 498.00	1 198.40

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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, Beader 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:	1 491.00	1 192.80	1 498.00	1 198.40
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 145.90	927.60	1 151.20	927.60
	third six months of experience	1 258.90	1 007.10	1 265.20	1 012.20
	next four months of experience	1 379.00	1 103.20	1 385.20	1 108.20
	Thereafter, the wage specified in (E)(i) i.e.	1 491.00	1 192.80	1 498.00	1 198.40
(F1)	**Machinist promoted to Assistant Supervisor:**				
	(i) Qualified:	1 771.70	1 417.40	1 780.30	1 424.20
	(ii) Learners:				
	first six months of experience	1 491.00	1 192.80	1 498.00	1 198.40
	second six months of experience	1 588.00	1 270.40	1 595.20	1 276.20
	third six months of experience.	1 681.30	1 345.00	1 689.30	1 351.40
	Thereafter, the wage specified in (F1)(i) i.e	1 771.70	1 417.40	1 780.30	1 424.20
(F)	**Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:**				
	(i) Qualified:	1 771.70	1 417.40	1 780.30	1 424.20
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60

This gazette is also available free online at www.gpwonline.co.za

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		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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	1 217.30	973.80	1 222.70	978.20
	third six months of experience	1 402.30	1 121.80	1 408.90	1 127.10
	next four months of experience	1 589.20	1 271.40	1 596.90	1 277.50
	Thereafter, the wage specified in (F)(i) i.e.	1 771.70	1 417.40	1 780.30	1 424.20
(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:	1 237.00	989.60	1 242.60	994.10
	(ii) Learners:				
	first six months of experience	1 033.10	927.60	1 037.50	927.60
	second six months of experience	1 082.90	927.60	1 087.50	927.60
	third six months of experience	1 133.50	927.60	1 139.20	927.60
	next four months of experience	1 184.40	947.50	1 189.80	951.80
	Thereafter, the wage specified in (G)(i) i.e.	1 237.00	989.60	1 242.60	994.10
(H1)	**Foreman:**	3 912.80	3 130.20	3 931.00	3 144.80
(H2)	**Supervisor, Assistant Foreman, Head Cutter:**	2 134.10	1 707.30	2 143.90	1 715.10
(H3)	**Artisan:**	4 466.90	3 573.50	4 487.30	3 589.80
(H4)	**Labourer, Scooter Driver and/or Boiler Attendant:**	1 374.50	1 099.60	1 381.00	1 104.80

This gazette is also available free online at www.gpwonline.co.za

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		Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(H5)	Watchman:	1 588.20	1 270.60	1 595.70	1 276.60
(H6)	Driver (Light Motor Vehicle):	1 565.60	1 252.50	1 572.60	1 258.10
(H7)	Driver (Medium Motor Vehicle):	1 674.10	1 339.30	1 681.60	1 345.30
	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 the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

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 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 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)	2 868.10	187.60	2 294.50	2 881.30	188.50	2 305.00
(B)	2 381.20	155.80	1 905.00	2 392.60	156.50	1 914.10
(C)	2 322.40	151.90	1 857.90	2 333.50	152.70	1 866.80
(D)	1 724.80	112.80	1 379.80	1 733.30	113.40	1 386.60

This gazette is also available free online at www.gpwonline.co.za

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 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase 7%	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
*(E1)	1 715.10	112.20	1 372.10	1 723.10	112.70	1 378.50
(E)(a)	1 491.00	97.50	1 192.80	1 498.00	98.00	1 198.40
(E)(b)	1 491.00	97.50	1 192.80	1 498.00	98.00	1 198.40
(F1)	1 771.70	115.90	1 417.40	1 780.30	116.50	1 424.20
(F)	1 771.70	115.90	1 417.40	1 780.30	116.50	1 424.20
(G)	1 237.00	80.90	989.60	1 242.60	81.30	994.10
(H1)	3 912.80	256.00	3 130.20	3 931.00	257.20	3 144.80
(H2)	2 134.10	139.60	1 707.30	2 143.90	140.30	1 715.10
(H3)	4 466.90	292.20	3 573.50	4 487.30	293.60	3 589.80
(H4)	1 374.50	89.90	1 099.60	1 381.00	90.30	1 104.80
(H5)	1 588.20	103.90	1 270.60	1 595.70	104.40	1 276.60
(H6)	1 565.60	102.40	1 252.50	1 572.60	102.90	1 258.10
(H7)	1 674.10	109.50	1 339.30	1 681.60	110.00	1 345.30

"

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

"

This gazette is also available free online at www.gpwonline.co.za

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		Wage per week from 01 September 2022 to 31 Aug 2023 (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 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 2022 = 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:**	2 407.10	1 925.70	2 412.70	1 930.20
(b)	**Milliner (Upgrade to Trimmer):**				
	(i) Qualified	1 909.10	1 527.30	1 914.20	1 531.40
	(ii) Learners:				
	first six months of experience	1 352.70	1 082.20	1 355.90	1 084.70
	second six months of experience	1 479.10	1 183.30	1 482.40	1 185.90
	third six months of experience	1 624.00	1 299.20	1 627.70	1 302.20
	next four months of experience	1 800.80	1 440.60	1 805.20	1 444.20
	Thereafter, the wage specified in (b)(i) i.e.	1 909.10	1 527.30	1 914.20	1 531.40
(c)	**(1) Blocker-Front (Upgrade from Assistant Blocker):**				
	(i) Qualified:	1 606.40	1 285.10	1 610.20	1 288.20
	(ii) Learners:				
	first six months of experience	1 331.50	1 065.20	1 334.70	1 067.80
	second six months of experience	1 374.60	1 099.70	1 377.70	1 102.20
	third six months of experience	1 461.50	1 169.20	1 464.80	1 171.80
	next four months of experience	1 529.40	1 223.50	1 533.30	1 226.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	1 606.40	1 285.10	1 610.20	1 288.20
	(2) Driver:	1 606.40	1 285.10	1 610.20	1 288.20
(d)	**Machine Operator & Chopper-Out:**				
	(i) Qualified:	1 486.80	1 189.40	1 489.80	1 191.80
	(ii) Learners:				
	first six months of experience	951.60	950.80	951.60	950.80

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 01 September 2022 to 31 Aug 2023 (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 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023 (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 2022 = 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	1 071.10	950.80	1 073.60	950.80
		third six months of experience	1 146.90	950.80	1 149.80	950.80
		next four months of experience	1 324.10	1 059.30	1 327.20	1 061.80
		Thereafter, the wage specified in (d)(i) i.e.	1 486.80	1 189.40	1 489.80	1 191.80
(e)	**Trimmer/General Worker/Labourer/Assistant Blocker:**					
	(i) Qualified:		1 267.20	1 013.80	1 270.00	1 016.00
	(ii) Learners:					
		first six months of experience	951.60	950.80	951.60	950.80
		second six months of experience	1 027.50	950.80	1 029.90	950.80
		third six months of experience	1 103.20	950.80	1 106.20	950.80
		next four months of experience	1 187.20	950.80	1 189.70	951.80
		Thereafter, the wage specified in (e)(i) i.e.	1 267.20	1 013.80	1 270.00	1 016.00
(f)	**Boiler Attendant & Watchman:**		1 386.00	1 108.80	1 389.50	1 111.60

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.

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

This gazette is also available free online at www.gpwonline.co.za

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

"

Clause No.	Existing 2021/2022	New 2022/2023
4A(1)	31 August 2022	31 August 2023
27(1)	31 August 2022	31 August 2023
27(1)	1 September 2021	1 September 2022
30	23 cents	25 cents
30	13 cents	14 cents
33 (1)(a)	R3,28	R3,51
33(1)(b)	R3,53	R3,78

"

3. In addition to clause 6 the following provision is to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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:

"

Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 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:**			2 975.10	2 380.10	2 989.20	2 391.40
(ii)	**Dyer: (See (iv) below)**						
(iii)	**Storeman:**						
	(i) Qualified:			2 863.70	2 291.00	2 877.20	2 301.80
	(ii) Learners:						
		first six months of experience		1 033.80	985.60	1 038.80	985.60
		second six months of experience		1 491.40	1 193.10	1 498.20	1 198.60
		third six months of experience		1 948.80	1 559.00	1 958.00	1 566.40
		next four months of experience		2 406.30	1 925.00	2 417.70	1 934.20
		Thereafter, the wage specified in (iii)(i) i.e.		2 863.70	2 291.00	2 877.20	2 301.80
(iv)	**Mechanic/Dyer:**						
	(i) Qualified:			2 975.10	2 380.10	2 989.20	2 391.40
	(ii) Learners:						
		first six months of experience		1 033.80	985.60	1 038.80	985.60
		second six months of experience		1 228.00	985.60	1 233.60	986.90
		third six months of experience		1 422.00	1 137.60	1 428.70	1 143.00
		fourth six months of experience		1 616.40	1 293.10	1 623.80	1 299.00
		fifth six months of experience		1 810.30	1 448.20	1 818.90	1 455.10
		sixth six months of experience		2 004.30	1 603.40	2 013.70	1 611.00
		seventh six months of experience		2 198.50	1 758.80	2 208.90	1 767.10
		eighth six months of experience		2 392.70	1 914.20	2 404.00	1 923.20
		ninth six months of experience		2 586.40	2 069.10	2 598.40	2 078.70
		next four months of experience		2 781.60	2 225.30	2 794.50	2 235.60

Raphael Kaidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (iv)(i) i.e.	2 975.10	2 380.10	2 989.20	2 391.40
(v)	**Mechanic's Assistant:**						
		(i) Qualified:		1 948.30	1 558.60	1 957.10	1 565.70
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 124.40	985.60	1 129.30	985.60
			third six months of experience	1 195.40	985.60	1 222.70	985.60
			fourth six months of experience	1 307.90	1 046.30	1 313.60	1 050.90
			fifth six months of experience	1 399.80	1 119.80	1 406.20	1 125.00
			sixth six months of experience	1 491.50	1 193.20	1 498.40	1 198.70
			seventh six months of experience	1 582.40	1 265.90	1 590.00	1 272.00
			eighth six months of experience	1 674.70	1 339.80	1 681.80	1 345.40
			ninth six months of experience	1 765.40	1 412.30	1 773.40	1 418.70
			next four months of experience	1 857.40	1 485.90	1 865.70	1 492.60
			Thereafter, the wage specified in (v)(i) i.e.	1 948.30	1 558.60	1 957.10	1 565.70
(vi)	**Supervisor:**			2 060.00	1 648.00	2 069.60	1 655.70
(vii)	**Final Examiner of fully-fashioned garments:**			1 912.50	1 530.00	1 921.70	1 537.40
(viii)	**Factory Clerk, Despatch Clerk, Stores Clerk:**						
		(i) Qualified		1 872.70	1 498.20	1 881.70	1 505.40
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 243.30	994.60	1 249.30	999.40
			third six months of experience	1 453.20	1 162.60	1 459.80	1 167.80

Raphael
Chaidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			next four months of experience	1 663.30	1 330.60	1 671.30	1 337.00
			Thereafter, the wage specified in (viii)(i) i.e.	1 872.70	1 498.20	1 881.70	1 505.40
(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:		1 872.70	1 498.20	1 881.70	1 505.40
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 173.50	985.60	1 178.40	985.60
			third six months of experience	1 313.00	1 050.40	1 318.90	1 055.10
			fourth six months of experience	1 453.20	1 162.60	1 459.80	1 167.80
			fifth six months of experience	1 592.80	1 274.20	1 600.60	1 280.50
			next four months of experience	1 733.20	1 386.60	1 740.90	1 392.70
			Thereafter, the wage specified in (ix)(i) i.e.	1 872.70	1 498.20	1 881.70	1 505.40
(x) (a)	**Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:**						
		(i) Qualified:		1 634.20	1 307.40	1 641.60	1 313.30
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 183.50	985.60	1 189.10	985.60
			third six months of experience	1 333.40	1 066.70	1 339.90	1 071.90
			next four months of experience	1 484.10	1 187.30	1 491.00	1 192.80

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (x)(i) i.e.	1 634.20	1 307.40	1 641.60	1 313.30
(x) (b)	**Sewing Machinist including a button, buttonhole and hemming machinist:**						
	(i) Qualified:			1 634.20	1 307.40	1 641.60	1 313.30
	(ii) Learners:						
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 183.50	985.60	1 189.10	985.60
			third six months of experience	1 333.40	1 066.70	1 339.90	1 071.90
			Thereafter, the wage specified in (x)(i) i.e.	1 634.20	1 307.40	1 641.60	1 313.30
(xi)	**Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:**						
	(a) does not exceed 453,5 kg			1 562.30	1 249.80	1 569.40	1 255.50
	(b) exceeds 453,5 kg but not 2 721 kg			1 844.50	1 475.60	1 852.80	1 482.20
	(c) exceeds 2 721 kg but not 4 535 kg			1 964.20	1 571.40	1 973.40	1 578.70
	(d) exceeds 4 535 kg			2 131.50	1 705.20	2 141.70	1 713.40
(xii)	**Security Officer:**			2 386.40	1 909.10	2 397.10	1 917.70
(xiii)	**Watchman:**			1 841.30	1 473.00	1 849.80	1 479.80
(xiv)	**Employee not elsewhere specified:**						
	(i) Qualified:			1 917.00	1 533.60	1 925.80	1 540.60
	(ii) Learners:						
			first six months of experience	1 033.80	985.60	1 038.80	985.60
			second six months of experience	1 254.00	1 003.20	1 260.10	1 008.10
			third six months of experience	1 475.40	1 180.30	1 482.40	1 185.90
			next four months of experience	1 696.10	1 356.90	1 703.90	1 363.10

Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (xiv)(i) i.e.	1 917.00	1 533.60	1 925.80	1 540.60
(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:**			1 560.40	1 248.30	1 567.70	1 254.20
(xvi)	**General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:**			1 343.20	1 074.60	1 349.40	1 079.50
(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:		1 343.20	1 074.60	1 349.40	1 079.50
		(ii) Learners:					
			first six months of experience	1 033.80	985.60	1 038.80	985.60

This gazette is also available free online at www.gpwonline.co.za

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	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
second six months of experience	1 136.40	985.60	1 141.80	985.60
third six months of experience	1 240.60	992.50	1 246.10	996.90
Thereafter, the wage specified in (xvii) (i) i.e.	1 343.20	1 074.60	1 349.40	1 079.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.				
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.				

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

"

Clause No.	Existing 2021/2022	New 2022/2023
11(2)(a)	R3,28	R3,51
11(2)(b)	R3,53	R3,78
13E(1)	50 cents	54 cents
13F(2)	76 cents	81 cents
19(4)	R28,54	R30,54
19(5)	R28,54	R30,54

This gazette is also available free online at www.gpwonline.co.za

Clause No.	Existing 2021/2022	New 2022/2023
20(2)(b)	R8,93	R9,56
30(5)	23 cents	25 cents
31(1)	31 August 2022	31 August 2023
31(1)	1 September 2021	1 September 2022

3. In addition to clause 21 the following provision is to be added:

Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged.

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

1. In clause 1(2)(b), substitute the new expression "R157 146,00 per annum" for the existing expression "R146 874,00 per annum".

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

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department							
Head Cutter				3010,50	2408,50	3022,00	2417,50
Pattern Maker:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First six months of experience	2425,50	1940,50	2435,50	1948,50
			Next four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Pattern Grader							
	(a)	Qualified		2428,00	1942,50	2437,50	1950,00
	(b)	Learner					
		First year					
			First six months of experience	1584,00	1267,00	1594,00	1275,00
			Second six months of experience	1686,00	1349,00	1691,50	1353,00
		Second year					
			First six months of experience	1784,00	1427,00	1795,50	1436,50
			Second six months of experience	1912,50	1530,00	1921,50	1537,00
		Third year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Next four months of experience	2168,00	1734,50	2178,50	1743,00
			Thereafter, the wage specified in (a), i.e.	2428,00	1942,50	2437,50	1950,00
Cutter, lay-maker:							
	(a)	Qualified		2342,00	1873,50	2350,50	1880,50
	(b)	Learner					
		First year					
			First six months of experience	1421,50	1137,00	1430,00	1144,00
			Second six months of experience	1566,00	1253,00	1572,00	1257,50
		Second year					
			First six months of experience	1707,50	1366,00	1716,50	1373,00
			Second six months of experience	1868,00	1494,50	1879,50	1503,50
		Third year					
			First four months of experience	2048,50	1639,00	2059,00	1647,00
			Thereafter, the wage specified in (a), i.e.	2342,00	1873,50	2350,50	1880,50
Interlining cutter, trimmer, leather cutter and tie cutter							
	(a)	Qualified		1687,50	1350,00	1695,00	1356,00
	(b)	Learner					
		First year					
			First six months of experience	1267,00	1013,50	1271,00	1017,00
			Second six months of experience	1343,50	1075,00	1348,00	1078,50
		Second year					
			First six months of experience	1412,50	1130,00	1420,00	1136,00
			Second six months of experience	1488,00	1190,50	1496,50	1197,00
		Third year					

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			First four months of experience	1561,50	1249,00	1567,50	1254,00
			Thereafter, the wage specified in (a), i.e.	1687,50	1350,00	1695,00	1356,00
	(c)	If advanced to learner cutter:					
		First six months from date of advancement		1828,50	1463,00	1837,50	1470,00
		Second six months from date of advancement		2048,50	1639,00	2059,00	1647,00
		Thereafter, the wage specified for a qualified cutter, i.e.		2342,00	1873,50	2350,50	1880,50
Layer-up:							
	(a)	Qualified		1455,00	1164,00	1460,50	1168,50
	(b)	Learner					
		First year					
			First six months of experience	1224,50	985,50	1230,50	985,50
			Second six months of experience	1267,00	1013,50	1271,00	1017,00
		Second year					
			First six months of experience	1323,50	1059,00	1330,00	1064,00
			Thereafter, the wage specified in (a), i.e.	1455,00	1164,00	1460,50	1168,50
	(c)	If advanced to learner cutter:					
		First six months from date of advancement		1455,00	1164,00	1460,50	1168,50
		Second six months from date of advancement		1707,50	1366,00	1716,50	1373,00
		Third six months from date of advancement		1868,00	1494,50	1879,50	1503,50
		Fourth six months from date of advancement		2048,50	1639,00	2059,00	1647,00
		Thereafter, the wage specified for a qualified cutter, i.e.		2342,00	1873,50	2350,50	1880,50
	(d)	If advanced to learner interlining cutter,					

M Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		learner trimmer, learner leather cutter or learner tie cutter:					
		First six months from date of advancement		1455,00	1164,00	1460,50	1168,50
		Second six months from date of advancement		1561,50	1249,00	1567,50	1254,00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.		1687,50	1350,00	1695,00	1356,00
	(e)	If advanced to fitter-up:					
		First six months from date of advancement		1455,00	1164,00	1460,50	1168,50
		Second six months from date of advancement		1508,50	1207,00	1514,00	1211,00
		Third six months from date of advancement		1584,00	1267,00	1594,00	1275,00
		Fourth six months from date of advancement		1687,50	1350,00	1695,00	1356,00
		Thereafter, the wage specified for fitter-up, i.e.		1862,00	1489,50	1868,00	1494,50
Clicker:							
	(a)	Qualified		1740,50	1392,50	1749,00	1399,00
	(b)	Learner					
		First year		1305,00	1044,00	1311,50	1049,00
		Second year		1488,00	1190,50	1496,50	1197,00
		Thereafter, the wage specified in (a) i.e.		1740,50	1392,50	1749,00	1399,00
Tracer:							
	(a)	Qualified		1633,50	1307,00	1640,00	1312,00
	(b)	Learner					
		First year					
			First six months of experience	1305,00	1044,00	1311,50	1049,00
			Second six months of experience	1397,00	1117,50	1403,50	1123,00
		Second year					
			First six months of	1478,00	1182,50	1484,00	1187,00

52 of 84

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
			Thereafter, the wage specified in (a), i.e.	1633,50	1307,00	1640,00	1312,00
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of experience	2036,00	1629,00	2046,00	1637,00
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First four months of experience	2425,50	1940,50	2435,50	1948,50
			Second four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Clothing technician:							
	(a)	Qualified		3010,50	2408,50	3022,00	2417,50
	(b)	Learner					
		First year					
			First six months of experience	1686,00	1349,00	1691,50	1353,00
			Second six months of experience	1862,00	1489,50	1868,00	1494,50
		Second year					
			First six months of	2036,00	1629,00	2046,00	1637,00

Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
			Second six months of experience	2223,00	1778,50	2234,00	1787,00
		Third year					
			First six months of experience	2425,50	1940,50	2435,50	1948,50
			Next four months of experience	2616,50	2093,00	2629,50	2103,50
			Thereafter, the wage specified in (a), i.e.	3010,50	2408,50	3022,00	2417,50
Grade A employee:							
	(a)	Qualified		1862,00	1489,50	1868,00	1494,50
	(b)	Learner					
		First year					
			First six months of experience	1310,00	1048,00	1314,50	1051,50
			Second six months of experience	1411,50	1129,00	1418,00	1134,50
		Second year				0,00	
			First six months of experience	1508,50	1207,00	1514,00	1211,00
			Second six months of experience	1584,00	1267,00	1594,00	1275,00
		Third year					
			First four months of experience	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified in (a), i.e.	1862,00	1489,50	1868,00	1494,50
Grade B employee:							
	(a)	Qualified		1590,50	1272,50	1596,50	1277,00
	(b)	Learner					
		First year					
			First six months of experience	1290,50	1032,50	1297,00	1037,50
			Second six months of experience	1358,00	1086,50	1363,50	1091,00
		Second year					

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			First six months of experience	1426,50	1141,00	1432,50	1146,00
			Thereafter, the wage specified in (a), i.e.	1590,50	1272,50	1596,50	1277,00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1590,50	1272,50	1596,50	1277,00
			Second six months from date of advancement	1637,50	1310,00	1645,00	1316,00
			Third six months from date of advancement	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1489,50	1868,00	1494,50
Grade C employee:							
	(a)	Qualified		1411,50	1129,00	1418,00	1134,50
	(b)	Learner					
		First year					
			First six months of experience	1264,50	1011,50	1270,00	1016,00
			Second six months of experience	1300,50	1040,50	1306,50	1045,00
			Thereafter, the wage specified in (a), i.e.	1411,50	1129,00	1418,00	1134,50
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	1411,50	1129,00	1418,00	1134,50
			Second six months from date of advancement	1426,50	1141,00	1432,50	1146,00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	1272,50	1596,50	1277,00
Underpresser, blocker:							

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1426,50	1141,00	1432,50	1146,00
	(b)	Learner					
		First year					
			First six months of experience	1224,50	985,50	1230,50	985,50
			Second six months of experience	1267,00	1013,50	1271,00	1017,00
		Second year					
			First six months of experience	1323,50	1059,00	1330,00	1064,00
			Thereafter, the wage specified in (a), i.e.	1426,50	1141,00	1432,50	1146,00
	(c)	If advanced to learner presser:					
			First six months from date of advancement	1426,50	1141,00	1432,50	1146,00
			Second six months from date of advancement	1687,50	1350,00	1695,00	1356,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1489,50	1868,00	1494,50
Part C - Clerical employees							
Clerk							
	(a)	Qualified		2048,50	1639,00	2059,00	1647,00
	(b)	Learner					
		First year		1513,00	1210,50	1517,50	1214,00
		Second year		1643,50	1315,00	1651,00	1321,00
		Third year					
			First four months of experience	1796,50	1437,00	1805,00	1444,00
			Thereafter, the wage specified in (a), i.e.	2048,50	1639,00	2059,00	1647,00
Factory Clerk							
	(a)	Qualified		1537,00	1229,50	1545,50	1236,50

Raphael
Laidoo

This gazette is also available free online at www.gpwonline.co.za

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b)	Learner					
		First year		1224,50	985,50	1230,50	985,50
		Second year		1305,00	1044,00	1311,50	1049,00
		Third year					
			First four months of experience	1411,50	1129,00	1418,00	1134,50
			Thereafter, the wage specified in (a), i.e.	1537,00	1229,50	1545,50	1236,50
Part D - General							
Boiler attendant				1460,00	1168,00	1468,00	1174,50
Despatch packer				1508,50	1207,00	1514,00	1211,00
General Worker				1411,50	1129,00	1418,00	1134,50
Labourer				1426,50	1141,00	1432,50	1146,00
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		1508,50	1207,00	1514,00	1211,00
	(b)	exceeds 1 360 but not 2 720 kg		1566,00	1253,00	1572,00	1257,50
	(c)	exceeds 2 720 kg		1784,00	1427,00	1795,50	1436,50
Supervisor, quality controller and instructor				1912,50	1530,00	1921,50	1537,00
Traveller's driver				1566,00	1253,00	1572,00	1257,50
Watchman or caretaker, whose ordinary hours of work are -							

57 of 84

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)	
DISCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	less than 60 hours per week		1627,50	1302,00	1634,50	1307,50
	(b)	60 hours per week		1707,50	1366,00	1716,50	1373,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.							
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.							

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

"

58 of 84

WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Blocker							
	(a)	Qualified		1485,50	1 188,50	1490,50	1192,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50	1033,50	985,50
			Second six months of experience	1146,00	985,50	1152,00	985,50
		Second year					
			First six months of experience	1255,50	1 004,50	1262,00	1009,50
			Second six months of experience	1371,50	1 097,00	1377,50	1102,00
			Thereafter, the wage specified in (a), i.e.	1485,50	1 188,50	1490,50	1192,50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):							
	(a)	Qualified		1225,00	985,50	1232,00	985,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50	1033,50	985,50
			Second six months of experience	1067,00	985,50	1073,50	985,50
		Second year					
			First six months of experience	1105,50	985,50	1110,00	985,50
			Second six months of	1149,00	985,50	1153,50	985,50

59 of 84

WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			experience				
		Third year					
			First four months of experience	1186,00	985,50	1191,00	985,50
			Thereafter, the wage specified in (a), i.e.	1225,00	985,50	1232,00	985,50
Clerk							
	(a)	Qualified		2048,50	1 639,00	2059,00	1647,00
	(b)	Learner					
		First year		1513,00	1 210,50	1517,50	1214,00
		Second year		1643,50	1 315,00	1651,00	1321,00
		Third year					
			First four months of experience	1796,50	1 437,00	1805,00	1444,00
			Thereafter, the wage specified in (a), i.e.	2048,50	1 639,00	2059,00	1647,00
General Worker (Millinery)				1213,50	985,50	1217,50	985,50
Grade 1 Employee (Millinery):							
	(a)	Qualified		1200,00	985,50	1205,00	985,50
	(b)	Learner					
		First year					
		First six months of experience		1027,00	985,50	1033,50	985,50
		Second six months of experience		1070,00	985,50	1077,50	985,50
		Second year					
			First six months of experience	1131,00	985,50	1136,00	985,50
			Thereafter, the wage specified in (a), i.e.	1200,00	985,50	1205,00	985,50

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Milliner:							
	(a)	Qualified		1297,50	1 038,00	1304,00	1043,00
	(b)	Learner					
		First year					
		First six months of experience		1027,00	985,50	1033,50	985,50
		Second six months of experience		1092,00	985,50	1097,50	985,50
		Second year					
			First six months of experience	1095,00	985,50	1099,50	985,50
			Second six months of experience	1145,50	985,50	1151,50	985,50
		Third year					
			First six months of experience	1197,50	985,50	1202,00	985,50
			Next four months of experience	1255,50	1 004,50	1262,00	1009,50
			Thereafter, the wage specified in (a) i.e.	1297,50	1 038,00	1304,00	1043,00
Millinery Machinist:							
	(a)	Qualified		1311,50	1 049,00	1317,50	1054,00
	(b)	Learner					
		First year					
		First six months of experience		1027,00	985,50	1033,50	985,50
		Second six months of experience		1120,00	985,50	1126,00	985,50
		Second year					
			First six months of experience	1187,00	985,50	1194,00	985,50
			Thereafter, the wage specified in (a), i.e.	1311,50	1 049,00	1317,50	1054,00

This gazette is also available free online at www.gpwonline.co.za

WAGE SCHEDULE				Group A		Group B	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 September 22 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage p/w from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
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		1557,00	1 245,50	1565,50	1252,50
	(b)	exceeds 2268		1645,00	1 316,00	1652,00	1321,50
Plain Sewer (Millinery):							
	(a)	Qualified		1225,00	985,50	1232,00	985,50
	(b)	Learner					
		First year					
			First six months of experience	1027,00	985,50	1033,50	985,50
			Second six months of experience	1081,00	985,50	1089,50	985,50
		Second year					
			First six months of experience	1152,50	985,50	1157,00	985,50
			Thereafter, the wage specified in (a), i.e.	1225,00	985,50	1232,00	985,50
Supervisor (Millinery)				1758,00	1 406,50	1766,50	1413,00
Watchman or Caretaker (Millinery)				1774,00	1 419,00	1781,00	1425,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.

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

62 of 84

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

"

Clause No.	Existing 2021/2022	New 2022/2023
4(12)	1 September 2021	1 September 2022
22(2)(a)	R3,29	R3,52
22(2)(b)	R5,28	R5,65
26(4)(b)	R13,71	R14,67
26(4)(b)	R16,36	R17,51
26(4)(b)	R17,85	R19,10
26(4)(b)	R30,47	R32,60
26(4)(b)	R30,47	R32,60
26(4)(b)	R30,47	R32,60
27(3)	51 cents	55 cents
27(4)	76 cents	81 cents
38(5)	33 cents	35 cents
39(3)	59 cents	63 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

"

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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

1. In clause 1(2)(b), substitute the new expression "R118 404.00 per annum" for the existing expression "R111 124.00 per annum".
2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas 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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department							
Head Cutter				2277,50	1822,00	2109,00	1687,00
Pattern Maker:							
	(a)	Qualified		2277,50	1822,00	2109,00	1687,00
	(b)	Learner					
		First year					
			First six months of experience	1371,00	1097,00	1269,50	1015,50
			Second six months of experience	1489,50	1191,50	1379,00	1103,00
		Second year					
			First six months of experience	1614,50	1291,50	1495,00	1196,00
			Second six months of experience	1739,50	1391,50	1611,00	1289,00
		Third year					
			First four months of experience	1876,00	1501,00	1737,00	1389,50
			Thereafter, the wage specified in (a), i.e.	2277,50	1822,00	2109,00	1687,00
Pattern Grader							

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1881,00	1505,00	1742,00	1393,50
	(b)	Learner					
		First year					
			First six months of experience	1292,50	1034,00	1197,00	957,50
			Second six months of experience	1371,00	1097,00	1269,50	1015,50
		Second year					
			First six months of experience	1446,00	1157,00	1339,00	1071,00
			Second six months of experience	1526,00	1221,00	1413,50	1131,00
		Third year					
			First six months of experience	1614,50	1291,50	1495,00	1196,00
			Next four months of experience	1702,00	1361,50	1576,00	1261,00
			Thereafter, the wage specified in (a), i.e.	1881,00	1505,00	1742,00	1393,50
Cutter, lay-maker:							
	(a)	Qualified		1818,00	1454,50	1683,50	1347,00
	(b)	Learner					
		First year					
		First six months of experience		1185,50	985,50	1137,50	985,50
		Second six months of experience		1286,50	1029,00	1191,00	953,00
		Second year					
			First six months of experience	1391,00	1113,00	1288,50	1031,00
			Second six months of experience	1498,50	1199,00	1388,00	1110,50
		Third year					
			First six months of experience	1624,50	1299,50	1504,50	1203,50
			Next four months of experience	1818,00	1454,50	1683,50	1347,00
Interlining cutter, trimmer, leather cutter and tie cutter							

Raphael
Laidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)	Qualified		1377,00	1101,50	1275,00	1020,00
	(b)	Learner					
		First year					
		First six months of experience		1083,00	985,50	1130,50	985,50
		Second six months of experience		1131,00	985,50	1133,50	985,50
		Second year					
			First six months of experience	1182,00	985,50	1137,50	985,50
			Second six months of experience	1232,00	985,50	1140,50	912,50
		Third year					
			First four months of experience	1284,50	1027,50	1189,50	951,50
			Thereafter, the wage specified in (a) i.e.	1377,00	1101,50	1275,00	1020,00
	(c)	If advanced to learner cutter:					
			First six months from date of advancement	1472,00	1177,50	1363,00	1090,50
			Second six months from date of advancement	1624,50	1299,50	1504,50	1203,50
			Thereafter, the wage specified for a qualified cutter, i.e.	1818,00	1454,50	1683,50	1347,00
Layer-up:							
	(a)	Qualified		1207,50	985,50	1139,00	985,50
		First year					
		First six months of experience		1056,00	985,50	1128,50	985,50
			Second six months of experience	1083,00	985,50	1130,50	985,50
Second year							
			First six months of experience	1118,50	985,50	1132,50	985,50
			Thereafter, the wage specified in (a), i.e.	1207,50	985,50	1139,00	985,50
	(b)	If advanced to learner					

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		cutter:					
			First six months from date of advancement	1207,50	985,50	1139,00	985,50
			Second six months from date of advancement	1391,00	1113,00	1288,50	1031,00
			Third six months from date of advancement	1498,50	1199,00	1388,00	1110,50
			Fourth six months from date of advancement	1624,50	1299,50	1504,50	1203,50
			Thereafter, the wage specified for a qualified cutter, i.e.	1818,00	1454,50	1683,50	1347,00
Clicker:							
	(a)	Qualified		1412,50	1130,00	1308,00	1046,50
	(b)	Learner					
		First year of experience		1108,00	985,50	1132,00	985,50
		Second year of experience		1232,00	985,50	1140,50	912,50
		Thereafter, the wage specified in (a), i.e.		1412,50	1130,00	1308,00	1046,50
Tracer:							
	(a)	Qualified		1338,50	1071,00	1239,50	991,50
	(b)	Learner					
		First year					
			First six months of experience	1108,00	985,50	1132,00	985,50
			Second six months of experience	1169,00	985,50	1136,50	985,50
		Second year					
			First six months of experience	1224,50	985,50	1140,00	985,50
			Thereafter, the wage specified in (a), i.e.	1338,50	1071,00	1239,50	991,50
Part B - Factory Operatives							
Clothing machine mechanic:							
	(a)	Qualified		2277,50	1822,00	2109,00	1687,00

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b)	Learner					
		First year					
			First six months of experience	1371,00	1097,00	1269,50	1015,50
			Second six months of experience	1489,50	1191,50	1379,00	1103,00
		Second year					
			First six months of experience	1614,50	1291,50	1495,00	1196,00
			Second six months of experience	1739,50	1391,50	1611,00	1289,00
		Third year					
			First six months of experience	1876,00	1501,00	1737,00	1389,50
			Next four months of experience	2012,00	1609,50	1863,00	1490,50
			Thereafter, the wage specified in (a), i.e.	2277,50	1822,00	2109,00	1687,00
Grade A employee:							
	(a)	Qualified		1489,50	1191,50	1379,00	1103,00
	(b)	Learner					
		First year					
			First six months of experience	1111,50	985,50	1132,00	985,50
			Second six months of experience	1180,00	985,50	1137,00	985,50
		Second year					
			First six months of experience	1241,50	993,00	1149,00	919,00
			Second six months of experience	1304,00	1043,00	1207,50	966,00
		Third year					
			First four months of experience	1377,00	1101,50	1275,00	1020,00
			Thereafter, the wage specified in (a), i.e.	1489,50	1191,50	1379,00	1103,00
Grade B employee:							
	(a)	Qualified		1262,00	1009,50	1168,50	935,00
	(b)	Learner					
		First year					
			First six months of experience	1111,50	985,50	1132,00	985,50
			Second six months of experience	1149,50	985,50	1134,50	985,50
		Second					

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		year					
			First six months of experience	1185,00	985,50	1137,50	985,50
			Thereafter, the wage specified in (a), i.e.	1262,00	1009,50	1168,50	935,00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1262,00	1009,50	1168,50	935,00
			Second six months from date of advancement	1270,50	1016,50	1176,50	941,00
			Third six months from date of advancement	1327,00	1061,50	1229,00	983,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1477,00	1181,50	1367,50	1094,00
Grade C employee:							
	(a)	Qualified		1180,00	985,50	1137,00	985,50
	(b)	Learner					
		First year					
			First six months of experience	1079,00	985,50	1130,00	985,50
			Second six months of experience	1107,00	985,50	1132,00	985,50
			Thereafter, the wage specified in (a), i.e.	1180,00	985,50	1137,00	985,50
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	1180,00	985,50	1137,00	985,50
			Second six months from date of advancement	1189,00	985,50	1138,00	985,50
	Thereafter, the wage specified for a qualified Grade B employee, i.e.			1292,50	1034,00	1197,00	957,50
Underpresser, blocker:							
	(a)	Qualified		1189,00	985,50	1138,00	985,50
	(b)	Learner					
		First year					

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			First six months of experience	1056,00	985,50	1128,50	985,50
			Second six months of experience	1083,00	985,50	1130,50	985,50
		Second year					
			First six months of experience	1118,50	985,50	1132,50	985,50
			Second six months of experience	1189,00	985,50	1138,00	985,50
	(c)	If advanced to learner presser:					
			First six months from date of advancement	1189,00	985,50	1138,00	985,50
			Second six months from date of advancement	1377,00	1101,50	1275,00	1020,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1489,50	1191,50	1379,00	1103,00
Part C - Clerical employees							
Clerk							
	(a)	Qualified		1624,50	1299,50	1504,50	1203,50
	(b)	Learner					
		First year of experience		1248,00	998,50	1155,50	924,50
		Second year of experience		1345,50	1076,50	1246,00	997,00
		Third year					
			First six months of experience	1447,50	1158,00	1340,00	1072,00
			Thereafter, the wage specified in (a), i.e.	1624,50	1299,50	1504,50	1203,50
Factory Clerk							
	(a)	Qualified		1267,00	1013,50	1173,50	939,00
	(b)	Learner					
		First year of experience		1054,00	985,50	1128,50	985,50
		Second year of experience		1109,00	985,50	1132,00	985,50
		Third year					
			First six months of experience	1177,00	985,50	1137,00	985,50

Raphael
Khaidoo

This gazette is also available free online at www.gpwonline.co.za

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				Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (a); i.e.	1267,00	1013,50	1173,50	939,00
Part D - General							
Boiler attendant				1212,00	985,50	1139,50	985,50
Despatch packer				1244,00	995,00	1152,00	921,50
General Worker				1175,50	985,50	1137,00	985,50
Labourer				1189,00	985,50	1138,00	985,50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	under 2 720 kg		1293,00	1034,50	1197,50	958,00
	(b)	2 720 kg and over		1446,00	1157,00	1339,00	1071,00
Supervisor, quality controller and instructor				1526,00	1221,00	1413,50	1131,00
Traveller's driver				1293,00	1034,50	1197,50	958,00
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		1332,00	1065,50	1233,00	986,50
	(b)	60 hours per week		1391,00	1113,00	1288,50	1031,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.

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

71 of 84

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

"

Clause No.	Existing 2021/2022	New 2022/2023
4(12)	1 September 2021	1 September 2022
22(2)(a)	R3,57	R3,81
22(2)(b)	R5.19	R5.57
27(3)	49 cents	52 cents
27(4)	76 cents	80 cents
38(5)	33 cents	35 cents
39(3)	65 cents	69 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

"

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

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

"

72 of 84 Raphael Naidoo

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A - Cutting Department								
Pattern Maker:								
	(a)		3010,50	3020,80	2408,50	3022	3032,299	2417,5
	(b)							
		First six months of experience	1686,00	1691,86	1349,00	1691,5	1697,358	1353
		Second six months of experience	1862,00	1868,45	1489,50	1868	1874,446	1494,5
		First six months of experience	2036,00	2043,04	1629,00	2046	2053,042	1637
		Second six months of experience	2223,00	2230,67	1778,50	2234	2241,669	1787
		First six months of experience	2425,50	2433,84	1940,50	2435,5	2443,841	1948,5
		Next four months of experience	2616,50	2625,49	2093,00	2629,5	2638,487	2103,5
		Thereafter, the wage specified in (a), i.e.	3010,50	3020,80	2408,50	3022	3032,299	2417,5
Pattern Grader								
	(a)		2428,00	2436,35	1942,50	2437,5	2445,854	1950
	(b)							
		First six months of experience	1584,00	1589,52	1267,00	1594	1599,525	1275
		Second six months of experience	1686,00	1691,86	1349,00	1691,5	1697,358	1353

Raphael Naidoo

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		First six months of experience	1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
		Second six months of experience	1912,50	1919,12	1530,00	1921,5	1928,12	1537
		First six months of experience	2036,00	2043,04	1629,00	2046	2053,042	1637
		Next four months of experience	2168,00	2175,48	1734,50	2178,5	2185,983	1743
		Thereafter, the wage specified in (a), i.e.	2428,00	2436,35	1942,50	2437,5	2445,854	1950
Football Jersey Cutter								
	(a)		1687,50	1693,37	1350,00	1695	1700,87	1356
	(b)							
		First six months of experience	1267,00	1271,46	1013,50	1271	1275,46	1017
		Second six months of experience	1343,50	1348,21	1075,00	1348	1352,71	1078,5
		First six months of experience	1412,50	1417,45	1130,00	1420	1424,95	1136
		Second six months of experience	1488,00	1493,20	1190,50	1496,5	1501,7	1197
		First four months of experience	1561,50	1566,94	1249,00	1567,5	1572,94	1254

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified in (a), i.e.	1687,50	1693,37	1350,00	1695	1700,87	1356
Layer-up								
	(a)		1455,00	1460,09	1164,00	1460,5	1465,59	1168,5
	(b)							
		First six months of experience	1224,50	1228,82	985,50	1230,5	1234,82	985,5
		Second six months of experience	1267,00	1271,46	1013,50	1271	1275,46	1017
		First six months of experience	1323,50	1328,15	1059,00	1330	1334,65	1064
		Thereafter, the wage specified in (a), i.e.	1455,00	1460,09	1164,00	1460,5	1465,59	1168,5
Part B - Factory Operatives								
Grade A employee:								
	(a)		1862,00	1868,45	1489,50	1868	1874,45	1494,5
	(b)							
		First six months of experience	1310,00	1314,60	1048,00	1314,5	1319,1	1051,5
		Second six months of experience	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		First six months of experience	1508,50	1513,76	1207,00	1514	1519,26	1211
		Second six months of	1584,00	1589,52	1267,00	1594	1599,52	1275

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		experience						
		First four months of experience	1687,50	1693,37	1350,00	1695	1700,87	1356
		Thereafter, the wage specified in (a), i.e.	1862,00	1868,45	1489,50	1868	1874,45	1494,5
Grade B employee:								
	(a)		1590,50	1596,04	1272,50	1596,5	1602,04	1277
	(b)							
		First six months of experience	1290,50	1295,03	1032,50	1297	1301,53	1037,5
		Second six months of experience	1358,00	1362,76	1086,50	1363,5	1368,26	1091
		First six months of experience	1426,50	1431,49	1141,00	1432,5	1437,49	1146
		Thereafter, the wage specified in (a), i.e.	1590,50	1596,04	1272,50	1596,5	1602,04	1277
	(c)							
		First six months from date of advancement	1590,50	1596,04	1272,50	1596,5	1602,04	1277
		Second six months from date of advancement	1637,50	1643,20	1310,00	1645	1650,7	1316
		Third six months from date of advancement	1687,50	1693,37	1350,00	1695	1700,87	1356

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1862,00	1868,45	1489,50	1868	1874,45	1494,5
Grade C employee:								
	(a)		1411,50	1416,44	1129,00	1418	1422,94	1134,5
	(b)							
		First six months of experience	1264,50	1268,95	1011,50	1270	1274,45	1016
		Second six months of experience	1300,50	1305,07	1040,50	1306,5	1311,07	1045
		Thereafter, the wage specified in (a), i.e.	1411,50	1416,44	1129,00	1418	1422,94	1134,5
	(c)							
		First six months from date of advancement	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		Next six months from date of advancement	1426,50	1431,49	1141,00	1432,5	1437,49	1146
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1590,50	1596,04	1272,50	1596,5	1602,04	1277
Part C - Clerical employees								
Clerk								

This gazette is also available free online at www.gpwonline.co.za

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			Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(a)		2048,50	2055,59	1639,00	2059	2066,09	1647
	(b)							
			1513,00	1518,28	1210,50	1517,5	1522,78	1214
			1643;50	1649,22	1315,00	1651	1656,72	1321
		First four months of experience	1796,50	1802,73	1437,00	1805	1811,23	1444
		Thereafter, the wage specified in (a), i.e.	2048,50	2055,59	1639,00	2059	2066,09	1647
Factory Clerk								
	(a)		1537,00	1542,37	1229,50	1545,5	1550,87	1236,5
	(b)							
			1224,50	1228,82	985,50	1230,5	1234,82	985,5
			1305,00	1309,59	1044,00	1311,5	1316,09	1049
		First four months of experience	1411,50	1416,44	1129,00	1418	1422,94	1134,5
		Thereafter, the wage specified in (a), i.e.	1537,00	1542,37	1229,50	1545,5	1550,87	1236,5
Part D - General								
Boiler attendant			1460,00	1465,11	1168,00	1468	1473,11	1174,5
Despatch packer			1508,50	1513,76	1207,00	1514	1519,26	1211
General Worker			1411,50	1416,44	1129,00	1418	1422,94	1134,5
Labourer			1426,50	1431,49	1141,00	1432,5	1437,49	1146
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)		1508,50	1513,76	1207,00	1514	1519,26	1211
	(b)		1566,00	1571,46	1253,00	1572	1577,46	1257,5
	(c)		1784,00	1790,20	1427,00	1795,5	1801,7	1436,5
Supervisor, quality controller and instructor			1912,50	1919,12	1530,00	1921,5	1928,12	1537

This gazette is also available free online at www.gpwonline.co.za

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	Wage per week from 1 September 2022 - 31 August 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 September 2022 to 31 Aug 2023	Wage per week from 1 September 2022 - 31 August 2023	New Employees on Incentivised Scheme Effective 1 September 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Traveller's driver	1566,00	1571,46	1253,00	1572	1577,46	1257,5
Watchman or caretaker, whose ordinary hours of work are -						
(a)	1627,50	1633,17	1302,00	1634,5	1640,17	1307,5
(b)	1707,50	1713,44	1366,00	1716,5	1722,44	1373
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase of 7% Across-the-Board.						
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.						

"

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

"

Clause No.	Existing 2021/2022	New 2022/2023
4(11)	1 September 2021	1 September 2022
22(2)(a)	R3,29	R3,52
22(2)(b)	R5,28	R5,65
26(4)(b)	R13,71	R14,67
26(4)(b)	R16,36	R17,51
26(4)(b)	R17,85	R19,10
26(4)(b)	R30,47	R32.60
26(4)(b)	R30,47	R32,60

Raphael

Naidoo

This gazette is also available free online at www.gpwonline.co.za

Clause No.	Existing 2021/2022	New 2022/2023
26(4)(b)	R30,47	R32,60
27(3)	51 cents	55 cents
27(4)	76 cents	81 cents
38(5)	33 cents	35 cents
39(3)	59 cents	63 cents
41(1)	31 August 2022	31 August 2023
41(1)	1 September 2021	1 September 2022

"

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

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

"

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1 119,00	1 044,00	1 082,50	1 044,00
	Thereafter	1 197,50	1 044,00	1 129,00	1 044,00
Category B					
	0 - 6 months	1 117,50	1 044,00	1 096,00	1 044,00
	7 - 12	1 170,00	1 044,00	1 128,00	1 044,00

Raphael
Naidoo

This gazette is also available free online at www.gpwonline.co.za

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	months				
	13 - 18 months	1 224,50	1 044,00	1 159,50	1 044,00
	Thereafter	1 297,00	1 044,00	1 199,00	1 044,00
Category C					
	0 - 6 months	1 155,00	1 044,00	1 101,00	1 044,00
	7 - 12 months	1 270,50	1 044,00	1 168,50	1 044,00
	13 - 18 months	1 388,50	1 111,00	1 237,00	1 044,00
	19 - 22 months	1 500,00	1 200,00	1 311,00	1 049,00
	Thereafter	1 615,00	1 292,00	1 384,50	1 107,50
Category D					
	0 - 6 months	1 155,00	1 044,00	1 101,00	1 044,00
	7 - 12 months	1 240,00	1 044,00	1 152,00	1 044,00
	13 - 18 months	1 355,00	1 084,00	1 202,50	1 044,00
	19 - 22 months	1 410,50	1 128,50	1 252,00	1 044,00
	Thereafter	1 589,50	1 271,50	1 368,00	1 094,50
Category E					
	0 - 6 months	1 213,00	1 044,00	1 136,00	1 044,00
	7 - 12 months	1 347,50	1 078,00	1 216,00	1 044,00
	13 - 18 months	1 503,00	1 202,50	1 312,00	1 049,50
	19 - 22 months	1 655,50	1 324,50	1 411,50	1 129,00
	Thereafter	1 820,50	1 456,50	1 516,00	1 213,00
Band Knife Cutter					
	0 - 6 months	1 110,00	1 044,00	1 075,00	1 044,00

Raphael Kaidoo

This gazette is also available free online at www.gpwonline.co.za

Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch, and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2022 to 31 Aug 2023	New Employees on Incentivised Scheme Effective 1 Sept 2022 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	7 - 12 months	1 197,50	1 044,00	1 125,50	1 044,00
	13 - 18 months	1 279,50	1 044,00	1 176,00	1 044,00
	19 - 22 months	1 371,00	1 097,00	1 229,00	1 044,00
	Thereafter	1 509,00	1 207,00	1 317,50	1 054,00
Clerical					
	0 - 6 months	1 138,50	1 044,00	1 091,50	1 044,00
	7 - 12 months	1 247,00	1 044,00	1 155,50	1 044,00
	13 - 18 months	1 335,00	1 068,00	1 207,00	1 044,00
	Thereafter	1 533,50	1 227,00	1 330,00	1 064,00
Assistant Head Cutter		1 766,50	1 413,00	1 483,00	1 186,50
Head Cutter		2 134,00	1 707,00	1 720,00	1 376,00
Foreperson		1 913,00	1 530,50	1 619,50	1 295,50
Watchperson		1 329,50	1 063,50	1 204,00	1 044,00
Driver 1 (454kg)		1 267,00	1 044,00	1 167,50	1 044,00
Driver 2 (454 - 2722kg)		1 356,00	1 085,00	1 220,50	1 044,00
Driver 3 (2722 -4540kg)		1 531,50	1 225,00	1 329,50	1 063,50
Driver 4 (4540kg)		1 787,50	1 430,00	1 497,00	1 197,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage increase based on 7%, in Non-Metro A and Non-Metro B.					
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.					

"

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

82 of 84

Clause No.	Existing 2021/2022	New 2022/2023
32(2)	R4.15	R4,44
32(2)	R5,27	R5,64
32(2)	1 September 2021	1 September 2022
36(6)(a)	67 cents	72 cents
40(1)	31 August 2022	31 August 2023
40(1)	1 September 2022	1 September 2023
Annexure C of Clause 43(5)	21 cents	23 cents

"

3. In addition to clause 7 (4) (c) (ii) the following provision is to be added;

"(iii) Prior to the introduction of short-time, consultation with the Trade Union shall be encouraged".

4. In addition to clause 13 (3) (b) the following provision is to be added;

"(c) Employers shall pay employees for public holidays that fall on a Saturday".

5. In clause 42 (2), substitute the existing clause for the following:

Employer's contribution: an employer shall each week, in the case of weekly paid employees or each month, in the case of monthly paid employees contribute an amount of 4.75% of the wage of each employee with the effect from 1 February 2023 and further 0.25% to be added on 1 February 2024. In respect of whom wages are prescribed in this agreement and whose has worked nine ordinary

This gazette is also available free online at www.gpwonline.co.za

hours or more during any paid week, towards a provident fund or retirement fund administrated by the Council.

Signed at **CAPE TOWN** on behalf of the Parties this 18 day of October 2022.

MARTHIE RAPHAEL
Chairperson

Signed at **JOHANNESBURG** on behalf of the Parties this 18 day of October 2022.

CHANTAL NAIDOO
General Secretary

This gazette is also available free online at **www.gpwonline.co.za**

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 2849 **9 December 2022**

DECLARATION OF PEACE OFFICERS IN TERMS OF SECTION 334 OF THE CRIMINAL PROCEDURE ACT, 1977 (ACT NO. 51 OF 1977): INVESTIGATORS FOR THE INVESTIGATING DIRECTORATE

I, Ronald Ozzy Lamola, Minister of Justice and Correctional Services, in terms of—

(*a*) section 334(1)*(a)* of the Criminal Procedure Act, 1977 (Act No. 51 of 1977), hereby amend Government Notice No. R. 209 of 19 February 2002, as amended by Government Notices Nos. R. 1201 of 26 September 2002 and R. 1114 of 19 October 2018, by the substitution for Part 16 of that Notice of the part set out in the Schedule hereto;

(*b*) section 334(1)(*a*) of the Criminal Procedure Act, 1977, hereby declare that every person who, by virtue of his or her office, falls within a category as defined in Column 1 of the Schedule to this notice, shall, within the area specified in Column 2 of the Schedule, be a peace officer for the purpose of exercising, with reference to the offences specified in Column 3 of the Schedule, the powers defined in Column 4 of the Schedule;

(*c*) section 334(3)(*a*) of the Criminal Procedure Act, 1977, hereby prescribe that—

(i) a certificate of appointment referred to in section 334(2)(*a*) of the Criminal Procedure Act, 1977, shall only be issued to a person referred to in Column 1 of the Schedule, if the employer of that person has been furnished with a certificate issued by the National Commissioner of the South African Police Service;

(ii) it must be stated in the certificate contemplated in paragraph (i) that, in the opinion of the National Commissioner, such person is competent to exercise the relevant powers as defined in Column 4 of the relevant Part of the Schedule; and

(iii) for the purposes of the issuing of a certificate by the National Commissioner, the following criteria shall be considered:

(*aa*) The previous criminal convictions of a person referred to in Column 1 of the Schedule, must be verified by the employer, and a SAP 69 report;

(*bb*) a report on whether a person referred to in Column 1 of the Schedule has been declared unfit to possess a firearm as contemplated in the Firearms Control Act, 2000 (Act No. 60 of 2000), or other relevant legislation, together with a valid certificate of competency; and

(*cc*) a certificate or certificates of training undergone by the person referred to in Column 1 of the Schedule in respect of the offences specified in Column 3 and the powers defined in Column 4 of the Schedule, attesting to the competency of the person referred to in Column 1 of the Schedule that the person is competent to exercise the relevant powers as defined in Column 4 of the relevant Part of the Schedule; and

(*d*) section 334(3)*(b)* of the Criminal Procedure Act, 1977, hereby prescribe that the following information must appear in or on the certificate of appointment referred to in section 334(2) of the Criminal Procedure Act, 1977:

(i) The full names of the person so appointed;

(ii) his or her identity number;

(iii) his or her signature;

(iv) his or her photograph;

(v) a description of the capacity in which he or she was appointed;

(vi) the name of the employer who made the appointment; and

(vii) the signature and official stamp of the employer or responsible person.

MR R O LAMOLA, MP
MINISTER OF JUSTICE AND CORRECTIONAL SERVICES
DATE: 17 November 2022

SCHEDULE			
Column 1	**Column 2**	**Column 3**	**Column 4**
PART 16			
Persons assigned in terms of section 7(4)*(a)*(iii), (iv) and (v) of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998), as investigators for the Investigating Directorate, established by Proclamation No. 20 of 2019.	The Republic of South Africa.	*(a)* The common law offences of— (i) fraud; (ii) forgery; (iii) uttering; (iv) theft; and (v) any offence involving dishonesty; and *(b)* statutory offences, relating to the contravention of the— (i) Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004); (ii) Prevention of Organised Crime Act, 1998 (Act No. 121 of 1998); (iii) Protection of Constitutional Democracy against Terrorist and Related Activities, 2004 (Act No. 33 of 2004); (iv) Public Finance Management Act, 1999 (Act No. 1 of 1999); (v) Local Government: Municipal Finance Management Act, 2003 (Act	*(a)* The powers conferred upon a police official or a peace officer in terms of Chapters 2, 3, 4, 5 and 7 of the Criminal Procedure Act, 1977; and *(b)* the powers conferred upon a police official in terms of section 329 of the Criminal Procedure Act, 1977.

		No. 56 of 2003); (vi) Financial Intelligence Centre Act 2001 (Act No. 38 of 2001); and (vii) any other statutory offence involving an element of dishonesty; and *(c)* any unlawful activity relating to serious, high profile or complex corruption cases relating to offences or criminal or unlawful activities arising from the following Commissions of Inquiry: (i) Commission of Inquiry into Allegations of State Capture, Corruption and Fraud in the Public Sector including Organs of State, promulgated under Proclamation No. 3 of 2018; (ii) Commission of Inquiry into Tax Administration and Governance by the South African Revenue Service, established by	

		Proclamation No. 17 of 2018; and (iii) Commission of Inquiry into Allegations for Impropriety regarding the Public Investment Corporation, established under Proclamation No. 30 of 2018; and *(d)* any other serious, high profile or complex cases of corruption referred to the Investigating Directorate by the National Director of Public Prosecutions in accordance with section 28(1)*(b)* of the National Prosecuting Authority Act, 1998.	

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 2850 **9 December 2022**

NATIONAL PROSECUTING AUTHORITY ACT, 1998 (ACT NO. 32 OF 1998): REGULATIONS RELATING TO SUMMONS AND OATH

The Minister of Justice and Correctional Services has, under section 40, read with section 28(6) and (7)*(a)* and *(d)*, of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998), made the regulations in the Schedule.

SCHEDULE

Definitions

1. In these Regulations any expression to which a meaning has been assigned in the Act shall bear that meaning, unless the context otherwise indicates—

'sheriff' means a police officer, an investigator designated as such by the head of an Investigating Directorate in terms of 28(2)*(a)* read with section 7(4)*(a)* of the Act, or any other person authorised or designated to serve process; and

'the Act' means the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998).

Summons

2. (1) A summons, as contemplated in section 28(6)*(a)* and (7) of the Act, must be in a form that substantially corresponds to Form 1 of the Annexure to these regulations.

(2) The summons, together with a copy thereof, shall be delivered to the sheriff to deal therewith in terms of subregulations (3) to (5).

(3) The summons shall be served by the sheriff, by delivering a copy thereof to the person mentioned therein or, if he or she cannot be found, by delivering it at his or her place of residence, employment or business to a person who appears to be over the age of sixteen years old and who appears to reside or to be employed there.

(4) The sheriff shall, upon the request of the person mentioned in the summons, exhibit to him or her the original summons.

(5) The sheriff shall, on a form that substantially corresponds to Form 2 of the Annexure to these regulations, endorse the manner in which the copy of the summons was served, and attach the form to the summons and return it to the Investigating Director.

Oath or affirmation administered by the Investigating Director

3. (1) The oath contemplated in section 28(6)*(b)* of the Act shall be administered in the following form:

"I swear that the evidence that I shall give, shall be the truth, the whole truth and nothing but the truth, so help me God.".

(2) The affirmation contemplated in section 28(6)*(b)* of the Act shall be administered in the following form:

"I solemnly affirm that the evidence that I shall give, shall be the truth, the whole truth and nothing but the truth.".

ANNEXURE

FORM 1

SUMMONS IN TERMS OF SECTION 28(6) AND (7) OF THE NATIONAL PROSECUTING AUTHORITY ACT, 1998 (ACT NO. 32 OF 1998)

REFERENCE NUMBER: ……

Names: …….
Residential address: …….
Business address: ……

You are hereby required to appear in person on the above-mentioned date and at the above-mentioned time and place before the Investigating Director, or his/her duly authorised representative, to be questioned and/or to produce the books, documents or objects mentioned in the list hereunder which are in your possession or under your control.

Date of appearance: ……
Time of appearance: ……...
Place of appearance: ……..

Details of the matter(s) in connection with which your appearance is required: As per Annexure "A" hereto.

List of books, documents or other objects to be produced: As per Annexure "B" hereto.

*If you submit the above-mentioned books, documents or other objects to the Investigating Director and/or any person designated by the Investigating Director on or before …….. [date] you may be excused from appearing before him or her.

WARNING: Failure to comply with this summons is an offence and renders you liable to a fine or imprisonment for a period not exceeding 15 years, or to both such fine and such imprisonment.

Signed at _____ on this ____ day of _____ 20…..

_____

Investigating Director / Person authorised by the Investigating Director

Enquiries:

Telephone number:

Email:

**Delete this paragraph if not applicable*

Annexure "A"

DETAILS OF MATTER(S) IN CONNECTION WITH WHICH YOUR APPEARANCE IS REQUIRED

INTRODUCTION

On 4 April 2019 the President of the Republic of South Africa, in terms of section 7(1) of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998), proclaimed the establishment of an Investigating Directorate in respect of specified criminal offences.

BACKROUND

The information required from you relates to the conduct of an *investigation/ preparatory investigation, authorised by the Investigating Director, who is the Head of the Investigating Directorate, in terms of section *28(1)(*a*) / 28(13) of the National Prosecuting Authority Act, 1998, into allegations of the commission of the following offences:

…….

in relation to ……..

DETAILS OF MATTER OR OTHER INFORMATION

……

_____

Investigating Director / Person authorised by the Investigating Director

** Delete whichever is not applicable*

Annexure "B"

LIST OF BOOKS, DOCUMENTS OR OTHER OBJECTS TO BE PRODUCED

……..

_____

Investigating Director / Person authorised by the Investigating Director

Please note:

1. The interview with the Investigating Director and/or person designated by the Investigating Director shall take place in camera and shall be recorded. The recording of your testimony will be conducted in English. The Investigating Director has the discretion to decide in which manner the proceedings may be recorded. A stenographer may be present for the duration of the inquiry. Should you wish to testify in any of the other official languages, please liaise with the contact person identified in the summons, in order to arrange for an interpreter to be present at the aforesaid interview.

2. In terms of section 28(9) of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998), you may be assisted at your examination by an advocate or an attorney. Should you wish to exercise your right to legal representation, you are requested to contact your legal representative timeously so that he or she is available at the time and date indicated on this summons.

3. This investigation will be conducted in terms of section 28 of the National Prosecuting Authority Act, 1998.

4. Any person shall be guilty of an offence who has been summoned, and—

(a) without sufficient cause fails to appear at the date, time and place specified in the summons or to remain in attendance until he or she is excused by the Investigating Director from further attendance;

(b) at his or her appearance before the Investigating Director—

(i) fails to produce a book, document or other object in his or her possession or under his or her control which he or she has been summoned to produce; or

(ii) refuses to be sworn or to make an affirmation after he/she has been asked by the Investigating Director to do so;

(c) having been sworn or having made an affirmation—

(i) fails to answer fully and to the best of his or her ability any question lawfully put to him or her; or

(ii) gives false evidence knowing that evidence to be false or not knowing or not believing it to be true.

5. If you are convicted of an offence referred to in the previous paragraph, you shall be liable to a fine or to imprisonment for a period not exceeding 15 years or to both such fine and such imprisonment.

FORM 2

RETURN OF SUMMONS IN TERMS OF SECTION 28(6) AND (7) OF THE NATIONAL PROSECUTING AUTHORITY ACT, 1998 (ACT NO. 32 OF 1998)

REFERENCE NUMBER: ……

I,.....

certify that I have:

*(a)delivered a copy of the summons to .....

..... personally;

OR

*(b)offered a copy of the summons for delivery to .....

..... personally;

OR

*(c)delivered a copy of the summons to ……

....., a person apparently over the age of 16 years and apparently residing or employed at the residence, place of employment or place of business* of .....

as ..... could not conveniently be found.

TIME: .....

DATE: .....

PLACE: .....

_____

SHERIFF

JUSTISIE EN STAATKUNDIGE ONTWIKKELING, DEPARTEMENT VAN

NO. R. 2850 **9 Desember 2022**

WET OP DIE NASIONALE VERVOLGINGSGESAG, 1998 (WET NO. 32 VAN 1998): REGULASIES OOR DAGVAARDING EN EED

Die Minister van Justisie en Korrektiewe Dienste het, kragtens artikel 40, gelees met artikel 28(6) en 97)(a) en (d), van die Wet op die Nasionale Vervolgingsgesag, 1998 (Wet No. 32 van 1998), die regulasies in hierdie Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Regulasies het enige uitdrukking waaraan ’n betekenis in die Wet toegewys is, daardie betekenis en, tensy die samehang andersins aandui, beteken—

'balju' ’n polisiebeampte, ’n ondersoeker as sodanig aangewys deur die hoof van ’n Ondersoekdirektoraat ingevolge 28(2)*(a)* gelees met artikel 7(4)*(a)* van die Wet, of enige ander persoon wat gemagtig of aangewys is om prosesstukke te beteken; en

'die Wet' die Wet op die Nasionale Vervolgingsgesag, 1998 (Wet No. 32 van 1998).

Dagvaarding

2. (1) ’n Dagvaarding, soos beoog in artikel 28(6)*(a)* en (7) van die Wet, moet in ’n vorm wees wat wesenlik met Vorm 1 van die Aanhangsel by hierdie regulasies ooreenstem.

(2) Die dagvaarding, saam met ’n afskrif daarvan, moet by die balju afgelewer word om ingevolge subregulasies (3) tot (5) daarmee te handel.

(3) Die dagvaarding moet deur die balju beteken word, deur ’n afskrif daarvan af te lewer of aan te bied om ’n afskrif daarvan af te lewer aan die persoon wat daarin vermeld word of, as hy of sy nie opgespoor kan word nie, deur dit by sy of haar woonplek, werksplek of sakeplek af te lewer aan ’n persoon wat ouer as sestien blyk te wees en wat blykbaar daar woon of werk.

(4) Die balju moet, op versoek van die persoon in die dagvaarding vermeld, die oorspronklike dagvaarding aan hom of haar toon.

(5) Die balju moet, op ’n vorm wat wesenlik ooreenstem met Vorm 2 van die Aanhangsel by hierdie regulasies, die wyse bekragtig waarop die afskrif van die dagvaarding beteken is, en die vorm by die dagvaarding aanheg en dit aan die Ondersoekdirekteur terugbesorg.

Eed of bevestiging deur die Ondersoekdirekteur afgeneem

3. (1) Die eed in artikel 28(6)*(b)* van die Wet beoog, word in die volgende vorm afgeneem:

"Ek sweer dat die getuienis wat ek gaan gee, die waarheid, die hele waarheid en niks anders as die waarheid sal wees nie, so help my God.".

(2) Die bevestiging in artikel 28(6)*(b)* van die Wet beoog, word in die volgende vorm afgeneem:

"Ek bevestig plegtig dat die getuienis wat ek sal gee, die waarheid, die hele waarheid en niks anders as die waarheid sal wees nie.".

AANHANGSEL

VORM 1

DAGVAARDING INGEVOLGE ARTIKEL 28(6) EN (7) VAN DIE WET OP DIE NASIONALE VERVOLGINGSGESAG, 1998 (WET NO. 32 VAN 1998)

VERWYSINGSNOMMER: ……

Name: …….
Woonadres: …….
Sakeadres: ……

U word hierby vereis om persoonlik op die bogenoemde datum en by die bogenoemde tyd en plek voor die Ondersoekdirekteur, of sy/haar behoorlik gemagtigde verteenwoordiger te verskyn om ondervra te word en/of om die boeke, dokumente of voorwerpe wat in die lys hieronder vermeld word wat in u besit of onder u beheer is, te verstrek.

Datum van verskyning: ……
Tyd van verskyning: ……...
Plek van verskyning: ……..

Besonderhede van die saak/sake in verband waarmee u verskyning vereis word: Volgens Aanhangsel "A" hierby.

Lys van boeke, dokumente of ander voorwerpe wat verstrek moet word: Volgens Aanhangsel "B" hierby.

*As jy die bogenoemde boeke, dokumente of ander voorwerpe indien by die Ondersoekdirekteur en/of enige ander persoon deur die Ondersoekdirekteur aangewys voor of op…….. [datum] kan u van verskyning voor hom of haar verskoon word.

WAARSKUWING: Versuim om aan hierdie dagvaarding te voldoen is ’n misdryf en laat u strafbaar met ’n boete of gevangenisstraf vir ’n tydperk van hoogstens 15 jaar, of beide sodanige boete en sodanige gevangenisstraf.

Geteken te _____ op hede die ____ dag van _____ 20…..

_____

Ondersoekdirekteur / Persoon deur die Ondersoekdirekteur gemagtig

Navrae:

Telefoonnommer:

E-pos:

**Skrap hierdie paragraaf indien dit nie van toepassing is nie*

Aanhangsel “A”

BESONDERHEDE VAN SAAK/SAKE IN VERBAND WAARMEE U VERSKYNING VEREIS WORD

INLEIDING

Op 4 April 2019, het die President van die Republiek van Suid-Afrika, ingevolge artikel 7(1) van die Wet op die Nasionale Vervolgingsgesag, 1998 (Wet No. 32 van 1998), die instelling van ’n Ondersoekdirektoraat ten opsigte van spesifieke strafregtelike misdrywe uitgeroep.

AGTERGROND

Die inligting wat van u vereis word, hou verband met die voer van ’n *ondersoek/voorbereidende ondersoek, deur die Ondersoekdirekteur, wat die Hoof van die Ondersoekdirektoraat is, gemagtig ingevolge artikel *28(1)(a) / 28(13) van die Wet op die Nasionale Vervolgingsgesag, 1998, na bewerings van die pleging van die volgende misdrywe:

…….

rakende……..

BESONDERHEDE VAN SAAK OF ANDER INLIGTING

……

_____

Ondersoekdirekteur / Persoon deur die Ondersoekdirekteur gemagtig

** Skrap wat ook al nie van toepassing is nie*

Aanhangsel "B"

LYS VAN BOEKE, DOKUMENTE OF ANDER VOORWERPE WAT VERSTREK MOET WORD

……..

_____

Ondersoekdirekteur / Persoon deur die Ondersoekdirekteur gemagtig

Let wel:

1. Die onderhoud met die Ondersoekdirekteur en/of persoon deur die Ondersoekdirekteur aangewys, vind in kamers plaas en sal opgeneem word. Die opname van u getuienis sal in Engels gedoen word. Die Ondersoekdirekteur het die diskresie om te besluit op watter wyse die verrigtinge opgeneem kan word. 'n Stenograaf kan vir die duur van die ondersoek teenwoordig wees. Sou u in enige van die ander amptelike tale wou getuig, skakel asseblief met die kontakpersoon in die dagvaarding geïdentifiseer, ten einde te reël dat 'n tolk by die bomelde onderhoud teenwoordig is.

2. Ingevolge artikel 28(9) van die Wet op die Nasionale Vervolgingsgesag, 1998 (Wet No. 32 van 1998), kan u by u ondervraging deur 'n advokaat of 'n prokureur bygestaan word. Sou u u reg op regsverteenwoordiging wou uitoefen, moet u asseblief u regsverteenwoordiger betyds kontak sodat hy of sy op die tyd en datum op hierdie dagvaarding aangedui, beskikbaar is.

3. Hierdie ondersoek sal ingevolge artikel 28 van die Wet op die Nasionale Vervolgingsgesag, 1998, gevoer word.

4. Enige persoon is skuldig aan 'n misdryf indien hy of sy gedagvaar is en—

(a) sonder goeie gronde versuim om op die datum, tyd en plek in die dagvaarding te verskyn of om teenwoordig te bly totdat hy of sy deur die Ondersoekdirekteur van verdere bywoning verskoon word;

(b) by sy of haar verskyning voor die Ondersoekdirekteur—

(i) versuim om 'n boek, dokument of ander voorwerp in sy of haar besit of onder sy of haar beheer te verstrek wat hy of sy gedagvaar is om te verstrek; of

(ii) weier om ingesweer te word of om 'n bevestiging af te lê nadat hy/sy deur die Ondersoekdirekteur gevra is om dit te doen;

(c) nadat hy of sy ingesweer is of 'n plegtige bevestiging afgelê het—

(i) versuim om enige vraag wat wettig aan hom of haar gestel word, ten volle en na die beste van sy of haar vermoë te beantwoord; of

(ii) vals getuienis gee, wetend dat daardie getuienis vals is of sonder om te weet of te glo dat dit waar is.

5. Indien u aan 'n misdryf bedoel in die vorige paragraaf skuldig bevind word, is u strafbaar met 'n boete of met gevangenisstraf vir 'n tydperk van hoogstens 15 jaar of met beide sodanige boete en sodanige gevangenisstraf.

VORM 2

RELAAS VAN DAGVAARDING INGEVOLGE ARTIKEL 28(6) EN (7) VAN DIE WET OP DIE NASIONALE VERVOLGINGSGESAG, 1998 (WET NO. 32 VAN 1998)

VERWYSINGSNOMMER: ……

Ek,.....
sertifiseer hierby dat ek:

*(a)'n afskrif van die dagvaarding afgelewer het aan ..... in persoon;

OF

*(b)'n afskrif van die dagvaarding aangebied het vir aflewering aan ..... in persoon;

OF

(c)'n afskrif van die dagvaarding afgelewer het aan ....…. ....., 'n persoon wat blykbaar oor die ouderdom van 16 jaar is en blykbaar by die woonplek, werksplek of sakeplek van ..... woon of werk
aangesien ..... nie gerieflik opgespoor kon word nie.

TYD: .....

DATUM: .....

PLEK: .....

_____

BALJU

** Skrap wat ook al nie van toepassing is nie*

DEPARTMENT OF TRANSPORT

NO. R. 2851 **9 December 2022**

DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT

REGULATION NOTICE

NOTICE IN TERMS OF REGULATION 2(4) OF THE NORTH WEST LAND TRANSPORT REGULATIONS, 2021, MADE IN TERMS OF SECTION 10 OF THE NATIONAL LAND TRANSPORT ACT, 2009 (ACT NO. 5 OF 2009): INVITATION FOR PUBLIC COMMENT

1. In line with Regulation 2 (4) of the North West Land Transport Regulations, 2021, made in terms of Section 10 of the National Land Transport, 2009 (Act No. 5 of 2009), and published in Provincial Government Notice No. 8201 of 12 April 2021, which states that "The names of the intervention team members as contemplated in sub-regulation (1) must be published in the Provincial Gazette for a period of 21 (twenty one) days for comments by the members of public, before such intervention team can assume its responsibilities, in line with terms of reference approved by the responsible Member".

I **JONAS SELLO LEHARI**, in my capacity as Member of the Executive Council for the North West Department of Community Safety and Transport Management hereby publish the names of the following additional members of the North West Public Transport Intervention Team (NWPTIT) for public comment, following the resignation of 4 (four) members who were originally appointed by the member of Executive Council as was published in an extra ordinary gazette No 44871 dated 19/7/2021.

NAME	GENDER	DISTRICT	DISABILITY
1. Makgabo BP	M	Bojanala	N
2. Motsepe Leah	F	Bojanala	N
3. Khaoue Mike	M	Dr Kenneth Kaunda	N
4. Goratlhe Thomas	M	Dr Kenneth Kaunda	N
5. Nwafor Ipeleng	F	Ngaka Modiri Molema	N
6. Tsamai Lesego	M	Dr Kenneth Kaunda	N
7. Seswai Lesego	F	Ngaka Modiri Molema	N

8. NxumaloTshegofaso	F	Ngaka Modiri Molema	N
9. Mataboge Mapule	F	JB Marks	N
10. Shezi Sizwe	M	Bojanala	N

2. All interested or affected persons may make written representations to the Department in respect of the above-mentioned determinations within a period of **twenty one (21) days** calculated from the date of publication of this notice, and such written representations must

a) Clearly state the basis on which such party or parties claim to be interested or affected and clearly state the grounds on which any proposed member should not be considered;
b) Be delivered by hand within **twenty one (21) days** calculated from the date of publication of this notice to;

Office of the Member of the Executive Council for the North West Community Safety and Transport Management.

3rd Floor Tirelo Building

Dr Albert Luthuli Drive

Mmabatho

2735

Given under my Hand at Mahikeng this 30th **day of** September **Two thousand and Twenty Two.**

.....

JONAS SELLO LEHARI MPL

Member of the Executive Council of North West Province responsible for Department of Community Safety and Transport Management

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065

This gazette is also available free online at **www.gpwonline.co.za**