

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette ***No. 11667*** *Regulasiekoerant*

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

IMPORTANT NOTICE:

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

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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* 2024

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

- **28 December 2023,** Thursday for the issue of Friday **05 January 2024**
- **05 January,** Friday for the issue of Friday **12 January 2024**
- **12 January,** Friday for the issue of Friday **19 January 2024**
- **19 January,** Friday for the issue of Friday **26 January 2024**
- **26 January,** Friday for the issue of Friday **02 February 2024**
- **02 February,** Friday for the issue of Friday **09 February 2024**
- **09 February,** Friday for the issue of Friday **16 February 2024**
- **16 February,** Friday for the issue of Friday **23 February 2024**
- **23 February,** Friday for the issue of Friday **01 March 2024**
- **01 March,** Friday for the issue of Friday **08 March 2024**
- **08 March,** Friday for the issue of Friday **15 March 2024**
- **14 March,** Thursday for the issue of Friday **22 March 2024**
- **20 March,** Wednesday for the issue of Thursday **28 March 2024**
- **27 March,** Wednesday for the issue of Friday **05 April 2024**
- **05 April,** Friday for the issue of Friday **12 April 2024**
- **12 April,** Friday for the issue of Friday **19 April 2024**
- **19 April,** Friday for the issue of Friday **26 April 2024**
- **25 April,** Thursday for the issue of Friday **03 May 2024**
- **03 May,** Friday for the issue of Friday **10 May 2024**
- **10 May,** Friday for the issue of Friday **17 May 2024**
- **17 May,** Friday for the issue of Friday **24 May 2024**
- **24 May,** Friday for the issue of Friday **31 May 2024**
- **31 May ,** Friday for the issue of Friday **07 June 2024**
- **07 June,** Friday for the issue of Friday **14 June 2024**
- **13 June,** Thursday for the issue of Friday **21 June 2024**
- **21 June,** Friday for the issue of Friday **28 June 2024**
- **28 June,** Friday for the issue of Friday **05 July 2024**
- **05 July,** Friday for the issue of Friday **12 July 2024**
- **12 July,** Friday for the issue of Friday **19 July 2024**
- **19 July,** Friday for the issue of Friday **26 July 2024**
- **26 July,** Friday for the issue of Friday **02 August 2024**
- **01 August,** Thursday for the issue of Thursday **08 August 2024**
- **08 August,** Thursday for the issue of Friday **16 August 2024**
- **16 August,** Friday for the issue of Friday **23 August 2024**
- **23 August,** Friday for the issue of Friday **30 August 2024**
- **30 August,** Friday for the issue of Friday **06 September 2024**
- **06 September,** Friday for the issue of Friday **13 September 2024**
- **13 September,** Friday for the issue of Friday **20 September 2024**
- **19 September,** Thursday for the issue of Friday **27 September 2024**
- **27 September,** Friday for the issue of Friday **04 October 2024**
- **04 October,** Friday for the issue of Friday **11 October 2024**
- **11 October,** Friday for the issue of Friday **18 October 2024**
- **18 October,** Friday for the issue of Friday **25 October 2024**
- **25 October,** Friday for the issue of Friday **01 November 2024**
- **01 November,** Friday for the issue of Friday **08 November 2024**
- **08 November,** Friday for the issue of Friday **15 November 2024**
- **15 November,** Friday for the issue of Friday **22 November 2024**
- **22 November,** Friday for the issue of Friday **29 November 2024**
- **29 November,** Friday for the issue of Friday **06 December 2024**
- **06 December,** Friday for the issue of Friday **13 December 2024**
- **12 December,** Thursday for the issue of Friday **20 December 2024**
- **18 December,** Wednesday for the issue of Friday **27 December 2024**

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

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. R. 4358 **9 February 2024**

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT NO. 47 OF 1996)

ESTABLISHMENT OF STATUTORY MEASURE: RECORDS AND RETURNS BY MILK PRODUCERS

I, Angela Thokozile Didiza, Minister of Agriculture, Land Reform and Rural Development, acting in terms of sections 10, 13, 14 and 18 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), as amended, hereby establish the statutory measure set out in the attached Schedule.

MRS AT DIDIZA, MP
MINISTER OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

SCHEDULE

1. DEFINITIONS

In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, unless the context indicates otherwise–

"the Act" means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), as amended.

"milk" means the normal secretion of the mammary glands of bovines, goats or sheep.

"milk producer" means any person who keeps bovines, goats or sheep for the production of milk.

2. PURPOSE AND AIM OF THE STATUTORY MEASURE AND THE RELATION THEREOF TO THE OBJECTIVES OF THE ACT

The purpose of this statutory measure is to provide a statutory mechanism for milk producers to keep records and furnish returns to the Milk Producers' Organisation. This is deemed necessary to ensure that continuous, timeous and accurate statistics and information relating to the dairy farming industry is made available to all role players.

Recordkeeping of the dairy cattle population will create statistics per province and districts of the numbers of cows, bulls, heifers and breeds. This information will indicate possible changing population trends per province for the industry to predict milk production trends. The monitoring of trends of herd sizes and dairy breeds as well as the location thereof will assist the industry in steering its educational, research, extension and health programmes.

This statutory measure relating to records and returns, will also promote the research objectives and product quality on matters relating to animal health, production quality, genetics and feeding to proactively conduct research where problem areas are identified. Furthermore, the technical complex nature of the production of unprocessed milk which involves several different fields of expertise and in respect of which, in a coordinated way, research is required to contribute to an increase in

the performance of the producers of unprocessed milk to the benefit of the dairy industry and consumers.

3. ADMINISTRATION OF THE STATUTORY MEASURE

This statutory measure will be administered by the Milk Producers' Organisation, a non- profit company in terms of the Companies Act, 2008 (Act No. 71 of 2008).

Information will be made available from the returns rendered to the Milk Producers' Organisation in a manner suitable to meet the needs the role players in the dairy industry of South Africa. The information collated will be dealt with in such a manner to ensure compliance with the provisions of section 23(2) of the Marketing of Agricultural Products Act, which provides as follows:

"(2) No person shall, except in the performance of his or her functions under this Act, or unless required to do so by a court of law or in terms of any law, or with the written consent of the Minister, disclose to any other person information, pertaining to any person, institution or body of persons, collected under section 18 or otherwise acquired in the performance of functions in terms of this Act."

4. PRODUCT TO WHICH STATUTORY MEASURE APPLIES

This statutory measure shall apply to milk.

5. AREA IN WHICH STATUTORY MEASURE APPLIES

This statutory measure shall apply within the geographical area of the Republic of South Africa.

6. RECORDS AND RETURNS TO BE KEPT AND SUBMITTED BY MILK PRODUCERS

(1) The following persons shall keep records and furnish returns regarding milk in his or her possession or under his or her control:

(a) Milk Producers.

(2) The Milk Producers' Organisation shall make return forms available to facilitate the process of submitting returns.

(3) The return shall be submitted annually and will be submitted as follows, namely -

(a) When forwarded by post to:

The Administrator
Milk Producers' Organisation
PO Box 1284
Pretoria
0001

(b) When delivered by hand, delivered to:

The Administrator
Milk Producers' Organisation
Glenwood Office Park
Block A, First floor
266 Sprite Avenue
Faerie Glen
Pretoria
0084

(c) When sent electronically to:

admin@mpo.co.za

(4) Each milk producer shall within 15 days after 31 October of each year, furnish an accurate return to the Milk Producers' Organisation.

(5) The records and returns shall contain information regarding the following:

(a) Date of completion of the return form;

(b) Producer's name and surname and where applicable, also the name of the company, trust of a closed corporation;

(c) Producer's postal address;

(d) Name of the producer's farm;

(e) GPS co-ordinates of milking parlour;

(f) Magisterial district in which the farm resides;

(g) Contact details of the producer, namely telephone, fax, e-mail and cell phone numbers;

(h) Milk buyer's name;

(i) Number of cows in milk;

(j) Number of dry cows (not in milk);

(k) Number of heifers in October:

- Age 0 – 12 months;
- Age of more than 12 months:
  - Pregnant heifers; and
  - Not pregnant heifers.

(l) Actual litres of milk that were used on the farm(s) in the 12 months preceding 31 October every year;

(m) Actual litres of milk produced in the 12 months preceding 31 October every year;

(n) Production system for cows in milk:

- Pasture based; or
- Total mixed ration; or
- Combination of a pasture based and total mixed ration.

(o) Management system:

- Automatic computer-based system; or
- Manual recordings.

(p) Breed of cattle and in the case of crossbreeding, the breeds involved.

(6) A record system that reflects good accounting practice shall be introduced and kept by the Milk Producers' Organisation.

7. COMMENCEMENT AND PERIOD OF VALIDITY

This statutory measure shall come into effect on the date of publication and will lapse four years later.

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. R. 4359 **9 February 2024**

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT NO. 47 OF 1996)

ESTABLISHMENT OF STATUTORY MEASURE: REGISTRATION OF MILK PRODUCERS

I, Angela Thokozile Didiza, Minister of Agriculture, Land Reform and Rural Development, acting in terms of sections 10, 13, 14 and 19 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), as amended, hereby establish the statutory measure set out in the attached Schedule.

MRS AT DIDIZA, MP
MINISTER OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

SCHEDULE

1. DEFINITIONS

In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, unless the context indicates otherwise–

"the Act" means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), as amended.

"milk" means the normal secretion of the mammary glands of bovines, goats or sheep.

"milk producer" means any person who keeps bovines, goats or sheep for the production of milk.

2. PURPOSE AND AIM OF THIS STATUTORY MEASURE AND THE RELATION THEREOF TO THE OBJECTIVES OF THE ACT

The purpose of this statutory measure is to compel milk producers of the Republic of South Africa to register with the Milk Producers' Organisation. The registration of milk producers will assist the industry to liaise with them regarding matters of concern such as legislation, training courses and technology transfer. The registration of milk producers will facilitate the maintenance of a national database which is a prerequisite for the publication of reliable industry statistics. This statutory measure will also aid role players to identify new entrants and small scale and subsistence farmers.

In terms of international requirements, exporting countries must comply with certain specifications. The dairy industry therefore needs to identify steps in dairy farming which is critical to ensure food safety and that adequate safety procedures are identified, implemented, maintained and reviewed. The only way to ensure that every milk producer is informed of the required practices and to monitor those is by means of compulsory registration.

3. ADMINISTRATION OF THE MEASURE

This statutory measure will be administered by the Milk Producers' Organisation, a non- profit company in terms of the Companies Act, 2008 (Act No. 71 of 2008). This body will also implement, administer and enforce the intervention set out in this Schedule.

4. PRODUCT TO WHICH STATUTORY MEASURE APPLIES

This statutory measure shall apply to milk.

5. AREA IN WHICH STATUTORY MEASURE APPLIES

This statutory measure shall apply within the geographical area of the Republic of South Africa.

6. REGISTRATION OF PARTIES CONCERNED

(1) The following persons shall register with the Milk Producers' Organisation in the manner set out in clause 7:

(a) All milk producers.

(2) An application for registration shall be made within 30 days from the date of commencement of this statutory measure and, in case of a person becoming a party in terms of sub clause (1), after such date of commencement, within 30 days of becoming a party in terms of sub clause (1).

(3) The parties in terms of sub clause (1) shall within 30 days of ceasing to be a party in terms of sub clause (1), notify the Milk Producers' Organisation in writing thereof whereupon his or her registration shall be cancelled.

7. APPLICATION FOR REGISTRATION

(1) Application for registration shall be made on an application form, copies of which are obtainable free of charge from the Milk Producers' Organisation.

(2) The application form shall be completed in ink and signed by a person duly authorised thereto.

(3) The application form shall be submitted as follws, namely -

(a) when forwarded by post, to:

The Administrator: Milk Producer's Orgaanisation
PO Box 1284
Pretoria 0001

(b) when delivered by hand, delivered to:

The Administrator: Milk Producers' Organisation
Glenwood Office Park,
Block A, First floor
266 Sprite Avenue
Faerie Glen
Pretoria 0184

(c) when sent electronically to:

admin@mpo.co.za

8. COMMENCEMENT AND PERIOD OF VALIDITY

This statutory measure shall come into effect on the date of publication and will lapse four years later.

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4360 **9 February 2024**

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: 23/01/2024

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R. ..... USUKU: .....

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO SELULELWA KULABO 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: 23/01/2024

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

South African Apparel Association

Transvaal Clothing Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations") of the one part, and the

Southern African Clothing and Textile Workers' Union

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

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1. SCOPE OF APPLICATION

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

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

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

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

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

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

2. PERIOD OF OPERATION OF THIS AGREEMENT

1. This agreement is binding on the parties hereto from 1 September 2022 until 31 August 2024 unless the parties agree otherwise in writing.

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

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

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

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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	Foreman		2822,00	2257,50	2835,50	2268,50
(b)	Designer:					
	(i)	Qualified:	3598,00	2878,50	3615,00	2892,00
	(ii)	Learners:				
		first six months of experience	1227,50	1067,65	1232,50	1067,65
		second six months of experience	1430,00	1144,00	1434,00	1147,00
		third six months of experience	1711,00	1369,00	1719,00	1375,00
		fourth six months of experience	1905,00	1524,00	1914,50	1531,50
		fifth six months of experience	2118,00	1694,50	2131,00	1705,00
		sixth six months of experience	2297,00	1837,50	2307,50	1846,00
		seventh six months of experience	2500,50	2000,50	2514,00	2011,00
		eighth six months of experience	2702,00	2161,50	2716,50	2173,00
		next four months of experience	2868,00	2294,50	2880,00	2304,00
		Thereafter, the wage specified in (b)(i) i.e.	3598,00	2878,50	3615,00	2892,00
(c)	Grader:					
	(i)	Qualified:	2584,50	2067,50	2596,00	2077,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1322,50	1067,65	1328,50	1067,65
		third six months of experience	1438,50	1151,00	1447,00	1157,50
		fourth six months of experience	1509,00	1207,00	1514,50	1211,50
		fifth six months of experience	1744,50	1395,50	1752,50	1402,00
		sixth six months of experience	1866,50	1493,00	1877,50	1502,00
		seventh six months of experience	1969,50	1575,50	1979,50	1583,50

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		eighth six months of experience	2069,00	1655,00	2078,50	1663,00
		next four months of experience	2202,00	1761,50	2213,00	1770,50
		Thereafter, the wage specified in (c)(i) i.e.	2584,50	2067,50	2596,00	2077,00
(d)	**Marker-in:**					
	(i)	Qualified:	1969,50	1575,50	1979,50	1583,50
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1302,50	1067,65	1310,50	1067,65
		third six months of experience	1390,50	1112,50	1397,50	1118,00
		fourth six months of experience	1482,50	1186,00	1488,50	1191,00
		next four months of experience	1655,50	1324,50	1664,00	1331,00
		Thereafter, the wage specified in (d)(i) i.e.	1969,50	1575,50	1979,50	1583,50
(e)	**Band-knife cutter:**					
		Qualified	1969,50	1575,50	1979,50	1583,50
	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:	1741,50	1393,00	1749,00	1399,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1276,00	1067,65	1280,50	1067,65
		third six months of experience	1316,00	1067,65	1320,50	1067,65
		fourth six months of experience	1363,00	1067,65	1368,50	1095,00
		next four months of experience	1422,50	1138,00	1430,00	1144,00
		Thereafter, the wage specified in (f)(i) i.e.	1741,50	1393,00	1749,00	1399,00
(g)	**Layer-up:**					
	(i)	Qualified:	1366,00	1093,00	1370,00	1096,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		second six months of experience	1244,50	1067,65	1248,50	1067,65
		third six months of experience	1264,00	1067,65	1271,50	1067,65
		fourth six months of experience	1283,50	1067,65	1291,50	1067,65
		Thereafter, the wage specified in (g)(i) i.e.	1366,00	1093,00	1370,00	1096,00
(h)	**Specialised presser:**					
	(i)	Qualified:	1898,50	1519,00	1910,00	1528,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1265,50	1067,65	1275,00	1067,65
		third six months of experience	1312,50	1067,65	1318,00	1067,65
		fourth six months of experience	1363,00	1090,50	1368,50	1095,00
		fifth six months of experience	1418,50	1135,00	1424,00	1139,00
		sixth six months of experience	1466,50	1173,00	1471,50	1177,00
		seventh six months of experience	1602,50	1282,00	1612,50	1290,00
		eighth six months of experience	1661,00	1329,00	1669,00	1335,00
		next four months of experience	1698,50	1359,00	1706,50	1365,00
		Thereafter, the wage specified in (h)(i) i.e.	1898,50	1519,00	1910,00	1528,00
(i)	**Examiner:**					
	(i)	Qualified:	1626,50	1301,00	1632,00	1305,50
	(ii)	Learners:				
		first six months of experience	1363,00	1090,50	1368,50	1095,00
		Thereafter, the wage specified in (i)(i) i.e.	1626,50	1301,00	1632,00	1305,50
(j)(a)	**Machinist:**					
	(i)	Qualified:	1595,00	1276,00	1601,50	1281,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1245,00	1067,65	1250,50	1067,65
		third six months of experience	1281,00	1067,65	1289,00	1067,65
		Thereafter, the wage specified in (j)(i) i.e.	1595,00	1276,00	1601,50	1281,00

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(j)(b)	**Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:**					
	(i)	Qualified:	1595,00	1276,00	1601,50	1281,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1245,00	1067,65	1250,50	1067,65
		third six months of experience	1281,00	1067,65	1289,00	1067,65
		fourth six months of experience	1326,00	1067,65	1330,00	1067,65
		next four months of experience	1360,00	1088,00	1366,50	1093,00
		Thereafter, the wage specified in (j)(i) i.e.	1595,00	1276,00	1601,50	1281,00
(k)	**Progress examiner:**					
	(i)	Qualified:	1612,50	1290,00	1617,50	1294,00
	(ii)	Learners:				
		first six months of experience	1277,50	1067,65	1283,00	1067,65
		Thereafter, the wage specified in (k)(i) i.e.	1612,50	1290,00	1617,50	1294,00
(l)	**Despatcher:**					
	(i)	Qualified:	1526,00	1221,00	1531,50	1225,00
	(ii)	Learners:				
		first six months of experience	1289,00	1067,65	1293,50	1067,65
		Thereafter, the wage specified in (l)(i) i.e.	1526,00	1221,00	1531,50	1225,00
(m)	**Checker in the Knitting section:**					
	(i)	Qualified:	1354,00	1083,00	1362,00	1089,50
	(ii)	Leaners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1244,50	1067,65	1248,50	1067,65
		third six months of experience	1276,00	1067,65	1280,50	1067,65
		Thereafter, the wage specified in (m)(i) i.e.	1354,00	1083,00	1362,00	1089,50
(n)	**General Worker:**					
	(i)	Qualified:	1314,50	1067,65	1319,50	1067,65

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1244,50	1067,65	1248,50	1067,65
		Thereafter, the wage specified in (n)(i) i.e.	1314,50	1067,65	1319,50	1067,65
(o)	Steambox pleater:					
	(i)	Qualified:	1550,00	1240,00	1556,00	1245,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1272,00	1067,65	1277,50	1067,65
		third six months of experience	1312,50	1067,65	1318,00	1067,65
		fourth six months of experience	1362,00	1089,50	1367,50	1094,00
		Thereafter, the wage specified in (o)(i) i.e.	1550,00	1240,00	1556,00	1245,00
(p)	Plain sewer:					
	(i)	Qualified:	1362,00	1089,50	1367,50	1094,00
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1230,50	1067,65	1235,50	1067,65
		third six months of experience	1245,00	1067,65	1250,50	1067,65
		fourth six months of experience	1264,00	1067,65	1271,50	1067,65
		next four months of experience	1289,00	1067,65	1293,50	1067,65
		Thereafter, the wage specified in (p)(i) i.e.	1362,00	1089,50	1367,50	1094,00
(q)	General assistant		1488,50	1191,00	1495,50	1196,50
(r)	Cleaner		1326,00	1067,65	1330,00	1067,65
(s)	Tea maker		1326,00	1067,65	1330,00	1067,65
(t)	Watchman		1612,50	1290,00	1617,50	1294,00
(u)	Motor vehicle driver:					
	(i)	(aa) does not exceed 453 kg	1607,00	1285,50	1613,00	1290,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1727,50	1382,00	1735,50	1388,50

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1911,50	1529,00	1915,50	1532,50
		(ad) exceeds 4 536 kg	2234,00	1787,00	2246,50	1797,00
	(ii)	Part-time driver of a motor vehicle	1491,00	1193,00	1496,00	1197,00
(v)	**Clicker:**					
	(i)	Qualified:	2608,00	2086,50	2619,50	2095,50
	(ii)	Learners:				
		first six months of experience	1216,00	1067,65	1221,00	1067,65
		second six months of experience	1316,00	1067,65	1320,50	1067,65
		third six months of experience	1423,00	1138,50	1431,50	1145,00
		fourth six months of experience	1610,00	1288,00	1614,00	1291,00
		fifth six months of experience	1731,00	1385,00	1737,00	1389,50
		sixth six months of experience	1825,00	1460,00	1832,50	1466,00
		seventh six months of experience	1935,00	1548,00	1946,00	1557,00
		eighth six months of experience	2037,50	1630,00	2046,00	1637,00
		next four months of experience	2148,00	1718,50	2156,00	1725,00
		Thereafter, the wage specified in (v)(i) i.e.	2608,00	2086,50	2619,50	2095,50
(w)	**Beader**		1626,50	1301,00	1632,00	1305,50
(x)	**Chlorinator**		1462,50	1170,00	1470,50	1176,50
(y)	**Componder**		1731,00	1385,00	1737,00	1389,50
(z)	**Dipper**					
	(i)	Qualified:				
		Category A	1731,00	1385,00	1737,00	1389,50
		Category B	1768,50	1415,00	1777,00	1421,50
		Category C	1827,50	1462,00	1834,00	1467,00
	(ii)	Learners:				
		first six months of experience to Category A	1316,50	1067,65	1322,50	1067,65
		first six months of experience to Category B	1731,00	1385,00	1737,00	1389,50

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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 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		first six months of experience to Category C	1768,50	1415,00	1777,00	1421,50
(aa)	Glove turner		2098,50	1679,00	2108,00	1686,50
(ab)	Mouldmaker		1663,50	1331,00	1670,00	1336,00
(ac)	Packer		1397,50	1118,00	1403,50	1123,00
(ad)	Quality product co-ordinator		2195,00	1756,00	2203,50	1763,00
(ae)	**A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33$^{1}/_{3}$ per cent:**					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.						

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

WAGES	GROUP A (i.e. employees ON on the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)

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DESCRIPTION	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R	R	R
Part A - Cutting Department								
Pattern Maker								
(a) Qualified	3047,00	2437,50	3011,00	2409,00	3058,50	2447,00	3022,50	2418,00
(b) Learner								
First year								
First six months of experience	1706,50	1365,00	1686,50	1349,00	1712,00	1369,50	1692,00	1353,50
Second six months of experience	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
Second year								
First six months of experience	2060,50	1648,50	2036,50	1629,00	2071,00	1657,00	2046,50	1637,00
Second six months of experience	2250,00	1800,00	2223,50	1779,00	2261,00	1809,00	2234,50	1787,50
Third year								
First six months of experience	2455,00	1964,00	2426,00	1941,00	2465,50	1972,50	2436,50	1949,00
Next four months of experience	2648,00	2118,50	2617,00	2093,50	2661,50	2129,00	2630,00	2104,00
Thereafter, the wage specified in (a), i.e.	3047,00	2437,50	3011,00	2409,00	3058,50	2447,00	3022,50	2418,00
Pattern Grader								
(a) Qualified	2457,50	1966,00	2428,50	1943,00	2467,00	1973,50	2438,00	1950,50
(b) Learner								
First year								
First six months of experience	1603,00	1282,50	1584,00	1267,00	1613,50	1291,00	1594,50	1275,50
Second six months of experience	1706,50	1365,00	1686,50	1349,00	1712,00	1369,50	1692,00	1353,50
Second year								
First six months of experience	1805,50	1444,50	1784,50	1427,50	1817,50	1454,00	1796,00	1437,00
Second six months of experience	1935,50	1548,50	1912,50	1530,00	1944,50	1555,50	1921,50	1537,00
Third year								
First six months of	2060,50	1648,50	2036,50	1629,00	2071,00	1657,00	2046,50	1637,00

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WAGES		GROUP A (i.e. employees ON 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 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	experience								
	Next four months of experience	2194,50	1755,50	2168,50	1735,00	2205,00	1764,00	2179,00	1743,00
	Thereafter, the wage specified in (a), i.e.	2457,50	1966,00	2428,50	1943,00	2467,00	1973,50	2438,00	1950,50
Football Jersey Cutter									
(a)	Qualified	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
(b)	Learner								
	First year								
	First six months of experience	1282,50	1080,35	1267,50	1067,65	1286,50	1080,35	1271,50	1067,65
	Second six months of experience	1360,00	1088,00	1344,00	1075,00	1364,00	1091,00	1348,00	1078,50
	Second year								
	First six months of experience	1430,00	1144,00	1413,00	1130,50	1437,50	1150,00	1420,50	1136,50
	Second six months of experience	1506,00	1205,00	1488,50	1191,00	1515,00	1212,00	1497,00	1197,50
	Third year								
	First four months of experience	1580,50	1264,50	1562,00	1249,50	1586,50	1269,00	1568,00	1254,50
	Thereafter, the wage specified in (a), i.e.	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
Layer-up									
(a)	Qualified	1472,50	1178,00	1455,00	1164,00	1478,00	1182,50	1460,50	1168,50
(b)	Learner								
	First year								
	First six months of experience	1239,50	1080,35	1225,00	1067,65	1245,50	1080,35	1231,00	1067,65
	Second six months of experience	1282,50	1080,35	1267,50	1067,65	1286,50	1080,35	1271,50	1067,65
	Second year								
	First six months of experience	1339,50	1080,35	1323,50	1067,65	1346,00	1080,35	1330,00	1067,65
	Thereafter, the wage	1472,50	1178,00	1455,00	1164,00	1478,00	1182,50	1460,50	1168,50

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WAGES	GROUP A (i.e. employees ON 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 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
specified in (a), i.e.								
Part B - Factory Operatives								
Grade A employee								
(a) Qualified	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
(b) Learner								
First year								
First six months of experience	1325,50	1080,35	1310,00	1067,65	1330,50	1080,35	1315,00	1067,65
Second six months of experience	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
Second year								
First six months of experience	1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
Second six months of experience	1603,00	1282,50	1584,00	1267,00	1613,50	1291,00	1594,50	1275,50
Third year								
First four months of experience	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
Thereafter, the wage specified in (a), i.e.	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
Grade B employee								
(a) Qualified	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
(b) Learner								
First year								
First six months of experience	1306,50	1080,35	1291,00	1067,65	1313,00	1080,35	1297,50	1067,65
Second six months of experience	1374,50	1099,50	1358,50	1087,00	1380,00	1104,00	1364,00	1091,00
Second year								
First six months of experience	1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	1432,50	1146,00
Thereafter, the wage specified in (a), i.e.	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50

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WAGES		GROUP A (i.e. employees ON 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 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(c)	If advanced to Grade A employee:								
	First six months from date of advancement	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
	Second six months from date of advancement	1657,50	1326,00	1638,00	1310,50	1665,00	1332,00	1645,50	1316,50
	Third six months from date of advancement	1708,00	1366,50	1688,00	1350,50	1715,50	1372,50	1695,50	1356,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1885,00	1508,00	1863,00	1490,50	1890,50	1512,50	1868,50	1495,00
Grade C employee									
(a)	Qualified	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
(b)	Learner								
	First year								
	First six months of experience	1279,50	1080,35	1264,50	1067,65	1285,50	1080,35	1270,50	1067,65
	Second six months of experience	1316,00	1080,35	1300,50	1067,65	1322,50	1080,35	1307,00	1067,65
	Thereafter, the wage specified in (a), i.e.	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Second six months from date of advancement	1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	1432,50	1146,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1610,00	1288,00	1591,00	1273,00	1616,00	1293,00	1597,00	1277,50
Part C - Clerical Employees									
Clerk									
(a)	Qualified	2073,50	1659,00	2049,00	1639,00	2084,00	1667,00	2059,50	1647,50
(b)	Learner								
	First year	1531,50	1225,00	1513,50	1211,00	1536,00	1229,00	1518,00	1214,50

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WAGES		GROUP A (i.e. employees ON 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 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second year	1663,50	1331,00	1644,00	1315,00	1671,00	1337,00	1651,50	1321,00
	Third year								
	First four months of experience	1818,50	1455,00	1797,00	1437,50	1827,00	1461,50	1805,50	1444,50
	Thereafter, the wage specified in (a), i.e.	2073,50	1659,00	2049,00	1639,00	2084,00	1667,00	2059,50	1647,50
Factory Clerk									
(a)	Qualified	1555,50	1244,50	1537,00	1229,50	1564,00	1251,00	1545,50	1236,50
(b)	Learner								
	First year	1239,50	1080,35	1225,00	1067,65	1245,50	1080,35	1231,00	1067,65
	Second year	1321,00	1080,35	1305,50	1067,65	1327,50	1080,35	1312,00	1067,65
	Third year								
	First four months of experience	1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
	Thereafter, the wage specified in (a), i.e.	1555,50	1244,50	1537,00	1229,50	1564,00	1251,00	1545,50	1236,50
Part D - General									
Boiler attendant		1477,50	1182,00	1460,00	1168,00	1486,00	1189,00	1468,50	1175,00
Despatch packer		1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
General Worker		1429,00	1143,00	1412,00	1129,50	1435,50	1148,50	1418,50	1135,00
Labourer		1444,00	1155,00	1427,00	1141,50	1449,50	1159,50	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	1526,50	1221,00	1508,50	1207,00	1532,50	1226,00	1514,50	1211,50
(b)	exceeds 1 360 but not 2 720 kg	1585,00	1268,00	1566,50	1253,00	1591,50	1273,00	1573,00	1258,50
(c)	exceeds 2 720 kg	1805,50	1444,50	1784,50	1427,50	1817,50	1454,00	1796,00	1437,00
Supervisor, quality		1935,50	1548,50	1912,50	1530,00	1944,50	1555,50	1921,50	1537,00

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WAGES		GROUP A (i.e. employees ON 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 2023 to 31 Aug 2024 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42.5hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%	Wage per week from 1 Sept 2023 to 31 Aug 2024 (Based on 42hrs p/w)	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
controller and instructor									
Traveller's driver		1585,00	1268,00	1566,50	1253,00	1591,50	1273,00	1573,00	1258,50
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	1647,50	1318,00	1628,00	1302,50	1654,50	1323,50	1635,00	1308,00
(b)	60 hours per week	1728,00	1382,50	1707,50	1366,00	1737,50	1390,00	1717,00	1373,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, increase the Weekly Wage in line with this schedule.									

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

"

Clause No.	Existing 2022/2023	New 2023/2024
6.3(2)	1 September 2022	1 September 2023
12.1(3)(a)	75 cents	80 cents
12.1(3)(b)	R1,62	R1,73
12.2	55 cents	55 cents
12.4	81 cents	81 cents
14.1(1)	R3,46	R3,69

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Clause No.	Existing 2022/2023	New 2023/2024
14.1(2)	R5,29	R5,64
15(1)	31 August 2023	31 August 2024
15(1)	1 September 2022	1 September 2023
Clause 19 Annexure C(5)	21 cents	22 cents

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

1. In clause 4(1), insert the following new expression preceding the existing wording:

"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 4(1), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE	**GROUP A** (i.e. employees on the 0.5% Productivity Incentive Scheme)	**GROUP B** (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)

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DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
A. ALL AREAS				
(i) (a) Foreman	4647,50	3718,00	4668,00	3734,50
(b) Supervisor/Quality Controller				
(i) Qualified	1898,50	1519,00	1910,00	1528,00
(ii) Learners				
first six months of experience	1303,50	1067,64	1310,50	1067,64
second six months of experience	1556,00	1245,00	1564,00	1251,00
Thereafter. the wage specified in (ii)(i) i.e.	1898,50	1519,00	1910,00	1528,00
(c) Cloakroom Supervisor/Watchman	1324,50	1067,64	1328,00	1067,64
(d) Mechanic	4359,50	3487,50	4381,00	3505,00
(e) Unqualified Mechanic	1625,00	1300,00	1634,50	1307,50
(f) Watchman	1324,50	1067,64	1328,00	1067,64
(g) Labourer	1067,64	1067,64	1082,50	1067,64
(h) Boiler Attendant	1137,00	1067,64	1142,00	1067,64
(ii) Pattern Grader				
(i) Qualified	2461,50	1969,00	2473,50	1979,00
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1140,00	1067,64	1143,00	1067,64
third six months of experience	1326,50	1067,64	1333,50	1067,64
fourth six months of experience	1520,00	1216,00	1526,00	1221,00
fifth six months of experience	1707,50	1366,00	1711,50	1369,00
sixth six months of experience	1892,00	1513,50	1900,50	1520,50
seventh six months of experience	2081,50	1665,00	2090,50	1672,50
next four months of experience	2269,50	1815,50	2278,00	1822,50
Thereafter. the wage specified in (ii)(i) i.e.	2461,50	1969,00	2473,50	1979,00
(iii) Marker-In				
(i) Qualified	1898,50	1519,00	1910,00	1528,00
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
third six months of experience	1192,00	1067,64	1196,50	1067,64
fourth six months of experience	1305,50	1067,64	1312,50	1067,64
fifth six months of experience	1427,50	1142,00	1432,50	1146,00
sixth six months of experience	1542,00	1233,50	1550,00	1240,00
seventh six months of experience	1662,50	1330,00	1670,50	1336,50
next four months of experience	1777,50	1422,00	1785,00	1428,00
Thereafter, the wage specified in (iii)(i) i.e.	1898,50	1519,00	1910,00	1528,00

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified		1522,00	1217,50	1530,50	1224,50
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		third six months of experience	1113,00	1067,64	1120,50	1067,64
		fourth six months of experience	1214,50	1067,64	1218,00	1067,64
		fifth six months of experience	1316,00	1067,64	1324,50	1067,64
		next four months of experience	1419,00	1135,00	1426,50	1141,00
		Thereafter, the wage specified in (iv)(i) i.e.	1522,00	1217,50	1530,50	1224,50
(v)	Checker, Examiner and/or Passer					
	(i) Qualified		1324,50	1067,64	1328,00	1067,64
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1082,50	1067,64	1082,50	1067,64
		third six months of experience	1113,00	1067,64	1120,50	1067,64
		next four months of experience	1215,00	1067,64	1219,00	1067,64
		Thereafter, the wage specified in (v)(i) i.e.	1324,50	1067,64	1328,00	1067,64
(vi)	(a) Invoice Clerk					
	(i) Qualified		1898,50	1519,00	1910,00	1528,00
	(ii) Learners					
		first six months of experience	1368,50	1095,00	1375,00	1100,00
		Thereafter, the wage specified in (vi)(a)(i) i.e.	1898,50	1519,00	1910,00	1528,00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified		1391,00	1113,00	1397,50	1118,00
	(ii) Learners					
		first six months of experience	1082,50	1067,64	1082,50	1067,64
		second six months of experience	1194,00	1067,64	1198,00	1067,64
		Thereafter, the wage specified in (vi)(b)(i) i.e.	1391,00	1113,00	1397,50	1118,00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified		1498,50	1199,00	1504,00	1203,00

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WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	**Wage per week from 01 Sept 2023 to 31 Aug 2024**	**New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024**	**New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)**
	R	R	R	R
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
third six months of experience	1099,50	1067,64	1104,00	1067,64
fourth six months of experience	1198,00	1067,64	1203,00	1067,64
fifth six months of experience	1296,50	1067,64	1304,50	1067,64
next four months of experience	1399,50	1119,50	1406,00	1125,00
Thereafter. the wage specified in (vii)(i) i.e.	1498,50	1199,00	1504,00	1203,00
(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	1637,50	1310,00	1645,50	1316,50
(b) Exceeds 2 722 kg	1904,50	1523,50	1913,50	1531,00
(ix) **Part-time Driver of a Motor Vehicle**	1 309.00	1 047.00	1492,00	1193,50
(x) **Knitting Machine Operator**				
(i) Qualified	1952,00	1561,50	1962,50	1570,00
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1086,00	1067,64
third six months of experience	1253,50	1067,64	1257,00	1067,64
fourth six months of experience	1428,50	1142,80	1433,00	1146,50
fifth six months of experience	1602,00	1281,50	1607,50	1286,00
next four months of experience	1778,00	1422,50	1786,50	1429,00
Thereafter. the wage specified in (x)(i) i.e.	1952,00	1561,50	1962,50	1570,00
(xi) **Maintenance hand**				
(i) Qualified	1120,50	1067,64	1123,00	1067,64
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
third six months of experience	1082,50	1067,64	1082,50	1067,64
fourth six months of experience	1082,50	1067,64	1082,50	1067,64
next four months of experience	1082,50	1067,64	1085,50	1067,64
Thereafter, the wage specified in (xi)(i) i.e.	1120,50	1067,64	1123,00	1067,64
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD				

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(i) (a)	Sewing Machinist						
		(i) Qualified		1324,50	1067,64	1328,00	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			third six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter, the wage specified in (i)(i) i.e.	1324,50	1067,64	1328,00	1067,64
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer						
		(i) Qualified		1324,50	1067,64	1328,00	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			third six months of experience	1082,50	1067,64	1082,50	1067,64
			fourth six months of experience	1113,00	1067,64	1120,50	1067,64
			fifth six months of experience	1181,50	1067,64	1187,00	1067,64
			next four months of experience	1253,00	1067,64	1256,00	1067,64
			Thereafter, the wage specified in (i)(i) i.e.	1324,50	1067,50	1328,00	1067,64
	Set Leader and/or Team Leader			1406,00	1125,00	1411,00	1129,00
(ii)	General Worker/Pleater						
		(i) Qualified		1082,50	1067,64	1082,50	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter, the wage specified in (ii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iii)	Despatch Packer and Layer-up						
		(i) Qualified		1082,50	1067,64	1082,50	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter, the wage specified in (iii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iv)	Plain Sewer						
		(i) Qualified		1082,50	1067,64	1082,50	1067,64

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WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	**Wage per week from 01 Sept 2023 to 31 Aug 2024**	**New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024**	**New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)**
	R	R	R	R
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
Thereafter. the wage specified in (iv)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(v) **Sample Machinist**	1504,00	1203,00	1512,50	1210,00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT				
(i) (a) **Sewing Machinist**				
(i) Qualified:	1273,50	1067,64	1278,00	1067,64
(ii) Learners:				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
third six months of experience	1082,50	1067,64	1082,50	1067,64
Thereafter, the wage specified in (i)(a)(i) i.e.	1273,50	1067,64	1278,00	1067,64
(i) (b) **Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:**				
(i) Qualified:	1273,50	1067,64	1278,00	1067,64
(ii) Learners:				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
third six months of experience	1082,50	1067,64	1082,50	1067,64
fourth six months of experience	1083,50	1067,64	1082,50	1067,64
fifth six months of experience	1138,00	1067,64	1142,50	1067,64
Next four months of experience	1205,50	1067,64	1208,50	1067,64
Thereafter, the wage specified in (i)(b)(i) i.e.	1273,50	1067,64	1278,00	1067,64
Set Leader and/or Team Leader	1353,00	1082,50	1359,00	1087,00
(ii) **General Worker/Pleater**				
(i) Qualified	1082,50	1067,64	1082,48	1067,64
(ii) Learners				
first six months of experience	1082,50	1067,64	1082,50	1067,64
second six months of experience	1082,50	1067,64	1082,50	1067,64
Thereafter. the wage specified in (ii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iii) **Despatch Packer**				
(i) Qualified	1082,50	1067,64	1082,50	1067,64

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter. the wage specified in (iii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(iv)	Layer-Up						
		(i) Qualified		1082,50	1067,64	1082,50	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			second six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter. the wage specified in (iii)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(v)	Plain Sewer						
		(i) Qualified		1082,50	1067,64	1082,50	1067,64
		(ii) Learners					
			first six months of experience	1082,50	1067,64	1082,50	1067,64
			Thereafter. the wage specified in (iv)(i) i.e.	1082,50	1067,64	1082,50	1067,64
(vi)	Sample Machinist			1 268,50	1 015,00	1446,50	1157,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, Across-the-Board.							

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

Clause No.	Existing 2022/2023	New 2023/2024
20(1)(a)	R3,51	R3,74
20(1)(b)	R3,78	R4,03

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21(3)	R29,17	R31.08
23D(1)	55 cents	59 cents
23E(2)	82 cents	87 cents
Clause No.	**Existing 2022/2023**	**New 2023/2024**
35(5)	24 cents	26 cents
36(1)	31 August 2023	1 September 2023

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):

"

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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A	R	R	R	R
GRADE 1				
(a) Qualified	1 698.80	1 359.05	1 706.70	1 365.35
(b) Learner				
0 - 6 months	1 121.30	1 080.35	1 126.65	1 080.35
7 - 12 months	1 240.35	1 080.35	1 246.05	1 080.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
13 - 18 months **	1 359.20	1 087.35	1 365.60	1 092.50
Thereafter, the qualifying wage applies	1 698.80	1 359.05	1 706.70	1 365.35
GRADE 2				
(a) Qualified	1 476.40	1 181.10	1 483.45	1 186.75
(b) Learner				
0 - 6 months	1 115.35	1 080.35	1 120.45	1 080.35
Thereafter, the qualifying wage applies	1 476.40	1 181.10	1 483.45	1 186.75
GRADE A				
(a) Qualified	1 512.85	1 210.30	1 519.65	1 215.70
(b) Learner				
0 - 6 months	1 175.05	1 080.35	1 180.65	1 080.35
Thereafter, the qualifying wage applies	1 512.85	1 210.30	1 519.65	1 215.70
HEAD CUTTER	2 710.45	2 168.35	2 722.80	2 178.25
ASSISTANT HEAD CUTTER	2 168.15	1 734.50	2 178.05	1 742.45
CUTTER/TRIMMER				
(a) Qualified	1 702.90	1 362.30	1 710.90	1 368.70
(b) Learner				
0 - 6 months	1 068.15	1 080.35	1 073.20	1 080.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
7 - 12 months	1 193.55	1 080.35	1 198.75	1 080.35
13 - 18 months	1 313.70	1 080.35	1 319.90	1 080.35
19 - 22 months	1 456.65	1 165.30	1 463.20	1 170.55
Thereafter, the qualifying wage applies	1 702.90	1 362.30	1 710.90	1 368.70
BAND KNIFE CUTTER				
(a) Qualified	1 792.20	1 433.75	1 800.40	1 440.30
(b) Learner				
0 - 6 months	1 195.10	1 080.35	1 200.45	1 080.35
7 - 12 months	1 327.10	1 080.35	1 333.30	1 080.35
13 - 18 months	1 448.10	1 158.50	1 455.05	1 164.05
19 - 22 months	1 586.10	1 268.90	1 593.35	1 274.70
Thereafter, the qualifying wage applies	1 792.20	1 433.75	1 800.40	1 440.30
MECHANIC				
(a) Qualified	2 912.75	2 330.20	2 926.05	2 340.85
(b) Learner				
0 - 6 months	1 343.85	1 080.35	1 349.95	1 080.35
7 - 12 months	1 543.20	1 234.55	1 550.45	1 240.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
13 - 18 months	1 771.05	1 416.85	1 779.50	1 423.60
19 - 24 months	1 999.10	1 599.30	2 008.50	1 606.80
25 - 30 months	2 242.00	1 793.60	2 252.55	1 802.05
31 - 36 months	2 465.60	1 972.50	2 476.95	1 981.55
37 - 40 months	2 685.30	2 148.25	2 697.80	2 158.25
Thereafter, the qualifying wage applies	2 912.75	2 330.20	2 926.05	2 340.85
CLERK *				
(a) Qualified	1 820.55	1 456.45	1 829.00	1 463.20
(b) Learner				
0 - 6 months	1 237.80	1 080.35	1 243.50	1 080.35
7 - 12 months	1 397.60	1 118.10	1 404.05	1 123.25
13 - 18 months	1 529.05	1 223.25	1 535.95	1 228.75
Thereafter, the qualifying wage applies	1 820.55	1 456.45	1 829.00	1 463.20
WATCHMAN	1 525.90	1 220.70	1 532.95	1 226.35
DRIVER 1	1 433.25	1 146.60	1 439.85	1 151.90
DRIVER 2	1 566.05	1 252.85	1 573.35	1 258.70
DRIVER 3	1 826.15	1 460.90	1 834.60	1 467.70
DRIVER 4	2 205.60	1 764.50	2 215.85	1 772.70

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
FOREPERSON	2 088.00	1 670.40	2 097.70	1 678.15
*	Provided a registered productivity incentive scheme is in place.			
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.			
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, 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 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)

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Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(i)	Foreman:			3 188.90	2 551.10	3 203.65	2 562.90
(ii)	Dyer: (See (iv) below)						
(iii)	Storeman:						
	(i)	Qualified:		3 069.60	2 455.70	3 083.70	2 466.95
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 599.15	1 279.30	1 606.45	1 285.15
			third six months of experience	2 089.55	1 671.65	2 099.15	1 679.30
			next four months of experience	2 579.50	2 063.60	2 591.30	2 073.05
			Thereafter, the wage specified in (iii)(i) i.e.	3 069.60	2 455.70	3 083.70	2 466.95
(iv)	Mechanic/Dyer:						
	(i)	Qualified:		3 188.90	2 551.10	3 203.65	2 562.90
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			second six months of experience	1 316.60	1 080.35	1 323.00	1 080.35
			third six months of experience	1 524.60	1 219.70	1 531.85	1 225.50
			fourth six months of experience	1 732.95	1 386.35	1 740.85	1 392.70
			fifth six months of experience	1 941.15	1 552.90	1 950.30	1 560.25
			sixth six months of experience	2 148.40	1 718.70	2 158.40	1 726.70
			seventh six months of experience	2 357.10	1 885.70	2 367.95	1 894.35
			eighth six months of experience	2 565.00	2 052.00	2 577.00	2 061.60
			ninth six months of experience	2 772.75	2 218.20	2 785.65	2 228.50

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			next four months of experience	2 981.30	2 385.05	2 995.05	2 396.05
			Thereafter, the wage specified in (iv)(i) i.e.	3 188.90	2 551.10	3 203.65	2 562.90
(v)	Mechanic's Assistant:						
	(i)	Qualified:		2 088.90	1 671.10	2 098.65	1 678.90
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 206.00	1 080.35	1 211.60	1 080.35
			third six months of experience	1 305.40	1 080.35	1 311.50	1 080.35
			fourth six months of experience	1 402.25	1 121.80	1 408.75	1 127.00

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			fifth six months of experience	1 500.80	1 200.65	1 507.95	1 206.35
			sixth six months of experience	1 599.25	1 279.40	1 606.65	1 285.30
			seventh six months of experience	1 696.75	1 357.40	1 704.55	1 363.65
			eighth six months of experience	1 795.25	1 436.20	1 803.30	1 442.65
			ninth six months of experience	1 892.65	1 514.10	1 901.45	1 521.15
			next four months of experience	1 990.95	1 592.75	1 999.95	1 599.95
			Thereafter, the wage specified in (v)(i) i.e.	2 088.90	1 671.10	2 098.65	1 678.90
(vi)	Supervisor:			2 208.30	1 766.65	2 218.45	1 774.75

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(vii)	Final Examiner of fully-fashioned garments:			2 050.65	1 640.50	2 060.15	1 648.10
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:						
	(i)	Qualified:		2 007.95	1 606.35	2 017.30	1 613.85
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 333.50	1 080.35	1 339.70	1 080.35
			third six months of experience	1 558.35	1 246.70	1 565.70	1 252.55
			next four months of experience	1 783.35	1 426.70	1 791.60	1 433.30
			Thereafter, the wage specified in (viii)(i)	2 007.95	1 606.35	2 017.30	1 613.85

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			i.e.				
(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:		2 007.95	1 606.35	2 017.30	1 613.85
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			second six months of experience	1 258.30	1 080.35	1 264.40	1 080.35
			third six months of experience	1 408.00	1 126.40	1 414.55	1 131.65
			fourth six months of experience	1 558.35	1 246.70	1 565.80	1 252.65
			fifth six months of experience	1 708.15	1 366.50	1 715.85	1 372.70
			next four months of experience	1 858.30	1 486.65	1 866.95	1 493.55
			Thereafter, the wage specified in (ix)(i) i.e.	2 007.95	1 606.35	2 017.30	1 613.85

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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:		1 752.10	1 401.70	1 760.35	1 408.30
	(ii)	Learners:				-	
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 269.30	1 080.35	1 275.05	1 080.35

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			third six months of experience	1 429.95	1 143.95	1 436.60	1 149.30
			next four months of experience	1 591.35	1 273.10	1 598.70	1 278.95
			Thereafter, the wage specified in (x)(i) i.e.	1 752.10	1 401.70	1 760.35	1 408.30

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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		1 674.95	1 339.95	1 682.65	1 346.10
		(b) exceeds 453,5 kg but not 2 721 kg		1 977.60	1 582.10	1 986.80	1 589.45

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		(c) exceeds 2 721 kg but not 4 535 kg		2 105.90	1 684.70	2 115.60	1 692.50
		(d) exceeds 4 535 kg		2 285.35	1 828.30	2 295.70	1 836.55
(xii)	Security Officer:			2 558.15	2 046.50	2 569.95	2 055.95
(xiii)	Watchman:			1 974.15	1 579.30	1 983.30	1 586.65
(xiv)	Employee not elsewhere specified:						
	(i)	Qualified:		2 055.35	1 644.30	2 064.75	1 651.80
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 345.05	1 080.35	1 351.55	1 081.25

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			third six months of experience	1 582.45	1 265.95	1 589.65	1 271.70
			next four months of experience	1 818.65	1 454.90	1 827.15	1 461.70
			thereafter, the wage specified in (xiv)(i) i.e.	2 055.35	1 644.30	2 064.75	1 651.80

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(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				

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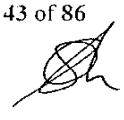
WAGE SCHEDULE				GROUP A (i.e Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation				Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(i)	Qualified:		1 440.40	1 152.30	1 447.00	1 157.60
	(ii)	Learners:					
			first six months of experience	1 108.95	1 080.35	1 114.15	1 080.35
			second six months of experience	1 219.05	1 080.35	1 224.75	1 080.35
			third six months of experience	1 330.55	1 080.35	1 336.50	1 080.35
			Thereafter, the wage specified in (xv) (i) i.e.	1 440.40	1 152.30	1 447.00	1 157.60
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker			1 440.40	1 152.30	1 447.00	1 157.60

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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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xvii)	General Worker (Knitting)			1 673.15	1 338.50	1 680.95	1 344.75
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, 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:



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Clause No.	Existing 2022/2023	New 2023/2024
25(1)	R4,14	R4,41
25(2)	R5,61	R5,97
26(1)	52 cents	55 cents
26(2)	74 cents	79 cents
40(1)	31 August 2023	31 August 2024
40(1)	1 September 2022	1 September 2023
Annexure C of Clause 43(5)	24 cents	26 cents

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

1. In clause 4A(1), insert the following new expression preceding the existing wording:

"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(1), substitute the existing wage schedule with the following new wage schedule:

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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:	3055,70	2444,60	3069,80	2455,80
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1424,40	1139,50	1431,10	1144,90
	third six months of experience	1752,90	1402,30	1761,00	1408,80
	fourth six months of experience	2051,70	1641,40	2061,30	1649,00
	fifth six months of experience	2408,00	1926,40	2419,50	1935,60
	next four months of experience	2734,80	2187,80	2747,50	2198,00
	Thereafter. the wage specified in (A)(i) i.e.	3055,70	2444,60	3069,80	2455,80
(B)	**Marker-In:**				
	(i) Qualified:	2537,00	2029,60	2549,10	2039,30
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1337,70	1070,20	1344,20	1075,40
	third six months of experience	1578,30	1262,60	1585,90	1268,70
	fourth six months of experience	1817,70	1454,20	1826,70	1461,40
	fifth six months of experience	2057,80	1646,20	2067,80	1654,20
	next four months of experience	2298,20	1838,60	2308,60	1846,90
	Thereafter. the wage specified in (B)(i) i.e.	2537,00	2029,60	2549,10	2039,30
(C)	**Mechanic:**				
	(i) Qualified:	2474,30	1979,40	2486,20	1989,00
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1250,90	1016,80	1256,60	1016,80
	third six months of experience	1403,90	1123,10	1410,70	1128,60
	fourth six months of experience	1557,10	1245,70	1564,40	1251,50
	fifth six months of experience	1710,70	1368,60	1718,70	1375,00
	sixth six months of experience	1862,00	1489,60	1871,10	1496,90
	seventh six months of experience	2016,50	1613,20	2025,90	1620,70
	eighth six months of experience	2168,90	1735,10	2179,50	1743,60
	next four months of experience	2322,50	1858,00	2333,40	1866,70

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Thereafter. the wage specified in (C)(i) i.e.	2474,30	1979,40	2486,20	1989,00
(D)	**Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:**				
	(i) Qualified:	1837,60	1470,10	1846,70	1477,40
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1283,20	1026,60	1289,60	1031,70
	third six months of experience	1468,90	1175,10	1475,70	1180,60
	next four months of experience	1655,80	1324,60	1663,30	1330,60
	Thereafter. the wage specified in (D)(i) i.e.	1837,60	1470,10	1846,70	1477,40
*(E1)	**Sample Machinist:**	1 602.90	1 282.30	1827,30	1461,80
(E)(a)	**Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):**				
	(i) Qualified:	1588,50	1270,80	1596,00	1276,80
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1220,90	1016,80	1226,50	1016,80
	third six months of experience	1341,30	1073,00	1348,00	1078,40
	Thereafter. the wage specified in (E)(i) i.e.	1588,50	1270,80	1596,00	1276,80
(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:**				

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(i) Qualified:	1588,50	1270,80	1596,00	1276,80
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1220,90	1016,80	1226,50	1016,80
	third six months of experience	1341,30	1073,00	1348,00	1078,40
	next four months of experience	1469,20	1175,40	1475,80	1180,60
	Thereafter. the wage specified in (E)(i) i.e.	1588,50	1270,80	1596,00	1276,80
(F1)	**Machinist promoted to Assistant Supervisor:**				
	(i) Qualified:	1887,60	1510,10	1896,80	1517,40
	(ii) Learners:				
	first six months of experience	1588,50	1270,80	1596,00	1276,80
	second six months of experience	1691,90	1353,50	1699,60	1359,70
	third six months of experience.	1791,30	1433,00	1799,80	1439,80
	Thereafter. the wage specified in (F1)(i) i.e	1887,60	1510,10	1896,80	1517,40
(F)	**Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:**				
	(i) Qualified:	1887,60	1510,10	1896,80	1517,40
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1296,90	1037,50	1302,70	1042,20
	third six months of experience	1494,00	1195,20	1501,10	1200,90

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	next four months of experience	1693,20	1354,60	1701,40	1361,10
	Thereafter. the wage specified in (F)(i) i.e.	1887,60	1510,10	1896,80	1517,40
(G)	**Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:**				
	(i) Qualified:	1317,90	1054,30	1323,90	1059,10
	(ii) Learners:				
	first six months of experience	1100,70	1016,80	1105,40	1016,80
	second six months of experience	1153,70	1016,80	1158,60	1016,80
	third six months of experience	1207,70	1016,80	1213,70	1016,80
	next four months of experience	1261,90	1016,80	1267,60	1016,80
	Thereafter. the wage specified in (G)(i) i.e	1317,90	1054,30	1323,90	1059,10
(H1)	**Foreman:**	4168,80	3335,00	4188,20	3350,60
(H2)	**Supervisor, Assistant Foreman, Head Cutter:**	2273,70	1819,00	2284,20	1827,40
(H3)	**Artisan:**	4759,10	3807,30	4780,90	3824,70
(H4)	**Labourer, Scooter Driver and/or Boiler Attendant:**	1464,40	1171,50	1471,30	1171,50
(H5)	**Watchman:**	1692,10	1353,70	1700,10	1360,10
(H6)	**Driver (Light Motor Vehicle):**	1668,00	1334,40	1675,50	1340,40
(H7)	**Driver (Medium Motor Vehicle):**	1783,60	1426,90	1791,60	1433,30

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, Across-the-Board.					

3. 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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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	3055,70	187,60	2444,60	3069,80	188,50	2455,80
B	2537,00	155,80	2029,60	2549,10	156,50	2039,30

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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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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 2023 to 31 Aug 2024	Across the Board Increase 2022/2023-rand value	New Employees on Incentivised Scheme Effective 1 September 2023 = 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
C	2474,30	151,90	1979,40	2486,20	152,70	1989,00
D	1837,60	112,80	1470,10	1846,70	113,40	1477,40
E1	1588,50	97,50	1270,80	1596,00	98,00	1276,80
E (a)	1588,50	97,50	1270,80	1596,00	98,00	1276,80
E (b)	1887,60	115,90	1510,10	1896,80	116,50	1517,40
F1	1887,60	115,90	1510,10	1896,80	116,50	1517,40
F	1317,90	80,90	1054,30	1323,90	81,30	1059,10
G	4168,80	256,00	3335,00	4188,20	257,20	3350,60
H1	2273,70	139,60	1819,00	2284,20	140,30	1827,40
H2	4759,10	292,20	3807,30	4780,90	293,60	3824,70
H3	1464,40	89,90	1171,50	1471,30	90,30	1177,00
H4	1692,10	103,90	1353,70	1700,10	104,40	1360,10
H5	1668,00	102,40	1334,40	1675,50	102,90	1340,40
H6	1783,60	109,50	1426,90	1791,60	110,00	1433,30
H7	1317,90	80,90	1054,30	1323,90	81,30	1059,10

4. In clause 4B(8), insert the following new expression preceding the existing wording:

"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."

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

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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:**	2564,60	2051,70	2570,50	2056,40
(b)	**Milliner (Upgrade to Trimmer):**				
	(i) Qualified	2034,00	1627,20	2039,40	1631,50
	(ii) Learners:				
	first six months of experience	1441,20	1153,00	1444,60	1155,70
	second six months of experience	1575,90	1260,70	1579,40	1263,50
	third six months of experience	1730,20	1384,20	1734,20	1387,40
	next four months of experience	1918,60	1534,90	1923,30	1538,60
	Thereafter. the wage specified in (b)(i) i.e.	2034,00	1627,20	2039,40	1631,50
(c)	**(1) Blocker-Front (Upgrade from Assistant Blocker):**				
	(i) Qualified:	1711,50	1369,20	1715,50	1372,40
	(ii) Learners:				
	first six months of experience	1418,60	1134,90	1422,00	1137,60
	second six months of experience	1464,50	1171,60	1467,80	1174,20
	third six months of experience	1557,10	1245,70	1560,60	1248,50
	next four months of experience	1629,50	1303,60	1633,60	1306,90
	Thereafter. the wage specified in (c)(1)(i) i.e.	1711,50	1369,20	1715,50	1372,40
	(2) Driver:	1711,50	1369,20	1715,50	1372,40
(d)	**Machine Operator & Chopper-Out:**				
	(i) Qualified:	1584,10	1267,30	1587,30	1269,80

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WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	(ii) Learners:					
		first six months of experience	1042,22	1042,22	1042,22	1042,22
		second six months of experience	1141,20	1042,22	1143,80	1042,22
		third six months of experience	1221,90	1042,22	1225,00	1042,22
		next four months of experience	1410,70	1128,60	1414,00	1131,20
		Thereafter. the wage specified in (d)(i) i.e.	1584,10	1267,30	1587,30	1269,80
(e)	**Trimmer/General Worker/Labourer/Assistant Blocker:**					
	(i) Qualified:		1350,10	1080,10	1353,10	1082,50
	(ii) Learners:					
		first six months of experience	1042,22	1042,22	1042,22	1042,22
		second six months of experience	1094,70	1042,22	1097,30	1042,22
		third six months of experience	1175,40	1042,22	1178,60	1042,22
		next four months of experience	1264,90	1042,22	1267,50	1042,22
		Thereafter. the wage specified in (e)(i) i.e.	1350,10	1080,10	1353,10	1082,50
(f)	**Boiler Attendant & Watchman:**		1476,70	1181,40	1480,40	1184,30
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value, Across-the-Board.						

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

Clause No.	Existing 2022/2023	New 2023/2024
4A(1)	31 August 2023	1 September 2023
27(1)	31 August 2023	1 September 2023

Clause No.	Existing 2022/2023	New 2023/2024
27(1)	1 September 2023	1 September 2024
30(5)	25 cents	27 cents
33 (1)(a)	R3,51	R3,74
33(1)(b)	R3,78	R4,03

"

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

1. In clause 4(1)(a), insert the following new expression preceding the existing wording:

"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 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)

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DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 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:**			3169,70	2535,80	3184,80	2547,80
(ii)	**Dyer: (See (iv) below)**						
(iii)	**Storeman:**						
	(i) Qualified:			3051,00	2440,80	3065,40	2452,30
	(ii) Learners:						
		first six months of experience		1101,40	1080,35	1106,80	1080,40
		second six months of experience		1589,00	1271,20	1596,20	1277,00
		third six months of experience		2076,30	1661,00	2086,10	1668,90
		next four months of experience		2563,70	2051,00	2575,90	2060,70
		Thereafter. the wage specified in (iii)(i) i.e.		3051,00	2440,80	3065,40	2452,30
(iv)	**Mechanic/Dyer:**						
	(i) Qualified:			3169,70	2535,80	3184,80	2547,80
	(ii) Learners:						
		first six months of experience		1101,40	1080,35	1106,80	1080,35
		second six months of experience		1308,30	1080,35	1314,30	1080,35
		third six months of experience		1515,00	1212,00	1522,20	1217,80
		fourth six months of experience		1722,10	1377,70	1730,00	1384,00
		fifth six months of experience		1928,70	1543,00	1937,90	1550,30
		sixth six months of experience		2135,40	1708,30	2145,40	1716,30
		seventh six months of experience		2342,30	1873,80	2353,40	1882,70
		eighth six months of experience		2549,20	2039,40	2561,30	2049,00
		ninth six months of experience		2755,60	2204,50	2768,40	2214,70
		next four months of experience		2963,60	2370,90	2977,30	2381,80
		Thereafter. the wage specified in (iv)(i) i.e.		3169,70	2535,80	3184,80	2547,80
(v)	**Mechanic's Assistant:**						
	(i) Qualified:			2075,80	1660,60	2085,10	1668,10
	(ii) Learners:						
		first six months of experience		1101,40	1080,35	1106,80	1080,35
		second six months of experience		1198,00	1080,35	1203,20	1080,35
		third six months of experience		1273,60	1080,35	1302,70	1080,35
		fourth six months of experience		1393,50	1114,80	1399,50	1119,60
		fifth six months of experience		1491,40	1193,10	1498,20	1198,60
		sixth six months of experience		1589,10	1271,30	1596,40	1277,10
		seventh six months of experience		1685,90	1348,70	1694,00	1355,20

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			eighth six months of experience	1784,30	1427,40	1791,80	1433,40
			ninth six months of experience	1880,90	1504,70	1889,40	1511,50
			next four months of experience	1978,90	1583,10	1987,80	1590,20
			Thereafter, the wage specified in (v)(i) i.e.	2075,80	1660,60	2085,10	1668,10
(vi)	**Supervisor:**			2194,80	1755,80	2205,00	1764,00
(vii)	**Final Examiner of fully-fashioned garments:**			2037,60	1630,10	2047,40	1637,90
(viii)	**Factory Clerk, Despatch Clerk, Stores Clerk:**						
		(i) Qualified		1995,20	1596,20	2004,80	1603,80
		(ii) Learners:					
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1324,60	1080,35	1331,00	1080,35
			third six months of experience	1548,30	1238,60	1555,30	1244,20
			next four months of experience	1772,10	1417,70	1780,60	1424,50
			Thereafter, the wage specified in (viii)(i) i.e.	1995,20	1596,20	2004,80	1603,80
(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:		1995,20	1596,20	2004,80	1603,80
		(ii) Learners:					
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1250,30	1080,35	1255,50	1080,35
			third six months of experience	1398,90	1119,10	1405,20	1124,20
			fourth six months of experience	1548,30	1238,60	1555,30	1244,20
			fifth six months of experience	1697,00	1357,60	1705,30	1364,20
			next four months of experience	1846,60	1477,30	1854,80	1483,80
			Thereafter, the wage specified in (ix)(i) i.e.	1995,20	1596,20	2004,80	1603,80
(x)(a)	**Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:**						
		(i) Qualified:		1741,10	1392,90	1749,00	1399,20

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
		(ii) Learners:					
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1260,90	1080,35	1266,90	1080,35
			third six months of experience	1420,60	1136,50	1427,60	1142,10
			next four months of experience	1581,20	1265,00	1588,50	1270,80
			Thereafter, the wage specified in (x)(i) i.e.	1741,10	1392,90	1749,00	1399,20
(x)(b)	**Sewing Machinist including a button, buttonhole and hemming machinist:**						
		(i) Qualified:		1741,10	1392,90	1749,00	1399,20
		(ii) Learners:					
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1260,90	1080,35	1266,90	1080,35
			third six months of experience	1420,60	1136,50	1427,60	1142,10
			Thereafter. the wage specified in (x)(i) i.e.	1741,10	1392,90	1749,00	1399,20
(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		1664,50	1331,60	1672,10	1337,70
		(b) exceeds 453,5 kg but not 2 721 kg		1965,20	1572,20	1974,00	1579,20
		(c) exceeds 2 721 kg but not 4 535 kg		2092,70	1674,20	2102,50	1682,00
		(d) exceeds 4 535 kg		2270,90	1816,70	2281,80	1825,40
(xii)	**Security Officer:**			2542,50	2034,00	2553,90	2043,10
(xiii)	**Watchman:**			1961,80	1569,40	1970,80	1576,60
(xiv)	**Employee not elsewhere specified:**						
		(i) Qualified:		2042,40	1633,90	2051,80	1641,40
		(ii) Learners:					
			first six months of experience	1101,40	1080,35	1106,80	1080,35
			second six months of experience	1336,00	1080,35	1342,50	1080,35
			third six months of experience	1571,90	1257,50	1579,40	1263,50
			next four months of experience	1807,10	1445,70	1815,40	1452,30
			Thereafter. the wage specified in (xiv)(i) i.e.	2042,40	1633,90	2051,80	1641,40

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WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	1662,50	1330,00	1670,30	1336,20
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1431,10	1144,90	1437,70	1150,20
(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:	1431,10	1144,90	1437,70	1150,20
	(ii) Learners:				
	first six months of experience	1101,40	1080,35	1106,80	1080,35
	second six months of experience	1210,70	1080,35	1216,50	1080,35
	third six months of experience	1321,80	1080,35	1327,60	1080,35
	Thereafter. the wage specified in (xvii) (i) i.e.	1431,10	1144,90	1437,70	1150,20

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WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 September 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023 rand value, Across-the-Board.				

"

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

Clause No.	Existing 2022/2023	New 2023/2024
11(2)(a)	R3,51	R3,74
11(2)(b)	R3,78	R4,03
13E(1)	54 cents	58 cents
13F(2)	81 cents	86 cents
19(4)	R30.54	R32.54
19(5)	R30.54	R32.54
20(2)(b)	R9,56	R10,19
30(5)	25 cents	27 cents
31(1)	31 August 2023	1 September 2023

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

1. In clause 1(2)(b), substitute the new expression "R167 412,00 per annum" for the existing expression "R157 146,00 per annum".

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

WAGE SCHEDULE				GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
						R	R
Part A - Cutting Department							
Head Cutter				3207,50	2566,00	3219,50	2575,50
Pattern Maker:							
	(a)	Qualified		3207,50	2566,00	3219,50	2575,50
	(b)	Learner					
		First year					
			First six months of experience	1796,50	1437,00	1802,00	1441,50
			Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year					
			First six months of experience	2169,00	1735,00	2180,00	1744,00
			Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year					
			First six months of experience	2584,00	2067,00	2595,00	2076,00
			Next four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.		3207,50	2566,00	3219,50	2575,50
Pattern Grader							
	(a)	Qualified		2587,00	2069,50	2597,00	2077,50
	(b)	Learner					
		First year					
			First six months of experience	1687,50	1350,00	1698,50	1359,00
			Second six months of experience	1796,50	1437,00	1802,00	1441,50
		Second year					

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		First six months of experience	1900,50	1520,50	1913,00	1530,50
		Second six months of experience	2037,50	1630,00	2047,00	1637,50
		WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Third year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Next four months of experience	2310,00	1848,00	2321,00	1857,00
		Thereafter, the wage specified in (a), i.e.	2587,00	2069,50	2597,00	2077,50
Cutter, lay-maker:						
	(a)	Qualified	2495,00	1996,00	2504,50	2003,50
	(b)	Learner				
		First year				
		First six months of experience	1514,50	1211,50	1523,50	1219,00
		Second six months of experience	1668,50	1335,00	1675,00	1340,00
		Second year				
		First six months of experience	1819,00	1455,00	1829,00	1463,00
		Second six months of experience	1990,00	1592,00	2002,50	1602,00
		Third year				
		First four months of experience	2182,50	1746,00	2193,50	1755,00
		Thereafter, the wage specified in (a), i.e.	2495,00	1996,00	2504,50	2003,50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1798,00	1438,50	1806,00	1445,00
	(b)	Learner				
		First year				
		First six months of experience	1350,00	1080,35	1354,00	1083,00
		Second six months of experience	1431,50	1145,00	1436,00	1149,00
		Second year				
		First six months of experience	1505,00	1204,00	1513,00	1210,50
		Second six months of experience	1585,50	1268,50	1594,50	1275,50
		Third year				
		First four months of experience	1663,50	1331,00	1670,00	1336,00
		Thereafter, the wage specified in (a), i.e.	1798,00	1438,50	1806,00	1445,00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1948,00	1558,50	1957,50	1566,00
		Second six months from date of advancement	2182,50	1746,00	2193,50	1755,00

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		Thereafter, the wage specified for a qualified cutter, i.e.	2495,00	1996,00	2504,50	2003,50
		WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Layer-up:						
	(a)	Qualified	1550,00	1240,00	1556,00	1245,00
	(b)	Learner				
		First year				
		First six months of experience	1304,50	1080,35	1311,00	1080,35
		Second six months of experience	1350,00	1080,35	1354,00	1083,00
		Second year				
		First six months of experience	1410,00	1128,00	1417,00	1133,50
		Thereafter, the wage specified in (a), i.e.	1550,00	1240,00	1556,00	1245,00
	(c)	If advanced to learner cutter:				
		First six months	1550,00	1240,00	1556,00	1245,00
		Second six months	1819,00	1455,00	1829,00	1463,00
		Third six months	1990,00	1592,00	2002,50	1602,00
		Fourth six months from date of advancement	2182,50	1746,00	2193,50	1755,00
		Thereafter, the wage specified for a qualified cutter, i.e.	2495,00	1996,00	2504,50	2003,50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months	1550,00	1240,00	1556,00	1245,00
		Second six months	1663,50	1331,00	1670,00	1336,00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1798,00	1438,50	1806,00	1445,00
	(e)	If advanced to fitter-up:				
		First six months	1550,00	1240,00	1556,00	1245,00
		Second six months	1607,00	1285,50	1613,00	1290,50
		Third six months	1687,50	1350,00	1698,50	1359,00
		Fourth six months	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified for fitter-up, i.e.	1984,00	1587,00	1990,00	1592,00
Clicker:						
	(a)	Qualified	1854,50	1483,50	1863,50	1491,00
	(b)	Learner				

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		First year	1390,50	1112,50	1397,50	1118,00
		WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second year	1585,50	1268,50	1594,50	1275,50
		Thereafter, the wage specified in (a) i.e.	1854,50	1483,50	1863,50	1491,00
Tracer:						
	(a)	Qualified	1740,50	1392,50	1747,50	1398,00
	(b)	Learner				
		First year				
		First six months of experience	1390,50	1112,50	1397,50	1118,00
		Second six months of experience	1488,50	1191,00	1495,50	1196,50
		Second year				
		First six months of experience	1574,50	1259,50	1581,00	1265,00
		Thereafter, the wage specified in (a), i.e.	1740,50	1392,50	1747,50	1398,00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	3207,50	2566,00	3219,50	2575,50
	(b)	Learner				
		First year				
		First six months of experience	1796,50	1437,00	1802,00	1441,50
		Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year				
		First six months of experience	2169,00	1735,00	2180,00	1744,00
		Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year				
		First four months of experience	2584,00	2067,00	2595,00	2076,00
		Second four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
Clothing technician:						
	(a)	Qualified	3207,50	2566,00	3219,50	2575,50
	(b)	Learner				
		First year				
		First six months of experience	1796,50	1437,00	1802,00	1441,50
		Second six months of experience	1984,00	1587,00	1990,00	1592,00
		Second year				

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		First six months of experience	2169,00	1735,00	2180,00	1744,00
		WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second six months of experience	2368,50	1895,00	2380,00	1904,00
		Third year				
		First six months of experience	2584,00	2067,00	2595,00	2076,00
		Next four months of experience	2787,50	2230,00	2801,50	2241,00
		Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
Grade A employee:						
	(a)	Qualified	1984,00	1587,00	1990,00	1592,00
	(b)	Learner				
		First year				
		First six months of experience	1395,50	1116,50	1400,50	1120,50
		Second six months of experience	1504,00	1203,00	1511,00	1209,00
		Second year				
		First six months of experience	1607,00	1285,50	1613,00	1290,50
		Second six months of experience	1687,50	1350,00	1698,50	1359,00
		Third year				
		First four months of experience	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified in (a), i.e.	1984,00	1587,00	1990,00	1592,00
Grade B employee:						
	(a)	Qualified	1694,50	1355,50	1701,00	1361,00
	(b)	Learner				
		First year				
		First six months of experience	1375,00	1100,00	1382,00	1105,50
		Second six months of experience	1447,00	1157,50	1452,50	1162,00
		Second year				
		First six months of experience	1520,00	1216,00	1526,00	1221,00
		Thereafter, the wage specified in (a), i.e.	1694,50	1355,50	1701,00	1361,00
	(c)	If advanced to Grade A employee:				
		First six months	1694,50	1355,50	1701,00	1361,00
		Second six months	1744,50	1395,50	1752,50	1402,00
		Third six months	1798,00	1438,50	1806,00	1445,00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00	1587,00	1990,00	1592,00
Grade C employee:						



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(a)	Qualified	1504,00	1203,00	1511,00	1209,00
	WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(b)	Learner				
	First year				
	First six months of experience	1347,00	1080,35	1353,00	1082,50
	Second six months of experience	1385,50	1108,50	1392,00	1113,50
	Thereafter, the wage specified in (a), i.e.	1504,00	1203,00	1511,00	1209,00
(c)	If advanced to Grade B employee:				
	First six months	1504,00	1203,00	1511,00	1209,00
	Second six months	1520,00	1216,00	1526,00	1221,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1694,50	1355,50	1701,00	1361,00
Underpresser, blocker:					
(a)	Qualified	1520,00	1216,00	1526,00	1221,00
(b)	Learner				
	First year				
	First six months of experience	1304,50	1080,35	1311,00	1080,35
	Second six months of experience	1350,00	1080,35	1354,00	1083,00
	Second year				
	First six months of experience	1410,00	1128,00	1417,00	1133,50
	Thereafter, the wage specified in (a), i.e.	1520,00	1216,00	1526,00	1221,00
(c)	If advanced to learner presser:				
	First six months	1520,00	1216,00	1526,00	1221,00
	Second six months	1798,00	1438,50	1806,00	1445,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00	1587,00	1990,00	1592,00
Part C - Clerical employees					
Clerk					
(a)	Qualified	2182,50	1746,00	2193,50	1755,00
(b)	Learner				
	First year	1612,00	1289,50	1617,00	1293,50
	Second year	1751,00	1401,00	1759,00	1407,00
	Third year				
	First four months of experience	1914,00	1531,00	1923,00	1538,50
	Thereafter, the wage specified in (a), i.e.	2182,50	1746,00	2193,50	1755,00

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WAGE SCHEDULE	GROUP A (i.e eployees 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Factory Clerk				
(a) Qualified	1637,50	1310,00	1646,50	1317,00
(b) Learner				
First year	1304,50	1080,35	1311,00	1080,35
Second year	1390,50	1112,50	1397,50	1118,00
Third year				
First four months of experience	1504,00	1203,00	1511,00	1209,00
Thereafter, the wage specified in (a), i.e.	1637,50	1310,00	1646,50	1317,00
Part D - General				
Boiler attendant	1555,50	1244,50	1564,00	1251,00
Despatch packer	1607,00	1285,50	1613,00	1290,50
General Worker	1504,00	1203,00	1511,00	1209,00
Labourer	1520,00	1216,00	1526,00	1221,00
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	1607,00	1285,50	1613,00	1290,50
(b) exceeds 1 360 but not 2 720 kg	1668,50	1335,00	1675,00	1340,00
(c) exceeds 2 720 kg	1900,50	1520,50	1913,00	1530,50
Supervisor, quality controller and instructor	2037,50	1630,00	2047,00	1637,50
Traveller's driver	1668,50	1335,00	1675,00	1340,00
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	1734,00	1387,00	1741,50	1393,00
(b) 60 hours per week	1819,00	1455,00	1829,00	1463,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023. Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, 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.

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

WAGE SCHEDULE				
DESCRIPTION OF OCCUPATION	Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R		R
Blocker				
(a) Qualified	1490,50	97,50	1 588,00	1 270,50
(b) Learner				
First year				
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1152,00	75,50	1 227,50	1080,35
Second year				
First six months of experience	1262,00	82,50	1 344,50	1080,35
Second six months of experience	1377,50	90,00	1 467,50	1 174,00
Thereafter, the wage specified in (a), i.e.	1490,50	97,50	1 588,00	1 270,50
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
(a) Qualified	1232,00	80,50	1 312,50	1080,35
(b) Learner				
First year				
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1073,50	70,00	1 143,50	1080,35
Second year				
First six months of experience	1110,00	72,50	1 182,50	1080,35
Second six months of experience	1153,50	75,50	1 229,00	1080,35
Third year				
First four months of experience	1191,00	78,00	1 269,00	1080,35
Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35

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WAGE SCHEDULE

DESCRIPTION OF OCCUPATION	Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Clerk				
(a) Qualified	2059,00	134,50	2 193,50	1 755,00
(b) Learner				
First year	1517,50	99,50	1 617,00	1 293,50
Second year	1651,00	108,00	1 759,00	1 407,00
Third year				
First four months of experience	1805,00	118,00	1 923,00	1 538,50
Thereafter, the wage specified in (a), i.e.	2059,00	134,50	2 193,50	1 755,00
General Worker (Millinery)	1217,50	79,50	1 297,00	1080,35
Grade 1 Employee (Millinery):				
(a) Qualified	1205,00	79,00	1 284,00	1080,35
(b) Learner				
First year				
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1077,50	70,50	1 148,00	1080,35
Second year				
First six months of experience	1136,00	74,50	1 210,50	1080,35
Thereafter, the wage specified in (a), i.e.	1205,00	79,00	1 284,00	1080,35
Milliner:				
(a) Qualified	1304,00	85,50	1 389,50	1 111,50
(b) Learner				
First year				
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1097,50	72,00	1 169,50	1080,35
Second year				
First six months of experience	1099,50	72,00	1 171,50	1080,35
Second six months of experience	1151,50	75,50	1 227,00	1080,35
Third year				
First six months of experience	1202,00	78,50	1 280,50	1080,35
Next four months of experience	1262,00	82,50	1 344,50	1080,35
Thereafter, the wage specified in (a) i.e.	1304,00	85,50	1 389,50	1 111,50
Millinery Machinist:				
(a) Qualified	1317,50	86,00	1 403,50	1 123,00
(b) Learner				
First year				

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WAGE SCHEDULE

DESCRIPTION OF OCCUPATION	Wage p/w from 01 Sept 2022 to 31 Aug 2023	Across the Board Increase (Based on 2022/23 Rand Value)	Wage p/w from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1126,00	73,50	1 199,50	1080,35
Second year				
First six months of experience	1194,00	78,00	1 272,00	1080,35
Thereafter, the wage specified in (a), i.e.	1317,50	86,00	1 403,50	1 123,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -				
(a) does not exceed 2268 kg	1565,50	102,50	1 668,00	1 334,50
(b) exceeds 2268	1652,00	108,00	1 760,00	1 408,00
Plain Sewer (Millinery):				
(a) Qualified	1232,00	80,50	1 312,50	1080,35
(b) Learner				
First year				
First six months of experience	1033,50	67,50	1 101,00	1080,35
Second six months of experience	1089,50	71,50	1 161,00	1080,35
Second year				
First six months of experience	1157,00	75,50	1 232,50	1080,35
Thereafter, the wage specified in (a), i.e.	1232,00	80,50	1 312,50	1080,35
Supervisor (Millinery)	1766,50	115,50	1 882,00	1 505,50
Watchman or Caretaker (Millinery)	1781,00	116,50	1 897,50	1 518,00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.

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

"

Clause No.	Existing 2022/2023	New 2023/2024
4(12)	1 September 2022	1 September 2023

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Clause No.	Existing 2022/2023	New 2023/2024
22(2)(a)	R3,52	R3,75
22(2)(b)	R5,65	R6.02
26(4)(b)	R14,67	R15.63
26(4)(b)	R17,51	R18.66
26(4)(b)	R19,10	R20.35
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
27(3)	55 cents	Remains unchanged
27(4)	81 cents	Remains unchanged
38(5)	35 cents	37 cents
39(3)	63 cents	Remains unchanged
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

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

1. In clause 1(2)(b), substitute the new expression "R126 672.00 per annum" for the existing expression "R118 404.00 per annum".
2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas establishments):

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WAGES	GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Part A - Cutting Department				
Head Cutter	2426,50	1941,00	2436,00	1949,00
Pattern Maker:				
(a) Qualified	2426,50	1941,00	2436,00	1949,00
(b) Learner				
First year				
First six months of experience	1460,50	1168,50	1467,50	1174,00
Second six months of experience	1587,00	1269,50	1595,00	1276,00
Second year				
First six months of experience	1720,00	1376,00	1728,00	1382,50
Second six months of experience	1853,50	1483,00	1861,50	1489,00
Third year				
First four months of experience	1998,50	1599,00	2005,00	1604,00
Thereafter, the wage specified in (a), i.e.	2426,50	1941,00	2436,00	1949,00
Pattern Grader				
(a) Qualified	2004,00	1603,00	2012,50	1610,00
(b) Learner				
First year				
First six months of experience	1377,00	1101,50	1382,50	1106,00
Second six months of experience	1460,50	1168,50	1467,50	1174,00
Second year				
First six months of experience	1540,50	1232,50	1547,00	1237,50
Second six months of experience	1626,00	1301,00	1634,00	1307,00
Third year				
First six months of experience	1720,00	1376,00	1728,00	1382,50
Next four months of experience	1813,50	1451,00	1820,50	1456,50
Thereafter, the wage specified in (a), i.e.	2004,00	1603,00	2012,50	1610,00
Cutter, lay-maker:				
(a) Qualified	1937,00	1549,50	1947,00	1557,50
(b) Learner				

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WAGES			GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		First year				
		First six months of experience	1263,00	1080,35	1267,00	1080,35
		Second six months of experience	1370,50	1096,50	1377,00	1101,50
		Second year				
		First six months of experience	1482,00	1185,50	1484,00	1187,00
		Second six months of experience	1596,50	1277,00	1604,00	1283,00
		Third year				
		First six months of experience	1731,00	1385,00	1737,00	1389,50
		Next four months of experience	1937,00	1549,50	1947,00	1557,50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1467,00	1173,50	1471,50	1177,00
	(b)	Learner				
		First year				
		First six months of experience	1154,00	1080,35	1155,50	1080,35
		Second six months of experience	1205,00	1080,35	1207,50	1080,35
		Second year				
		First six months of experience	1259,50	1080,35	1264,00	1080,35
		Second six months of experience	1312,50	1080,35	1314,50	1080,35
		Third year				
		First four months of experience	1368,50	1095,00	1371,00	1097,00
		Thereafter, the wage specified in (a) i.e.	1467,00	1173,50	1471,50	1177,00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1568,50	1255,00	1574,50	1259,50
		Second six months from date of advancement	1731,00	1385,00	1737,00	1389,50
		Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	1549,50	1947,00	1557,50
Layer-up:						
	(a)	Qualified	1286,50	1080,35	1291,50	1080,35
		First year				
		First six months of experience	1125,00	1080,35	1130,00	1080,35

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WAGES			GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		Second six months of experience	1154,00	1080,35	1155,50	1080,35
		Second year				
		First six months of experience	1191,50	1080,35	1196,00	1080,35
		Thereafter, the wage specified in (a), i.e.	1286,50	1080,35	1291,50	1080,35
	(b)	If advanced to learner cutter:				
		First six months	1286,50	1080,35	1291,50	1080,35
		Second six months	1482,00	1185,50	1484,00	1187,00
		Third six months	1596,50	1277,00	1604,00	1283,00
		Fourth six months	1731,00	1385,00	1737,00	1389,50
		Thereafter, the wage specified for a qualified cutter, i.e.	1937,00	1549,50	1947,00	1557,50
Clicker:						
	(a)	Qualified	1505,00	1204,00	1511,00	1209,00
	(b)	Learner				
		First year of experience	1180,50	1080,35	1182,50	1080,35
		Second year of experience	1312,50	1080,35	1314,50	1080,35
		Thereafter, the wage specified in (a), i.e.	1505,00	1204,00	1509,50	1207,50
Tracer:						
	(a)	Qualified	1426,00	1141,00	1430,00	1144,00
	(b)	Learner				
		First year				
		First six months of experience	1180,50	1080,35	1182,50	1080,35
		Second six months of experience	1245,50	1080,35	1248,50	1080,35
		Second year				
		First six months of experience	1304,50	1080,35	1312,50	1080,35
		Thereafter, the wage specified in (a), i.e.	1426,00	1141,00	1430,00	1144,00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	2426,50	1941,00	2436,00	1949,00
	(b)	Learner				
		First year				
		First six months of experience	1460,50	1168,50	1467,50	1174,00

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WAGES	GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Second six months of experience	1587,00	1269,50	1595,00	1276,00
Second year				
First six months of experience	1720,00	1376,00	1728,00	1382,50
Second six months of experience	1853,50	1483,00	1861,50	1489,00
Third year				
First six months of experience	1998,50	1599,00	2005,00	1604,00
Next four months of experience	2143,50	1715,00	2150,50	1720,50
Thereafter, the wage specified in (a), i.e.	2426,50	1941,00	2436,00	1949,00
Grade A employee:				
(a) Qualified	1587,00	1269,50	1595,00	1276,00
(b) Learner				
First year				
First six months of experience	1184,00	1080,35	1191,00	1080,35
Second six months of experience	1257,00	1080,35	1263,00	1080,35
Second year				
First six months of experience	1322,50	1080,35	1328,00	1080,35
Second six months of experience	1389,50	1111,50	1395,50	1116,50
Third year				
First four months of experience	1467,00	1173,50	1471,50	1177,00
Thereafter, the wage specified in (a), i.e.	1587,00	1269,50	1595,00	1276,00
Grade B employee:				
(a) Qualified	1344,50	1080,35	1362,00	1089,50
(b) Learner				
First year				
First six months of experience	1184,00	1080,35	1184,00	1080,35
Second six months of experience	1224,50	1080,35	1228,00	1080,35
Second year				
First six months of experience	1262,50	1080,35	1269,00	1080,35
Thereafter, the wage specified in (a), i.e.	1344,50	1080,35	1362,00	1089,50

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WAGES	GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(c) If advanced to Grade A employee:				
First six months	1344,50	1080,35	1362,00	1089,50
Second six months	1353,50	1083,00	1370,50	1096,50
Third six months	1414,00	1131,00	1436,00	1149,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	1573,50	1259,00	1562,00	1249,50
Grade C employee:				
(a) Qualified	1257,00	1080,35	1263,00	1080,35
(b) Learner				
First year				
First six months of experience	1149,50	1080,35	1151,50	1080,35
Second six months of experience	1179,50	1080,35	1180,50	1080,35
Thereafter, the wage specified in (a), i.e.	1257,00	1080,35	1263,00	1080,35
(c) If advanced to Grade B employee:				
First six months from date of advancement	1257,00	1080,35	1263,00	1080,35
Second six months from date of advancement	1267,00	1080,35	1271,50	1080,35
Thereafter, the wage specified for a qualified Grade B employee, i.e.	1377,00	1101,50	1382,50	1106,00
Under presser, blocker:				
(a) Qualified	1267,00	1080,35	1271,50	1080,35
(b) Learner				
First year				
First six months of experience	1125,00	1080,35	1130,00	1080,35
Second six months of experience	1154,00	1080,35	1155,50	1080,35
Second year				
First six months of experience	1191,50	1080,35	1196,00	1080,35
Second six months of experience	1267,00	1080,35	1271,50	1080,35
(c) If advanced to learner presser:				
First six months	1267,00	1080,35	1271,50	1080,35
Second six months	1467,00	1173,50	1471,50	1177,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	1587,00	1269,50	1595,00	1276,00

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WAGES	GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part C - Clerical employees				
Clerk				
(a) Qualified	1731,00	1385,00	1737,00	1389,50
(b) Learner				
First year of experience	1329,50	1080,35	1335,00	1080,35
Second year of experience	1433,50	1147,00	1442,00	1153,50
Third year				
First six months of experience	1542,00	1233,50	1550,50	1240,50
Thereafter, the wage specified in (a), i.e.	1731,00	1385,00	1737,00	1389,50
Factory Clerk				
(a) Qualified	1350,00	1080,35	1354,00	1083,00
(b) Learner				
First year of experience	1123,00	1080,35	1125,00	1080,35
Second year of experience	1181,50	1080,35	1184,00	1080,35
Third year				
First six months of experience	1254,00	1080,35	1257,00	1080,35
Thereafter, the wage specified in (a), i.e.	1350,00	1080,35	1354,00	1083,00
Part D - General				
Boiler attendant	1291,50	1080,35	1294,50	1080,35
Despatch packer	1325,50	1080,35	1329,50	1080,35
General Worker	1252,50	1080,35	1264,00	1080,35
Labourer	1267,00	1080,35	1271,50	1080,35
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	1377,50	1102,00	1383,00	1106,50
(b) 2 720 kg and over	1540,50	1232,50	1547,00	1237,50
Supervisor, quality controller and instructor	1626,00	1301,00	1634,00	1307,00
Traveller's driver	1377,50	1102,00	1383,00	1106,50
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	1419,00	1135,00	1426,50	1141,00
(b) 60 hours per week	1482,00	1185,50	1484,00	1187,00

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WAGES	GROUP A (i.e employees ON 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 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.				

"

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

"

Clause No.	Existing 2022/2023	New 2023/2024
4(12)	1 September 2022	1 September 2023
22(2)(a)	R3,81	R4.07
22(2)(b)	R5.57	R5.93
27(3)	52 cents	Remains unchanged
27(4)	80 cents	Remains unchanged
38(5)	35 cents	37 cents
39(3)	70 cents	70 cents
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

"

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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):

"

4.	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 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R		
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	3207,50	2566,00	3219,50	2575,50
(b)	Learner				
	First year				
	First six months of experience	1796,50	1437,00	1802,00	1441,50
	Second six months of experience	1984,00	1587,00	1990,00	1592,00
	Second year				
	First six months of experience	2169,00	1735,00	2180,00	1744,00
	Second six months of experience	2368,50	1895,00	2380,00	1904,00
	Third year				
	First six months of experience	2584,00	2067,00	2595,00	2076,00
	Next four months of experience	2787,50	2230,00	2801,50	2241,00
	Thereafter, the wage specified in (a), i.e.	3207,50	2566,00	3219,50	2575,50
Pattern Grader					
(a)	Qualified	2587,00	2069,50	2597,00	2077,50
(b)	Learner				
	First year				
	First six months of experience	1687,50	1350,00	1698,50	1359,00
	Second six months of experience	1796,50	1437,00	1802,00	1441,50
	Second year				
	First six months of experience	1900,50	1520,50	1913,00	1530,50
	Second six months of experience	2037,50	1630,00	2047,00	1637,50

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4.	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 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Third year				
	First six months of experience	2169,00	1735,00	2180,00	1744,00
	Next four months of experience	2310,00	1848,00	2321,00	1857,00
	Thereafter, the wage specified in (a), i.e.	2587,00	2069,50	2597,00	2077,50
Football Jersey Cutter					
(a)	Qualified	1798,00	1438,50	1806,00	1445,00
(b)	Learner				
	First year				
	First six months of experience	1350,00	1080,35	1354,00	1083,00
	Second six months of experience	1431,50	1145,00	1436,00	1149,00
	Second year				
	First six months of experience	1505,00	1204,00	1513,00	1210,50
	Second six months of experience	1585,50	1268,50	1594,50	1275,50
	Third year				
	First four months of experience	1663,50	1331,00	1670,00	1336,00
	Thereafter, the wage specified in (a), i.e.	1798,00	1438,50	1806,00	1445,00
Layer-up					
(a)	Qualified	1550,00	1240,00	1556,00	1245,00
(b)	Learner				
	First year				
	First six months of experience	1304,50	1080,35	1311,00	1080,35
	Second six months of experience	1350,00	1080,35	1354,00	1083,00
	Second year				
	First six months of experience	1410,00	1128,00	1417,00	1133,50
	Thereafter, the wage specified in (a), i.e.	1550,00	1240,00	1556,00	1245,00
Part B - Factory Operatives					
Grade A employee:					
(a)	Qualified	1984,00	1587,00	1990,00	1592,00
(b)	Learner				
	First year				

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4.	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 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	First six months of experience	1395,50	1116,50	1400,50	1120,50
	Second six months of experience	1504,00	1203,00	1511,00	1209,00
	Second year				
	First six months of experience	1607,00	1285,50	1613,00	1290,50
	Second six months of experience	1687,50	1350,00	1698,50	1359,00
	Third year				
	First four months of experience	1798,00	1438,50	1806,00	1445,00
	Thereafter, the wage specified in (a), i.e.	1984,00	1587,00	1990,00	1592,00
Grade B employee:					
(a)	Qualified	1694,50	1355,50	1701,00	1361,00
(b)	Learner				
	First year				
	First six months of experience	1375,00	1100,00	1382,00	1105,50
	Second six months of experience	1447,00	1157,50	1452,50	1162,00
	Second year				
	First six months of experience	1520,00	1216,00	1526,00	1221,00
	Thereafter, the wage specified in (a), i.e.	1694,50	1355,50	1701,00	1361,00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1694,50	1355,50	1701,00	1361,00
	Second six months from date of advancement	1744,50	1395,50	1752,50	1402,00
	Third six months from date of advancement	1798,00	1438,50	1806,00	1445,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1984,00	1587,00	1990,00	1592,00
Grade C employee:					
(a)	Qualified	1504,00	1203,00	1511,00	1209,00
(b)	Learner				
	First year				
	First six months of experience	1347,00	1080,35	1353,00	1082,50
	Second six months of experience	1385,50	1108,50	1392,00	1113,50

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4.	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 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Thereafter, the wage specified in (a), i.e.	1504,00	1203,00	1511,00	1209,00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1504,00	1203,00	1511,00	1209,00
	Next six months from date of advancement	1520,00	1216,00	1526,00	1221,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1694,50	1355,50	1701,00	1361,00
Part C - Clerical employees					
Clerk					
(a)	Qualified	2182,50	1746,00	2193,50	1755,00
(b)	Learner				
	First year	1612,00	1289,50	1617,00	1293,50
	Second year	1751,00	1401,00	1759,00	1407,00
	Third year				
	First four months of experience	1914,00	1531,00	1923,00	1538,50
	Thereafter, the wage specified in (a), i.e.	2182,50	1746,00	2193,50	1755,00
Factory Clerk					
(a)	Qualified	1637,50	1310,00	1646,50	1317,00
(b)	Learner				
	First year	1304,50	1080,35	1311,00	1080,35
	Second year	1390,50	1112,50	1397,50	1118,00
	Third year				
	First four months of experience	1504,00	1203,00	1511,00	1209,00
	Thereafter, the wage specified in (a), i.e.	1637,50	1310,00	1646,50	1317,00
Part D - General					
Boiler attendant		1555,50	1244,50	1564,00	1251,00
Despatch packer		1607,00	1285,50	1613,00	1290,50
General Worker		1504,00	1203,00	1511,00	1209,00



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4.	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 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 - 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Labourer		1520,00	1216,00	1526,00	1221,00
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	1607,00	1285,50	1613,00	1290,50
(b)	exceeds 1 360 but not 2 720 kg	1668,50	1335,00	1675,00	1340,00
(c)	exceeds 2 720 kg	1900,50	1520,50	1913,00	1530,50
Supervisor, quality controller and instructor		2037,50	1630,00	2047,00	1637,50
Traveller's driver		1668,50	1335,00	1675,00	1340,00
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	1734,00	1387,00	1741,50	1393,00
(b)	60 hours per week	1819,00	1455,00	1829,00	1463,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2023, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/23 Rand Value, Across-the-Board.					

"

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

"

Clause No.	Existing 2022/2023	New 2023/2024
4(11)	1 September 2022	1 September 2023
22(2)(a)	R3,52	R3,75

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Clause No.	Existing 2022/2023	New 2023/2024
22(2)(b)	R5,65	R6.02
26(4)(b)	R14,67	R15.63
26(4)(b)	R17,51	R18.66
26(4)(b)	R19,10	R20.35
26(4)(b)	R32.60	R34.73
26(4)(b)	R32,60	R34.73
26(4)(b)	R32,60	R34.73
27(3)	55 cents	remains unchanged
27(4)	81 cents	remains unchanged
38(5)	35 cents	37 cents
39(3)	63 cents	remains unchanged
41(1)	31 August 2023	31 August 2024
41(1)	1 September 2022	1 September 2023

1 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)

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		Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1192.00	1144.00	1153.50	1144.00
	Thereafter	1276.00	1144.00	1203.00	1144.00
Category B					
	0 - 6 months	1190.50	1144.00	1167.50	1144.00
	7 - 12 months	1246.50	1144.00	1202.00	1144.00
	13 - 18 months	1304.50	1144.00	1235.50	1144.00
	Thereafter	1382.00	1144.00	1277.50	1144.00
Category C					
	0 - 6 months	1230.50	1144.00	1173.00	1144.00
	7 - 12 months	1353.50	1144.00	1245.00	1144.00
	13 - 18 months	1479.50	1183.50	1318.00	1144.00
	19 - 22 months	1598.00	1278.50	1397.00	1144.00
	Thereafter	1720.50	1376.50	1475.00	1180.00
Category D					
	0 - 6 months	1230.50	1144.00	1173.00	1144.00
	7 - 12 months	1321.00	1144.00	1227.50	1144.00
	13 - 18 months	1443.50	1155.00	1281.00	1144.00
	19 - 22 months	1503.00	1202.50	1334.00	1144.00
	Thereafter	1693.50	1355.00	1457.50	1166.00
Category E					
	0 - 6 months	1292.50	1144.00	1210.50	1144.00
	7 - 12	1435.50	1148.50	1295.50	1144.00

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Category / Occupation		In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
		Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	months				
	13 - 18 months	1601.50	1281.00	1398.00	1144.00
	19 - 22 months	1764.00	1411.00	1504.00	1203.00
	Thereafter	1939.50	1551.50	1615.00	1292.00
Band Knife Cutter					
	0 - 6 months	1182.50	1144.00	1145.50	1144.00
	7 - 12 months	1276.00	1144.00	1199.00	1144.00
	13 - 18 months	1363.00	1144.00	1253.00	1144.00
	19 - 22 months	1460.50	1168.50	1309.50	1144.00
	Thereafter	1607.50	1286.00	1403.50	1144.00
Clerical					
	0 - 6 months	1213.00	1144.00	1163.00	1144.00
	7 - 12 months	1328.50	1144.00	1231.00	1144.00
	13 - 18 months	1422.50	1144.00	1286.00	1144.00
	Thereafter	1634.00	1307.00	1417.00	1144.00
Assistant Head Cutter		1882.00	1505.50	1580.00	1264.00
Head Cutter		2273.50	1819.00	1832.50	1466.00
Foreperson		2038.00	1630.50	1725.50	1380.50
Watchperson		1416.50	1144.00	1283.00	1144.00
Driver 1 (454kg)		1350.00	1144.00	1244.00	1144.00
Driver 2 (454 - 2722kg)		1444.50	1155.50	1300.50	1144.00
Driver 3 (2722 -4540kg)		1631.50	1305.00	1416.50	1144.00
Driver 4 (4540kg)		1904.50	1523.50	1595.00	1276.00

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Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2023 to 31 Aug 2024	New Employees on Incentivised Scheme Effective 1 Sept 2023 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2023 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2022/2023-rand value 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:

..

Clause No.	Existing 2022/2023	New 2023/2024
32(2)	R4,44	R4,73
32(2)	R5,64	R6.00
32(2)	1 September 2022	1 September 2023
36(6)(a)	72 cents	77 cents
40(1)	31 August 2023	31 August 2024
40(1)	1 September 2023	1 September 2024
Annexure C of Clause 43(5)	23 cents	25 cents

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Signed at PAROW on behalf of the Parties this 23 day of Nov. 2023.

MARTHIE RAPHAEL
Chairperson

Signed at JOHANNESBURG on behalf of the Parties this 20 day of Nov 2023

CHANTAL NAIDOO
General Secretary

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PROCLAMATION 151 OF 2024

by the
PRESIDENT of the REPUBLIC of SOUTH AFRICA

SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT: NORTHERN CAPE ECONOMIC DEVELOPMENT, TRADE AND INVESTMENT PROMOTION AGENCY

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as "the Act"), have been made in respect of the affairs of the Northern Cape Economic Development, Trade and Investment Promotion Agency (hereinafter referred to as "the Agency");

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

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

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

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

which took place between 1 March 2012 and the date of publication of the Proclamation or which took place prior to 1 March 2012 or after the date of publication of the Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts

investigated under authority of the Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the Agency or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Johannesburg this eleventh day of December Two thousand and twenty three.

MC Ramaphosa
President

By Order of the President-in-Cabinet:

RO Lamola
Minister of the Cabinet

SCHEDULE

1. The procurement of, or contracting for—
(*a*) legal services;
(*b*) event organising and management services;
(*c*) consultancy services;
(*d*) security services;
(*e*) services relating to the Riemvasmaak Tourism Master Plan;
(*f*) catering services; and
(*g*) an audio visual system;
by the Agency and payments made in respect thereof in a manner that was—
    (i) not fair, competitive, transparent, equitable or cost-effective; or
    (ii) contrary to applicable—
        (*aa*) legislation;
        (*bb*) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury or the relevant Provincial Treasury; or
        (*cc*) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the Agency,
    and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by the Agency or losses suffered by the Agency or the State.

2. Serious maladministration in connection with the affairs of the Agency in respect of salary adjustments that were not duly authorised.

3. Any irregular, unlawful or improper conduct by officials or employees of the Agency or any other person or entity, in relation to the allegations as set out in paragraphs 1 or 2 of this Schedule.

PROKLAMASIE KENNISGEWING 151 VAN 2024

van die
PRESIDENT van die REPUBLIEK van SUID-AFRIKA

WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996 (WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA BESTAANDE SPESIALE ONDERSOEKEENHEID: NOORD-KAAP EKONOMIESE ONTWIKKELING, HANDEL EN BELEGGINGS BEVORDERINGS AGENTSKAP

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as “die Wet"), gemaak is in verband met die aangeleenthede van die Noord-Kaap Ekonomiese Ontwikkeling, Handel en Beleggingsbevorderings Agentskap (hierna na verwys as “die Agentskap”);

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

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

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

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

wat plaasgevind het tussen 1 Maart 2012 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Maart 2012 of na die datum van publikasie

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

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

MC Ramaphosa

President

Op las van die President-in-Kabinet:

RO Lamola

Minister van die Kabinet

BYLAE

1. Die verkryging van, of kontraktering vir—
(*a*) regsdienste;
(*b*) geleentheidsbeplanning en bestuursdienste;
(*c*) konsultantdienste;
(*d*) sekuriteitsdienste;
(*e*) dienste met betrekking tot die Riemvasmaak Toerisme Meestersplan;
(*f*) spysenieringsdienste; en
(*g*) ‘n audiovisuele stelsel;
deur die Agentskap en betalings wat ten opsigte daarvan gemaak is op ‘n wyse wat—
    (i) nie regverdig, billik, deursigtig, mededingend of koste-effektief was nie; of
    (ii) strydig was met toepaslike—
        (*aa*) wetgewing;
        (*bb*) handleidings, riglyne, praktyknotas, omsendskrywes of instruksies wat deur die Nasionale Tesourie of betrokke Provinsiale Tesourie uitgevaardig is; of
        (*cc*) handleidings, kodes, beleid, prosedures, voorskrifte, instruksies of praktyke van, of wat op die Agentskap van toepassing is,
    en enige verbandhoudende ongemagtigde, onreëlmatige of vrugtelose en verspilde uitgawes wat deur die Agentskap aangegaan is of verliese deur die Agentskap of die Staat gely.

2. Ernstige wanadministrasie in verband met die aangeleenthede van die Agentskap ten opsigte van salarisaanpassings wat nie behoorlik gemagtig is nie.

3. Enige onreëlmatige, onwettige of onbehoorlike optrede deur beamptes of werknemers van die Agentskap of enige ander persoon of entiteit, ten opsigte van die bewerings uiteengesit in paragrawe 1 of 2 van hierdie Bylae.

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