Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11793** *Regulasiekoerant*

Vol. 716 **7 Februarie / Februarie 2025** **No. 52054**

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

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

IMPORTANT NOTICE:

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

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

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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* 2025

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

- **24 December,** Wednesday for the issue of Friday **03 January 2025**
- **03 January,** Friday for the issue of Friday **10 January 2025**
- **10 January,** Friday for the issue of Friday **17 January 2025**
- **17 January,** Friday for the issue of Friday **24 January 2025**
- **24 January,** Friday for the issue of Friday **31 January 2025**
- **31 January,** Friday for the issue of Friday **07 February 2025**
- **07 February,** Friday for the issue of Friday **14 February 2025**
- **14 February,** Friday for the issue of Friday **21 February 2025**
- **21 February,** Friday for the issue of Friday **28 February 2025**
- **28 February,** Friday for the issue of Friday **07 March 2025**
- **07 March,** Friday for the issue of Friday **14 March 2025**
- **13 March,** Thursday for the issue of Thursday **20 March 2025**
- **20 March,** Thursday for the issue of Friday **28 March 2025**
- **28 March,** Friday for the issue of Friday **04 April 2025**
- **04 April,** Friday for the issue of Friday **11 April 2025**
- **10 April,** Thursday for the issue of Thursday **17 April 2025**
- **16 April,** Wednesday for the issue of Friday **25 April 2025**
- **23 April,** Wednesday for the issue of Friday **02 May 2025**
- **02 May,** Friday for the issue of Friday **09 May 2025**
- **09 May,** Friday for the issue of Friday **16 May 2025**
- **16 May,** Friday for the issue of Friday **23 May 2025**
- **23 May,** Friday for the issue of Friday **30 May 2025**
- **30 May,** Friday for the issue of Friday **06 June 2025**
- **06 June,** Friday for the issue of Friday **13 June 2025**
- **12 June,** Thursday for the issue of Friday **20 June 2025**
- **20 June,** Friday for the issue of Friday **27 June 2025**
- **27 June,** Friday for the issue of Friday **04 July 2025**
- **04 July,** Friday for the issue of Friday **11 July 2025**
- **11 July,** Friday for the issue of Friday **18 July 2025**
- **18 July,** Friday for the issue of Friday **25 July 2025**
- **25 July,** Friday for the issue of Friday **01 August 2025**
- **01 August,** Friday for the issue of Friday **08 August 2025**
- **08 August,** Friday for the issue of Friday **15 August 2025**
- **15 August,** Friday for the issue of Friday **22 August 2025**
- **22 August,** Friday for the issue of Friday **29 August 2025**
- **29 August,** Friday for the issue of Friday **05 September 2025**
- **05 September,** Friday for the issue of Friday **12 September 2025**
- **12 September,** Friday for the issue of Friday **19 September 2025**
- **18 September,** Thursday for the issue of Friday **26 September 2025**
- **26 September,** Friday for the issue of Friday **03 October 2025**
- **03 October,** Friday for the issue of Friday **10 October 2025**
- **10 October,** Friday for the issue of Friday **17 October 2025**
- **17 October,** Friday for the issue of Friday **24 October 2025**
- **24 October,** Friday for the issue of Friday **31 October 2025**
- **31 October,** Friday for the issue of Friday **07 November 2025**
- **07 November,** Friday for the issue of Friday **14 November 2025**
- **14 November,** Friday for the issue of Friday **21 November 2025**
- **21 November,** Friday for the issue of Friday **28 November 2025**
- **28 November,** Friday for the issue of Friday **5 December 2025**
- **05 December,** Friday for the issue of Friday **12 December 2025**
- **11 December,** Thursday for the issue of Friday **19 December 2025**
- **17 December,** Wednesday for the issue of Wednesday **24 December 2025**

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 EMPLOYMENT AND LABOUR

NO. R. 5831 **7 Februarie 2025**

LABOUR RELATIONS ACT, 1995

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

I, **NOMAKHOSAZANA METH**, 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 2026.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 7 January 2025

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, **NOMAKHOSAZANA**, 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 2026.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 7 January 2025

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NATIONAL MAIN COLLECTIVE AGREEMENT

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

Apparel and Textile Association of South Africa ('ATASA')

South African Apparel Association ('SAAA')

South African Clothing Manufacturers Association ('SACMA')

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

Southern African Clothing and Textile Workers' Union
(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry,

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



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

(2) The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 Government Notice R. 989 dated 16 October 2015 in gazette No. 39300 and Government Notice R. 4360 dated 9 February 2024 (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 2024 until 31 August 2026 unless the parties agree otherwise in writing.

2. The parties record that they intend to request the Minister of "Employment & 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 2026, unless the parties agree otherwise in writing.

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

1. Insert new clause:

5.1 **REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

5.1.1 All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

5.1.2 The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.

5.1.3 Employees shall be paid the applicable NBCCMI wage rates as gazetted.

5.1.4 All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

5.1 for 5.2

5.2 for 5.3

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3. 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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		3005,50	2404,50	3 020,00	2 416,00
(b)	Designer:					
	(i)	Qualified:	3832,00	3065,50	3 850,00	3 080,00
	(ii)	Learners:				
		first six months of experience	1307,50	1158,36	1 312,50	1 158,36
		second six months of experience	1523,00	1218,50	1 527,00	1 221,50
		third six months of experience	1822,00	1457,50	1 830,50	1 464,50
		fourth six months of experience	2029,00	1623,00	2 039,00	1 631,00
		fifth six months of experience	2255,50	1804,50	2 269,50	1 815,50
		sixth six months of experience	2446,50	1957,00	2 457,50	1 966,00
		seventh six months of experience	2663,00	2130,50	2 677,50	2 142,00
		eighth six months of experience	2877,50	2302,00	2 893,00	2 314,50
		next four months of experience	3054,50	2443,50	3 067,00	2 453,50
		Thereafter, the wage specified in (b)(i) i.e.	3832,00	3065,50	3 850,00	3 080,00
(c)	Grader:					
	(i)	Qualified:	2752,50	2202,00	2 764,50	2 211,50
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1408,50	1158,36	1 415,00	1 158,36
		third six months of experience	1532,00	1225,50	1 541,00	1 233,00
		fourth six months of experience	1607,00	1285,50	1 613,00	1 290,50
		fifth six months of experience	1858,00	1486,50	1 866,50	1 493,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% *(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
			R	R	R	R
		sixth six months of experience	1988,00	1590,50	1 999,50	1 599,50
		seventh six months of experience	2097,50	1678,00	2 108,00	1 686,50
		eighth six months of experience	2203,50	1763,00	2 213,50	1 771,00
		next four months of experience	2345,00	1876,00	2 357,00	1 885,50
		Thereafter, the wage specified in (c)(i) i.e.	2752,50	2202,00	2 764,50	2 211,50
(d)	**Marker-in:**					
	(i)	Qualified:	2097,50	1678,00	2 108,00	1 686,50
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1387,00	1158,36	1 395,50	1 158,36
		third six months of experience	1481,00	1185,00	1 488,50	1 191,00
		fourth six months of experience	1579,00	1263,00	1 585,50	1 268,50
		next four months of experience	1763,00	1410,50	1 772,00	1 417,50
		Thereafter, the wage specified in (d)(i) i.e.	2097,50	1678,00	2 108,00	1 686,50
(e)	**Band-knife cutter:**					
		Qualified	2097,50	1678,00	2 108,00	1 686,50
	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:	1854,50	1483,50	1 862,50	1 490,00
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1359,00	1158,36	1 363,50	1 158,36
		third six months of experience	1401,50	1158,36	1 406,50	1 158,36
		fourth six months of experience	1451,50	1161,00	1 457,50	1 166,00
		next four months of experience	1515,00	1212,00	1 523,00	1 218,50
		Thereafter, the wage specified in (f)(i) i.e.	1854,50	1483,50	1 862,50	1 490,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% *(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
			R	R	R	R
(g)	**Layer-up:**					
	(i)	Qualified:	1455,00	1164,00	1 459,00	1 167,00
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1325,50	1158,36	1 329,50	1 158,36
		third six months of experience	1346,00	1158,36	1 354,00	1 158,36
		fourth six months of experience	1367,00	1158,36	1 375,50	1 158,36
		Thereafter, the wage specified in (g)(i) i.e.	1455,00	1164,00	1 459,00	1 167,00
(h)	**Specialised presser:**					
	(i)	Qualified:	2022,00	1617,50	2 034,00	1 627,00
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1348,00	1158,36	1 358,00	1 158,36
		third six months of experience	1398,00	1158,36	1 403,50	1 158,36
		fourth six months of experience	1451,50	1161,00	1 457,50	1 166,00
		fifth six months of experience	1510,50	1208,50	1 516,50	1 213,00
		sixth six months of experience	1562,00	1249,50	1 567,00	1 253,50
		seventh six months of experience	1706,50	1365,00	1 717,50	1 374,00
		eighth six months of experience	1769,00	1415,00	1 777,50	1 422,00
		next four months of experience	1809,00	1447,00	1 817,50	1 454,00
		Thereafter, the wage specified in (h)(i) i.e.	2022,00	1617,50	2 034,00	1 627,00
(i)	**Examiner:**					
	(i)	Qualified:	1732,00	1385,50	1 738,00	1 390,50
	(ii)	Learners:				
		first six months of experience	1451,50	1161,00	1 457,50	1 166,00
		Thereafter, the wage specified in (i)(i) i.e.	1732,00	1385,50	1 738,00	1 390,50
(j)(a)	**Machinist:**					
	(i)	Qualified:	1698,50	1359,00	1 705,50	1 364,50

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1326,00	1158,36	1 332,00	1 158,36
		third six months of experience	1364,50	1158,36	1 373,00	1 158,36
		Thereafter, the wage specified in (j)(i) i.e.	1698,50	1359,00	1 705,50	1 364,50
(j)(b)	**Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:**					
	(i)	Qualified:	1698,50	1359,00	1 705,50	1 364,50
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1326,00	1158,36	1 332,00	1 158,36
		third six months of experience	1364,50	1158,36	1 373,00	1 158,36
		fourth six months of experience	1412,00	1158,36	1 416,50	1 158,36
		next four months of experience	1448,50	1159,00	1 455,50	1 164,50
		Thereafter, the wage specified in (j)(i) i.e.	1698,50	1359,00	1 705,50	1 364,50
(k)	**Progress examiner:**					
	(i)	Qualified:	1717,50	1374,00	1 722,50	1 378,00
	(ii)	Learners:				
		first six months of experience	1360,50	1158,36	1 366,50	1 158,36
		Thereafter, the wage specified in (k)(i) i.e.	1717,50	1374,00	1 722,50	1 378,00
(l)	**Despatcher:**					
	(i)	Qualified:	1625,00	1300,00	1 631,00	1 305,00
	(ii)	Learners:				
		first six months of experience	1373,00	1158,36	1 377,50	1 158,36
		Thereafter, the wage specified in (l)(i) i.e.	1625,00	1300,00	1 631,00	1 305,00
(m)	**Checker in the Knitting section:**					
	(i)	Qualified:	1442,00	1158,36	1 450,50	1 160,50
	(ii)	Leaners:				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% *(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
			R	R	R	R
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1325,50	1158,36	1 329,50	1 158,36
		third six months of experience	1359,00	1158,36	1 363,50	1 158,36
		Thereafter, the wage specified in (m)(i) i.e.	1442,00	1158,36	1 450,50	1 160,50
(n)	**General Worker:**					
	(i)	Qualified:	1400,00	1158,36	1 405,50	1 158,36
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1325,50	1158,36	1 329,50	1 158,36
		Thereafter, the wage specified in (n)(i) i.e.	1400,00	1158,36	1 405,50	1 158,36
(o)	**Steambox pleater:**					
	(i)	Qualified:	1651,00	1321,00	1 657,00	1 325,50
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1354,50	1158,36	1 360,50	1 158,36
		third six months of experience	1398,00	1158,36	1 403,50	1 158,36
		fourth six months of experience	1450,50	1160,50	1 456,50	1 165,00
		Thereafter, the wage specified in (o)(i) i.e.	1651,00	1321,00	1 657,00	1 325,50
(p)	**Plain sewer:**					
	(i)	Qualified:	1450,50	1160,50	1 456,50	1 165,00
	(ii)	Learners:				
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1310,50	1158,36	1 316,00	1 158,36
		third six months of experience	1326,00	1158,36	1 332,00	1 158,36
		fourth six months of experience	1346,00	1158,36	1 354,00	1 158,36
		next four months of experience	1373,00	1158,36	1 377,50	1 158,36
		Thereafter, the wage specified in (p)(i) i.e.	1450,50	1160,50	1 456,50	1 165,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% *(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
			R	R	R	R
(q)	**General assistant**		1585,50	1268,50	1 592,50	1 274,00
(r)	**Cleaner**		1412,00	1158,36	1 416,50	1 158,36
(s)	**Tea maker**		1412,00	1158,36	1 416,50	1 158,36
(t)	**Watchman**		1717,50	1374,00	1 722,50	1 378,00
(u)	**Motor vehicle driver:**					
	(i)	(aa) does not exceed 453 kg	1711,50	1369,00	1 718,00	1 374,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1840,00	1472,00	1 848,50	1 479,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	2035,50	1628,50	2 040,00	1 632,00
		(ad) exceeds 4 536 kg	2379,00	1903,00	2 392,50	1 914,00
	(ii)	Part-time driver of a motor vehicle	1588,00	1270,50	1 593,00	1 274,50
(v)	**Clicker:**					
	(i)	Qualified:	2777,50	2222,00	2 790,00	2 232,00
	(ii)	Learners:			2 790,00	2 232,00
		first six months of experience	1295,00	1158,36	1 300,50	1 158,36
		second six months of experience	1401,50	1158,36	1 406,50	1 158,36
		third six months of experience	1515,50	1212,50	1 524,50	1 219,50
		fourth six months of experience	1714,50	1371,50	1 719,00	1 375,00
		fifth six months of experience	1843,50	1475,00	1 850,00	1 480,00
		sixth six months of experience	1943,50	1555,00	1 951,50	1 561,00
		seventh six months of experience	2061,00	1649,00	2 072,50	1 658,00
		eighth six months of experience	2170,00	1736,00	2 179,00	1 743,00
		next four months of experience	2287,50	1830,00	2 296,00	1 837,00
		Thereafter, the wage specified in (v)(i) i.e.	2777,50	2222,00	2 790,00	2 232,00
(w)	**Beader**		1732,00	1385,50	1 738,00	1 390,50
(x)	**Chlorinator**		1557,50	1246,00	1 566,00	1 253,00
(y)	**Componder**		1843,50	1475,00	1 850,00	1 480,00
(z)	**Dipper**					

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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:				
		Category A	1843,50	1475,00	1 850,00	1 480,00
		Category B	1883,50	1507,00	1 892,50	1 514,00
		Category C	1946,50	1557,00	1 953,00	1 562,50
	(ii)	Learners:				
		first six months of experience to Category A	1402,00	1158,36	1 408,50	1 158,36
		first six months of experience to Category B	1843,50	1475,00	1 850,00	1 480,00
		first six months of experience to Category C	1883,50	1507,00	1 892,50	1 514,00
(aa)	**Glove turner**		2235,00	1788,00	2 245,00	1 796,00
(ab)	**Mouldmaker**		1771,50	1417,00	1 778,50	1 423,00
(ac)	**Packer**		1488,50	1191,00	1 494,50	1 195,50
(ad)	**Quality product co-ordinator**		2337,50	1870,00	2 346,50	1 877,00
(ae)	**A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33⅓ 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 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.						

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4. 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 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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	3245.00	2596.00	3207.00	2565.50	3257.50	2606.00	3219.00	2575.00
(b) Learner								
First year								
First six months of experience	1818.00	1454.50	1796.50	1437.00	1823.00	1458.50	1801.50	1441.00
Second six months of experience	2007.50	1606.00	1984.00	1587.00	2013.50	1611.00	1990.00	1592.00
Second year								
First six months of experience	2194.50	1755.50	2168.50	1735.00	2205.50	1764.50	2179.50	1743.50
Second six months of experience	2396.50	1917.00	2368.50	1895.00	2408.00	1926.50	2379.50	1903.50
Third year								
First six months of experience	2614.50	2091.50	2583.50	2067.00	2625.50	2100.50	2594.50	2075.50
Next four months of experience	2820.00	2256.00	2787.00	2229.50	2834.50	2267.50	2801.00	2241.00
Thereafter, the wage specified in (a), i.e.	3245.00	2596.00	3207.00	2565.50	3257.50	2606.00	3219.00	2575.00
Pattern Grader								
(a) Qualified	2617.50	2094.00	2586.50	2069.00	2627.50	2102.00	2596.50	2077.00
(b) Learner								
First year								
First six months of experience	1707.00	1365.50	1687.00	1349.50	1718.50	1375.00	1698.50	1359.00
Second six months of experience	1818.00	1454.50	1796.50	1437.00	1823.00	1458.50	1801.50	1441.00
Second year								
First six months of experience	1923.00	1538.50	1900.50	1520.50	1935.50	1548.50	1912.50	1530.00
Second six months of experience	2061.50	1649.00	2037.00	1629.50	2071.00	1657.00	2046.50	1637.00
Third year								
First six months of experience	2194.50	1755.50	2168.50	1735.00	2205.50	1764.50	2179.50	1743.50

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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 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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
Next four months of experience	2337.00	1869.50	2309.50	1847.50	2348.50	1879.00	2321.00	1857.00
Thereafter, the wage specified in (a), i.e.	2617.50	2094.00	2586.50	2069.00	2627.50	2102.00	2596.50	2077.00
Football Jersey Cutter								
(a) Qualified	1819.50	1455.50	1798.00	1438.50	1827.50	1462.00	1806.00	1445.00
(b) Learner								
First year								
First six months of experience	1366.00	1172.15	1350.00	1158.36	1370.00	1172.15	1354.00	1158.36
Second six months of experience	1448.50	1172.15	1431.50	1158.36	1453.00	1172.15	1436.00	1158.36
Second year								
First six months of experience	1523.00	1218.50	1505.00	1204.00	1531.00	1225.00	1513.00	1210.50
Second six months of experience	1604.00	1283.00	1585.00	1268.00	1613.00	1290.50	1594.00	1275.00
Third year								
First four months of experience	1683.00	1346.50	1663.00	1330.50	1689.50	1351.50	1669.50	1335.50
Thereafter, the wage specified in (a), i.e.	1819.50	1455.50	1798.00	1438.50	1827.50	1462.00	1806.00	1445.00
Layer-up								
(a) Qualified	1568.50	1255.00	1550.00	1240.00	1574.00	1259.00	1555.50	1244.50
(b) Learner								
First year								
First six months of experience	1320.00	1172.15	1304.50	1158.36	1326.00	1172.15	1310.50	1158.36
Second six months of experience	1366.00	1172.15	1350.00	1158.36	1370.00	1172.15	1354.00	1158.36
Second year								
First six months of experience	1426.50	1172.15	1409.50	1158.36	1433.50	1172.15	1416.50	1158.36
Thereafter, the wage specified in (a), i.e.	1568.50	1255.00	1550.00	1240.00	1574.00	1259.00	1555.50	1244.50
Part B - Factory Operatives								
Grade A employee								
(a) Qualified	2007.50	1606.00	1984.00	1587.00	2013.50	1611.00	1990.00	1592.00
(b) Learner								
First year								

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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 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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
First six months of experience	1411.50	1172.15	1395.00	1158.36	1417.00	1172.15	1400.50	1158.36
Second six months of experience	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50
Second year								
First six months of experience	1626.00	1301.00	1607.00	1285.50	1632.00	1305.50	1613.00	1290.50
Second six months of experience	1707.00	1365.50	1687.00	1349.50	1718.50	1375.00	1698.50	1359.00
Third year								
First four months of experience	1819.50	1455.50	1798.00	1438.50	1827.50	1462.00	1806.00	1445.00
Thereafter, the wage specified in (a), i.e.	2007.50	1606.00	1984.00	1587.00	2013.50	1611.00	1990.00	1592.00
Grade B employee								
(a) Qualified	1714.50	1371.50	1694.50	1355.50	1721.00	1377.00	1701.00	1361.00
(b) Learner								
First year								
First six months of experience	1391.50	1172.15	1375.00	1158.36	1398.50	1172.15	1382.00	1158.36
Second six months of experience	1464.00	1172.15	1447.00	1158.36	1469.50	1175.50	1452.00	1161.50
Second year								
First six months of experience	1538.00	1230.50	1520.00	1216.00	1544.00	1235.00	1526.00	1221.00
Thereafter, the wage specified in (a), i.e.	1714.50	1371.50	1694.50	1355.50	1721.00	1377.00	1701.00	1361.00
(c) If advanced to Grade A employee:								
First six months from date of advancement	1714.50	1371.50	1694.50	1355.50	1721.00	1377.00	1701.00	1361.00
Second six months from date of advancement	1765.00	1412.00	1744.00	1395.00	1773.00	1418.50	1752.00	1401.50
Third six months from date of advancement	1819.50	1455.50	1798.00	1438.50	1827.50	1462.00	1806.00	1445.00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	2007.50	1606.00	1984.00	1587.00	2013.50	1611.00	1990.00	1592.00
Grade C employee								
(a) Qualified	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50
(b) Learner								
First year								
First six months of experience	1363.00	1172.15	1347.00	1158.36	1369.00	1172.15	1353.00	1158.36

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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 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 80%*(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R	R	R	R	R
Second six months of experience	1401.50	1172.15	1385.00	1158.36	1408.50	1172.15	1392.00	1158.36
Thereafter, the wage specified in (a), i.e.	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50
(c) If advanced to Grade B employee:								
First six months from date of advancement	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50
Second six months from date of advancement	1538.00	1230.50	1520.00	1216.00	1544.00	1235.00	1526.00	1221.00
Thereafter, the wage specified for a qualified Grade B employee, i.e.	1714.50	1371.50	1694.50	1355.50	1721.00	1377.00	1701.00	1361.00
Part C - Clerical Employees								
Clerk								
(a) Qualified	2208.50	1767.00	2182.50	1746.00	2219.00	1775.00	2193.00	1754.50
(b) Learner								
First year	1631.00	1305.00	1612.00	1289.50	1636.00	1309.00	1617.00	1293.50
Second year	1772.00	1417.50	1751.00	1401.00	1780.00	1424.00	1759.00	1407.00
Third year								
First four months of experience	1936.50	1549.00	1913.50	1531.00	1945.50	1556.50	1922.50	1538.00
Thereafter, the wage specified in (a), i.e.	2208.50	1767.00	2182.50	1746.00	2219.00	1775.00	2193.00	1754.50
Factory Clerk								
(a) Qualified	1657.00	1325.50	1637.50	1310.00	1666.00	1333.00	1646.50	1317.00
(b) Learner								
First year	1320.00	1172.15	1304.50	1158.36	1326.00	1172.15	1310.50	1158.36
Second year	1407.00	1172.15	1390.50	1158.36	1414.00	1172.15	1397.50	1158.36
Third year								
First four months of experience	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50
Thereafter, the wage specified in (a), i.e.	1657.00	1325.50	1637.50	1310.00	1666.00	1333.00	1646.50	1317.00
Part D - General								
Boiler attendant	1573.50	1259.00	1555.00	1244.00	1582.00	1265.50	1563.50	1251.00
Despatch packer	1626.00	1301.00	1607.00	1285.50	1632.00	1305.50	1613.00	1290.50
General Worker	1522.00	1217.50	1504.00	1203.00	1528.50	1223.00	1510.50	1208.50

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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 1 Sept 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42.5hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025 (Based on 42hrs per week)	New Ees on Incentivised Scheme Effective 1 Sept 2024 = 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
Labourer	1538.00	1230.50	1520.00	1216.00	1544.00	1235.00	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	1626.00	1301.00	1607.00	1285.50	1632.00	1305.50	1613.00	1290.50
(b) exceeds 1 360 but not 2 720 kg	1688.00	1350.50	1668.00	1334.50	1695.00	1356.00	1675.00	1340.00
(c) exceeds 2 720 kg	1923.00	1538.50	1900.50	1520.50	1935.50	1548.50	1912.50	1530.00
Supervisor, quality controller and instructor	2061.50	1649.00	2037.00	1629.50	2071.00	1657.00	2046.50	1637.00
Traveller's driver	1688.00	1350.50	1668.00	1334.50	1695.00	1356.00	1675.00	1340.00
Watchman or caretaker, whose ordinary hours of work are -								
(a) less than 60 hours per week	1754.00	1403.00	1733.50	1387.00	1762.00	1409.50	1741.50	1393.00
(b) 60 hours per week	1840.00	1472.00	1818.50	1455.00	1850.50	1480.50	1828.50	1463.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage in line with this schedule.

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

"

Clause No.	Existing 2023/2024	New 2024/2025
6.3(2)	1 September 2023	1 September 2024
12.1(3)(b)	R1.73	R1.84
12.2	80 cents	85 cents

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Clause No.	Existing 2023/2024	New 2024/2025
12.4	81 cents	86 cents
14.1(1)	R3.69	R3.93
14.1(2)	R5.64	R6.01
15(1)	31 August 2024	31 August 2025
15(1)	1 September 2023	1 September 2024
Clause 19 Annexure C(5)	22 cents	23 cents

6. Insert new clause no. 26:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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

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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)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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	4949.50	3959.60	4971.50	3977.20
(b) Supervisor/Quality Controller				
(i) Qualified	2022.00	1617.60	2034.00	1627.20
(ii) Learners				
first six months of experience	1388.00	1158.36	1 395.50	1 158.36
second six months of experience	1657.00	1325.60	1 665.50	1 332.40
Thereafter, the wage specified in (ii)(i) i.e.	2022.00	1617.60	2 034.00	1 627.20
(c) Cloakroom Supervisor/Watchman	1410.50	1158.36	1414.50	1158.36
(d) Mechanic	4643.00	3714.40	4666.00	3732.80
(e) Unqualified Mechanic	1730.50	1384.40	1740.50	1392.40
(f) Watchman	1410.50	1158.36	1414.50	1158.36
(g) Labourer	1158.36	1158.36	1158.36	1158.36
(h) Boiler Attendant	1211.00	1158.36	1216.00	1158.36
(ii) Pattern Grader				
(i) Qualified	2 621.50	2 097.20	2 634.50	2 107.60
(ii) Learners				
first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
second six months of experience	1 214.00	1 158.36	1 217.50	1 158.36
third six months of experience	1 412.50	1 158.36	1 420.00	1 158.36
fourth six months of experience	1 619.00	1 295.20	1 625.00	1 300.00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			fifth six months of experience	1 818.50	1 454.80	1 822.50	1 458.00
			sixth six months of experience	2 015.00	1 612.00	2 024.00	1 619.20
			seventh six months of experience	2 217.00	1 773.60	2 226.50	1 781.20
			next four months of experience	2 417.00	1 933.60	2 426.00	1 940.80
			Thereafter. the wage specified in (ii)(i) i.e.	2 621.50	2 097.20	2 634.50	2 107.60
(iii)	**Marker-In**						
		(i) Qualified		2 022.00	1617.60	2 034.00	1 627.20
		(ii) Learners					
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 269.50	1 158.36	1 274.50	1 158.36
			fourth six months of experience	1 390.50	1 158.36	1 398.00	1 158.36
			fifth six months of experience	1 520.50	1 216.40	1 525.50	1 220.40
			sixth six months of experience	1 642.00	1 313.60	1 651.00	1 320.80
			seventh six months of experience	1 770.50	1 416.40	1 779.00	1 423.20
			next four months of experience	1 893.00	1 514.40	1 901.00	1 520.80
			Thereafter, the wage specified in (iii)(i) i.e.	2 022.00	1 617.60	2 034.00	1 627.20
(iv)	**Shaper & Chopper-out, other than an interlining and/or trimming chopper-out**						
		(i) Qualified		1 621.00	1 296.80	1 630.00	1 304.00
		(ii) Learners					
			first six months of experience	1 158.36	1 158.36	1158.36	1158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 185.50	1 158.36	1 193.50	1 158.36
			fourth six months of experience	1 293.50	1 158.36	1 297.00	1 158.36
			fifth six months of experience	1 401.50	1 158.36	1 410.50	1 158.36
			next four months of experience	1 511.00	1 208.80	1 519.00	1 215.20
			Thereafter, the wage specified in (iv)(i) i.e.	1 621.00	1 296.80	1 630.00	1 304.00
(v)	**Checker, Examiner and/or Passer**						
		(i) Qualified		1 410.50	1 158.36	1 414.50	1 158.36
		(ii) Learners					

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 185.50	1 158.36	1 193.50	1 158.36
			next four months of experience	1 294.00	1 158.36	1 298.00	1 158.36
			Thereafter, the wage specified in (v)(i) i.e.	1 410.50	1 158.36	1 414.50	1 158.36
(vi)	(a) Invoice Clerk						
		(i) Qualified		2 022.00	1 617.60	2 034.00	1 627.20
		(ii) Learners					
			first six months of experience	1 457.50	1 166.00	1 464.50	1 171.60
			Thereafter, the wage specified in (vi)(a)(i) i.e.	2 022.00	1 617.60	2 034.00	1 627.20
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk						
		(i) Qualified		1 481.50	1 185.20	1 488.50	1 190.80
		(ii) Learners					
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 271.50	1 158.36	1 276.00	1 158.36
			Thereafter, the wage specified in (vi)(b)(i) i.e.	1 481.50	1 185.20	1 488.50	1 190.80
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:						
		(i) Qualified		1 596.00	1 276.80	1 602.00	1 281.60
		(ii) Learners					
			first six months of experience	1 158.36	1 158.36	1158.36	1158.36
			second six months of experience	1 158.36	1 158.36	1158.36	1158.36
			third six months of experience	1 171.00	1 158.36	1 176.00	1 158.36
			fourth six months of experience	1 276.00	1 158.36	1 281.00	1 158.36
			fifth six months of experience	1 381.00	1 158.36	1 389.50	1 158.36
			next four months of experience	1 490.50	1 192.40	1 497.50	1 198.00
			Thereafter. the wage specified in (vii)(i) i.e.	1 596.00	1 276.80	1 602.00	1 281.60

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WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:						
		(a)	Does not exceed 2 722 kg	1 744.00	1 395.20	1 752.50	1 402.00
		(b)	Exceeds 2 722 kg	2 028.50	1 622.80	2 038.00	1 630.40
(ix)	Part-time Driver of a Motor Vehicle			1 309.00	1 047.00	1 589.00	1 271.20
(x)	Knitting Machine Operator						
		(i)	Qualified	2 079.00	1 663.20	2 090.00	1 672.00
		(ii)	Learners				
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 335.00	1 158.36	1 338.50	1 158.36
			fourth six months of experience	1 521.50	1 217.20	1 526.00	1 220.80
			fifth six months of experience	1 706.00	1 364.80	1 712.00	1 369.60
			next four months of experience	1 893.50	1 514.80	1 902.50	1 522.00
			Thereafter, the wage specified in (x)(i) i.e.	2 079.00	1 663.20	2 090.00	1 672.00
(xi)	Maintenance hand						
		(i)	Qualified	1 193.50	1 158.36	1 196.00	1 158.36
		(ii)	Learners				
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			fourth six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			next four months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			Thereafter, the wage specified in (xi)(i) i.e.	1 193.50	1 158.36	1 196.00	1 158.36
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD							
(i) (a)	Sewing Machinist						
		(i)	Qualified	1 410.50	1 158.36	1 414.50	1 158.36
		(ii)	Learners				
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			Thereafter, the wage specified in (i)(i) i.e.	1 410.50	1 158.36	1 414.50	1 158.36
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer						
		(i) Qualified		1 410.50	1 158.36	1 414.50	1 158.36
		(ii) Learners					
			first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			third six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
			fourth six months of experience	1 185.50	1 158.36	1 193.50	1 158.36
			fifth six months of experience	1 258.50	1 158.36	1 264.00	1 158.36
			next four months of experience	1 334.50	1 158.36	1 337.50	1 158.36
			Thereafter, the wage specified in (i)(i) i.e.	1 410.50	1 158.36	1 414.50	1 158.36
	Set Leader and/or Team Leader			1406,00	1125,00	1 497.50	1 198.00
(ii)	General Worker/Pleater						
		(i) Qualified		1158.36	1158.36	1158.36	1158.36
		(ii) Learners					
			first six months of experience	1158.36	1158.36	1158.36	1158.36
			second six months of experience	1158.36	1158.36	1158.36	1158.36
			Thereafter, the wage specified in (ii)(i) i.e.	1158.36	1158.36	1158.36	1158.36
(iii)	Despatch Packer and Layer-up						
		(i) Qualified		1158.36	1158.36	1158.36	1158.36
		(ii) Learners					
			first six months of experience	1158.36	1158.36	1158.36	1158.36
			second six months of experience	1158.36	1158.36	1158.36	1158.36
			Thereafter, the wage specified in (iii)(i) i.e.	1158.36	1158.36	1158.36	1158.36
(iv)	Plain Sewer						
		(i) Qualified		1158.36	1158.36	1158.36	1158.36
		(ii) Learners					

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
first six months of experience	1158.36	1158.36	1158.36	1158.36
Thereafter. the wage specified in (iv)(i) i.e.	1158.36	1158.36	1158.36	1158.36
(v) **Sample Machinist**	1 602.00	1 281.60	1 611.00	1 288.80
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT				
(i) (a) **Sewing Machinist**				
(i) Qualified:	1 356.50	1 158.36	1 361.00	1 158.36
(ii) Learners:				
first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
third six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
Thereafter, the wage specified in (i)(a)(i) i.e.	1 356.50	1 158.36	1 361.00	1 158.36
(i) (b) **Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:**				
(i) Qualified:	1 356.50	1 158.36	1 361.00	1 158.36
(ii) Learners:				
first six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
second six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
third six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
fourth six months of experience	1 158.36	1 158.36	1 158.36	1 158.36
fifth six months of experience	1 212.00	1 158.36	1 217.00	1 158.36
Next four months of experience	1 284.00	1 158.36	1 287.00	1 158.36
Thereafter, the wage specified in (i)(b)(i) i.e.	1 356.50	1 158.36	1 361.00	1 158.36
Set Leader and/or Team Leader	1353,00	1082,50	1 441.00	1 158.36
(ii) **General Worker/Pleater**				
(i) Qualified	1 158.36	1 158.36	1158.36	1158.36
(ii) Learners				
first six months of experience	1 158.36	1 158.36	1158.36	1158.36
second six months of experience	1 158.36	1 158.36	1158.36	1158.36
Thereafter. the wage specified in (ii)(i) i.e.	1 158.36	1 158.36	1158.36	1158.36

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
(iii)	Despatch Packer						
	(i) Qualified			1 158.36	1 158.36	1158.36	1158.36
	(ii) Learners						
		first six months of experience		1 158.36	1 158.36	1158.36	1158.36
		second six months of experience		1 158.36	1 158.36	1158.36	1158.36
		Thereafter, the wage specified in (iii)(i) i.e.		1 158.36	1 158.36	1158.36	1158.36
(iv)	Layer-Up						
	(i) Qualified			1 158.36	1 158.36	1158.36	1158.36
	(ii) Learners						
		first six months of experience		1 158.36	1 158.36	1158.36	1158.36
		second six months of experience		1 158.36	1 158.36	1158.36	1158.36
		Thereafter, the wage specified in (iii)(i) i.e.		1 158.36	1 158.36	1158.36	1158.36
(v)	Plain Sewer						
	(i) Qualified			1 158.36	1 158.36	1158.36	1158.36
	(ii) Learners						
		first six months of experience		1 158.36	1 158.36	1158.36	1158.36
		Thereafter, the wage specified in (iv)(i) i.e.		1 158.36	1 158.36	1158.36	1158.36
(vi)	Sample Machinist			1 540.50	1 232.40	1 545.00	1 236.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5%, Across-the-Board.							

3. In clause 18 substitute the existing expression "Engagement, Transfer and Termination form" for the new expression "Registration of Employees"

4. Insert new clause:

18.1 REGISTRATION OF EMPLOYEES

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New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

(a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

(b) The Council levy contributions for those new employees , by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

(c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.

(d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
18.1	18.2
18.2	18.3
18.3	18.4
18.4	18.5
18.5	18.6
18.6	18.7

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

Clause No.	Existing 2023/2024	New 2024/2025
20(1)(a)	R3,74	R3,98
20(1)(b)	R4.03	R4,29
21(3)	R31.08	R33.10
23D(1)	59 cents	63 cents
23E(2)	87 cents	93 cents
Clause No.	**Existing 2023/2024**	**New 2024/2025**
35(4)	15 cents	16 cents
35(5)	26 cents	28 cents
36(1)	31 August 2024	1 September 2024

7. Insert new clause no 44

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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



26

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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A		R		R
GRADE 1				
(a) Qualified	1 809.20	1 447.35	1817.65	1 454.10
(b) Learner				
0 - 6 months	1 194.20	1 172.15	1199.90	1 172.15
7 - 12 months	1 320.95	1 172.15	1327.05	1 172.15
13 - 18 months **	1 447.55	1 172.15	1454.35	1 172.15
Thereafter, the qualifying wage applies	1 809.20	1 447.35	1817.65	1 454.10
GRADE 2				
(a) Qualified	1 572.35	1 257.90	1579.85	1 263.90
(b) Learner				
0 - 6 months	1 187.85	1 172.15	1193.30	1 172.15
Thereafter, the qualifying wage applies	1 572.35	1 257.90	1579.85	1 263.90
GRADE A				
(a) Qualified	1 611.20	1 288.95	1618.45	1 294.75
(b) Learner				
0 - 6 months	1 251.45	1 172.15	1257.40	1 172.15
Thereafter, the qualifying wage applies	1 611.20	1 288.95	1618.45	1 294.75
HEAD CUTTER	2 886.65	2 309.30	2899.80	2 319.85

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
ASSISTANT HEAD CUTTER	2 309.10	1 847.30	2319.60	1 855.70
CUTTER/TRIMMER				
(a) Qualified	1 813.60	1 450.90	1822.10	1 457.70
(b) Learner				
0 - 6 months	1 172.15	1 172.15	1172.15	1 172.15
7 - 12 months	1 271.15	1 172.15	1276.65	1 172.15
13 - 18 months	1 399.10	1 172.15	1405.70	1 172.15
19 - 22 months	1 551.35	1 241.10	1558.30	1 246.65
Thereafter, the qualifying wage applies	1 813.60	1 450.90	1822.10	1 457.70
BAND KNIFE CUTTER				
(a) Qualified	1 908.70	1 526.95	1917.45	1 533.95
(b) Learner				
0 - 6 months	1 272.80	1 172.15	1278.50	1 172.15
7 - 12 months	1 413.35	1 172.15	1419.95	1 172.15
13 - 18 months	1 542.25	1 233.80	1549.65	1 239.70
19 - 22 months	1 689.20	1 351.35	1696.90	1 357.50
Thereafter, the qualifying wage applies	1 908.70	1 526.95	1917.45	1 533.95
MECHANIC				
(a) Qualified	3 102.10	2 481.70	3116.25	2 493.00
(b) Learner				
0 - 6 months	1 431.20	1 172.15	1437.70	1 172.15
7 - 12 months	1 643.50	1 314.80	1651.25	1 321.00
13 - 18 months	1 886.15	1 508.90	1895.15	1 516.10

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
19 - 24 months	2 129.05	1 703.25	2139.05	1 711.25
25 - 30 months	2 387.75	1 910.20	2398.95	1 919.15
31 - 36 months	2 625.85	2 100.70	2637.95	2 110.35
37 - 40 months	2 859.85	2 287.90	2873.15	2 298.50
Thereafter, the qualifying wage applies	3 102.10	2 481.70	3116.25	2 493.00
CLERK *				
(a) Qualified	1 938.90	1 551.10	1947.90	1 558.30
(b) Learner				
0 - 6 months	1 318.25	1 172.15	1324.35	1 172.15
7 - 12 months	1 488.45	1 190.75	1495.30	1 196.25
13 - 18 months	1 628.45	1 302.75	1635.80	1 308.65
Thereafter, the qualifying wage applies	1 938.90	1 551.10	1947.90	1 558.30
WATCHMAN	1 625.10	1 300.10	1632.60	1 306.10
DRIVER 1	1 526.40	1 221.10	1533.45	1 226.75
DRIVER 2	1 667.85	1 334.30	1675.60	1 340.50
DRIVER 3	1 944.85	1 555.90	1953.85	1 563.10
DRIVER 4	2 348.95	1 879.15	2359.90	1 887.90
FOREPERSON	2 223.70	1 778.95	2234.05	1 787.25

* 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.

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5%, 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)

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
					R		R
(i)	**Foreman:**			3 396.20	2 716.95	3411.9	2729.5
(ii)	**Dyer: (See (iv) below)**						
(iii)	**Storeman:**						
	(i)	Qualified:		3 269.10	2 615.30	3284.15	2627.3
	(ii)	Learners:					
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 703.10	1 362.50	1710.85	1 368.70
			third six months of experience	2 225.35	1 780.30	2235.6	1 788.50
			next four months of experience	2 747.15	2 197.70	2759.75	2 207.80
			Thereafter, the wage specified in (iii)(i) i.e.	3 269.10	2 615.30	3284.15	2 627.30
(iv)	**Mechanic/Dyer:**						
	(i)	Qualified:		3 396.20	2 716.95	3411.9	2 729.50
	(ii)	Learners:					-
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 402.20	1 172.15	1409	1 172.15
			third six months of experience	1 623.70	1 298.95	1631.4	1 305.10
			fourth six months of experience	1 845.60	1 476.50	1854	1 483.20
			fifth six months of experience	2 067.30	1 653.85	2077.05	1 661.65
			sixth six months of experience	2 288.05	1 830.45	2298.7	1 838.95
			seventh six months of experience	2 510.30	2 008.25	2521.85	2 017.50
			eighth six months of experience	2 731.70	2 185.35	2744.5	2 195.60
			ninth six months of experience	2 953.00	2 362.40	2966.7	2 373.35
			next four months of experience	3 175.10	2 540.10	3189.75	2 551.80
			Thereafter, the wage specified in (iv)(i) i.e.	3 396.20	2 716.95	3411.9	2 729.50

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(v)	**Mechanic's Assistant:**					
	(i)	Qualified:	2 224.70	1 779.75	2235.05	1 788.05
	(ii)	Learners:				
		first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
		second six months of experience	1 284.40	1 172.15	1290.35	1 172.15
		third six months of experience	1 390.25	1 172.15	1396.75	1 172.15
		fourth six months of experience	1 493.40	1 194.70	1500.3	1 200.25
		fifth six months of experience	1 598.35	1 278.70	1605.95	1 284.75
		sixth six months of experience	1 703.20	1 362.55	1711.1	1 368.90
		seventh six months of experience	1 807.05	1 445.65	1815.35	1 452.30
		eighth six months of experience	1 911.95	1 529.55	1920.5	1 536.40
		ninth six months of experience	2 015.65	1 612.50	2025.05	1 620.05
		next four months of experience	2 120.35	1 696.30	2129.95	1 703.95
		Thereafter, the wage specified in (v)(i) i.e.	2 224.70	1 779.75	2235.05	1 788.05
(vi)	**Supervisor:**		2 351.85	1 881.50	2362.65	1 890.10
(vii)	**Final Examiner of fully-fashioned garments:**		2 183.95	1 747.15	2194.05	1 755.25
(viii)	**Factory Clerk, Despatch Clerk, Stores Clerk:**					-
	(i)	Qualified:	2 138.45	1 710.75	2148.4	1 718.70
	(ii)	Learners:				-
		first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
		second six months of experience	1 420.20	1 172.15	1426.8	1 172.15
		third six months of experience	1 659.65	1 327.70	1667.45	1 333.95
		next four months of experience	1 899.25	1 519.40	1908.05	1 526.45

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (viii)(i) i.e.	2 138.45	1 710.75	2148.4	1 718.70
(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:	2 138.45	1 710.75	2148.4	1 718.70
	(ii)		Learners:				
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 340.10	1 172.15	1346.6	1 172.15
			third six months of experience	1 499.50	1 199.60	1506.5	1 205.20
			fourth six months of experience	1 659.65	1 327.70	1667.6	1 334.10
			fifth six months of experience	1 819.20	1 455.35	1827.4	1 461.90
			next four months of experience	1 979.10	1 583.30	1988.3	1 590.65
			Thereafter, the wage specified in (ix)(i) i.e.	2 138.45	1 710.75	2148.4	1 718.70
(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:	1 866.00	1 492.80	1874.75	1 499.80
	(ii)		Learners:				-
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 351.80	1 172.15	1357.95	1 172.15
			third six months of experience	1 522.90	1 218.30	1530	1 224.00
			next four months of experience	1 694.80	1 355.85	1702.6	1 362.10

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			Thereafter, the wage specified in (x)(i) i.e.	1 866.00	1 492.80	1874.75	1 499.80
(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	1 783.80	1 427.05	1792	1 433.60
		(b)	exceeds 453,5 kg but not 2 721 kg	2 106.15	1 684.90	2115.95	1 692.75
		(c)	exceeds 2 721 kg but not 4 535 kg	2 242.80	1 794.25	2253.1	1 802.50
		(d)	exceeds 4 535 kg	2 433.90	1 947.10	2444.9	1 955.90
(xii)	**Security Officer:**			2 724.45	2 179.55	2737	2 189.60
(xiii)	**Watchman:**			2 102.45	1 681.95	2112.2	1 689.75
(xiv)	**Employee not elsewhere specified:**						
	(i)		Qualified:	2 188.95	1 751.15	2198.95	1 759.15
	(ii)		Learners:				
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 432.50	1 172.15	1439.4	1 172.15
			third six months of experience	1 685.30	1 348.25	1693	1 354.40
			next four months of experience	1 936.85	1 549.50	1945.9	1 556.70
			thereafter, the wage specified in (xiv)(i) i.e.	2 188.95	1 751.15	2198.95	1 759.15

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner						
	(i)	Qualified:		1 534.05	1 227.25	1541.05	1 232.85
	(ii)	Learners:					
			first six months of experience	1 181.05	1 172.15	1186.55	1 172.15
			second six months of experience	1 298.30	1 172.15	1304.35	1 172.15
			third six months of experience	1 417.05	1 172.15	1423.35	1 172.15
			Thereafter, the wage specified in (xv) (i) i.e.	1 534.05	1 227.25	1541.05	1 232.85
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker			1 534.05	1 227.25	1541.05	1 232.85
(xvii)	General Worker (Knitting)			1 781.90	1 425.50	1790.2	1 432.15

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5%, Across-the-Board.				
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW				

"

3. In clause 20, insert the following new sub-clause(1) :

" (1) New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

(a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

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(b) The Council Levy contributions for those new employees, both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

(c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.

(d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired."

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

Existing	New
20.1	20.2
20.2	20.3
20.3	20.4
20.4	20.5
20.5	20.6
20.6	20.7

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

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Clause No.	Existing 2023/2024	New 2024/2025
25(1)	R4,41	R4,70
25(2)	R5,97	R6,36
26(1)	55 cents	59 cents
26(2)	79 cents	84 cents
40(1)	31 August 2024	31 August 2025
40(1)	1 September 2023	1 September 2024
Annexure C of Clause 43(5)	26 cents	28 cents

6. Insert a new clause 50

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

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

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

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"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:

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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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:	3 254.30	2 603.44	3 269.30	2 615.44
	(ii) Learners:				
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
	second six months of experience	1 517.00	1 213.60	1 524.10	1 219.28
	third six months of experience	1 866.80	1 493.44	1 875.50	1 500.40
	fourth six months of experience	2 185.10	1 748.08	2 195.30	1 756.24
	fifth six months of experience	2 564.50	2 051.60	2 576.80	2 061.44
	next four months of experience	2 912.60	2 330.08	2 926.10	2 340.88
	Thereafter. the wage specified in (A)(i) i.e.	3 254.30	2 603.44	3 269.30	2 615.44
(B)	**Marker-In:**				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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:		2 701.90	2 161.52	2 714.80	2 171.84
	(ii) Learners:					
		first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
		second six months of experience	1 424.70	1 139.76	1 431.60	1 145.28
		third six months of experience	1 680.90	1 344.72	1 689.00	1 351.20
		fourth six months of experience	1 935.90	1 548.72	1 945.40	1 556.32
		fifth six months of experience	2 191.60	1 753.28	2 202.20	1 761.76
		next four months of experience	2 447.60	1 958.08	2 458.70	1 966.96
		Thereafter. the wage specified in (B)(i) i.e.	2 701.90	2 161.52	2 714.80	2 171.84
(C)	**Mechanic:**					
	(i) Qualified:		2 635.10	2 108.08	2 647.80	2 118.24
	(ii) Learners:					
		first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
		second six months of experience	1 332.20	1 103.20	1 338.30	1 103.20
		third six months of experience	1 495.20	1 196.16	1 502.40	1 201.92
		fourth six months of experience	1 658.30	1 326.64	1 666.10	1 332.88
		fifth six months of experience	1 821.90	1 457.52	1 830.40	1 464.32
		sixth six months of experience	1 983.00	1 586.40	1 992.70	1 594.16
		seventh six months of experience	2 147.60	1 718.08	2 157.60	1 726.08
		eighth six months of experience	2 309.90	1 847.92	2 321.20	1 856.96
		next four months of experience	2 473.50	1 978.80	2 485.10	1 988.08
		Thereafter. the wage specified in (C)(i) i.e.	2 635.10	2 108.08	2 647.80	2 118.24
(D)	**Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:**					
	(i) Qualified:		1 957.00	1 565.60	1 966.70	1573.36
	(ii) Learners:					

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
	second six months of experience	1 366.60	1 103.20	1 373.40	1 103.20
	third six months of experience	1 564.40	1 251.52	1 571.60	1 257.28
	next four months of experience	1 763.40	1 410.72	1 771.40	1 417.12
	Thereafter. the wage specified in (D)(i) i.e.	1 957.00	1 565.60	1 966.70	1 573.36
*(E1)	**Sample Machinist:**	1 946.10	1 556.88	1 955.10	1 564.08
(E)(a)	**Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):**				
	(i) Qualified:	1 691.80	1 353.44	1 699.70	1 359.76
	(ii) Learners:				
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
	second six months of experience	1 300.30	1 103.20	1 306.20	1 103.20
	third six months of experience	1 428.50	1 142.80	1 435.60	1 148.48
	Thereafter. the wage specified in (E)(i) i.e.	1 691.80	1 353.44	1 699.70	1 359.76
(E)(b)	**Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:**				
	(i) Qualified:	1 691.80	1 353.44	1 699.70	1 359.76
	(ii) Learners:				
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20

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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 Sept 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	second six months of experience	1 300.30	1 103.20	1 306.20	1 103.20
	third six months of experience	1 428.50	1 142.80	1 435.60	1 148.48
	next four months of experience	1 564.70	1 251.76	1 571.70	1 257.36
	Thereafter. the wage specified in (E)(i) i.e.	1 691.80	1 353.44	1 699.70	1 359.76
(F1)	**Machinist promoted to Assistant Supervisor:**				
	(i) Qualified:	2 010.30	1 608.24	2 020.10	1 616.08
	(ii) Learners:				
	first six months of experience	1 691.80	1 353.44	1 699.70	1 359.76
	second six months of experience	1 801.90	1 441.52	1 810.10	1 448.08
	third six months of experience.	1 907.70	1 526.16	1 916.80	1 533.44
	Thereafter. the wage specified in (F1)(i) i.e	2 010.30	1 608.24	2 020.10	1 616.08
(F)	**Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:**				
	(i) Qualified:	2 010.30	1 608.24	2 020.10	1 616.08
	(ii) Learners:				
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
	second six months of experience	1 381.20	1 104.96	1 387.40	1 109.92
	third six months of experience	1 591.10	1 272.88	1 598.70	1 278.96
	next four months of experience	1 803.30	1 442.64	1 812.00	1 449.60
	Thereafter. the wage specified in (F)(i) i.e.	2 010.30	1 608.24	2 020.10	1 616.08

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	1 403.60	1 122.88	1 410.00	1 128.00
	(ii) Learners:				
	first six months of experience	1 172.20	1 103.20	1 177.30	1 103.20
	second six months of experience	1 228.70	1 103.20	1 233.90	1 103.20
	third six months of experience	1 286.20	1 103.20	1 292.60	1 103.20
	next four months of experience	1 343.90	1 103.20	1 350.00	1 103.20
	Thereafter. the wage specified in (G)(i) i.e	1 403.60	1 122.88	1 410.00	1 128.00
(H1)	Foreman:	4168,80	3335,00	4 460.40	3 568.32
(H2)	Supervisor, Assistant Foreman, Head Cutter:	2273,70	1819,00	2 432.70	1 946.16
(H3)	Artisan:	4759,10	3807,30	5 091.70	4 073.36
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1 559.60	1 247.68	1 566.90	1 253.52
(H5)	Watchman:	1 802.10	1 441.68	1 810.60	1 448.48
(H6)	Driver (Light Motor Vehicle):	1 776.40	1 421.12	1 784.40	1 427.52
(H7)	Driver (Medium Motor Vehicle):	1 899.50	1 519.60	1 908.10	1 526.48

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5%, Across-the-Board.					

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

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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 2024 to 31 Aug 2025	Across the Board Increase 6.5%	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	Across the Board Increase 6.5%	New Employees on Incentivised Scheme Effective 1 September 2024 = 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	3254.30	198.60	2603.44	3269.30	199.50	2615.44
B	2701.90	164.90	2161.52	2714.80	165.70	2171.84
C	2635.10	160.80	2108.08	2647.80	161.60	2118.24
D	1957.00	119.40	1565.60	1966.70	120.00	1573.36
E1	1946.10	118.80	1556.88	1955.10	119.30	1564.08
E (a)	1691.80	103.30	1353.44	1699.70	103.70	1359.76
E (b)	1691.80	103.30	1353.44	1699.70	103.70	1359.76
F1	2010.30	122.70	1608.24	2020.10	123.30	1616.08
F	2010.30	122.70	1608.24	2020.10	123.30	1616.08
G	1403.60	85.70	1122.88	1410.00	86.10	1128.00
H1	4439.80	271.00	3551.84	4460.40	272.20	3568.32
H2	2421.50	147.80	1937.20	2432.70	148.50	1946.16
H3	5068.40	309.30	4054.72	5091.70	310.80	4073.36
H4	1559.60	95.20	1247.68	1566.90	95.60	1253.52
H5	1802.10	110.00	1441.68	1810.60	110.50	1448.48
H6	1776.40	108.40	1421.12	1784.40	108.90	1427.52
H7	1899.50	115.90	1519.60	1908.10	116.50	1526.48

4. In clause 4B(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."

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5. In clause 4B(1), 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	**Supervisor:**	2 731.30	2 185.00	2 737.60	2 190.10
(b)	**Milliner (Upgrade to Trimmer):**				
	(i) Qualified	2 166.20	1 733.00	2 172.00	1 737.60
	(ii) Learners:				
	first six months of experience	1 534.90	1 227.90	1 538.50	1 230.80
	second six months of experience	1 678.30	1 342.60	1 682.10	1 345.70
	third six months of experience	1 842.70	1 474.20	1 846.90	1 477.50
	next four months of experience	2 043.30	1 634.60	2 048.30	1 638.60
	Thereafter. the wage specified in (b)(i) i.e.	2 166.20	1 733.00	2 172.00	1 737.60
(c)	**(1) Blocker-Front (Upgrade from Assistant Blocker):**				
	(i) Qualified:	1 822.70	1 458.20	1 827.00	1 461.60
	(ii) Learners:				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 510.80	1 208.60	1 514.40	1 211.50
		second six months of experience	1 559.70	1 247.80	1 563.20	1 250.60
		third six months of experience	1 658.30	1 326.60	1 662.00	1 329.60
		next four months of experience	1 735.40	1 388.30	1 739.80	1 391.80
		Thereafter. the wage specified in (c)(1)(i) i.e.	1 822.70	1 458.20	1 827.00	1 461.60
	(2) Driver:		1 822.70	1 458.20	1 827.00	1 461.60
(d)	Machine Operator & Chopper-Out:					
	(i) Qualified:		1 687.10	1 349.70	1 690.50	1 352.40
	(ii) Learners:					
		first six months of experience	1 109.90	1 130.78	1 109.90	1 130.78
		second six months of experience	1 215.40	1 130.78	1 218.10	1 130.78
		third six months of experience	1 301.30	1 130.78	1 304.60	1 130.78
		next four months of experience	1 502.40	1 201.90	1 505.90	1 204.70
		Thereafter. the wage specified in (d)(i) i.e.	1 687.10	1 349.70	1 690.50	1 352.40
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:					
	(i) Qualified:		1 437.90	1 150.30	1 441.10	1 152.90
	(ii) Learners:					
		first six months of experience	1 109.90	1 130.78	1 109.90	1 130.78
		second six months of experience	1 165.90	1 130.78	1 168.60	1 130.78
		third six months of experience	1 251.80	1 130.78	1 255.20	1 130.78
		next four months of experience	1 347.10	1 130.78	1 349.90	1 130.78
		Thereafter. the wage specified in (e)(i) i.e.	1 437.90	1 150.30	1 441.10	1 152.90
(f)	Boiler Attendant & Watchman:		1 572.70	1 258.20	1 576.60	1 261.30
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase base on 6.5%, Across-the-Board.						

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5. In clause 18 substitute the existing expression "Engagement of Permanent and Contract Employees" for the new expression "Registration of Employees"

6. Insert new clause:

18.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

(a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

(b) The Council levy contributions for those new employees , by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

(c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.

(d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
18.1	18.2
18.2	18.3
18.3	18.4

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18.4	18.5
18.5	18.6

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

Clause No.	Existing 2023/2024	New 2024/2025
26(3)	59 cents	63 cents
27(1)	31 August 2024	1 September 2024
27(1)	1 September 2024	1 September 2025
30(4)	15 cents	16 cents
30(5)	27 cents	29 cents
31(1)	87 cents	93 cents
33(1)(a)	31 August 2024	1 September 2024
33(1)(a)	R3,74	R3,98
33(1)(a)	R3,74	R3,98
33(1)(b)	R4.03	R4,29

Insert new clause no.38

9. **EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE**

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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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:

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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:	3 375.70	2 700.60	3 391.80	2 713.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	3 249.30	2 599.40	3 264.70	2 611.80
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
	second six months of experience	1 692.30	1 353.80	1 700.00	1 360.00
	third six months of experience	2 211.30	1 769.00	2 221.70	1 777.40
	next four months of experience	2 730.30	2 184.20	2 743.30	2 194.60
	Thereafter. the wage specified in (iii)(i) i.e.	3 249.30	2 599.40	3 264.70	2 611.80
(iv)	Mechanic/Dyer:				
	(i) Qualified:	3 375.70	2 700.60	3 391.80	2 713.40
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
	second six months of experience	1 393.30	1 172.15	1 399.70	1 172.15
	third six months of experience	1 613.50	1 290.80	1 621.10	1 296.90
	fourth six months of experience	1 834.00	1 467.20	1 842.50	1 474.00
	fifth six months of experience	2 054.10	1 643.30	2 063.90	1 651.10
	sixth six months of experience	2 274.20	1 819.40	2 284.90	1 827.90
	seventh six months of experience	2 494.50	1 995.60	2 506.40	2 005.10
	eighth six months of experience	2 714.90	2 171.90	2 727.80	2 182.20
	ninth six months of experience	2 934.70	2 347.80	2 948.30	2 358.60
	next four months of experience	3 156.20	2 525.00	3 170.80	2 536.60
	Thereafter. the wage specified in (iv)(i) i.e.	3 375.70	2 700.60	3 391.80	2 713.40
(v)	Mechanic's Assistant:				
	(i) Qualified:	2 210.70	1 768.60	2 220.60	1 776.50
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			second six months of experience	1 275.90	1 172.15	1 281.40	1 172.15
			third six months of experience	1 356.40	1 172.15	1 387.40	1 172.15
			fourth six months of experience	1 484.10	1 187.30	1 490.50	1 192.40
			fifth six months of experience	1 588.30	1 270.60	1 595.60	1 276.50
			sixth six months of experience	1 692.40	1 353.90	1 700.20	1 360.20
			seventh six months of experience	1 795.50	1 436.40	1 804.10	1 443.30
			eighth six months of experience	1 900.30	1 520.20	1 908.30	1 526.60
			ninth six months of experience	2 003.20	1 602.60	2 012.20	1 609.80
			next four months of experience	2 107.50	1 686.00	2 117.00	1 693.60
			Thereafter, the wage specified in (v)(i) i.e.	2 210.70	1 768.60	2 220.60	1 776.50
(vi)	**Supervisor:**			2 337.50	1 870.00	2 348.30	1 878.60
(vii)	**Final Examiner of fully-fashioned garments:**			2 170.00	1 736.00	2 180.50	1 744.40
(viii)	**Factory Clerk, Despatch Clerk, Stores Clerk:**						
		(i) Qualified		2 124.90	1 699.90	2 135.10	1 708.10
		(ii) Learners:					
			first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
			second six months of experience	1 410.70	1 172.15	1 417.50	1 172.15
			third six months of experience	1 648.90	1 319.10	1 656.40	1 325.10
			next four months of experience	1 887.30	1 509.80	1 896.30	1 517.00
			Thereafter, the wage specified in (viii)(i) i.e.	2 124.90	1 699.90	2 135.10	1 708.10
(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:		2 124.90	1 699.90	2 135.10	1 708.10
		(ii) Learners:					
			first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	second six months of experience	1 331.60	1 172.15	1 337.10	1 172.15
	third six months of experience	1 489.80	1 191.80	1 496.50	1 197.20
	fourth six months of experience	1 648.90	1 319.10	1 656.40	1 325.10
	fifth six months of experience	1 807.30	1 445.80	1 816.10	1 452.90
	next four months of experience	1 966.60	1 573.30	1 975.40	1 580.30
	Thereafter, the wage specified in (ix)(i) i.e.	2 124.90	1 699.90	2 135.10	1 708.10
(x)(a)	**Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:**				
	(i) Qualified:	1 854.30	1 483.40	1 862.70	1 490.20
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
	second six months of experience	1 342.90	1 172.15	1 349.20	1 172.15
	third six months of experience	1 512.90	1 210.30	1 520.40	1 216.30
	next four months of experience	1 684.00	1 347.20	1 691.80	1 353.40
	Thereafter, the wage specified in (x)(i) i.e.	1 854.30	1 483.40	1 862.70	1 490.20
(x)(b)	**Sewing Machinist including a button, buttonhole and hemming machinist:**				
	(i) Qualified:	1 854.30	1 483.40	1 862.70	1 490.20
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
	second six months of experience	1 342.90	1 172.15	1 349.20	1 172.15
	third six months of experience	1 512.90	1 210.30	1 520.40	1 216.30
	Thereafter. the wage specified in (x)(i) i.e.	1 854.30	1 483.40	1 862.70	1 490.20
(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—:**				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		(a) does not exceed 453,5 kg	1 772.70	1 418.20	1 780.80	1 424.60
		(b) exceeds 453,5 kg but not 2 721 kg	2 092.90	1 674.30	2 102.30	1 681.80
		(c) exceeds 2 721 kg but not 4 535 kg	2 228.70	1 783.00	2 239.20	1 791.40
		(d) exceeds 4 535 kg	2 418.50	1 934.80	2 430.10	1 944.10
(xii)	**Security Officer:**		2 707.80	2 166.20	2 719.90	2 175.90
(xiii)	**Watchman:**		2 089.30	1 671.40	2 098.90	1 679.10
(xiv)	**Employee not elsewhere specified:**					
		(i) Qualified:	2 175.20	1 740.20	2 185.20	1 748.20
		(ii) Learners:				
		first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15
		second six months of experience	1 422.80	1 172.15	1 429.80	1 172.15
		third six months of experience	1 674.10	1 339.30	1 682.10	1 345.70
		next four months of experience	1 924.60	1 539.70	1 933.40	1 546.70
		Thereafter. the wage specified in (xiv)(i) i.e.	2 175.20	1 740.20	2 185.20	1 748.20

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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:	1 770.60	1 416.50	1 778.90	1 423.10
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1 524.10	1 219.30	1 531.20	1 225.00
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	1 524.10	1 219.30	1 531.20	1 225.00
	(ii) Learners:				
	first six months of experience	1 173.00	1 172.15	1 178.70	1 172.15

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 September 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
second six months of experience	1 289.40	1 172.15	1 295.60	1 172.15
third six months of experience	1 407.70	1 172.15	1 413.90	1 172.15
Thereafter. the wage specified in (xvii) (i) i.e.	1 524.10	1 219.30	1 531.20	1 225.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5%, Across-the-Board.				

3. In clause 10 substitute the existing expression "Engagement in employment "for the new expression "Registration of Employees"

4. Insert new clause:

10.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

(a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

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(b) The Council levy contributions for those new employees , by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

(c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.

(d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
10.1	10.2
10.2	10.3
10.3	10.4
10.4	10.5

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

Clause No.	Existing 2023/2024	New 2024/2025
11(2)(a)	R3,74	R3,98
11(2)(b)	R4,03	R4,29
13E(1)	58 cents	62 cents
13F(2)	86 cents	92 cents

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Clause No.	Existing 2023/2024	New 2024/2025
19(4)	R32,54	R34,66
19(5)	R32,54	R34,66
20(2)(b)	R10,19	R10,85
30(4)	15 cents	16 cents
30(5)	27 cents	29 cents
31(1)	31 August 2024	1 September 2024

7. Insert new clause no.39

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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

1. In clause 1(2)(b), substitute the new expression "R178 308,00 per annum" for the existing expression "R167 412,00 per annum".
2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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	3416,00	2733,00	3 429,00	2 743,00
Pattern Maker:				
(a) Qualified	3416,00	2733,00	3 429,00	2 743,00
(b) Learner				
First year				
First six months of experience	1913,50	1531,00	1 919,00	1 535,00
Second six months of experience	2113,00	1690,50	2 119,50	1 695,50
Second year				
First six months of experience	2310,00	1848,00	2 321,50	1 857,00
Second six months of experience	2522,50	2018,00	2 534,50	2 027,50
Third year				
First six months of experience	2752,00	2201,50	2 763,50	2 211,00
Next four months of experience	2968,50	2375,00	2 983,50	2 387,00
Thereafter, the wage specified in (a), i.e.	3416,00	2733,00	3 429,00	2 743,00
Pattern Grader				
(a) Qualified	2755,00	2204,00	2 766,00	2 213,00
(b) Learner				
First year				
First six months of experience	1797,00	1437,50	1 809,00	1 447,00
Second six months of experience	1913,50	1531,00	1 919,00	1 535,00
Second year				
First six months of experience	2024,00	1619,00	2 037,50	1 630,00
Second six months of experience	2170,00	1736,00	2 180,00	1 744,00
Third year				
First six months of experience	2310,00	1848,00	2 321,50	1 857,00
Next four months of experience	2460,00	1968,00	2 472,00	1 977,50
Thereafter, the wage specified in (a), i.e.	2755,00	2204,00	2 766,00	2 213,00
Cutter, lay-maker				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
(a) Qualified	2657,00	2125,50	2 667,50	2 134,00
(b) Learner				
First year				
First six months of experience	1613,00	1290,50	1 622,50	1 298,00
Second six months of experience	1777,00	1421,50	1 784,00	1 427,00
Second year				
First six months of experience	1937,00	1549,50	1 948,00	1 558,50
Second six months of experience	2119,50	1695,50	2 132,50	1 706,00
Third year				
First four months of experience	2324,50	1859,50	2 336,00	1 869,00
Thereafter, the wage specified in (a), i.e.	2657,00	2125,50	2 667,50	2 134,00
Interlining cutter, trimmer, leather cutter and tie cutter				
(a) Qualified	1915,00	1532,00	1 923,50	1 539,00
(b) Learner				
First year				
First six months of experience	1438,00	1172,15	1 442,00	1 172,15
Second six months of experience	1524,50	1219,50	1 529,50	1 223,50
Second year				
First six months of experience	1603,00	1282,50	1 611,50	1 289,00
Second six months of experience	1688,50	1351,00	1 698,00	1 358,50
Third year				
First four months of experience	1771,50	1417,00	1 778,50	1 423,00
Thereafter, the wage specified in (a), i.e.	1915,00	1532,00	1 923,50	1 539,00
(c) If **advanced** to learner cutter:				
First six months from date of advancement	2074,50	1659,50	2 084,50	1 667,50
Second six months from date of advancement	2324,50	1859,50	2 336,00	1 869,00
Thereafter, the wage specified for a qualified cutter, i.e.	2657,00	2125,50	2 667,50	2 134,00
Layer-up:				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
(a) Qualified	1651,00	1321,00	1 657,00	1 325,50
(b) Learner				
First year				
First six months of experience	1389,50	1172,15	1 396,00	1 172,15
Second six months of experience	1438,00	1172,15	1 442,00	1 172,15
Second year				
First six months of experience	1501,50	1201,00	1 509,00	1 207,00
Thereafter, the wage specified in (a), i.e.	1651,00	1321,00	1 657,00	1 325,50
(c) If **advanced** to learner cutter:				
First six months	1651,00	1321,00	1 657,00	1 325,50
Second six months	1937,00	1549,50	1 948,00	1 558,50
Third six months	2119,50	1695,50	2 132,50	1 706,00
Fourth six months from date of advancement	2324,50	1859,50	2 336,00	1 869,00
Thereafter, the wage specified for a qualified cutter, i.e.	2657,00	2125,50	2 667,50	2 134,00
(d) If **advanced** to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
First six months	1651,00	1321,00	1 657,00	1 325,50
Second six months	1771,50	1417,00	1 778,50	1 423,00
Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1915,00	1532,00	1 923,50	1 539,00
(e) If advanced to fitter-up:				
First six months	1651,00	1321,00	1 657,00	1 325,50
Second six months	1711,50	1369,00	1 718,00	1 374,50
Third six months	1797,00	1437,50	1 809,00	1 447,00
Fourth six months	1915,00	1532,00	1 923,50	1 539,00
Thereafter, the wage specified for fitter-up, i.e.	2113,00	1690,50	2 119,50	1 695,50

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Clicker:				
(a) Qualified	1975,00	1580,00	1 984,50	1 587,50
(b) Learner				
First year	1481,00	1185,00	1 488,50	1 191,00
Second year	1688,50	1351,00	1 698,00	1 358,50
Thereafter, the wage specified in (a) i.e.	1975,00	1580,00	1 984,50	1 587,50
Tracer:				
(a) Qualified	1853,50	1483,00	1 861,00	1 489,00
(b) Learner				
First year				
First six months of experience	1481,00	1185,00	1 488,50	1 191,00
Second six months of experience	1585,50	1268,50	1 592,50	1 274,00
Second year				
First six months of experience	1677,00	1341,50	1 684,00	1 347,00
Thereafter, the wage specified in (a), i.e.	1853,50	1483,00	1 861,00	1 489,00
Part B - Factory Operatives				
Clothing machine mechanic:				
(a) Qualified	3416,00	2733,00	3 429,00	2 743,00
(b) Learner				
First year				
First six months of experience	1913,50	1531,00	1 919,00	1 535,00
Second six months of experience	2113,00	1690,50	2 119,50	1 695,50
Second year				
First six months of experience	2310,00	1848,00	2 321,50	1 857,00
Second six months of experience	2522,50	2018,00	2 534,50	2 027,50
Third year				
First four months of experience	2752,00	2201,50	2 763,50	2 211,00
Second four months of experience	2968,50	2375,00	2 983,50	2 387,00
Thereafter, the wage specified in (a), i.e.	3416,00	2733,00	3 429,00	2 743,00
Clothing technician:				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
(a) Qualified	3416,00	2733,00	3 429,00	2 743,00
(b) Learner				
First year				
First six months of experience	1913,50	1531,00	1 919,00	1 535,00
Second six months of experience	2113,00	1690,50	2 119,50	1 695,50
Second year				
First six months of experience	2310,00	1848,00	2 321,50	1 857,00
Second six months of experience	2522,50	2018,00	2 534,50	2 027,50
Third year				
First six months of experience	2752,00	2201,50	2 763,50	2 211,00
Next four months of experience	2968,50	2375,00	2 983,50	2 387,00
Thereafter, the wage specified in (a), i.e.	3416,00	2733,00	3 429,00	2 743,00
Grade A employee:				
(a) Qualified	2113,00	1690,50	2 119,50	1 695,50
(b) Learner				
First year				
First six months of experience	1486,00	1189,00	1 491,50	1 193,00
Second six months of experience	1602,00	1281,50	1 609,00	1 287,00
Second year				
First six months of experience	1711,50	1369,00	1 718,00	1 374,50
Second six months of experience	1797,00	1437,50	1 809,00	1 447,00
Third year				
First four months of experience	1915,00	1532,00	1 923,50	1 539,00
Thereafter, the wage specified in (a), i.e.	2113,00	1690,50	2 119,50	1 695,50
Grade B employee:				
(a) Qualified	1804,50	1443,50	1 811,50	1 449,00
(b) Learner				
First year				
First six months of experience	1464,50	1172,15	1 472,00	1 177,50
Second six months of experience	1541,00	1233,00	1 547,00	1 237,50
Second year				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
First six months of experience	1619,00	1295,00	1 625,00	1 300,00
Thereafter, the wage specified in (a), i.e.	1804,50	1443,50	1 811,50	1 449,00
(c) If advanced to Grade A employee:				
First six months	1804,50	1443,50	1 811,50	1 449,00
Second six months	1858,00	1486,50	1 866,50	1 493,00
Third six months	1915,00	1532,00	1 923,50	1 539,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	2113,00	1690,50	2 119,50	1 695,50
Grade C employee:				
(a) Qualified	1602,00	1281,50	1 609,00	1 287,00
(b) Learner				
First year				
First six months of experience	1434,50	1172,15	1 441,00	1 172,15
Second six months of experience	1475,50	1180,50	1 482,50	1 186,00
Thereafter, the wage specified in (a), i.e.	1602,00	1281,50	1 609,00	1 287,00
(c) If advanced to Grade B employee:				
First six months	1602,00	1281,50	1 609,00	1 287,00
Second six months	1619,00	1295,00	1 625,00	1 300,00
Thereafter, the wage specified for a qualified Grade B employee, i.e.	1804,50	1443,50	1 811,50	1 449,00
Underpresser, blocker:				
(a) Qualified	1619,00	1295,00	1 625,00	1 300,00
(b) Learner				
First year				
First six months of experience	1389,50	1172,15	1 396,00	1 172,15
Second six months of experience	1438,00	1172,15	1 442,00	1 172,15
Second year				
First six months of experience	1501,50	1201,00	1 509,00	1 207,00
Thereafter, the wage specified in (a), i.e.	1619,00	1295,00	1 625,00	1 300,00
(c) If advanced to learner presser:				
First six months	1619,00	1295,00	1 625,00	1 300,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Second six months	1915,00	1532,00	1 923,50	1 539,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	2113,00	1690,50	2 119,50	1 695,50
Part C - Clerical employees				
Clerk				
(a) Qualified	2324,50	1859,50	2 336,00	1 869,00
(b) Learner				
First year	1717,00	1373,50	1 722,00	1 377,50
Second year	1865,00	1492,00	1 873,50	1 499,00
Third year				
First four months of experience	2038,50	1631,00	2 048,00	1 638,50
Thereafter, the wage specified in (a), i.e.	2324,50	1859,50	2 336,00	1 869,00
Factory Clerk				
(a) Qualified	1744,00	1395,00	1 753,50	1 403,00
(b) Learner				
First year	1389,50	1172,15	1 396,00	1 172,15
Second year	1481,00	1185,00	1 488,50	1 191,00
Third year				
First four months of experience	1602,00	1281,50	1 609,00	1 287,00
Thereafter, the wage specified in (a), i.e.	1744,00	1395,00	1 753,50	1 403,00
Part D - General				
Boiler attendant	1656,50	1325,00	1 665,50	1 332,50
Despatch packer	1711,50	1369,00	1 718,00	1 374,50
General Worker	1602,00	1281,50	1 609,00	1 287,00
Labourer	1619,00	1295,00	1 625,00	1 300,00
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 -				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
(a) does not exceed 1 360 kg	1711,50	1369,00	1 718,00	1 374,50
(b) exceeds 1 360 but not 2 720 kg	1777,00	1421,50	1 784,00	1 427,00
(c) exceeds 2 720 kg	2024,00	1619,00	2 037,50	1 630,00
Supervisor, quality controller and instructor	2170,00	1736,00	2 180,00	1 744,00
Traveller's driver	1777,00	1421,50	1 784,00	1 427,00
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	1846,50	1477,00	1 854,50	1 483,50
(b) 60 hours per week	1937,00	1549,50	1 948,00	1 558,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024. Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.				

"

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

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WAGE SCHEDULE				
DESCRIPTION	Wage p/w from 01 Sept 2023 to 31 Aug 2024 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across the Board Increase 6,5%	Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Blocker				
(a) Qualified	1 588,00	103,00	1 691,00	1 353,00
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 227,50	80,00	1 307,50	1 172,15
Second year				
First six months of experience	1 344,50	87,50	1 432,00	1 172,15
Second six months of experience	1 467,50	95,50	1 563,00	1 250,50
Thereafter, the wage specified in (a), i.e.	1 588,00	103,00	1 691,00	1 353,00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
(a) Qualified	1 312,50	85,50	1 398,00	1 172,15
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 143,50	74,50	1 218,00	1 172,15
Second year				
First six months of experience	1 182,50	77,00	1 259,50	1 172,15
Second six months of experience	1 229,00	80,00	1 309,00	1 172,15
Third year				
First four months of experience	1 269,00	82,50	1 351,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1 312,50	85,50	1 398,00	1 172,15
Clerk				
(a) Qualified	2 193,50	142,50	2 336,00	1 869,00
(b) Learner				
First year	1 617,00	105,00	1 722,00	1 377,50
Second year	1 759,00	114,50	1 873,50	1 499,00
Third year				
First four months of experience	1 923,00	125,00	2 048,00	1 638,50
Thereafter, the wage specified in (a), i.e.	2 193,50	142,50	2 336,00	1 869,00

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WAGE SCHEDULE				
DESCRIPTION	Wage p/w from 01 Sept 2023 to 31 Aug 2024 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across the Board Increase 6,5%	Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80%(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
General Worker (Millinery)	1 297,00	84,50	1 381,50	1 172,15
Grade 1 Employee (Millinery):				
(a) Qualified	1 284,00	83,50	1 367,50	1 172,15
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 148,00	74,50	1 222,50	1 172,15
Second year				-
First six months of experience	1 210,50	78,50	1 289,00	1 172,15
Thereafter, the wage specified in (a), i.e.	1 284,00	83,50	1 367,50	1 172,15
Milliner:				
(a) Qualified	1 389,50	90,50	1 480,00	1 184,00
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 169,50	76,00	1 245,50	1 172,50
Second year				
First six months of experience	1 171,50	76,00	1 247,50	1 172,15
Second six months of experience	1 227,00	80,00	1 307,00	1 172,15
Third year				
First six months of experience	1 280,50	83,00	1 363,50	1 172,15
Next four months of experience	1 344,50	87,50	1 432,00	1 172,15
Thereafter, the wage specified in (a) i.e.	1 389,50	90,50	1 480,00	1 184,00
Millinery Machinist:				
(a) Qualified	1 403,50	91,00	1 494,50	1 195,50
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 199,50	78,00	1 277,50	1 172,15
Second year				
First six months of experience	1 272,00	82,50	1 354,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1 403,50	91,00	1 494,50	1 195,50

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WAGE SCHEDULE				
DESCRIPTION	**Wage p/w from 01 Sept 2023 to 31 Aug 2024** (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	**Across the Board Increase 6,5%**	**Wage p/w from 01 Sept 2024 to 31 Aug 2025** (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	**New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80%**(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
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	1 668,00	108,50	1 776,50	1 421,00
(b) exceeds 2268	1 760,00	114,50	1 874,50	1 499,50
Plain Sewer (Millinery):				
(a) Qualified	1 312,50	85,50	1 398,00	1 172,15
(b) Learner				
First year				
First six months of experience	1 101,00	71,50	1 172,50	1 172,15
Second six months of experience	1 161,00	75,50	1 236,50	1 172,15
Second year				
First six months of experience	1 232,50	80,00	1 312,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1 312,50	85,50	1 398,00	1 172,15
Supervisor (Millinery)	1 882,00	122,50	2 004,50	1 603,50
Watchman or Caretaker (Millinery)	1 897,50	123,50	2 021,00	1 617,00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.				

4. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

5. Insert new clause:

16.1 REGISTRATION OF EMPLOYEES

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New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9

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16.9	16.10
16.10	16.11

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

"

Clause No.	Existing 2023/2024	New 2024/2025
4(12)	1 September 2023	1 September 2024
22(2)(a)	R3.75	R3.99
22(2)(b)	R6.02	R6.41
26(4)(b)	R15.63	R16.65
26(4)(b)	R18.66	R19.87
26(4)(b)	R20.35	R21.67
26(4)(b)	R34.73	R36.99
26(4)(b)	R34.73	R36.99
26(4)(b)	R34.73	R36.99
27(3)	55 cents	59 cents
27(4)	81 cents	86 cents
38(5)	37 cents	39 cents
39(3)	63 cents	67 cents
41(1)	31 August 2024	31 August 2025
41(1)	1 September 2023	1 September 2024

8. Insert new clause no. 52:

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EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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

1. In clause 1(2)(b), substitute the new expression "R134 916.00 per annum" for the existing expression "R126 672.00 per annum".
2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas 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)	
DESCRIPTION	Wage per week from 01 Sept 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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	2584,00	2067,00	2 594,50	2 075,50
Pattern Maker:				
(a) Qualified	2584,00	2067,00	2 594,50	2 075,50
(b) Learner				
First year				
First six months of experience	1555,50	1244,50	1 563,00	1 250,50
Second six months of experience	1690,00	1352,00	1 698,50	1 359,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
Second year				
First six months of experience	1832,00	1465,50	1 840,50	1 472,50
Second six months of experience	1974,00	1579,00	1 982,50	1 586,00
Third year				
First four months of experience	2128,50	1703,00	2 135,50	1 708,50
Thereafter, the wage specified in (a), i.e.	2584,00	2067,00	2 594,50	2 075,50
Pattern Grader				
(a) Qualified	2134,50	1707,50	2 143,50	1 715,00
(b) Learner				
First year				
First six months of experience	1466,50	1173,00	1 472,50	1 178,00
Second six months of experience	1555,50	1244,50	1 563,00	1 250,50
Second year				
First six months of experience	1640,50	1312,50	1 647,50	1 318,00
Second six months of experience	1731,50	1385,00	1 740,00	1 392,00
Third year				
First six months of experience	1832,00	1465,50	1 840,50	1 472,50
Next four months of experience	1931,50	1545,00	1 939,00	1 551,00
Thereafter, the wage specified in (a), i.e.	2134,50	1707,50	2 143,50	1 715,00
Cutter, lay-maker:				
(a) Qualified	2063,00	1650,50	2 073,50	1 659,00
(b) Learner				
First year				
First six months of experience	1345,00	1172,15	1 349,50	1 172,15
Second six months of experience	1459,50	1172,15	1 466,50	1 173,00
Second year				
First six months of experience	1578,50	1263,00	1 580,50	1 264,50
Second six months of experience	1700,50	1360,50	1 708,50	1 367,00
Third year				
First six months of experience	1843,50	1475,00	1 850,00	1 480,00
Next four months of experience	2063,00	1650,50	2 073,50	1 659,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% *(Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
Interlining cutter, trimmer, leather cutter and tie cutter				
(a) Qualified	1562,50	1250,00	1 567,00	1 253,50
(b) Learner				
First year				
First six months of experience	1229,00	1172,15	1 230,50	1 172,15
Second six months of experience	1283,50	1172,15	1 286,00	1 172,15
Second year				
First six months of experience	1341,50	1172,15	1 346,00	1 172,15
Second six months of experience	1398,00	1172,15	1 400,00	1 172,15
Third year				
First four months of experience	1457,50	1172,15	1 460,00	1 172,15
Thereafter, the wage specified in (a) i.e.	1562,50	1250,00	1 567,00	1 253,50
(c) If advanced to learner cutter:				
First six months from date of advancement	1670,50	1336,50	1 677,00	1 341,50
Second six months from date of advancement	1843,50	1475,00	1 850,00	1 480,00
Thereafter, the wage specified for a qualified cutter, i.e.	2063,00	1650,50	2 073,50	1 659,00
Layer-up:				
(a) Qualified	1370,00	1172,15	1 375,50	1 172,15
First year				
First six months of experience	1198,00	1172,15	1 203,50	1 172,15
Second six months of experience	1229,00	1172,15	1 230,50	1 172,15
Second year				
First six months of experience	1269,00	1172,15	1 273,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1370,00	1172,15	1 375,50	1 172,15
(b) If advanced to learner cutter:				
First six months	1370,00	1172,15	1 375,50	1 172,15
Second six months	1578,50	1263,00	1 580,50	1 264,50
Third six months	1700,50	1360,50	1 708,50	1 367,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
Fourth six months	1843,50	1475,00	1 850,00	1 480,00
Thereafter, the wage specified for a qualified cutter, i.e.	2063,00	1650,50	2 073,50	1 659,00
Clicker:				
(a) Qualified	1603,00	1282,50	1 609,00	1 287,00
(b) Learner				
First year of experience	1257,00	1172,15	1 259,50	1 172,15
Second year of experience	1398,00	1172,15	1 400,00	1 172,15
Thereafter, the wage specified in (a), i.e.	1603,00	1282,50	1 607,50	1 286,00
Tracer:				
(a) Qualified	1518,50	1215,00	1 523,00	1 218,50
(b) Learner				
First year				
First six months of experience	1257,00	1172,15	1 259,50	1 172,15
Second six months of experience	1326,50	1172,15	1 329,50	1 172,15
Second year				
First six months of experience	1389,50	1172,15	1 398,00	1 172,15
Thereafter, the wage specified in (a), i.e.	1518,50	1215,00	1 523,00	1 218,50
Part B - Factory Operatives				
Clothing machine mechanic:				
(a) Qualified	2584,00	2067,00	2 594,50	2 075,50
(b) Learner				
First year				
First six months of experience	1555,50	1244,50	1 563,00	1 250,50
Second six months of experience	1690,00	1352,00	1 698,50	1 359,00
Second year				
First six months of experience	1832,00	1465,50	1 840,50	1 472,50
Second six months of experience	1974,00	1579,00	1 982,50	1 586,00
Third year				

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
First six months of experience	2128,50	1703,00	2 135,50	1 708,50
Next four months of experience	2283,00	1826,50	2 290,50	1 832,50
Thereafter, the wage specified in (a), i.e.	2584,00	2067,00	2 594,50	2 075,50
Grade A employee:				
(a) Qualified	1690,00	1352,00	1 698,50	1 359,00
(b) Learner				
First year				
First six months of experience	1261,00	1172,15	1 268,50	1 172,15
Second six months of experience	1338,50	1172,15	1 345,00	1 172,15
Second year				
First six months of experience	1408,50	1172,15	1 414,50	1 172,15
Second six months of experience	1480,00	1184,00	1 486,00	1 189,00
Third year				
First four months of experience	1562,50	1250,00	1 567,00	1 253,50
Thereafter, the wage specified in (a), i.e.	1690,00	1352,00	1 698,50	1 359,00
Grade B employee:				
(a) Qualified	1432,00	1172,15	1 450,50	1 172,15
(b) Learner				
First year				
First six months of experience	1261,00	1172,15	1 261,00	1 172,15
Second six months of experience	1304,00	1172,15	1 308,00	1 172,15
Second year				
First six months of experience	1344,50	1172,15	1 351,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1432,00	1172,15	1 450,50	1 172,15
(c) If advanced to Grade A employee:				
First six months	1432,00	1172,15	1 450,50	1 172,15
Second six months	1441,50	1172,15	1 459,50	1 172,15
Third six months	1506,00	1205,00	1 529,50	1 223,50

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
Thereafter, the wage specified for a qualified Grade A employee, i.e.	1676,00	1341,00	1 663,50	1 331,00
Grade C employee:				
(a) Qualified	1338,50	1172,15	1 345,00	1 172,15
(b) Learner				
First year				
First six months of experience	1224,00	1172,15	1 226,50	1 172,15
Second six months of experience	1256,00	1172,15	1 257,00	1 172,15
Thereafter, the wage specified in (a), i.e.	1338,50	1172,15	1 345,00	1 172,15
(c) If advanced to Grade B employee:				
First six months from date of advancement	1338,50	1172,15	1 345,00	1 172,15
Second six months from date of advancement	1349,50	1172,15	1 354,00	1 172,15
Thereafter, the wage specified for a qualified Grade B employee, i.e.	1466,50	1173,00	1 472,50	1 178,00
Underpresser, blocker:				
(a) Qualified	1349,50	1172,15	1 354,00	1 172,15
(b) Learner				
First year				
First six months of experience	1198,00	1172,15	1 203,50	1 172,15
Second six months of experience	1229,00	1172,15	1 230,50	1 172,15
Second year				
First six months of experience	1269,00	1172,15	1 273,50	1 172,15
Second six months of experience	1349,50	1172,15	1 354,00	1 172,15
(c) If advanced to learner presser:				
First six months	1349,50	1172,15	1 354,00	1 172,15
Second six months	1562,50	1250,00	1 567,00	1 253,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	1690,00	1352,00	1 698,50	1 359,00

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
	R	R	R	R
Part C - Clerical employees				
Clerk				
(a) Qualified	1843,50	1475,00	1 850,00	1 480,00
(b) Learner				
First year of experience	1416,00	1172,15	1 422,00	1 172,15
Second year of experience	1526,50	1221,00	1 535,50	1 228,50
Third year				
First six months of experience	1642,00	1313,50	1 651,50	1 321,00
Thereafter, the wage specified in (a), i.e.	1843,50	1475,00	1 850,00	1 480,00
Factory Clerk				
(a) Qualified	1438,00	1172,15	1 442,00	1 172,15
(b) Learner				
First year of experience	1196,00	1172,15	1 198,00	1 172,15
Second year of experience	1258,50	1172,15	1 261,00	1 172,15
Third year				
First six months of experience	1335,50	1172,15	1 338,50	1 172,15
Thereafter, the wage specified in (a), i.e.	1438,00	1172,15	1 442,00	1 172,15
Part D - General				
Boiler attendant	1375,50	1172,15	1 378,50	1 172,15
Despatch packer	1411,50	1172,15	1 416,00	1 172,15
General Worker	1334,00	1172,15	1 346,00	1 172,15
Labourer	1349,50	1172,15	1 354,00	1 172,15
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	1467,00	1173,50	1 473,00	1 178,50
(b) 2 720 kg and over	1640,50	1312,50	1 647,50	1 318,00
Supervisor, quality controller and instructor	1731,50	1385,00	1 740,00	1 392,00
Traveller's driver	1467,00	1173,50	1 473,00	1 178,50

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = *80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)*
			R	R	R	R
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1511,00	1209,00	1 519,00	1 215,00
	(b)	60 hours per week	1578,50	1263,00	1 580,50	1 264,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.						

3. In clause 16 substitute the existing expression **"Engagements, Terminations, Absence from Work and Transfers in Occupation"** for the new expression **"Registration of Employees"**

4. In clause 16 insert new clause:

1. REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

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

..

Clause No.	Existing 2023/2024	New 2024/2025
4(12)	1 September 2023	1 September 2024
22(2)(a)	R4.07	R4.33
22(2)(b)	R5.93	R6.32
27(3)	52 cents	55 cents

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Clause No.	Existing 2023/2024	New 2024/2025
27(4)	80 cents	85 cents
38(5)	37 cents	39 cents
39(3)	70 cents	75 cents
41(1)	31 August 2024	31 August 2025
41(1)	1 September 2023	1 September 2024

"

7. Insert new clause no. 52:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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):

"

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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 1 Sept 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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				
Pattern Maker:				
(a) Qualified	3 416,00	2 733,00	3 429,00	2 743,00
(b) Learner				
First year				
First six months of experience	1 913,50	1 531,00	1 919,00	1 535,00
Second six months of experience	2 113,00	1 690,50	2 119,50	1 695,50
Second year				
First six months of experience	2 310,00	1 848,00	2 321,50	1 857,00
Second six months of experience	2 522,50	2 018,00	2 534,50	2 027,50
Third year				
First six months of experience	2 752,00	2 201,50	2 763,50	2 211,00
Next four months of experience	2 968,50	2 375,00	2 983,50	2 387,00
Thereafter, the wage specified in (a), i.e.	3 416,00	2 733,00	3 429,00	2 743,00
Pattern Grader				
(a) Qualified	2 755,00	2 204,00	2 766,00	2 213,00
(b) Learner				
First year				
First six months of experience	1 797,00	1 437,50	1 809,00	1 447,00
Second six months of experience	1 913,50	1 531,00	1 919,00	1 535,00
Second year				
First six months of experience	2 024,00	1 619,00	2 037,50	1 630,00
Second six months of experience	2 170,00	1 736,00	2 180,00	1 744,00
Third year				
First six months of experience	2 310,00	1 848,00	2 321,50	1 857,00
Next four months of experience	2 460,00	1 968,00	2 472,00	1 977,50
Thereafter, the wage specified in (a), i.e.	2 755,00	2 204,00	2 766,00	2 213,00
Football Jersey Cutter				
(a) Qualified	1 915,00	1 532,00	1 923,50	1 539,00
(b) Learner				
First year				

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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 1 Sept 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
First six months of experience	1 438,00	1 172,15	1 442,00	1 172,15
Second six months of experience	1 524,50	1 219,50	1 529,50	1 223,50
Second year				
First six months of experience	1 603,00	1 282,50	1 611,50	1 289,00
Second six months of experience	1 688,50	1 351,00	1 698,00	1 358,50
Third year				
First four months of experience	1 771,50	1 417,00	1 778,50	1 423,00
Thereafter, the wage specified in (a), i.e.	1 915,00	1 532,00	1 923,50	1 539,00
Layer-up				
(a) Qualified	1 651,00	1 321,00	1 657,00	1 325,50
(b) Learner				
First year				
First six months of experience	1 389,50	1 172,15	1 396,00	1 172,15
Second six months of experience	1 438,00	1 172,15	1 442,00	1 172,15
Second year				
First six months of experience	1 501,50	1 201,00	1 509,00	1 207,00
Thereafter, the wage specified in (a), i.e.	1 651,00	1 321,00	1 657,00	1 325,50
Part B - Factory Operatives				
Grade A employee:				
(a) Qualified	2 113,00	1 690,50	2 119,50	1 695,50
(b) Learner				
First year				
First six months of experience	1 486,00	1 189,00	1 491,50	1 193,00
Second six months of experience	1 602,00	1 281,50	1 609,00	1 287,00
Second year				
First six months of experience	1 711,50	1 369,00	1 718,00	1 374,50
Second six months of experience	1 797,00	1 437,50	1 809,00	1 447,00
Third year				
First four months of experience	1 915,00	1 532,00	1 923,50	1 539,00

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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 1 Sept 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Thereafter, the wage specified in (a), i.e.	2 113,00	1 690,50	2 119,50	1 695,50
Grade B employee:				
(a) Qualified	1 804,50	1 443,50	1 811,50	1 449,00
(b) Learner				
First year				
First six months of experience	1 464,50	1 172,15	1 472,00	1 177,50
Second six months of experience	1 541,00	1 233,00	1 547,00	1 237,50
Second year				
First six months of experience	1 619,00	1 295,00	1 625,00	1 300,00
Thereafter, the wage specified in (a), i.e.	1 804,50	1 443,50	1 811,50	1 449,00
(c) If advanced to Grade A employee:				
First six months from date of advancement	1 804,50	1 443,50	1 811,50	1 449,00
Second six months from date of advancement	1 858,00	1 486,50	1 866,50	1 493,00
Third six months from date of advancement	1 915,00	1 532,00	1 923,50	1 539,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	2 113,00	1 690,50	2 119,50	1 695,50
Grade C employee:				
(a) Qualified	1 602,00	1 281,50	1 609,00	1 287,00
(b) Learner				
First year				
First six months of experience	1 434,50	1 172,15	1 441,00	1 172,15
Second six months of experience	1 475,50	1 180,50	1 482,50	1 186,00
Thereafter, the wage specified in (a), i.e.	1 602,00	1 281,50	1 609,00	1 287,00
(c) If advanced to Grade B employee:				
First six months from date of advancement	1 602,00	1 281,50	1 609,00	1 287,00

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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 1 Sept 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Next six months from date of advancement	1 619,00	1 295,00	1 625,00	1 300,00
Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 804,50	1 443,50	1 811,50	1 449,00
Part C - Clerical employees				
Clerk				
(a) Qualified	2 324,50	1 859,50	2 336,00	1 869,00
(b) Learner				
First year	1 717,00	1 373,50	1 722,00	1 377,50
Second year	1 865,00	1 492,00	1 873,50	1 499,00
Third year				
First four months of experience	2 038,50	1 631,00	2 048,00	1 638,50
Thereafter, the wage specified in (a), i.e.	2 324,50	1 859,50	2 336,00	1 869,00
Factory Clerk				
(a) Qualified	1 744,00	1 395,00	1 753,50	1 403,00
(b) Learner				
First year	1 389,50	1 172,15	1 396,00	1 172,15
Second year	1 481,00	1 185,00	1 488,50	1 191,00
Third year				
First four months of experience	1 602,00	1 281,50	1 609,00	1 287,00
Thereafter, the wage specified in (a), i.e.	1 744,00	1 395,00	1 753,50	1 403,00
Part D - General				
Boiler attendant	1 656,50	1 325,00	1 665,50	1 332,50
Despatch packer	1 711,50	1 369,00	1 718,00	1 374,50
General Worker	1 602,00	1 281,50	1 609,00	1 287,00
Labourer	1 619,00	1 295,00	1 625,00	1 300,00
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	1 711,50	1 369,00	1 718,00	1 374,50

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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 1 Sept 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 - 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
(b) exceeds 1 360 but not 2 720 kg	1 777,00	1 421,50	1 784,00	1 427,00
(c) exceeds 2 720 kg	2 024,00	1 619,00	2 037,50	1 630,00
Supervisor, quality controller and instructor	2 170,00	1 736,00	2 180,00	1 744,00
Traveller's driver	1 777,00	1 421,50	1 784,00	1 427,00
Watchman or caretaker, whose ordinary hours of work are -				
(a) less than 60 hours per week	1 846,50	1 477,00	1 854,50	1 483,50
(b) 60 hours per week	1 937,00	1 549,50	1 948,00	1 558,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2024, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6,5%, Across-the-Board.				

"

2. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

3. Insert new clause:

1. REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

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a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.

c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.

d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

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

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

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

"

Clause No.	Existing 2023/2024	New 2024/2025
4(11)	1 September 2023	1 September 2024
22(2)(a)	R3.75	R3.99
22(2)(b)	R6.02	R6.41
26(4)(b)	R15.63	R16.65
26(4)(b)	R18.66	R19.87
26(4)(b)	R20.35	R21.67
26(4)(b)	R34.73	R36.99
26(4)(b)	R34.73	R36.99
26(4)(b)	R34.73	R36.99
27(3)	55 cents	59 cents
27(4)	81 cents	86 cents
38(5)	37 cents	39 cents
39(3)	63 cents	67 cents
41(1)	31 August 2024	31 August 2025
41(1)	1 September 2023	1 September 2024

"

6. Insert new clause no. 52:

EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

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The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the Industry.

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

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

..

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category A					
	0 - 6 months	1 269.50	1 241.11	1 241.11	1 241.11
	Thereafter	1 359.00	1 241.11	1 281.00	1 241.11
Category B					
	0 - 6 months	1 268.00	1 241.11	1 243.50	1 241.11
	7 - 12 months	1 327.50	1 241.11	1 280.00	1 241.11
	13 - 18 months	1 389.50	1 241.11	1 316.00	1 241.11
	Thereafter	1 472.00	1 241.11	1 360.50	1 241.11
Category C					
	0 - 6 months	1 310.50	1 241.11	1 249.00	1 241.11
	7 - 12 months	1 441.50	1 241.11	1 326.00	1 241.11
	13 - 18 months	1 575.50	1 260.50	1 403.50	1 241.11
	19 - 22 months	1 702.00	1 361.50	1 488.00	1 241.11
	Thereafter	1 832.50	1 466.00	1 571.00	1 257.00
Category D					
	0 - 6 months	1 310.50	1 241.11	1 249.00	1 241.11
	7 - 12 months	1 407.00	1 241.11	1 307.50	1 241.11
	13 - 18 months	1 537.50	1 241.11	1 364.50	1 241.11
	19 - 22 months	1 600.50	1 280.50	1 420.50	1 241.11
	Thereafter	1 803.50	1 443.00	1 552.00	1 241.11

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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Category E					
	0 - 6 months	1 376.50	1 241.11	1 289.00	1 241.11
	7 - 12 months	1 529.00	1 241.11	1 379.50	1 241.11
	13 - 18 months	1 705.50	1 364.50	1 489.00	1 241.11
	19 - 22 months	1 878.50	1 503.00	1 602.00	1 281.50
	Thereafter	2 065.50	1 652.50	1 720.00	1 376.00
Band Knife Cutter					
	0 - 6 months	1 259.50	1 241.11	1 241.11	1 241.11
	7 - 12 months	1 359.00	1 241.11	1 277.00	1 241.11
	13 - 18 months	1 451.50	1 241.11	1 334.50	1 241.11
	19 - 22 months	1 555.50	1 244.50	1 394.50	1 241.11
	Thereafter	1 712.00	1 369.50	1 494.50	1 241.11
Clerical					
	0 - 6 months	1 292.00	1 241.11	1 241.11	1 241.11
	7 - 12 months	1 415.00	1 241.11	1 311.00	1 241.11
	13 - 18 months	1 515.00	1 241.11	1 369.50	1 241.11
	Thereafter	1 740.00	1 392.00	1 509.00	1 241.11
Assistant Head Cutter		2 004.50	1 603.50	1 682.50	1 346.00
Head Cutter		2 421.50	1 937.00	1 951.50	1 561.00
Foreperson		2 170.50	1 736.50	1 837.50	1 470.00
Watchperson		1 508.50	1 241.11	1 366.50	1 241.11



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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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 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 2024 to 31 Aug 2025	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Driver 1 (454kg)	1 438.00	1 241.11	1 325.00	1 241.11
Driver 2 (454 - 2722kg)	1 538.50	1 241.11	1 385.00	1 241.11
Driver 3 (2722 -4540kg)	1 737.50	1 390.00	1 508.50	1 241.11
Driver 4 (4540kg)	2 028.50	1 623.00	1 698.50	1 359.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 Sept 2024 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 6.5% 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 2023/2024	New 2024/2025
32(2)	R4,73	R5,03
32(2)	R6,00	R6.39

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Clause No.	Existing 2023/2024	New 2024/2025
32(2)	1 September 2023	1 September 2024
36(6)(a)	77 cents	82 cents
40(1)	31 August 2024	31 August 2025
40(1)	1 September 2024	1 September 2025
Annexure C of Clause 43(5)	25 cents	27 cents

3. In clause 13, insert the following new sub-clause(6) :

"(6) All employees shall work until their normal lunch break and be paid the full day's wage on the Thursday before Good Friday."

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

"

Existing	New
13.1	13.2
13.2	13.3
13.3	13.4
13.5	13.6

5. In clause 30 insert the following new sub-clause(1) :

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" (1) New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

(a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

(b) The Council Levy contributions for those new employees, both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

(c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.

(d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired."

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

Existing	New
30.1	30.2
30.2	30.3
30.3	30.4
30.4	30.5
30.5	30.6
30.6	30.7

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30.7	30.8
30.8	30.9
30.9	30.10

7. Insert a new clause 50

EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

Signed at **Parow** on behalf of the Parties this **25** day of **October 2024.**

MARTHIE RAPHAEL
Chairperson

Signed at **Salt River** on behalf of the Parties this **25** day of **October 2024**

CHANTAL NAIDOO
General Secretary

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