GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR

NO. R. 80 31 JANUARY 2020

LABOUR RELATIONS ACT, 1995

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

I, THEMBALANI WALTERMADE NXESI, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Clothing Manufacturing Industry, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication and for the period ending 31 August 2024.

MR. TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE. (5/0

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

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

Mina, THEMBALANI WALTERMADE NXESI, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2024.

MNÚMZANA TW NXESI, MP

UNGQONGQOSHE WEZABASEBENZI USUKU: 15/01/2070

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

NATIONAL MAIN COLLECTIVE AGREEMENT

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

Apparel and Textile Association of South Africa

Eastern Province Clothing Manufacturers' Association

South African Apparel Association

South African Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

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

Southern African Clothing and Textile Workers' Union

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



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

23 2 of 78 A 40

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

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

2. PERIOD OF OPERATION OF THIS AGREEMENT

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

C- 3 0678

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

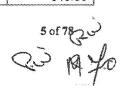
 In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

	***************************************	WAGE SCHEDULE		mployees on the 0.5% Incentive Scheme)		mployees NOT on the ity incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
****************			R	R	Ř	Ř
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
(a)	Fore	eman	2290.50	1832.50	2302.00	1841.50
<u></u>				***************************************		
(b)		igner:				
	(i)	Qualified:	2921.00	2337.00	2934.50	2347.50
••••	(ii)	Learners:				
		first six months of experience	996.00	840.00	1001.00	840.00
***************************************		second six months of experience	1160.50	928.50	1164.50	931.50
		third six months of experience	1389.00	1111.00	1395.50	1116.50
••••		fourth six months of experience	1546.50	1237.00	1554.50	1243.50
*************	*****	fifth six months of experience	1719.50	1375.50	1729.50	1383.50
***************************************		sixth six months of experience	1865.00	1492.00	1873.50	1499.00
		seventh six months of experience	2030.00	1624.00	2040.50	1632.50
20 .00.00.000.000.000.00		eighth six months of experience	2193.50	1755.00	2205.00	1764.00
••••••		next four months of experience Thereafter, the wage specified in (b)(i) i.e.	2328.50 2921.00	1863.00 2337.00	2337.50 2934.50	1870.00 2347.50
(c)	Grad	ler;		***************************************		•
	(i)	Qualified:	2098.50	1679.00	2107.00	1685.50
elibrosomorororororororororororororororororo	(ii)	Learners:		***************************************		

4 of 78

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		WAGE SCHEDULE		mployees on the 0.5% Incentive Scheme)		mployees NOT on the ity Incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum
			Wage)	Wage)	Wage)	Wage)
		first six months of experience	987.50	840.00	991.50	840.00
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		second six months of experience	1074.00	859.00	1078.50	863.00
***************************************		third six months of experience	1167.50	934.00	1174.50	939.50
		fourth six months of experience	1225.00	980.00	1229.50	983.50
		fifth six months of experience	1416.50	1133.00	1423.00	1138.50
		sixth six months of experience	1515.50	1212.50	1523.50	1219.00
		seventh six months of experience	1599.00	1279.00	1607.00	1285.50
•••••		eighth six months of experience	1680.00	1344.00	1687.50	1350.00
•••••		next four months of experience	1788.00	1430.50	1796.50	1437.00
***************************************		Thereafter, the wage specified in (c)(i) i.e.	2098.50	1679.00	2107.00	1685.50
/a\	88	L ker-in:		•••••		
(d)		Rer-in: Qualified:	4500.00	4070 00	1607.00	400F F0
	(i)		1599.00	1279.00	7607.00	1285.50
	(ii)	Learners:	987.50	040.00	004 50	940.00
		first six months of experience second six months of experience	1057.50	840.00 846.00	991.50 1063.50	840.00
		third six months of experience	1128.50	903.00	1134.00	851.00 907.00
••••••••••••	_	fourth six months of experience	1203.50	963.00	1208.50	967.00
•		next four months of experience	1344.50	1075.50	1351.00	1081.00
***************************************	-	Thereafter, the wage specified in (d)(i) i.e.	1599.00	1279.00	1607.00	1285.50
***************************************		was and transport of the fact of the		12.70.00		1200.00
(e)	Banı	d-knife cutter:		***************************************	***************************************	***************************************
		Qualified	1599.00	1279.00	1607.00	1285.50
	only	: Subject to the availability of a band knife, a qualified cutter-out shall progress to this of employee				
(f)	Cutt	er-out:				
	(i)	Qualified:	1413.50	1131.00	1419.50	1135.50
etternor or o	(ii)	Learners:				
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1035.50	840.00	1039.50	840.00



		WAGE SCHEDULE		mployees on the 0.5% incentive Scheme)		mployees NOT on the ity Incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1068.00	854.50	1072.50	858.00
		fourth six months of experience	1107.00	885.50	1111.00	889.00
		next four months of experience	1154.50	923.50	1160.50	928.50
		Thereafter, the wage specified in (f)(i) i.e.	1413.50	1131.00	1419.50	1135.50
(g)	Laye	er-up:		•		•
	(i)	Qualified:	1108.50	887.00	1112.50	890.00
	(ii)	Learners:				***************************************
***************************************		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.00	840.00	1014.00	840.00
		third six months of experience	1026.50	840.00	1032.50	840.00
••••		fourth six months of experience	1041.50	840.00	1048.00	840.00
***************************************		Thereafter, the wage specified in (g)(i) i.e.	1108.50	887.00	1112.50	890.00
(h)	Sne			***************************************		······································
	(i)	Qualified:	1541.50	1233.00	1550.00	1240.00
	(ii)	Learners:	,071.00	, 200.00	1000.00	1270.00
\$000.00.000.000.000.000.000.000.000.000		first six months of experience	987.50	840.00	991.50	840.00
***************************************	<u> </u>	second six months of experience	1027.50	840.00	1034.50	840.00
oenoscononosconononoscono		third six months of experience	1065.50	852.50	1070.00	856.00
		fourth six months of experience	1107.00	885.50	1111.00	889.00
~~~~~		fifth six months of experience	1152.00	921.50	1155.50	924.50
		sixth six months of experience	1190.50	952.50	1194.50	955.50
		seventh six months of experience	1301.00	1041.00	1309.00	1047.00
		eighth six months of experience	1348.50	1079.00	1355.00	1084.00
***************************************		next four months of experience	1378.50	1103.00	1385.00	1108.00
***************************************		Thereafter, the wage specified in (h)(i) i.e.	1541.50	1233.00	1550.00	1240.00
(i)	Ever	niner:		3000		
(1)	(i)	Qualified:	1320.00	1056.00	1325.50	1060.50
***************************************	- <del>  (ii)</del> -	Learners:	1060.00	1000.00	1020.00	1000.00
, <del>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</del>	<del>  `</del> "	first six months of experience	1107.00	885.50	1111.00	889.00

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		WAGE SCHEDULE	GROUP A (i.e. e Productivity	mployees on the 0.5% Incentive Scheme)	GROUP B (i.e. e. 0.5% Productiv	mployees NOT on the ity Incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per	New	Wage per	New
-			week	Employees	week	Employees
			from 01	on	from 01	on
			Sep 2019	Incentivised	Sep 2019	Incentivised
			to 31 Aug	Scheme	to 31 Aug	Scheme
			2020	Effective 1	2020	Effective 1
			(Where applicable	September 2019 = 80%	(Where	September 2019 = 80%
			the	(Where	applicable the	2015 = 50%   (Where
			Minimum	applicable	Minimum	applicable
			Wage	the	Wage	the
			Payable	Minimum	Payable	Minimum
			plus	Wage	plus	Wage
			Incentive	Payable plus	Incentive	Payable plus
			has been	Incentive	has been	Incentive
			adjusted to comply	has been	adjusted	has been
Į.			with the	adjusted to comply with	to comply with the	adjusted to comply with
ĺ			National	the National	National	the National
			Minimum	Minimum	Minimum	Minimum
			Wage)	Wage)	Wage)	Wage)
		Thereafter, the wage specified in (i)(i) i.e.	1320.00	1056.00	1325.50	1060.50
	***					
(j)(a)		hinist:				***************************************
	<u> </u>	Qualified:	1294.50	1035.50	1300.00	1040.00
	(ii)	Learners:		·		
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.50	840.00	1015.00	840.00
***************************************		third six months of experience	1040.00	840.00	1047.00	840.00
~~~~~~~~~		Thereafter, the wage specified in (j)(i) i.e.	1294.50	1035.50	1300.00	1040.00
(j)(b)		ser, trimmer, factory clerk, embroidery hinist and cloak room attendant:				
	(i)	Qualified:	1294.50	1035.50	1300.00	1040.00
<	(ii)	Learners:	****			~~~~
2		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.50	840.00	1015.00	840.00
		third six months of experience	1040.00	840.00	1047.00	840.00
		fourth six months of experience	1076.00	861.00	1080.00	864.00
		next four months of experience	1104.00	883.00	1109.00	887.00
~~~~		Thereafter, the wage specified in (j)(i) i.e.	1294.50	1035.50	1300.00	1040.00
<u>(k)</u>		ress examiner:				
***************************************	<u> </u>	Qualified:	1309.00	1047.00	1313.00	1050.50
	(ii)	Learners:				
		first six months of experience	1037.00	840.00	1041.00	840.00
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Thereafter, the wage specified in (k)(i) i.e.	1309.00	1047.00	1313.00	1050.50
(1)	Desp	Jatcher:				***************************************
	(i)	Qualified:	1239.00	991.00	1243.50	995.00
	(ii)	Learners:				
		first six months of experience	1047.00	840.00	1050.00	840.00

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000000000000000000000000000000000000000		WAGE SCHEDULE		mployees on the 0.5% incentive Scheme)		mployees NOT on the ity Incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum
		Thereafter, the wage specified in (I)(i) i.e.	1239.00	991.00	<b>Wage)</b> 1243.50	Wage) 995.00
<del> </del>						
(m)	Che	cker in the Knitting section:				
	(i)	Qualified:	1099.50	879.50	1106.00	885.00
	(ii)	Leaners:			***************************************	***************************************
		first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	1010.00	840.00	1014.00	840.00
		third six months of experience	1035.50	840.00	1039.50	840.00
		Thereafter, the wage specified in (m)(i) i.e.	1099.50	879.50	1106.00	885.00
(n)	Gen	_ieral Worker:	***************************************			•••••••••••••••••••••••••••••••••••••••
<u> </u>	(i)	Qualified:	1067.50	854.00	1071.50	857.00 :
ļ	(ii)	Learners:	1007.00	004.00	10/1.00	00.100
***************************************		first six months of experience	987.50	840.00	991.50	840.00
×		second six months of experience	1010.00	840.00	1014.00	840.00
		Thereafter, the wage specified in (n)(i) i.e.	1067.50	854.00	1071.50	857.00
(0)	Stan	mbox pleater:				Managan and an analysis and an
	(i)	Qualified:	1258.50	1007.00	1263.50	1011.00
······························	-  <u>\''</u> (ii)	Learners:	1200.00		(£UJ, JU	1011.00
~~~~~~~~	12	first six months of experience	987.50	840.00	991.50	840.00
~0000000000000000000000000000000000000		second six months of experience	1033.00	840.00	1037.00	840.00
	-	third six months of experience	1065.50	852.50	1070.00	856.00
*************	***************************************	fourth six months of experience	1106.00	885.00	1110.00	888.00
~~~		Thereafter, the wage specified in (o)(i) i.e.	1258.50	1007.00	1263.50	1011.00
(p)	Plain	sewer:				······
	(i)	Qualified:	1106.00	885.00	1110.00	888.00
***************************************	(ii)	Learners:			***************************************	
	***************************************	first six months of experience	987.50	840.00	991.50	840.00
		second six months of experience	999.00	840.00	1003.00	840.00

~ 8 of 78

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	***************************************	WAGE SCHEDULE	GROUP A (i.e. e. Productivity	mployees on the 0.5% Incentive Scheme)		mployees NOT on the ity Incentive Scheme)
	D	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		third six months of experience	1010.50	840.00	1015.00	840.00
		fourth six months of experience	1026.50	840.00	1032.50	840.00
		next four months of experience	1047.00	840.00	1050.00	840.00
		Thereafter, the wage specified in (p)(i) i.e.	1106.00	885.00	1110.00	888.00
(q)	3	eral assistant	1208.50	967.00	1213.50	971.00
(r)	Clea		1076.00	861.00	1080.00	864.00
(s)		maker chman	1076.00 1309.00	861.00	1080.00	864.00
<u>(t)</u>	avall		1303.00	1047.00	1313.00	1050.50
(u)	Moto	or vehicle driver:		***************************************	***************************************	
	(i)	(aa) does not exceed 453 kg	1304.50	1043.50	1309.50	1047.50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1402.50	1122.00	1409.00	1127.00
) 		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1551.50	1241.00	1555.50	1244.50
Personal distribution de l'acceptant	17::	(ad) exceeds 4 536 kg	1814.00	1451.00	1823.50	1459.00
	(ii)	Part-time driver of a motor vehicle	1210.50	968.50	1214.00	971.00
(v)	Click	(er:				
1.1	(i)	Qualified:	2117.50	1694.00	2126.50	1701.00
	(ii)	Learners:		. ~~~	over a great of a polytopy	, . w
***************************************		first six months of experience	987.50	840.00	991.50	840.00
***************************************		second six months of experience	1068.00	854.50	1072.50	858.00
*****************		third six months of experience	1155.00	924.00	1162.00	929.50
***************************************		fourth six months of experience	1306.50	1045.00	1310.50	1048.50
		fifth six months of experience	1405.00	1124.00	1410.50	1128.50
		sixth six months of experience	1481.50	1185.00	1487.50	1190.00
		seventh six months of experience	1570.50	1256.50	1579.50	1263.50
***************************************		eighth six months of experience	1654.50	1323.50	1661.00	1329.00
		next four months of experience	1743.50	1395.00	1750.00	1400.00
		Thereafter, the wage specified in (v)(i) i.e.	2117.50	1694.00	2126.50	1701.00



the-Board.

WAGE SCHEDULE		mployees on the 0.5% Incentive Scheme)		nployees NOT on the ty Incentive Scheme)
DESCRIPTION OF OCCUPATION	Wage per	New	Wage per	New
	week	Employees	week	Employees
	from 01	on	from 01	on
	Sep 2019	Incentivised	Sep 2019	Incentivised
	to 31 Aug	Scheme	to 31 Aug	Scheme
	2020	Effective 1	2020	Effective 1
	(Where	September	(Where	September
	applicable	2019 = 80%	applicable	2019 = 80%
	the	(Where	the	(Where
	Minimum	applicable	Minimum	applicable
	Wage	the	Wage	the
	Payable	Minimum	Payable	Minimum
	plus	Wage	plus	Wage
	Incentive	Payable plus	Incentive	Payable plus
	has been	Incentive	has been	Incentive
	adjusted	has been	adjusted	has been
	to comply	adjusted to	to comply	adjusted to
	with the	comply with	with the	comply with
	National	the National	National	the National
	Minimum	Minimum	Minimum	Minimum
	Wage)	Wage)	Wage)	Wage)

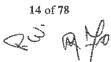
2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-

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

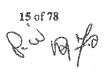
WAGE SCHEDULE	GROUP A (i.e. employees on th Sche	*	GROUP 8 (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The csiculation is based on 95% of Western Cape Knilting Wage Rates per week)	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		

WAGE SCHEDULE		GROUP A (i.e	employees on U Sche		ctivity Incentive	GROUP B (	i.e. employees No Incentive		Productivity	
		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Agraem	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knilting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sap 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu m Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu m Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
		R	R	R	R	R	R	R	R	
	experience Thereafter, the wage specified in (a), i.e.	1995.00	1596.00	1971.50	1577.00	2002.50	1602.00	1979.00	1583.00	
	ball Jersey Cutter	***************************************	***************************************							
<u>(a)</u>	Qualified	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00	
<u>(b)</u>	Leamer									
	First year First six months of experience	1041.00	850.00	1029.00	840.00	1044.50	850.00	1032.00	840.00	
	Second six months of experience	1104.00	883.00	1091.00	873.00	1107.50	886.00	1094.50	875.50	
	Second year First six months of experience	1161.00	929.00	1147.50	918.00	1166.50	933.00	1153.00	922.50	
	Second six months of experience Third year	1222.50	978.00	1208.00	966.50	1229.50	983.50	1215.00	972.00	
***********************	First four months of experience	1283.00	1026.50	1268.00	1014.50	1288.00	1030.50	1273.00	1018.50	
1 2000	Thereafter, the wage specified in (a), i.e.	1386.50	1109.00	1370.00	1096.00	1392.50	1114.00	1376.00	1101.00	
(a)	Qualified	1195.50	956.50	1181.50	945.00	1200.50	960.50	1186.50	949.00	
(p)	Leamer									
	First year First six months of experience	1006.50	850.00	994.50	840.00	1011.00	850.00	999.00	840.00	
	<u> </u>	1041.00	850.00	1029.00	840.00	1044.50	850.00	1032.00	840.00	
	Second six months of experience Second year		******							

20 Ato



	WAGE SCHEDULE	GROUP A (i.e	employees on ti Sche		clivity incentive	GROUP B (	i.e. employees No Incentive		Productivity	
		& SACTWU.	ntween EPCMA The calculation 5% of Western	Agreem	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU, The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus incentiv e has been adjusted to comply with the National Minimu	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
***************************************		R	R	m Wage) R	R	R	R	m Wage) R	R	
***************************************	Second year First six months of	1172.50	938.00	1158.50	927.00	1177.00	941.50	1163.00	930.50	
	3 2	11/2.00	930.00	1 1100.00	521.00	11//.00	341.00		300.00	
	experience									
~~~~~	Thereafter, the wage specified in (a), i.e.	1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50	1037.00	
(c)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e	mployee:						1296.50		
(c)	Thereafter, the wage specified in (a), i.e.		1045.00	1291.00 1291.00	1033.00	1312.00	1049.50	1296.50 1296.50	1037.00	
(c)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A efficiency from	mployee:						1296.50		
(c)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of	mployee: 1306.50	1045.00	1291.00	1033.00	1312.00	1049.50	1296.50 1296.50	1037.00	
	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	mployee: 1306.50 1345.50	1045.00 1076.50	1291.00 1329.50	1033.00 1063.50	1312.00 1352.00	1049.50 1081.50	1296.50 1296.50 1336.00	1037.00 1069.00	
Grad	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	mployee: 1306.50 1345.50 1386.50 1530.00	1045.00 1076.50 1109.00 1224.00	1291.00 1329.50 1370.00 1512.00	1033.00 1063.50 1096.00 1209.50	1312.00 1352.00 1392.50 1534.50	1049.50 1081.50 1114.00 1227.50	1296.50 1296.50 1336.00 1376.00	1037.00 1069.00 1101.00 1213.00	
	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e.	mployee: 1306.50 1345.50 1386.50	1045.00 1076.50 1109.00	1291.00 1329.50 1370.00	1033.00 1063.50 1096.00	1312.00 1352.00 1392.50	1049.50 1081.50 1114.00	1296.50 1296.50 1336.00 1376.00	1037.00 1069.00 1101.00	
Grac (a)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. de C employee Qualified Leamer First year	mployee: 1306.50 1345.50 1386.50 1530.00	1045.00 1076.50 1109.00 1224.00	1291.00 1329.50 1370.00 1512.00	1033.00 1063.50 1096.00 1209.50	1312.00 1352.00 1392.50 1534.50	1049.50 1081.50 1114.00 1227.50	1296.50 1296.50 1336.00 1376.00 1516.50	1037.00 1069.00 1101.00 1213.00	
Grac (a)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A e First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. de C employee Qualified Leamer First year First six months of experience	mployee: 1306.50 1345.50 1386.50 1530.00 1160.00	1045.00 1076.50 1109.00 1224.00 928.00	1291.00 1329.50 1370.00 1512.00 1146.50	1033.00 1063.50 1096.00 1209.50 917.00	1312.00 1352.00 1392.50 1534.50 1164.50	1049.50 1081.50 1114.00 1227.50 931.50	1296.50 1296.50 1336.00 1376.00 1516.50	1037.00 1069.00 1101.00 1213.00 921.00	
Grac (a)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A et al. First six months from date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. de C employee Qualified Leamer First year First six months of experience Second six months of experience	mployee: 1306.50 1345.50 1386.50 1530.00 1160.00 1069.00	1045.00 1076.50 1109.00 1224.00 928.00 850.00	1291.00 1329.50 1370.00 1512.00 1146.50 1027.50	1033.00 1063.50 1096.00 1209.50 917.00 840.00	1312.00 1352.00 1392.50 1534.50 1164.50 1043.50	1049.50 1081.50 1114.00 1227.50 931.50 859.00	1296.50 1296.50 1336.00 1376.00 1516.50 1151.00 1031.00	1037.00 1069.00 1101.00 1213.00 921.00 840.00	
Grac (a) (b)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A error date of advancement Second six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. de C employee Qualified Leamer First year First six months of experience Second six months of experience Thereafter, the wage specified in (a), i.e.	mployee: 1306.50 1345.50 1386.50 1530.00 1160.00 1069.00	1045.00 1076.50 1109.00 1224.00 928.00	1291.00 1329.50 1370.00 1512.00 1146.50	1033.00 1063.50 1096.00 1209.50 917.00	1312.00 1352.00 1392.50 1534.50 1164.50	1049.50 1081.50 1114.00 1227.50 931.50	1296.50 1296.50 1336.00 1376.00 1516.50	1037.00 1069.00 1101.00 1213.00 921.00	
Grac (a) (b)	Thereafter, the wage specified in (a), i.e. If advanced to Grade A et al. First six months from date of advancement Third six months from date of advancement Third six months from date of advancement Thereafter, the wage specified for a qualified Grade A employee, i.e. de C employee Qualified Leamer First year First six months of experience Second six months of experience Thereafter, the wage	mployee: 1306.50 1345.50 1386.50 1530.00 1160.00 1069.00	1045.00 1076.50 1109.00 1224.00 928.00 850.00	1291.00 1329.50 1370.00 1512.00 1146.50 1027.50	1033.00 1063.50 1096.00 1209.50 917.00 840.00	1312.00 1352.00 1392.50 1534.50 1164.50 1043.50	1049.50 1081.50 1114.00 1227.50 931.50 859.00	1296.50 1296.50 1336.00 1376.00 1516.50 1151.00 1031.00	1037.00 1069.00 1101.00 1213.00 921.00 840.00	



Note: Refer to 2006* State Are presented between EFSCLAA is based on 98% of Western Compared to Note the December of 1985 of Western Compared to Note the December of 1985 of Western Compared to Note the December of 1985 of Western Compared to 1985 of W		WAGE SCHEDULE	GROUP A (I.e	. employees on the Sche		ctivity Incentive	GROUP B (l.e. employees NC Incentive		Productivity	
OCCUPATION			Agreement be & SACTWU. I is based on 9: Cape Knitting	ilween EPCMA The calculation 5% of Western	Agreem	Agreement between		Agreement between EPCMA & SACTWU. The celculation is based on 95% of Western Cape Knitting Wage Rates		Agreement between	
Second six months from date of advancement			week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable e the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu	Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable e the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum	Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply with the National Minimu	Employees On Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum	
Second six months 1172.50 938.00 1158.50 927.00 1177.00 941.50 1163.00 930.50 1030 1177.00 1		Y	R	R		R	R	R		R	
Part C - Cterical Employees		from date of advancement Thereafter, the wage specified for a									
Clerk						~~~~~			***************************************		
Color Col					***************************************		***************************************	***************************************			
Second year 1350.50 1080.50 1334.50 1067.50 1356.50 1085.00 1340.50 1072.50 Third year First four months of experience Thereafter, the wage specified in (a), i.e. 1683.50 1347.00 1663.50 1331.00 1692.00 1353.50 1672.00 1337.50 Factory Clerk (a) Qualified 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Descend year 1006.50 850.00 994.50 840.00 1011.00 850.00 999.00 840.00 First year 1072.00 857.50 1059.50 847.50 1077.50 862.00 1065.00 852.00 Third year First four months of experience Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 1248.00 1270.00 1016.00 1255.00 1004.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 1248.00 1270.00 1016.00 1255.00 1004.00	germanian and records	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		1347.00	1663.50	1331.00	1692.00	1353.50	1672.00	1337.50	
Third year	<u></u>			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~			***************************************				
Experience Thereafter, the wage specified in (a), i.e. 1683.50 1347.00 1663.50 1331.00 1692.00 1353.50 1672.00 1337.50		Third year									
Color Clerk Color Clerk Color Color Color Color Clerk Cler		experience Thereafter, the wage									
(a) Qualified 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00 (b) Learner	Fact									***************************************	
(b) Learner Second year 1006.50 850.00 994.50 840.00 1011.00 850.00 999.00 840.00 Second year 1072.00 857.50 1059.50 847.50 1077.50 862.00 1065.00 852.00 Third year First four months of experience 1160.00 928.00 1146.50 917.00 1164.50 931.50 1151.00 921.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00	\$		1263.00	1010.50	1248.00	998.50	1270.00	1016.00	1255.00	1004.00	
Second year 1072.00 857.50 1059.50 847.50 1077.50 862.00 1065.00 852.00 Third year First four months of experience 1160.00 928.00 1146.50 917.00 1164.50 931.50 1151.00 921.00 Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00	<u> </u>	Leamer									
Third year First four months of experience Thereafter, the wage specified in (a), i.e. Third year 1160.00 928.00 1146.50 917.00 1164.50 931.50 1151.00 921.00 9	ļ										
First four months of 1160.00 928.00 1146.50 917.00 1164.50 931.50 1151.00 921.00 experience Thereafter, the wage specified in (a), i.e. 1263.00 1010.50 1248.00 998.50 1270.00 1016.00 1255.00 1004.00			1072.00	857.50	1059.50	847.50	1077.50	862.00	1065.00	852.00	
specified in (a), i.e.		First four months of experience			1146.50	917.00		931.50	1151.00	921.00	
Part D - General			1263.00	1010.50	1248.00	998.50	1270.00	1016.00	1255.00	1004.00	
		Part D - General									

	WAGE SCHEDULE	GROUP A (I.e	. employees on the Scho		ctivity incentive	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)				
		& SACTWU.	atwe∌n EPCMA The calculation 5% of Western	Agraem	Note: Refer to "2008" Side Agraement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The celculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable e the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42.5hrs per week) (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Based on 42hrs per week) (Where applicab le the Minimu m Wage Payable plus Incentiv e has been adjusted to comply	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
				with the National Minimu m Wage)				with the National Minimu m Wage)		
***************************************		R	R	R	R	R	R	R	R	
Boile	er attendant	1200.00	960.00	1186.00	949.00	1206.00	965.00	1192.00	953.50	
	patch packer	1239.50	991.50	1225.00	980.00	1244.00	995.00	1229.50	983.50	
******	eral Worker	1160.00	928.00	1146.50	917.00	1164.50	931.50	1151.00	921.00	
***************************************	ourer	1172.50	938.00	1158.50	927.00	1177.00	941,50	1163.00	930.50	
	or vehicle driver of a vehic on by such vehicle -	cle, the unla	iden mass of	which, tog	ether with th	ie unladen n	nass of any t	railer or tra	illers	
(a)	does not exceed 1 360 kg	1239.50	991.50	1225.00	980.00	1244.00	995.00	1229.50	983.50	
(b)	exceeds 1 360 but not 2 720 kg	1287.00	1029.50	1272.00	1017.50	1291.50	1033.00	1276.50	1021.00	
(c)	exceeds 2 720 kg	1466.50	1173.00	1449.00	1159.00	1475.50	1180.50	1458.00	1166.50	
	ervisor, quality	1572.00	1257.50	1553.50	1243.00	1579.00	1263.00	1560.50	1248.50	
	roller and instructor	100300	4000 00	4070.00	304m ro	4004 00	4000.00	4070 60	1001 22	
	<u>eller's driver</u> chman or caretaker, whos	1287.00	1029.50	1272.00	1017.50	1291.50	1033.00	1276.50	1021.00	
Wate	•	o vivillaly !	rvera VI							
			~~~	4004 E0	1057.00	1343.00	1074.50	1327.00	1061.50	
Wate work (a)	less than 60 hours per week	1337.00	1069.50	1321.50	1007.00	10 10.00	,0,,,,0	1027.00	1001.00	
work (a)	less than 60 hours per	1403.00	1122.50	1386.50	1109.00	1410.50	1128.50	1394.00	1115.00	

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

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

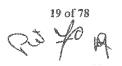
# 4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION)

 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)		
	rioductivity incentive scriente)	0.5% Productivity Incentive Scheme)	

23 A P

	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	LL AREAS			***************************************	
(i)	(a) Foreman	3772.50	3018.00	3790.00	3032.00
	(b) Supervisor/Quality Conntroller				
	(i) Qualified	1541.50	1233.00	1550.00	1240.00
***************************************	(ii) Learners				
	first six months of experience	1058.50	847.00	1063.50	851.00
	second six months of experience	1263.50	1011.00	1269.50	1015.50
	Thereafter, the wage specified in	1541.50	1233.00	1550.00	1240.00
***************************************	(ii)(i) i.e. (c) Cloakroom Supervisor/Watchman	1074.50	859.50	1078.00	862.50
	(d) Mechanic	3539.50	2831.50	3556.50	2845.00
************	(e) Unqualified Mechanic	1318.50	1055.00	1326.50	1061.00
	(f) Watchman	1074.50	859.50	1078.00	862.50
	(g) Labourer	840.50	840.00	843.50	840.00
<b>0</b> 01.00.00.00.00.00.00.00.00.00.00	(h) Boiler Attendant	923.00	840.00	927.00	840.00
(ii)	Pattern Grader			70° 20° 1 ° 10° 10° 10° 10° 10° 10° 10° 10° 1	
	(i) Qualified	1998.50	1599.00	2007.50	1606.00
***************************************	(ii) Leamers				
*****************************	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	925.50	840.00	928.00	840.00
3	third six months of experience	1076.50	861.00	1082.50	866.00
***************************************	fourth six months of experience	1234.00	987.00	1239.00	991.00
	fifth six months of experience	1385.50	1108.50	1389.50	1111.50
	sixth six months of experience	1536.00	1229.00	1543.50	1235.00
~~~	seventh six months of experience	1689.50	1351.50	1696.50	1357.00
	next four months of experience	1842.50	1474.00	1849.00	1479.00
	Thereafter, the wage specified in	1998.50	1599.00	2007.50	1606.00
(III)	(ii)(i) i.e. Marker-in	<u> </u>			***************************************
11	(i) Qualified	1541.50	1233.00	1550.00	1240.00
	(ii) Learners	1071.00	1233.00	1000.00	1240.00
***************************************	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	866.00	840.00	871.00	840.00
	third six months of experience	968.00	840.00	971.00	840.00
*****************	fourth six months of experience	1060.50	848.50	1065.50	852.50
***************************************	fifth six months of experience	1159.00	927.00	1163.00	930.50
and the second s	sixth six months of experience	1252.00	1001.50	1258.50	1007.00



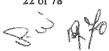
	WAGE SCHEDULE	GROUP A (i.e. of Productivity in	employees on the 0.5% centive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	seventh six months of experience	1349.50	1079.50	1356.50	1085.00
	next four months of experience	1443.00	1154.50	1449.50	1159.50
	Thereafter, the wage specified in (iii)(i) i.e.	1541.50	1233.00	1550.00	1240.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
*******************************	(i) Qualified	1235.50	988.50	1242.50	994.00
	(ii) Leamers				***************************************
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
~~~~	third six months of experience	903.00	840.00	909.50	840.00
*Niconomic common	fourth six months of experience	986.00	840.00	988.50	840.00
	fifth six months of experience	1068.00	854.50	1074.50	859.50
***************************************	next four months of experience	1152.50	922.00	1158.00	926.50
	Thereafter, the wage specified in (iv)(i) i.e.	1235.50	988.50	1242.50	994.00
(v)	Checker, Examiner and/or Passer		***************************************	***************************************	
Y	(i) Qualified	1074.50	859.50	1078.00	862.50
***************************************	(ii) Leamers	Ì	***************************************	***************************************	
***************************************	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
	third six months of experience	903.00	840.00	909.50	840.00
	next four months of experience	986.50	840.00	989.50	840.00
000000000000000000000000000000000000000	Thereafter, the wage specified in (v)(i) i.e.	1074.50	859.50	1078.00	862.50
(vi)	(a) Invoice Clerk				
	(i) Qualified	1541.50	1233.00	1550.00	1240.00
	(ii) Leamers	······			
	first six months of experience	1111.00	889.00	1116.00	893.00
***************************************	Thereafter, the wage specified in (vi)(a)(i) i.e.	1541.50	1233.00	1550.00	1240.00
Vortification -	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
***************************************	(i) Qualified (ii) Learners	1129.00	903.00	1134.00	907.00
	first six months of experience	840.00	840.00		

20 of 78

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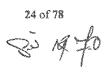
	WAGE SCHEDULE		employees on the 0.5% centive Scheme)	GROUP B (i.e. ei 0.5% Productivity	mployees NOT on the Incentive Scheme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
***************************************		R	R	R	R
	second six months of experience	969.00	840.00	972.50	840.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	1129.00	903.00	1134.00	907.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
***************************************	(i) Qualified	1216.50	973.00	1221.00	977.00
	(ii) Leamers		***************************************		***************************************
	first six months of experience	840.00	840.00	840.00	840.00
***************************************	second six months of experience	840.00	840.00	840.00	840.00
·	third six months of experience	892.50	840.00	896.00	840.00
	fourth six months of experience	972.50	840.00	976.50	840.00
*************	fifth six months of experience	1052.50	842.00	1059.50	847.50
***************************************	next four months of experience	1136.00	909.00	1141.50	913.00
	Thereafter, the wage specified in (vii)(i) i.e.	1216.50	973.00	1221.00	977.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:				
	(a) Does not exceed 2 722 kg	1329.50	1063.50	1336.00	1069.00
~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	(b) Exceeds 2 722 kg	1546.00	1237.00	1553.50	1243.00
(ix)	Part-time Driver of a Motor Vehicle	1211.00	969.00	1216.50	973.00
(x)	Knitting Machine Operator				***************************************
***************************************	(i) Qualified	1584.50	1267.50	1593.00	1274.50
	(ii) Learners	040.00	2422	A AN AA	**************************************
***************************************	first six months of experience second six months of experience	840.00	840.00	840.00	840.00
***************************************	third six months of experience	876.50 1017.50	840.00 840.00	882.00 1020.50	840.00 840.00
***************************************	fourth six months of experience	1160.00	928.00	1163.50	931.00
***************************************	fifth six months of experience	1300.50	1040.50	1305.00	1044.00
	next four months of experience	1443.50	1155.00	1451.00	1161.00
	Thereafter, the wage specified in (x)(i) i.e.	1584.50	1267.50	1593.00	1274.50
(xi)	Maintenance hand				
	(i) Qualified	909.50	840.00	912.00	840.00





	V	VAGE SCHEDULE	GROUP A (i.e. of Productivity In	employees on the 0.5% centive Scheme)	GROUP B (i.e. e 0.5% Productivity	mployees NOT on the Incentive Scheme)
	DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		***************************************	R	R	<u> </u>	R
·	T	first six months of experience	840.00	840.00	840.00	840.00
***************************************		second six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (ii)(i) i.e.	840.00	840.00	840.00	840.00
(iii)	<u> </u>	h Packer and Layer-up				***************************************
		Qualified	840.00	840.00	843.00	840.00
4000000000000000000000000	(ii)	Learners		•	•	
		first six months of experience	840.00	840.00	840.00	840.00
	ļ	second six months of experience	840.00	840.00	840.00	840.00
(iv)	Plain Se	Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	843.00	840.00
1001		Qualified	876.50	840.00	882.00	840.00
reconstruction and a second	ļ	Leamers	070.00	040.00	002.00	040.00
***************************************		first six months of experience	840.00	840.00	840.00	840.00
		Thereafter, the wage specified in (iv)(i) i.e.	876.50	840.00	882.00	840.00
(v)	*	Machinist	1221.00	977.00	1227.50	982.00
		STERIAL DISTRICTS OF IRYS AND VREDEFORT				
(i) (a)	Sewing I	Wachinist		*****		
***************************************	(i) C	Qualified:	1030.50	840.00	1034.00	840.00
	(ii) l	Leamers:				
***************************************		first six months of experience	840.00	840.00	840.00	840.00
***************************************		second six months of experience	840.00	840.00	840.00	840.00
		third six months of experience	840.00	840.00	840.00	840.00
	ļ.,	Thereafter, the wage specified in (i)(a)(i) i.e.	1030.50	840.00	1034.00	840.00
(i) (b)	Trimmer linings a Screen F			O DO TOTAL PORTAGE AND A STATE	**************************************	
	(i) C	Qualified:	1030.50	840.00	1034.00	840.00
	(ii) I	_eamers:				
		first six months of experience	840.00	840.00	840.00	840.00
		second six months of experience	840.00	840.00	840.00	840.00
		third six months of experience	840.00	840.00	840.00	840.00

	WAGE SCHEDULE		employees on the 0.5% centive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
``		R	R	R	R
raion arangement arangement	fourth six months of experience	867.50	840.00	874.00	840.00
	fifth six months of experience	920.50	840.00	925.00	840.00
	Next four months of experience	975.50	840.00	978.50	840.00
	Thereafter, the wage specified in (i)(b)(i) i.e.	1030.50	840.00	1034.00	840.00
	Set Leader and/or Team Leader	1095.50	876.50	1099.50	879.50
(ii)	General Worker/Pleater	040.00	040.00	040.00	040.00
	(i) Qualified (ii) Learners	840.00	840.00	840.00	840.00
	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
	Thereafter, the wage specified in (ii)(i) i.e.	840.00	840.00	840.00	840.00
(III)	Despatch Packer			***************************************	
-etolololololololololololol	(i) Qualified	840.00	840.00	840.00	840.00
***************************************	(ii) Leamers				
77. soom	first six months of experience	840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
#fs	Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	840.00	840.00
(Iv)	(i) Qualified	840.00	840.00	840.00	840.00
	(ii) Leamers	040.00	040.00	040.00	040.00
~~~~~~~		840.00	840.00	840.00	840.00
	second six months of experience	840.00	840.00	840.00	840.00
***************************************	Thereafter, the wage specified in (iii)(i) i.e.	840.00	840.00	840.00	840.00
(v)	Plain Sewer	<u> </u>			
	(i) Qualified	850.00	840.00	853.50	840.00
-,0000	(ii) Leamers				
	first six months of experience	840.00	840.00	840.00	840.00
	Thereafter, the wage specified in (iv)(i) i.e.	850.00	840.00	853.50	840.00
(vi)	Sample Machinist	1170.50	936.50	1173.50	939.00



WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

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

25 of 78

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

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

"(a)

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

26 0 F 78

	WAGE SCHEDULE		oyers contributing to Incentive Scheme)	Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	
	Description of Occupation		New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Thereafter, the qualifying wage applies	1228.10	982.50	1233.65	986.90
HEAD	CUTTER	2200.30	1760.25	2210.35	1768.30
ASSIST	FANT HEAD CUTTER	1760.10	1408.10	1768.15	1414.50
CUTTE	R/TRIMMER				
(a)	Qualified	1382.45	1105.95	1388.90	1111.10
(b)	Learner	***************************************		60-0000	
	0 - 6 months	867.10	850.00	871.20	850.00
	7 - 12 months	968.90	850.00	973.15	850.00
	13 - 18 months	1066.50	853.20	1071.50	857.20
	19 - 22 months	1182.50	946.00	1187.80	950.25
	Thereafter, the qualifying wage applies	1382.45	1105.95	1388.90	1111.10
BAND	KNIFE CUTTER	~~~~~	***************************************		
(a)	Qualified	1454.90	1163.90	1461.55	1169.25
(b)	Learner			***************************************	
	0 - 6 months	970.15	850.00	974.55	850.00
	7 - 12 months	1077.35	861.90	1082.40	865.90
	13 - 18 months	1175.60	940.50	1181.20	944.95
	19 - 22 months	1287.55	1030.05	1293.45	1034.75
<u> </u>	Thereafter, the qualifying wage applies	1454.90	1163.90	1461.55	1169.25
MECHA	NIC				
(a)	Qualified	2364.55	1891.65	2375.40	1900.30
(b)	Learner				
	0 - 6 months	1091.00	872.80	1095.85	876.70
	7 - 12 months	1252.80	1002.25	1258.70	1006.95
	13 - 18 months	1437.75	1150.20	1444.65	1155.70
	19 - 24 months	1622.85	1298.30	1630.45	1304.35
	25 - 30 months	1820.10	1456.10	1828.65	1462.90
***************************************	31 - 36 months	2001.55	1601.25	2010.75	1608.60
	37 - 40 months	2179.90	1743.90	2190.05	1752.05

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	000000000000000000000000000000000000000	WAGE SCHEDULE		oyers contributing to incentive Scheme)		yers NOT contributing ly Incentive Scheme)
		Description of Occupation	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
-		Thereafter, the qualifying wage applies	2364.55	1891.65	2375.40	1900.30
CI	ERK.				***************************************	
	(a)	Qualified	1477.90	1182.30	1484.80	1187.85
	(b)	Learner				
		0 - 6 months	1004.85	850.00	1009.50	850.00
		7 - 12 months	1134.60	907.70	1139.85	911.90
		13 - 18 months	1241.25	993.00	1246.90	997.50
		Thereafter, the qualifying wage applies	1477.90	1182.30	1484.80	1187.85
W	ATCH	MAN	1238.70	990.95	1244.40	995.50
DF	RIVER	1	1163.50	930.80	1168.90	935.10
DF	DRIVER 2		1271.35	1017.10	1277.25	1021.80
DF	DRIVER 3		1482.45	1185.95	1489.35	1191.50
DF	RIVER	4	1790.45	1432.35	1798.85	1439.10
FC	REP	ERSON	1695.05	1356.05	1702.95	1362.35

^{*} Provided a registered productivity Incentive scheme is in place.

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

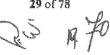
In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

"(b)

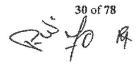
28 of 78 20 19 70

^{**} Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.

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



	WAGE SCHEDULE DESCRIPTION OF OCCUPATION			ployers contributing to incentive Scheme)			
			Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
			R	Ř	R	R	
***************************************	7	sixth six months of experience	1298.25	1038.60	1304.30	1043.45	
***************************************	·	seventh six months of experience	1377.40	1101.90	1383.80	1107.05	
		eighth six months of experience	1457.40	1165.90	1463.90	1171.10	
***************************************		ninth six months of experience	1536.50	1229.20	1543.60	1234.90	
		next four months of experience	1616.25	1293.00	1623.60	1298.90	
~~~		Thereafter, the wage specified in (v)(i) i.e.	1695.80	1356.65	1703.70	1362.95	
(vi)	1	ervisor:	1792.65	1434.10	1800.95	1440.75	
(vii)	garr	al Examiner of fully-fashioned nents:	1664.75	1331.80	1672.40	1337.90	
(viii)	Cler						
	(i)	Qualified:	1630.05	1304.05	1637.65	1310.10	
***************************************	(ii)	Leamers:	AAN AB			~~~	
•••••	<u> </u>	first six months of experience	900.25	850.00	904.50	850.00	
	-	second six months of experience	1082.50	866.00	1087.60	870.10	
***************************************	<u> </u>	third six months of experience next four months of experience	1265.05 1447.75	1012.05 1158.20	1271.00	1016.80	
************	ļ	Thereafter, the wage specified in	1630.05	1304.05	1454.45 1637.65	1163.55 1310.10	
		(viii)(i) i.e.	1030.00	1304.03	1037.03	1310.10	
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:						
	(i)	Qualified:	1630.05	1304.05	1637.65	1310.10	
	(ii)	Learners:					
		first six months of experience	900,25	850.00	904.50	850.00	
***************************************		second six months of experience	1021.50	850.00	1026.40	850.00	
		third six months of experience	1143.00	914.40	1148.35	918.70	
		fourth six months of experience	1265.05	1012.05	1271.10	1016.90	
		fifth six months of experience	1386.65	1109.30	1392.95	1114.35	
		next four months of experience	1508.60	1206.90	1515.55	1212.45	



WAGE SCHEDULE			ployers contributing to incentive Scheme)	contributing to the F	Employers NOT roductivity Incentive eme)	
	DESCRIPTION OF OCCUPATION		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	Ŕ	R	Ř
***************************************	T	Thereafter, the wage specified in (ix)(i) i.e.	1630.05	1304.05	1637.65	1310.10
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:					
~~~~~~~~~~~	(i)	Qualified:	1422.30	1137.85	1429.05	1143.25
***************************************	(ii)	Leamers:	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~			***************************************
	<u> </u>	first six months of experience	900.25	850.00	904.50	850.00
***************************************	<b></b>	second six months of experience	1030.40	850.00	1035.05	850.00
		third six months of experience	1160.85	928.70	1166.25	933.00
**************	***************************************	next four months of experience	1291.90	1033.50	1297.85	1038.30
		Thereafter, the wage specified in (x)(i) i.e.	1422.30	1137.85	1429.05	1143.25
(xí)	mas: mas:	er of a Motor Vehicle, the unladen s of which, together with the unladen s of any trailer or trailers drawn by vehicle—:				
		(a) does not exceed 453,5 kg	1359.75	1087.80	1366.00	1092.80
		(b) exceeds 453,5 kg but not 2 721	1605.40	1284.30	1612.85	1290.30
		(c) exceeds 2 721 kg but not 4 535 kg	1709.60	1367.70	1717.45	1373.95
***************************************	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(d) exceeds 4 535 kg	1855.20	1484.15	1863.70	1490.95
(xii)		rity Officer:	2076.65	1661.30	2086.30	1669.05
(xiii)		hman:	1602.65	1282.10	1610.05	1288.05
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1668.55	1334.85	1676.15	1340.90
	(ii)	Learners:				·····
		first six months of experience	900.25	850.00	904.50	850.00
		second six months of experience	1091.90	873.50	1097.15	877.70
~~~~~~~~		third six months of experience	1284.65	1027,70	1290.50	1032.40
		next four months of experience	1476.40	1181.10	1483.25	1186.60



DESCRIPTION OF OCCUPATION			loyers contributing to Incentive Scheme)	Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)		
		Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
			R	Ř	R	Ř
	T.	thereafter, the wage specified in (xiv)(i) i.e.	1668.55	1334.85	1676.15	1340.90
(xv)	clear Grad enga card in s fabri Draw Form Oper stear raisii Oper dryin empl Labe Fold Waxi Cree	ner (i.e. an employee engaged in hing garments and/or fabrics), ler, Sampler (i.e. an employee iged in the making up of sample s), Winder, Overlocker for seconds ocks and/or Examiner of knitted cs and articles, Backwinder, othreader, Pre- and Post-Boarder or ner, Precutter, Presser, Turner, rator of calendar, slitting, setting or ming machine, Operator of brushing, ing and/or cropping machine, rator of dye machine, Operator of ig and/or hydro-extracting machine, oyee engaged in Transferring and/or illing, Trimming of surplus threads, ing, Carding and/or Packing,				
	(i)	Qualified:	1169.30	935.45	1174.70	939.75
	(ii)	Learners:	***	444		A & A A
***************************************		first six months of experience	900.25	850.00	904.50	850.00
ļ	ļ	second six months of experience	989.65	850.00	994.25	850.00
		third six months of experience Thereafter, the wage specified in (xv) (i) i.e.	1080.15 1169.30	864.10 935.45	1085.00 1174.70	868.00 939.75
(xvi)	Trav	eller's Assistant, Cloakroom	1169.30	935.45	1174.70	939.75
		ervisor and/or Attendant, Teamaker	2320.02	2000 00	492420	2002 70
(xvii)	wene	eral Worker (Knitting)	1358.25	1086.60	1364.60	1091.70

(xvii) General Worker (Knitting) 1358.25 1086.60 1364.60 1091.70

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

32 9f 78 7.0 M In the following table of clauses, substitute the existing expression, for the new expression:

86

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

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

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

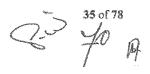
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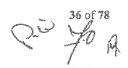
	WAGE SCHEDULE		e, employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National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



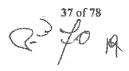
	WAGE SCHEDULE		e, employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)		
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
		R	R	R	R	
	sixth six months of experience	1511.70	1209.40	1518.90	1215.10	
	seventh six months of experience	1637.00	1309.60	1644.60	1315.70	
	eighth six months of experience	1760.70	1408.60	1769.30	1415.40	
	next four months of experience	1885.40	1508.30	1894.20	1515.40	
	Thereafter, the wage specified in (C)(i) i.e.	2008.70	1 6 07.00	2018.20	1614.60	
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:		***************************************			
	(i) Qualified:	1491.80	1193.40	1499.10	1199.30	
p	(ii) Learners:			***************************************		
	first six months of experience	893.50	800.00	897.30	800.00	
	second six months of experience	1041.70	833.40	1046.90	837.50	
	third six months of experience	1192.50	954.00	1198.00	958.40	
	next four months of experience	1344.20	1075.40	1350.30	1080.20	
	Thereafter, the wage specified in (D)(i) i.e.	1491.80	1193,40	1499.10	1199.30	
*(E1)	Sample Machinist:	1483.40	1186.70	1490.40	1192.30	
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):		S province of the state of the			
	(i) Qualified:	1289.60	1031.70	1295.70	1036.60	
	(ii) Learners:			***************************************		
	first six months of experience	893.50	00.008	897.30	800.00	
	second six months of experience	991.00	800.00	995.70	800.00	
	third six months of experience	1088.80	871.00	1094.20	875.40	
	Thereafter, the wage specified in (E)(i) i.e.	1289.60	1031.70	1295.70	1036.60	



	WAGE SCHEDULE	GROUP A (6. 0.5%Productivity	e employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, 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:	1289.60	1031.70	1295.70	1036.60
	(ii) Learners:				
***************************************	first six months of experience	893.50	800.00	897.30	800.00
***************************************	second six months of experience	991.00	800.00	995.70	800.00
************************	third six months of experience	1088.80	871.00	1094.20	875.40
	next four months of experience	1192.80	954.20	1198.10	958.50
2800.25	Thereafter, the wage specified in (E)(i) i.e.	1289.60	1031.70	1295.70	1036.60
(F1)	Machinist promoted to Assistant Supervisor:				
***************************************	(i) Qualified:	1532.40	1225.90	1539.70	1231.80
	(ii) Learners:				- 600 700 - 0 600 700
	first six months of experience	1289.60	1031.70	1295.70	1036.60
***************************************	second six months of experience	1373.50	1098.80	1379.70	1103.80
	third six months of experience.	1454.20	1163.40	1461.10	1168.90
	Thereafter, the wage specified in (F1)(i)	1532.40	1225.90	1539.70	1231.80
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor;		***************************************	***************************************	
	Despatch/Factory Clerk and Storeman:	***************************************		20000000	
	(i) Qualified:	1532.40	1225.90	1539.70	1231.80
	(ii) Learners:	***************************************			
***************************************	first six months of experience	893.50	800.00	897.30	800.00
	second six months of experience	1052.80	842.20	1057.50	846.00
	third six months of experience	1212.90	970.30	1218.50	974.80
	next four months of experience	1374.40	1099.50	1381.10	1104.90



	WAGE SCHEDULE		e. employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)		
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
**************		R	R	R	Ř	
•••••	Thereafter, the wage specified in (F)(i)	1532.40	1225.90	1539.70	1231.80	
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
*************	(i) Qualified:	1069.90	855.90	1074.70	859.80	
)	(ii) Learners:	Ph. A. A. W	****	A 2 2 2 2	A B A A A	
	first six months of experience	893.50	800.00	897.30	00.008	
**************************************	second six months of experience third six months of experience	936.60	800.00	940.60	800.00	
	next four months of experience	980.30 1024.40	800.00 819.50	985.30	800.00 823.30	
	Thereafter, the wage specified in (G)(i)	1024.40	855.90	1029.10 1074.70	859.80	
	i.e.	1003.30	050.80	1074.70	008.00	
(H1)	Foreman:	3384.20	2707.40	3399.90	2719.90	
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1845.80	1476.60	1854.20	1483.40	
(H3)	Artisan:	3863.50	3090.80	3881.10	3104.90	
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	1188.80	951.00	1194.50	955.60	
(H5)	Watchman:	1373.70	1099.00	1380.10	1104.10	
(H6)	Driver (Light Motor Vehicle):	1354.10	1083.30	1360.20	1088.20	
(H7)	Driver (Medium Motor Vehicle):	1447.90	1158.30	1454.50	1163.60	



WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5%Productivity Incentive Scheme)			
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum
	R	Ř	R	Wage) R

Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

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

38 OF 78

Wage Category	GROUP A (i.e. emplayees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020	Across the Board Increase (Based on 2018/19 Rand Value)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	
	R	R	R	R	R	R	
D	1491.80	97.30	1193.40	1499.10	97.80	1199.30	
E1	1483.40	96.70	1186.70	1490.40	97.20	1192.30	
E (a)	1289.60	84.10	1031.70	1295.70	84.50	1036.60	
E (b)	1289.60	84.10	1031.70	1295.70	84.50	1036.60	
F1	1532.40	99.90	1225.90	1539.70	100.40	1231.80	
Em.	1532.40	99.90	1225.90	1539.70	100.40	1231.80	
G	1069.90	69.80	855.90	1074.70	70.10	859.80	
H1	3384.20	220.70	2707.40	3399.90	221.70	2719.90	
H2	1845.80	120.40	1476.60	1854.20	120.90	1483.40	
H3	3863.50	252.00	3090.80	3881.10	253.10	3104.90	
H4	1188.80	77.50	951.00	1194.50	77.90	955.60	
H5	1373.70	89.60	1099.00	1380.10	90.00	1104.10	
Н6	1354.10	88.30	1083.30	1360.20	88.70	1088.20	
H7	1447.90	94.40	1158.30	1454.50	94.90	1163.60	

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

39 of 78

	WAGE SCHEDULE	GROUP A (A 0.5% Productivit	e. employees on the y Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
WWWWWWW.	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
	······································	R	R		R	
(a)	Supervisor:	2081.90	1665.50	2086.80	1669.40	
16.1	Millings (Hangada to Trimes)			***************************************		
(b)	Milliner (Upgrade to Trimmer): (i) Qualified	4054 00	3002.00	4 7 9 7 7 7 7 19 19 19 19 19 19 19 19 19 19 19 19 19	100 t C0	
	(ii) Learners:	1651.20	1321.00	1655.60	1324.50	
**************************************	first six months of experience	1169.90	935.90	1172.70	00000	
******************	second six months of experience	1279.30	1023.40	1282.20	938.20	
	third six months of experience	1404.60	1123.70	1407.80	1025.80 1126.20	
***************************************	next four months of experience	1557.60	1246.10	1561.30	1249.00	
***************************************	Thereafter, the wage specified in (b)(i)	1651.20	1321.00	1655.60	1324.50	
	i.e.					
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):	***************************************	000000000000000000000000000000000000000			
***************************************	(i) Qualified:	1389.40	1111.50	1392.70	1114.20	
	(ii) Learners:					
	first six months of experience	1151.60	921.30	1154.40	923.50	
	second six months of experience	1188.90	951.10	1191.60	953.30	
*******************************	third six months of experience	1264.00	1011.20	1266.90	1013.50	
	next four months of experience	1322.80	1058.20	1326,10	1060.90	
	Thereafter, the wage specified in (c)(1)(i) i.e.	1389.40	1111.50	1392.70	1114.20	
	(2) Driver:	1389.40	1111.50	1392.70	1114.20	
(d)	Machine Operator & Chopper-Out:		***************************************			
	(i) Qualified:	1285.90	1028.70	1288.50	1030.80	
	(ii) Learners:					
	first six months of experience	820.00	820.00	820.00	820.00	
	second six months of experience	926.40	820.00	928.60	820.00	
	third six months of experience	992.00	820.00	994.50	820.00	
	next four months of experience	1145.20	916.20	1147.90	918.30	
	Thereafter, the wage specified in (d)(i) i.e.	1285.90	1028.70	1288.50	1030.80	
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:		į			

40 of 78

	WAGE SCHEDULE	GROUP A (i 0.5% Productivit	e. employees on the y Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
***************************************		R	R	R	R
	(i) Qualified:	1096.00	876.80	1098.50	878.80
	(ii) Learners:			***************************************	
	first six months of experience	820.00	820.00	820.00	820.00
	second six months of experience	888.70	820.00	890.70	820.00
	third six months of experience	954.10	820.00	956.70	820.00
	next four months of experience	1026.80	821.40	1029.00	823.20
	Thereafter, the wage specified in (e)(i) i.e.	1096.00	876.80	1098.50	878.80
(f)	Boiler Attendant & Watchman:	1198.70			1

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

Existing	New
31 August 2017	31 August 2018
31 August 2019	31 August 2020
1 September 2018	1 September 2019
20 cents	21 cents
	31 August 2017 31 August 2019 1 September 2018



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

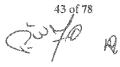
7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))

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

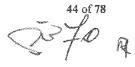
	WAGE SCHEDULE	GROUP A (I.e 0.5%Productivity	employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)		
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
			R	R	R	
(1)	Foreman:	2573.20	2058.60	2585.30	2068.20	
(ii) (iii)	Dyer: (See (iv) below) Storeman:		***************************************			
(1117)	(i) Qualified:	2476.90	4004 E0	2400 50	4000.00	
***************************************	(ii) Learners:	2470.90	1981.50	2488.50	1990.80	
	first six months of experience	894.20	850.00	898.50	850.00	
 	second six months of experience	1289.90	1031.90	1295.90	1036.70	
1	third six months of experience	1685.50	1348.40	1693.40	1354.70	
			1070.90	1030.40	1004.10	
	next four months of experience	2081.30	1665.00	2091.00	1672.80	

42 of 78 42 of 78

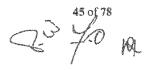
	WAGE SCHEDULE		a. employees on the Incentive Scheme)	GROUP B (i.e. employees NOT on the 0.5%Productivity Incentive Scheme)		
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	
		R	Ř	R	Ř	
,	i.e.		***************************************	***************************************		
(lv)	Mechanic/Dyer:			~~~~		
************	(i) Qualified:	2573.20	2058.60	2585.30	2068.20	
	(ii) Learners:					
	first six months of experience	894.20	850.00	898,50	850.00	
***********	second six months of experience	1062.10	850.00	1066.90	853.50	
	third six months of experience	1229.90	983.90	1235.70	988.60	
	fourth six months of experience	1398.10	1118.50	1404.40	1123.50	
***************************************	fifth six months of experience	1565.80	1252.60	1573.20	1258.60	
***************************************	sixth six months of experience	1733.60	1386.90	1741.70	1393.40	
***************************************	seventh six months of experience	1901.50	1521.20	1910.50	1528.40	
	eighth six months of experience	2069.50	1655.60	2079.20	1663.40	
	ninth six months of experience	2237.00	1789.60	2247.30	1797.80	
	next four months of experience	2405.80	1924.60	2417.00	1933.60	
	Thereafter, the wage specified in (iv)(i)	2573.20	2058.60	2585.30	2068.20	
	i.e.				~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
(v)	Mechanic's Assistant:	***************************************	***************************************		~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
	(i) Qualified:	1685.10	1348.10	1692.80	1354.20	
	(ii) Learners:			***************************************	***************************************	
	first six months of experience	894.20	850.00	898.50	850.00	
	second six months of experience	972.40	850.00	976.80	850.00	
~~~	third six months of experience	1033.90	850.00	1057.50	850.00	
***************************************	fourth six months of experience	1131.10	904.90	1136.20	909.00	
	fifth six months of experience	1210.70	968.60	1216.20	973.00	
ww	sixth six months of experience	1290.00	1032.00	1296.00	1036.80	
***************************************	seventh six months of experience	1368.70	1095.00	1375.20	1100.20	
***************************************	eighth six months of experience	1448.40	1158.70	1454.60	1163.70	
***************************************	ninth six months of experience	1526.90	1221.50	1533.80	1227.00	
~~~~	next four months of experience	1606.50	1285.20	1613.60	1290.90	
	Thereafter, the wage specified in (v)(i) i.e.	1685.10	1348.10	1692.80	1354.20	
(vi)	Supervisor:	1781.70	1425.40	1790.00	1432.00	
(vli)	Final Examiner of fully-fashioned garments:	1654.20	1323.40	1662.10	1329.70	



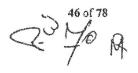
	WAGE SCHEDULE	GROUP A (i.e 0.5%Productivity	a. employees on the Incentive Scheme)	GROUP B (I.e the 0.5% Productivit	. employees NOT on ly Incentive Scheme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted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



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



	WAGE SCHEDULE		e. employees on the Incentive Scheme)		employees NOT on y Incentive Scheme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	Ŕ
(xvi)	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 hydroextracting 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/Traveller's Assistant	1349.60	1079.70	1355.80	1084.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1161.70	929.40	1167.10	933.70
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	1161.70	929.40	1167.10	933.70
	(ii) Learners:				
	first six months of experience	894.20	850.00	898.50	850.00
***************************************	second six months of experience	982.90	850.00	987.60	850.00
TOLERO CONTROL	third six months of experience	1073.00	858.40	1077.80	862.20
	Thereafter, the wage specified in (xvii) (i) i.e.	1161.70	929.40	1167.10	933.70



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

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

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

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

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

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

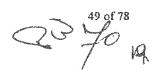
WAGE SCHEDULE	the 0.5% Prod	i.e. employees on uctivity Incentive eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum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

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29

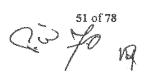
	***************************************	WAGE SCHEDULE	the 0.5% Prod	i.e. employees on uctivity incentive eme)	GROUP B NOT on the 0.5 Incentive	% Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per	New	Wage per	New
			week from 01 Sep 2019	Employees	week from 01 Sep 2019	Employees
			to 31 Aug	on Incentivised	to 31 Aug	on Incentivise
			2020	Scheme	2020	d Scheme
			(Where	Effective 1	(Where	Effective 1
			applicable	September	applicable	September
			the	2019 = 80%	the	2019 = 80%
			Minimum	(Where	Minimum	(Where
			Wage	applicable	Wage	applicable
			Payable	the	Payable	the
			plus Incentive	Minimum Wage	plus Incentive	Minimum
			has been	Payable	has been	Wage Payable
			adjusted to	plus	adjusted to	pius
			comply with	Incentive	comply with	Incentive
			the National	has been	the National	has been
			Minimum	adjusted to	Minimum	adjusted to
			Wage)	comply with	Wage)	comply
				the National Minimum		with the National
				Wage)		Minimum
				**age/		Wage)
			R	R	R	R
	(a)	Qualified	2603.50	2083.00	2614.00	2091.00
	(b)	Learner				
		First year				
		First six months of experience	1458.00	1166.50	1463.50	1171.00
		Second six months of experience	1610.50	1288.50	1615.50	1292.50
		Second year				•••••••••••••••••••••••••••••••••••••••
		First six months of experience	1761.50	1409.00	1769.50	1415.50
		Second six months of experience	1923.00	1538.50	1932.50	1546.00
		Third year		4000 50	~~~~~	
		First six months of experience Next four months of experience	2098.00	1678.50	2106.50	1685.00
		Thereafter, the wage specified in	2263.50 2603.50	1811.00	2274.50	1819.50
		(a), i.e.	2003.50	2083.00	2614.00	2091.00
Pattern	Gra				***************************************	
	(a)	Qualified	2100.00	1680.00	2108.00	1686.50
	(b)	Leamer				***************************************
		First year				
		First six months of experience	1370.50	1096.50	1378.50	1103.00
		Second six months of experience	1458.00	1166.50	1463.50	1171.00
		Second year				
		First six months of experience	1543.50	1235.00	1553.00	1242.50
		Second six months of experience	1654.50	1323.50	1662.00	1329.50
		Third year	4304 50	4400 00	4720 60	440 = = =
	***************************************	First six months of experience Next four months of experience	1761.50 1875.00	1409.00	1769.50	1415.50
	***************************************	Thereafter, the wage specified in	2100.00	1500.00 1690.00	1884.50 2108.00	1507.50 1606 50
		(a), i.e.	2100.00	1680.00	2100.00	1686.50
Cutter,				4.000		
	(a)	Qualified	2026.00	1621.00	2033.00	1626.50
	<u>(b)</u>	Leamer				
	***************************************	First year	4000 60	000 50	4000 50	000 00
		First six months of experience Second six months of experience	1229.50	983.50	1236.50	989.00
		Second six months of experience	1354.50	1083.50	1359.50	1087.50
		~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~				



			GE SCHEDULE	the 0.5% Prod	i.e. employees on uctivity incentive eme)	NOT on the 0.5 Incentive	(i.e. employees % Productivity Scheme)
		ESCRIP	ION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees     on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	T T			R	R	R	R
		FI	rst six months of experience	1477.00	1181.50	1484.50	1187.50
	ļ	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	econd six months of experience	1615.50	1292.50	1625.50	1300.50
		Third y					
	ļ		rst four months of experience	1772.00	1417.50	1781.00	1425.00
			nereafter, the wage specified in ), i.e.	2026.00	1621.00	2033.00	1626.50
Interli	L inina c		mer, leather cutter and tie cutter				www
100000	(a)	Qualifi	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	1459.50	1167.50	1466.00	1173.00
	(b)	Leame		1700.00	1,707,00	1700,00	1110.00
		First ye				***************************************	
		<del></del>	rst six months of experience	1096.00	877.00	1099.50	879.50
		~ <del>~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</del>	cond six months of experience	1162.00	929.50	1166.00	933.00
		Secon					
		and an exercise and a second	st six months of experience	1222.00	977.50	1228.00	982.50
		Se	cond six months of experience	1287.00	1029.50	1294.00	1035.00
		Third y	ear				
			st four months of experience	1350.50	1080.50	1356.00	1085.00
			ereafter, the wage specified in	1459.50	1167.50	1466.00	1173.00
$\vdash$	/c\		), i.e. nced to learner cutter:				
<b>  </b>	(c)	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	rst six months from date of	1581.50	1265.00	1 <b>6</b> 00 60	4074 EO
		1 1	vancement	1001.00	1200.00	1589.50	1271.50
		Se	cond six months from date of	1772.00	1417.50	1781.00	1425.00
<b> </b>			vancement				
			ereafter, the wage specified for	. anacani	4694 AA I	2022 00 1	1626.50
Havor	-un,		qualified cutter, i.e.	2026.00	1621.00	2033.00	
Layer	***************************************	l la	qualified cutter, i.e.				4044.00
Layer	(a)	a d     Qualific	qualified cutter, i.e.	1258.50	1007.00	1263.50	1011.00
Layer	***************************************	Qualific	qualified cutter, i.e. ed r				1011.00
Layer	(a)	Qualifie Learne First ye	qualified cutter, i.e. ed r ear	1258.50	1007.00	1263.50	
Layer	(a)	Qualific Learne First ye	ed r ar st six months of experience	1258.50	1007.00	1263.50 1064.00	851.00
Layer	(a)	Qualific Learne First ye	ed r st six months of experience cond six months of experience	1258.50	1007.00	1263.50	
Layer	(a)	Qualific Learne First ye Fit Se	ed r st six months of experience cond six months of experience	1258.50	1007.00	1263.50 1064.00	851.00

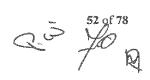
50 of 78

	***************************************	WAGE SCHEDULE	the 0.5% Prod Sch	i.e. employees on uctivity incentive eme)		(i.e. employees % Productivity Scheme)
	DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	~~~~		R	R	R	R
		[(a), i.e.				
-	(c)	If advanced to learner cutter:	1.000 mm			
	******************************	First six months from date of advancement	1258.50	1007.00	1263.50	1011.00
	***************************************	Second six months from date of advancement	1477.00	1181.50	1484.50	1187.50
		Third six months from date of advancement	1615.50	1292.50	1625.50	1300.50
		Fourth six months from date of advancement	1772.00	1417.50	1781.00	1425.00
	······································	Thereafter, the wage specified for a qualified cutter, i.e.	2026.00	1621.00	2033.00	1626.50
ļļ	(d)	If advanced to learner interlining cu				
	***************************************	First six months from date of advancement	1258.50		1263.50	1011.00
	************************************	Second six months from date of advancement	1350.50		1356.00	1085.00
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1459.50	1167.50	1466.00	1173.00
	(c)	If advanced to fitter-up:				
		First six months from date of advancement	1258.50		1263.50	1011.00
	***************************************	Second six months from date of advancement	1304.50		1309.50	1047.50
	·····	Third six months from date of advancement	1370.50		1378.50	1103.00
		Fourth six months from date of advancement	1459.50		1466.00	1173.00
		Thereafter, the wage specified for fitter-up, i.e.	1610.50	1288.50	1615.50	1292.50
Clicke						
juuran marana ja a	<u>(a)</u>	Qualified	1505.50	1204.50	1512.50	1210.00
 	(b)	Learner				
 		First year	1128.50		1134.00	907.00
L		Second year	1287.00	1029.50	1294.00	1035.00

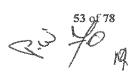


	***************************************	WAGE SCHEDULE	GROUP A (i the 0.5% Produ Sche	ictivity incentive	GROUP B NOT on the 0.5 Incentive	% Productivity
	DE	SCRIPTION OF OCCUPATION	Wage per week from	New Employees	Wage per week from	New Employees
000			01 Sep 2019	on	01 Sep 2019	on
0000			to 31 Aug	Incentivised	to 31 Aug	Incentivise
000			2020 (Where	Scheme Effective 1	2020	d Scheme Effective 1
			applicable	September	(Where applicable	September
			the	2019 = 80%	the	2019 = 80%
			Minimum	(Where	Minimum	(Where
			Wage	applicable	Wage	applicable
			Payable	the	Payable	the
			plus	Minimum	plus	Minimum
			Incentive	Wage	Incentive	Wage
			has been	Payable	has been	Payable
			adjusted to comply with	plus incentive	adjusted to comply with	plus Incentive
			the National	has been	the National	has been
			Minimum	adjusted to	Minimum	adjusted to
			Wage)	comply with	Wage)	comply
				the National		with the
				Minimum		National
				Wage)		Minimum
			R	R	R	Wage) R
		Thereafter, the wage specified in (a)	1505.50	1204.50	1512.50	1210.00
		i.e.	1000.00	1207.00	1012.00	1210.00
Trace	er:					
	(a)	Qualified	1412.50	1130.00	1418.00	1134.50
	(b)	Leamer				
		First year				
		First six months of experience	1128.50	903.00	1134.00	907.00
ļ		Second six months of experience	1208.50	967.00	1213.50	971.00
		Second year				
		First six months of experience	1278.50	1023.00	1283.50	1027.00
		Thereafter, the wage specified in (a), i.e.	1412.50	1130.00	1418.00	1134.50
	L	Part B – Factory Operatives				
Cloth	enemente con conscionation of	chine mechanic:	***************************************	-		VIII.
	(a)	Qualified	2603.50	2083.00	2614.00	2091.00
	(b)	Leamer				
		First year				***************************************
		First six months of experience	1458.00	1166.50	1463.50	1171.00
		Second six months of experience	1610.50	1288,50	1615.50	1292.50

	•**************************************	Second year	g the stage of the stage	4,00,00	4 (tg ds ds 22 d	
		First six months of experience Second six months of experience	1761.50	1409.00	1769.50	1415.50
		Third year	1923.00	1538.50	1932.50	1546.00
	***************************************	First four months of experience	2098.00	1678.50	2106.50	460E 00
~~~~~~~~~~	MINI off-discourses	Second four months of experience	2263.50	1811.00	2274.50	1685.00 1819.50
***************************************		Thereafter, the wage specified in	2603.50	2083.00	2614.00	2091.00
		(a), i.e.				x60xx600000
1 28 m 28 -	ing teci (a)	nician: Qualified	2603.50	2000.00	0044.00	0004.00
Cloth		4 3 3 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	nus mil	2083.00	2614.00	2091.00
Cloth	~~~~					
Cloth	(b)	Learner First year				



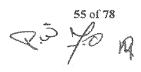
Second six months of experience   1761.50   1409.00   1789.50   1415.50   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1819.50   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00   1817.00		ancamanamanacon con cancan	WAGE SCHEDULE	the 0.5% Produ	i.e. employees on activity (ncentive	NOT on the 0.5	
Second six months of experience   1761,50   1409,00   1769,50   1415,5   1764,92   1764,10   1764,92   1764,10   1764,92   1764,10   1764,92   1764,10   1764,92   1764,10   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1764,92   1			CADIDTIAN OF ARRIVATION				~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
Of Sep 2019   to 31 Aug 2020   (Where applicable the plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Payable plus lincentive has been adjusted to comply with the National Minimum Wage   Wage Paya		U	ESCRIPTION OF OCCUPATION		, ,,,,,,,		
Lo 31 Aug   2020 (Where applicable the applicable the hard plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive has been adjusted to comply with the National Minimum Wage)   Payable plus lincentive ha							
Comply with the National Minimum Wage    Second six months of experience   1610.50   1288.50   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1615.50   1292.5   1292.5   1292.5   1292.5   1292.5   1292.5   1292							
Where applicable the plus   Effective   September 2019 = 80% (Where applicable Payable   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to comply with the National Minimum Wage)   Payable adjusted to Comply Wage)   Payable adjusted to comply wi						100	}
Second six months of experience   1761.50   1409.00   1789.50   1415.50   1292.50   1819.50   1815.50   1292.50   1819.50   1815.50   1292.50   1819.50   1815.50   1292.50   1819.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1815.50   1292.50   1292.50   1292.50   1292.50   1292.50				(Where		1	Effective 1
The Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus Incentive has been adjusted to comply with the National Min				applicable	September	, .	September
Wage   Payable plus   Incentive has been adjusted to comply with the National Minimum Wage)	7000000			1	2019 = 80%		2019 = 80%
Payable plus   Incentive has been adjusted to comply with the National Minimum Wage)   Payable plus incentive has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)   Payable plus has been adjusted to comply with the National Minimum Wage)	990			Minimum	(Where	Minimum	(Where
Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to comply with the National Minimum Wage)   Plus   Incentive has been adjusted to complete has plus   Incentive has been adjusted to complete has plus   Incentive has been adjusted to complete has plus   Incentive has plus   Incentive has plus   Incentive has plus   Ince				Wage		Wage	applicable
Incentive has been adjusted to comply with the National Minimum Wage)				1 ". 1		<b>.</b>	
has been adjusted to comply with the National Minimum Wage)   May   Ma						, ,	
Adjusted to comply with the National Minimum Wage)					440		
Comply with the National Alloward Mage)							{
the National Minimum Wage)    National Minimum Wage    National Minimum Wage  National Minimum Wage    National Minimum Wage    National Minimum Wage    National Minimum Wage    National Minimum Wage    National Minimum Wage    National Minimum Wage    National Minimum W							
Minimum Wage    Minimum Wage    Minimum Wage  with the National Minimum Wage  with the National Minimum Wage    R R R R R R R R R R R R R R R R R R							
Wage   Comply with the National Minimum Wage   Second six months of experience   1610.50   1288.50   1615.50   1292.5   Second six months of experience   1761.50   1409.00   1769.50   1415.5   Second six months of experience   1923.00   1538.50   1932.50   1546.0   Third year   First six months of experience   2098.00   1678.50   2106.50   1685.0   Next four months of experience   2263.50   1811.00   2274.50   1819.5   Material Residual Resi							
the National Minimum Wage				1			. *
Wage    Minimum Wage    R R R R R R R R R R R R R R R R R R						,	
R R R R R R R R R R R R R R R R R R R					Minimum		National
Second six months of experience					Wage)		Minimum
Second six months of experience   1610.50   1288.50   1615.50   1292.5     Second year			· •				Wage)
Second year				La consecuence de la consecuencia de la consecuenci	* *	R	R
First six months of experience	-		· · · · · · · · · · · · · · · · · · ·	1610.50	1288.50	1615.50	1292.50
Second six months of experience							
Second six months of experience			First six months of experience	1761.50	1409.00	1769.50	1415.50
Third year			Second six months of experience	1923.00	1538.50	1932.50	1546.00
First six months of experience   2098.00   1678.50   2106.50   1685.0     Next four months of experience   2263.50   1811.00   2274.50   1819.5     Thereafter, the wage specified in (a), i.e.     Grade A employee:   (a) Qualified   1610.50   1288.50   1615.50   1292.5     First year		1	Third year	~~~~~			
Next four months of experience   2263.50   1811.00   2274.50   1819.5     Thereafter, the wage specified in   2603.50   2083.00   2614.00   2091.0     Grade A employee:		<b>†</b>		2098 00	1678 50	2106 50	1685.00
Thereafter, the wage specified in (a), i.e.   2603.50   2083.00   2614.00   2091.0	-		- <del></del>	<del>0000000000000000000000000000000000000</del>	······································	······································	***************************************
(a), i.e.     Grade A employee:     (a)   Qualified   1610.50   1288.50   1615.50   1292.5     (b)   Learner	<b> </b>	╅	·\$\$\$	\$ <i>i</i> 777			
Grade A employee:	7			2003.00	2003.00	2014.00	2091.00
(a)         Qualified         1610.50         1288.50         1615.50         1292.5           (b)         Learner         First year         133.00         906.50         1137.00         909.5             First six months of experience         1221.00         977.00         1226.00         981.0             Second six months of experience         1304.50         1043.50         1309.50         1047.5             Second six months of experience         1370.50         1096.50         1378.50         1103.0             Third year           First four months of experience         1459.50         1167.50         1466.00         1173.0             Thereafter, the wage specified in (a), i.e.         1610.50         1288.50         1615.50         1292.5             Grade B employee:           Gallified         1375.50         1100.50         1381.00         1105.0             (a)         Qualified         1375.50         1100.50         1381.00         1105.0             (b)         Learner           First six months of experience         116.00         893.00         1121.50         897.0             Second six months of experience         1174.50         939.50         1179.50         943.5             Second six months of experience         1	Grad	de A em		***************************************	~~		
(b) Learner   First year		···	<u>~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</u>	1610 60	1700 EN	161E EN	1202 50
First year		<del>ool</del> oonisoonisoons		1010.00	1200.00	1010.00	1202.00
First six months of experience   1133.00   906.50   1137.00   909.5     Second six months of experience   1221.00   977.00   1226.00   981.0     Second year	<b></b>	+\~/	·	<u> </u>	~		
Second six months of experience   1221.00   977.00   1226.00   981.0	ļ	-	·	4400.00		4 4 0 7 0 0	
Second year   First six months of experience   1304.50   1043.50   1309.50   1047.5	ļ	- <b>-</b>			60\$06mannouni	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
First six months of experience   1304.50   1043.50   1309.50   1047.5     Second six months of experience   1370.50   1096.50   1378.50   1103.0     Third year   First four months of experience   1459.50   1167.50   1466.00   1173.0     Thereafter, the wage specified in (a), i.e.   1610.50   1288.50   1615.50   1292.5     Grade B employee:   (a) Qualified   1375.50   1100.50   1381.00   1105.0     (b) Learner   First year   First six months of experience   1116.00   893.00   1121.50   897.0     Second six months of experience   1174.50   939.50   1179.50   943.5     Second year   First six months of experience   1234.00   987.00   1239.00   991.0     Thereafter, the wage specified in (a), i.e.   (c) If advanced to Grade A employee:   1375.50   1100.50   1381.00   1105.0	<b></b>	<b>-</b>		1221.00	977.00	1226.00	981.00
Second six months of experience   1370.50   1096.50   1378.50   1103.0     Third year   First four months of experience   1459.50   1167.50   1466.00   1173.0     Thereafter, the wage specified in (a), i.e.   1610.50   1288.50   1615.50   1292.5     (a) Qualified   1375.50   1100.50   1381.00   1105.0     (b) Learner   First year   First six months of experience   1116.00   893.00   1121.50   897.0     Second six months of experience   1174.50   939.50   1179.50   943.5     Second year   First six months of experience   1234.00   987.00   1239.00   991.0     Thereafter, the wage specified in (a), i.e.   1375.50   1100.50   1381.00   1105.0     (c) If advanced to Grade A employee:   1375.50   1100.50   1381.00   1105.0     (d) If advanced to Grade A employee:   1375.50   1100.50   1381.00   1105.0     (e) If advanced to Grade A employee:   1375.50   1100.50   1381.00   1105.0     (f) If advanced to Grade A employee:   1375.50   1100.50   1381.00   1105.0     (f) If advanced to Grade A employee:   1375.50   1375.50   1381.00   1105.0     (f) If advanced to Grade A employee:   1375.50   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1381.00   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   1375.50   137	ļ	<b>-</b>					
Third year	ļ				<del>~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</del>	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	1047.50
First four months of experience		-		1370.50	1096.50	1378.50	1103.00
Thereafter, the wage specified in (a), i.e.   1610.50   1288.50   1615.50   1292.50			1				
Thereafter, the wage specified in (a), i.e.   1610.50   1288.50   1615.50   1292.5				1459.50	1167.50	1466.00	1173.00
(a), i.e.   Grade B employee:				1610.50	1288.50	1615.50	1292.50
(a)         Qualified         1375.50         1100.50         1381.00         1105.00           (b)         Learner         First year         893.00         1121.50         897.00                     Second six months of experience         1174.50         939.50         1179.50         943.50                     Second year         1234.00         987.00         1239.00         991.00                     Thereafter, the wage specified in (a), i.e.         1375.50         1100.50         1381.00         1105.00           (c)         If advanced to Grade A employee:         1234.00         100.50         1381.00         1105.00		<u></u>					
(b) Learner First year  First six months of experience 1116.00 893.00 1121.50 897.00 Second six months of experience 1174.50 939.50 1179.50 943.50 Second year First six months of experience 1234.00 987.00 1239.00 991.00 Thereafter, the wage specified in 1375.50 1100.50 1381.00 1105.00  (c) If advanced to Grade A employee:	Grad						
First year		<del>~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</del>		1375.50	1100.50	1381.00	1105.00
First six months of experience   1116.00   893.00   1121.50   897.00     Second six months of experience   1174.50   939.50   1179.50   943.50     Second year		(b)	Learner				
Second six months of experience   1174.50   939.50   1179.50   943.50			First year				***************************************
Second six months of experience   1174.50   939.50   1179.50   943.50     Second year	T		First six months of experience	1116.00	893.00	1121.50	897.00
Second year		1			<u>เลเรียกเลเกรมายการทางการการทางการทางการทางการทางการที่</u>	······································	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
First six months of experience   1234.00   987.00   1239.00   991.00     Thereafter, the wage specified in   1375.50   1100.50   1381.00   1105.00     (a), i.e.   (c) If advanced to Grade A employee:	<u></u>	1	\$1100000\$11000000000000000000000000000			1 ( ) ( ) ( )	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
Thereafter, the wage specified in 1375.50 1100.50 1381.00 1105.00	<b>!</b>	<b>†</b>		1724 00	1 007 //	1220.00	004 00
(a), i.e. (c) If advanced to Grade A employee:		<del> </del>			<del>~{~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~</del>		
(c) If advanced to Grade A employee:		-		13/0.50	1100.50	1381.00	1705.00
		10			-		~~~~~
1		<del>  ``</del>		4075 60	4400 50	4004.00	4405.00
advancement		000		13/0.00	1100.50	1381.00	1105.00



		WAGE SCHEDULE	GROUP A (I the 0.5% Produ Sche	.e. employees on activity Incentive eme)	GROUP B NOT on the 0.5 Incentive	(i.e. employees % Productivity Scheme)
	DE	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	Ŕ
		Second six months from date of advancement	1416.50	1133.00	1423.00	1138.50
		Third six months from date of advancement	1459.50	1167.50	1466.00	1173.00
Crado		Thereafter, the wage specified for a qualified Grade A employee, i.e. aployee:	1610.50	1288.50	1615.50	1292.50
\$	(a)	iployee.    Qualified	1221.00	977.00	1226.00	981.00
	(b)	Leamer	16461,77		1220.00	301,00
		First year	<u></u>	-	***************************************	
		First six months of experience	1094.00	875.00	1098.50	879.00
		Second six months of experience	1125.00		1130.00	904.00
	***************************************	Thereafter, the wage specified in (a), i.e.	1221.00	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	1226.00	981.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1221.00		1226.00	981.00
ļļ.		Second six months from date of advancement	1234.00	987.00	1239.00	991.00
l la a a a a		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375.50	1100.50	1381.00	1105.00
-		er, blocker:   Qualified	4004.00	00700	4000 00	004.00
	(a) (b)	Leamer	1234.00	987.00	1239.00	991.00
$\vdash$	<u>\~/</u>	First year		1		
	•••••	First six months of experience	1059.50	850.00	1064.00	851.00
$\vdash$	ioacoacoacoacoc	Second six months of experience	1096.00		1099.50	879.50
<b>t</b>	***************************************	Second year	- 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			
		First six months of experience	1144.50	915.50	1150.50	920.50
		Thereafter, the wage specified in (a), i.e.	1234.00		1239.00	991.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	1234.00		1239.00	991.00
		Second six months from date of advancement	1459.50	1167.50	1466.00	1173.00

25 54 of 78 FO M

	***************************************	WAGE SCHEDULE		e. employees on ictivity incentive ime)	NOT on the 0.5	(i.e. employees % Productivity Scheme)
	DI	ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b></b>	T		R	R	R	R
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1288.50	1615.50	1292.50
	<u> </u>	Part C – Clerical employees				
Clert			<u> </u>	***************************************	***************************************	
	(a) (b)	Qualified Leamer	1772.00	1417.50	1781.00	1425.00
~~~~	<del>  ``</del>	First year	1308.50	1047.00	1312.50	1050.00
		Second year	1421.50	1137.00	1428.00	1142.50
		Third year	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	37866466	
	†	First four months of experience	1554.00	1243.00	1561.00	1249.00
		Thereafter, the wage specified in (a), i.e.	1772.00	1417.50	1781.00	1425.00
L	<u></u>					~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
racto	ory Cle	*k Qualified	1000 00	4000 =-	A Py do bes do	
	(a) (b)	Leamer	1329.50	1063.50	1337.00	1069.50
	1727	First year	1059.50	850.00	1064.00	851.00
	 	Second year	1128.50	903.00	1134.00	907.00
	 	Third year			1,07,70	~~~~~
	******	First four months of experience	1221.00	977.00	1226.00	981.00
		Thereafter, the wage specified in (a), i.e.	1329.50	1063.50	1337.00	1069.50
<u> </u>	<u> </u>	<u> </u>	***************************************	-		
Rolle	r attend		1263.00	1010 50	1000 E0	1015 50
\$	atch pa		1304.50	1010.50 1043.50	1269.50 1309.50	1015.50 1047.50
	ral Wo		1221.00	977.00	1226.00	981.00
Labo	urer		1234.00	987.00	1239.00	991.00
Moto	r vehi	cle driver of a vehicle, the unladen ma	ss of which,			
toge	her wi	th the unladen mass of any trailer or tr	ailers drawn			
by su	ıch ve					
	(a)	does not exceed 1 360 kg	1304.50	1043.50	1309.50	1047.50
	(b)	exceeds 1 360 but not 2 720 kg	1354.50	1083.50	1359.50	1087.50



	WAGE SCHEDULE	the 0.5% Prod	i.e. employees on uctivity incentive eme)	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DE	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where	New Employees on Incentivised Scheme Effective 1	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where	New Employees on Incentivise d Scheme Effective 1
		applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(c)	exceeds 2 720 kg	1543.50	1235.00	1553.00	1242.50
	quality controller and instructor	1654.50	1323.50	1662.00	1329.50
Traveller's di		1354.50	1083.50	1359.50	1087.50
	r caretaker, whose ordinary hours of work				
(a)	less than 60 hours per week	1407.50	1126.00	1413.50	1131.00
(b)	60 hours per week	1477.00	1181.50	1484.50	1187.50

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

Q.5 56 of 78
40 19

	D	ESCI	RIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	I	T		R	R	R	R
Blocke	r					***************************************	
	(a)	Quá	alified	1285.00	1028.00	1289.50	1031.50
	(b)	. 	rner				
		Firs	tyear			~~~~	
		ļ	First six months of experience	888.50	850.00	894.00	850.00
		<u> </u>	Second six months of experience	991.50	850.00	996.00	850.00
	ļ	Sec	ond year	,		***************************************	***************************************
***************************************		-	First six months of experience	1086.00	869.00	1091.50	873.00
	ļ	ļ	Second six months of experience	1186.50	949.00	1191.50	953.00
			Thereafter, the wage specified in (a), i.e.	1285.00	1028.00	1289.50	1031.50
Chana	L Out	(A # # # # # # # # # # # # # # # # # # #	L nery)/Trimmer (Millinery)/Packer (Milliner				······································
CHOPPE	(a)		alified	y <i>y:</i> 1060.00	950.00	4005.50	050.50
	(b)		rner	1000.00	850.00	1065.50	852.50
	727		t year				•••••••••••••••••••••••••••••••••••••••
		1	First six months of experience	888.50	850.00	894.00	850.00
***************************************			Second six months of experience	923.00	850.00	928.50	850.00
		Sec	ond year		~~~~	S 60 W 1 W S	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
	***************************************		First six months of experience	956.00	850.00	960.00	850.00
	***************************************		Second six months of experience	993.50	850.00	997.50	850.00
		Thir	d year				W. C.
			First four months of experience	1026.00	850.00	1030.00	850.00
			Thereafter, the wage specified in (a), i.e.	1060.00	850.00	1065.50	852.50
Clerk						030000000000000000000000000000000000000	
	(a)	Qua	lified	1772.00	1417.50	1781.00	1425.00
	(b)	Lea	***************************************				
		******	i year	1308.50	1047.00	1312.50	1050.00
			ond year	1421.50	1137.00	1428.00	1142.50
		Thir	d year				
	~20020020000000000000000000000000000000		First four months of experience	1554.00	1243.00	1561.00	1249.00
-			Thereafter, the wage specified in (a),	1772.00	1417.50	1781.00	1425.00
	***************************************	<u> </u>	í.e.				

23 70 F78

		ESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	ļ		R	R	R	R
	_118/1	1 1	4040 **	200	40.774.00	
		ser (Millinery)	1049,50	850.00	1053.00	850.00
Grade	<u>Emp</u> (a)	loyee (Millinery): Qualified	4020 00	050.00	404000	222.00
	(b)	Learner	1038.00	850.00	1042.00	850.00
	 \	First year		***************************************		
	-	First six months of experience	888.50	850.00	894.00	850.00
	1	Second six months of experience	925.50	850.00	932.00	850.00
***************************************	-	Second year			502.00	
	-	First six months of experience	978.50	850.00	982.00	850.00
		Thereafter, the wage specified in (a),	1038.00	850.00	1042.00	850.00
		li.e.	, , , , , , , , , , , , , , , , , , , ,		, 0 1	
Milline	r:			***************************************		***
	(a)	Qualified	1122.00	897.50	1128.00	902.50
	(b)	Learner		***************************************		
***************************************		First year				
	ļ	First six months of experience	888.50	850.00	894.00	850.00
	ļ	Second six months of experience	944.50	850.00	949.00	850.00
	ļ	Second year				
		First six months of experience	947.50	850.00	951.00	850.00
	<u> </u>	Second six months of experience	991.00	850.00	995.50	850.00
	ļ	Third year First six months of experience	1035.50	850.00	1039.50	0EA AA
***************************************	 	Next four months of experience	1086.00	869.00	1039.50	850.00 873.00
		Thereafter, the wage specified in (a)	1122.00	897.50	1128.00	902.50
		i.e.		· · · · · · · ·		₩
Milliner	y Maci	<u> </u>	 			
	(a)	Qualified	1134.00	907.00	1140.00	912.00
	(b)	Learner				
	ļ	First year				
		First six months of experience	888.50	850.00	894.00	850.00
		Second six months of experience	968.50	850.00	974.00	850.00
		Second year	4.5.5.5			
		First six months of experience	1027.00	850.00	1033.00	850.00
	<u> </u>	Thereafter, the wage specified in (a),	1134.00	907.00	1140.00	912.00

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			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	*	7	7
1	U	ESCRIPTION OF OCCUPATION	Wage per week from	New	Wage per week from	New
			01 Sep	Employees on	Week from 01 Sep	Employees on
			2019 to 31	Incentivise	2019 to 31	Incentivise
			Aug 2020	d Scheme	Aug 2020	d Scheme
			(Where	Effective 1	(Where	Effective 1
			applicable	September	applicable	September
			the	2019 = 80%	the	2019 =
			Minimum	(Where	Minimum	80%
			Wage	applicable	Wage	(Where
			Payable	the	Payable	applicable
			plus Incentive	Minimum Wage	plus Incentive	the Minimum
			has been	Payable	has been	Wage
			adjusted to	plus	adjusted	Payable
			comply	Incentive	to comply	plus
			with the	has been	with the	Incentive
			National	adjusted to	National	has been
			Minimum	comply	Minimum	adjusted to
			Wage)	with the	Wage)	comply
				National Minimum		with the National
				Wage)		Minimum
				********		Wage)
			R	R	R	R
		i.e.				R
		i.e. driver of a vehicle, the unladen mass of which by such vehicle is as follows -				R
	drawn	driver of a vehicle, the unladen mass of which by such vehicle is as follows -	n, together with	n the unladen	mass of any	R trailer or
	drawn	driver of a vehicle, the unladen mass of which by such vehicle is as follows - does not exceed 2268 kg	n, together with	h the unladen	mass of any 1354.00	R trailer or 1083.00
trailers	(a)	driver of a vehicle, the unladen mass of which by such vehicle is as follows - does not exceed 2268 kg exceeds 2268	n, together with	n the unladen	mass of any	R trailer or
trailers	(a) (b) Sewer (i	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268  Millinery):	1346.50 1423.00	1077.00 1138.50	mass of any 1354.00 1429.00	R trailer or 1083.00 1143.00
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268  Willinery):  Qualified	n, together with	h the unladen	mass of any 1354.00	R trailer or 1083.00
trailers	(a) (b) Sewer (i	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268  Millinery):  Qualified Learner	1346.50 1423.00	1077.00 1138.50	mass of any 1354.00 1429.00	R trailer or 1083.00 1143.00
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268  Millinery):  Qualified Learner First year	1346.50 1423.00 1060.00	1077,00 1138.50 850.00	1354.00 1429.00 1065.50	R trailer or 1083.00 1143.00 852.50
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268  Millinery):  Qualified Learner First year First six months of experience	1346.50 1423.00 1060.00	1077,00 1138.50 850.00	1354.00 1429.00 1065.50	1083.00 1143.00 852.50
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience	1346.50 1423.00 1060.00	1077,00 1138.50 850.00	1354.00 1429.00 1065.50	R trailer or 1083.00 1143.00 852.50
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience Second year	1346.50 1423.00 1060.00 888.50 935.50	1077,00 1138.50 850.00 850.00	1354.00 1429.00 1065.50 894.00	R trailer or 1083.00 1143.00 852.50 850.00
trailers	(a) (b) Sewer (l	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience Second year First six months of experience	1346,50 1423,00 1060,00 888,50 935,50	1077,00 1138,50 850,00 850,00	1354.00 1429.00 1065.50 894.00 942.00	R trailer or  1083.00 1143.00 852.50 850.00 850.00
trailers	(a) (b) Sewer (l) (a)	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience Second year First six months of experience Thereafter, the wage specified in (a),	1346.50 1423.00 1060.00 888.50 935.50	1077,00 1138.50 850.00 850.00	1354.00 1429.00 1065.50 894.00	R trailer or 1083.00 1143.00 852.50 850.00
Plain S	(a) (b) Sewer (l (a) (b)	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience Second year First six months of experience Thereafter, the wage specified in (a), i.e.	1346.50 1423.00 1060.00 888.50 935.50 996.50 1060.00	1077,00 1138.50 850.00 850.00 850.00	1354.00 1429.00 1065.50 894.00 942.00 1001.00 1065.50	R trailer or  1083.00 1143.00 852.50  850.00 850.00 852.50
Plain S	(a) (b) Sewer (l (a) (b)	driver of a vehicle, the unladen mass of which by such vehicle is as follows -  does not exceed 2268 kg exceeds 2268 Millinery): Qualified Learner First year First six months of experience Second six months of experience Second year First six months of experience Thereafter, the wage specified in (a),	1346,50 1423,00 1060,00 888,50 935,50	1077,00 1138,50 850,00 850,00	1354.00 1429.00 1065.50 894.00 942.00	R trailer or  1083.00 1143.00 852.50 850.00 850.00

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

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

59 of 78 Fo M

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

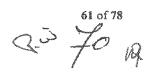
# 9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION (COUNTRY AREAS))

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

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

		WAGE SCHEDULE	Group A // s	employees on the	Group B //	e. employees NOT
	<b>70.</b>		0.5% Produc	stivity Incentive neme)	on the 0.5% Pro	ductivity incentive seme)
	DES	CRIPTION OF OCCUPATION	Wage per	New	Wage per	New
			week from	Employees	week from	Employees
***************************************			01 Sep	on Incentivised	01 Sep 2019 to 31	on
			2019 to 31 Aug 2020	I Incentiviseo Scheme	Aug 2020	Incentivise d Scheme
***************************************			(Where	Effective 1	(Where	Effective 1
******			applicable	September	applicable	September
			the	2019 = 80%	the	2019 = 80%
accession			Minimum	(Where	Minimum	(Where
dossona			Wage	applicable	Wage	applicable
			Payable	the	Payable	the
			plus	Minimum	plus	Minimum
			Incentive	Wage	Incentive	Wage
			has been adjusted to	Payable plus	has been	Payable
and a second			comply	Incentive	adjusted to comply	plus Incentive
			with the	has been	with the	has been
			National	adjusted to	National	adjusted to
			Minimum	comply with	Minimum	comply
			Wage)	the National	Wage)	with the
			90	Minimum		National
				Wage)		Minimum
			l R	PPA.		Wage)
	P ₂	ırt A - Cutting Department	+ R	R	R	R
Head Cu		13. 2. 5. 6. 6. 6. 6. 5. 5. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6. 6.	1969.50	1575.50	1978.00	1582.50
Pattern I	***********		1500.00	1070.00	1370.00	1002.00
(a)	* * * * * * * * *	alified	1969.50	1575.50	1978.00	1582.50
(b)	anaman kanaman	amov arner	1808.00	10/0.00	1370.00	1302.00
<del> -</del>	***********	ano. Il vear				
<del></del>		First six months of experience	1186.00	949.00	1191.50	953.00
<b></b>		Second six months of experience	1288.50	1031.00	1294.50	1035.50
<b></b>	So.	ond year	1400.00	1031.00	1254.00	1030.00
<b></b>	<u></u>	First six months of experience	1396.50	1117.00	1403.00	1122.50
		Second six months of experience	1504.50	1203.50	1510.50	1208.50
	Th	rd year	1 1004.00	1403.30	1310.30	الدين الما
<b>  </b>		First four months of experience	1623.00	1298.50	1628.00	1302.50
		Thereafter, the wage specified in (a),	1969.50	1575.50	1978.00	1582.50
1 1		i increater, the ways specified iii (a),	1 1303.30	1373.30 1	12/0.00	UC.SOCI
		lie				
Pattern (	 Arader	i.e.			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
Pattern C	and the same of th		1627 NA	1301 50	1624 00	1307 00
(a)	Qu	alified	1627.00	1301.50	1634.00	1307.00
	Qu Lea	alified arner	1627.00	1301.50	1634.00	1307.00
(a)	Qu Lea	alified arner st year				
(a)	Qu Lea	alified arner st year  First six months of experience	1118.00	894.50	1122.00	897.50
(a)	Qu   Lea   Firs	alified arner st year				



Qu 40 K

	WAGE SCHEDULE	0.5% Produ	e, employees on the ctivity incentive hema)	on the 0.5% Pro	e. employees NOT eductivity incentive seme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	advancement				
	Second six months from date of advancement	1405.00	1124.00	1410.50	1128.50
	Thereafter, the wage specified for a qualified cutter, i.e.	1572.50	1258.00	1580.50	1264.50
Layer-up:	Qualified	4044.50	000.00	404000	020.00
(a)	First year	1044.50	850.00	1048.00	850.00
	First six months of experience	913.00	850.00	917.00	850.00
	Second six months of experience	936.50	850.00	938.00	850.00
Second year		***************************************			
	First six months of experience	967.50	850.00	970.50	850.00
	Thereafter, the wage specified in (a), i.e.	1044.50	850.00	1048.00	850.00
(b)	If advanced to learner cutter:				
	First six months from date of advancement	1044.50	850.00	1048.00	850.00
***************************************	Second six months from date of advancement	1203.00	962.50	1205.00	964.00
	Third six months from date of advancement	1296.00	1037.00	1302.50	1042.00
	Fourth six months from date of advancement	1405.00	1124.00	1410.50	1128.50
<u></u>	Thereafter, the wage specified for a qualified cutter, i.e.	1572.50	1258.00	1580.50	1264.50
Clicker:	Qualified	4000.00	~~~~		2222
(a) (b)	Learner	1222.00	977.50	1226.00	981.00
	First year of experience	958.50	850.00	960.00	850.00
	Second year of experience	1065.50	852.50	1067.50	854.00
	Thereafter, the wage specified in (a), i.e.	1222.00	977.50	1226.00	981.00
Tracer:					
(a)	Qualified	1157.50	926.00	1160.50	928.50
(b)	Learner				

C.3 63 of 78

	WAGE SCHEDULE	0.5% Produ	e, employees on the ctivity incentive neme)	on the 0.5% Pro	e. employees NOT ductivity incentive teme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	Ŕ
	First year		***************************************		
	First six months of experience	958.50	850.00	960.00	850.00
ļ	Second six months of experience	1011.00	850.00	1014.00	850.00
	Second year First six months of experience	405050	000 00	400F F0	
	Thereafter, the wage specified in (a), i.e.	1059.50 1157.50	850.00 926.00	1065.50 1160.50	852.50 928.50
Part B - F	actory Operatives				
	nachine mechanic:				
(a)	Qualified	1969.50	1575.50	1978.00	1582.50
(b)	Learner				
	First year				
	First six months of experience	1186.00	949.00	1191.50	953.00
<b></b>	Second six months of experience	1288.50	1031.00	1294.50	1035.50
<b></b>	Second year	48888			
<b></b>	First six months of experience	1396.50	1117.00	1403.00	1122.50
	Second six months of experience Third year	1504.50	1203.50	1510.50	1208.50
	First six months of experience	1623.00	1298.50	1628.00	1302.50
<b> </b>	Next four months of experience	1740.00	1392.00	1746.00	1397.00
	Thereafter, the wage specified in (a), i.e.	1969.50	1575.50	1978.00	1582.50
Canta					
Grade A (	employee: Qualified	1288.50	1031.00	1294.50	400E E0
(b)	Learner	1200.30	00.1601	1284.30	1035.50
<del>                                     </del>	First year	<b>†</b>			
	First six months of experience	961.50	850.00	967.00	850.00
	Second six months of experience	1020,50	850.00	1025.50	850.00
	Second year	1		c to the full of the full	
	First six months of experience	1074.00	859.00	1078.00	862.50
	Second six months of experience	1128.00	902.50	1133.00	906.50
·····				1 1 2 2 2 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	200.00

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	WAGE SCHEDULE	0.5% Produc	e. employees on the ctivity Incentive heme)	on the 0.5% Pro	e. employees NOT eductivity Incentive neme)
	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	First four months of experience	1191.00	953.00	1194.50	955.50
	Thereafter, the wage specified in (a), i.e.	1288.50	1031.00	1294.50	1035.50
rade B ei	nninvaa:				
(a)	Qualified	1091.50	873.00	1106.00	885.00
(b)	Learner	1091,50	070.00	1100.00	000.00
+12/-	First year				
	First six months of experience	961.50	850.00	961.50	850.00
	Second six months of experience	994.00	850.00	996.50	850.00
	Second year				
	First six months of experience	1025.00	850.00	1030.00	850.00
	Thereafter, the wage specified in (a), i.e.	1091.50	873.00	1106.00	885.00
(c)	If advanced to Grade A employee:			•	***************************************
	First six months from date of advancement	1091.50	873.00	1106.00	885.00
	Second six months from date of advancement	1099.00	879.00	1113.00	890.50
	Third six months from date of advancement	1147.50	918.00	1166.00	933.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1277.50	1022.00	1268.00	1014.50
rade C er	noloyee:				
(a)	Qualified	1020.50	850.00	1025.50	850.00
(b)	Learner		~~~~~	4 × 6. × 6. × 6.	~~~.~~
	First year			I	
	First six months of experience	933.50	850.00	935.50	850.00
	Second six months of experience	957.50	850.00	959.00	850.00
	Thereafter, the wage specified in (a), i.e.	1020.50	850.00	1025.50	850.00
(c)	If advanced to Grade B employee:				
	First six months from date of	1020.50	850.00	1025.50	850.00

Q: 40 pg

		WAGE SCHEDULE	0.5% Produ	e employees on the ctivity incentive heme)	on the 0.5% Pro	e. employees NOT oductivity incentive neme)
		DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	***************************************		R	R	R	Ŕ
		advancement				
		Second six months from date of advancement	1028.00	850.00	1032.50	850.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1118.00	894.50	1122.00	897.50
Unde	rpress	er, blocker:				***************************************
	(a)	Qualified	1028.00	850.00	1032.50	850.00
	<u>(b)</u>	Learner				
	***************************************	First year				
	***************************************	First six months of experience	913.00	850.00	917.00	850.00
		Second six months of experience	936.50	850.00	938.00	850.00
		Second year	<u> </u>			
		First six months of experience	967.50	850.00	970.50	850.00
	<i>a</i> \	Second six months of experience	1028.00	850.00	1032.50	850.00
	(c)	If advanced to learner presser:		***************************************		
		First six months from date of advancement	1028.00	850.00	1032.50	850.00
		Second six months from date of advancement	1191.00	953.00	1194.50	955.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1288.50	1031.00	1294.50	1035.50
Dari /	~_~	l   rical employees				
Clerk					Standard Control Contr	***************************************
<u> </u>	(a)	Qualified	1405.00	1124.00	1410.50	1128.50
	(p)	Learner	1	1 8 % 7 8 4 %	1710.00	* : & \ . \ \ \ . \ \ \ \ \ \ \ \ \ \ \ \ \
		First year of experience	1079.50	863.50	1084.00	867.00
		Second year of experience	1164.00	931.00	1170.50	936.50
	***************************************	Third year				
		First six months of experience	1252.00	1001.50	1259.00	1007.00
		Thereafter, the wage specified in (a),	1405.00	1124.00	1410.50	1128.50

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		WAGE SCHEDULE	0.5% Produ	e. employees on the ctivity incentive heme)	on the 0.5% Pro	a. employees NOT eductivity Incentive neme)
	DES	SCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)	) Q	ualified	1096.00	877.00	1099.50	879.50
(b)	) Le	earner				
	Fi	rst year of experience	912.00	850.00	913.50	850.00
	S	econd year of experience	959.00	850.00	961.50	850.00
·····	accessores and reconstruction	nird year			***************************************	***************************************
		First six months of experience	1018.00	850.00	1020.50	850.00
		Thereafter, the wage specified in (a), i.e.	1096.00	877.00	1099.50	879.50
Part D - (	****	****				
Boiler att	tendan		1048.00	850.00	1050.50	850.00
Despatch			1075.50	860.50	1079.50	863.50
General '	Worke		1016.50	850.00	1026.50	850.00
Labourer			1028.00	850.00	1032.50	850.00
		river of a vehicle, the unladen mass of wh y such vehicle is as follows -	ich, together wi	th the unladen	mass of any	trailer or
(a)	Tur	ider 2 720 kg	1118.50	895.00	1122.50	898.00
		720 kg and over	1250.50	1000.50	1256.00	1005.00
		lity controller and instructor	1319.50	1055.50	1326.00	1061.00
Traveller			1118.50	895.00	1122.50	898.00
		aretaker, whose ordinary hours of work ar			1 3 000 000 5 76° 56°	The same was the same
(a)	le	ss than 60 hours per week	1152.50	922.00	1158.00	926.50
(b)		hours per week	1203.00	962.50	1205.00	964.00
		yers who employed staff on 2011/2012				

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

23

Q. 5 67 of 78

40 A

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

66

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

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

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

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

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	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	Ř
	Part A - Cutting Department				
Pattern Ma				***************************************	
(a)	Qualified Learner	2603.50	2083.00	2614.00	2091.00
(b)	Learner   First year	-			
	First year First six months of experience	1458.00	1166.50	1463.50	1171.00
<b> </b>	Second six months of experience	1610.50	1288.50	1615.50	1292.50
	Second year	1 10.00		1010.00	1606.00
	First six months of experience	1761.50	1409.00	1769.50	1415.50
	Second six months of experience	1923.00	1538.50	1932.50	1546.00
	Third year				***************************************
	First six months of experience	2098.00	1678.50	2106.50	1685.00
	Next four months of experience	2263.50	1811.00	2274.50	1819.50
	Thereafter, the wage specified in	2603.50	2083.00	2614.00	2091.00
Pattern Gr	(a), i.e.				
(a)	ager Qualified	2100.00	1680.00	2108.00	1686.50
(b)	Learner	1 2100.00	1000.00	£ 100.00	1000.00
	First year				
	First six months of experience	1370.50	1096.50	1378.50	1103.00
	Second six months of experience	1458.00	1166.50	1463.50	1171.00
	Second year				
	First six months of experience	1543.50	1235.00	1553.00	1242.50
<b></b>	Second six months of experience	1654.50	1323.50	1662.00	1329.50
<b> </b>	Third year First six months of experience	1761.50	1409.00	1700 50	4846.60
<b></b>	Next four months of experience	1875.00	1500.00	1769.50 1884.50	1415.50 1507.50
	Thereafter, the wage specified in	2100.00	1680.00	2108.00	1686.50
	(a), i.e.			a o ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	, 000,00
	rsey Cutter				***************************************
(a)	Qualified	1459,50	1167.50	1466.00	1173.00
(b)	Learner		***************************************		
	First year	400000	P. 40 70 A.A.	4000 00	enemana
	First six months of experience	1096.00	877.00	1099.50	879.50
<b></b>	Second six months of experience Second year	1162.00	929.50	1166.00	933.00
	First six months of experience	1222.00	977.50	1228.00	982.50
L	I s same reserves serves and only presting the serves and	1 12444.00		124,041	

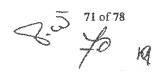
Q.5 40 A

		WAGE SCHEDULE	Group A (Le 0.5% Productivity	employees on the Incentive Scheme)	on the 0.5% Pr	e. employees NOT oductivity Incentive heme)
	C	DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
	ļ	Second six months of experience	1287.00	1029.50	1294.00	1035.00
	ļ	Third year	1000 00	2 M M M M M M	> 29. 20. 20. 20. 20. 20.	
	ļ	First four months of experience Thereafter, the wage specified in	1350.50 1459.50	1080.50	1356.00	1085.00
	***************************************	(a), i.e.	1439.30	1167.50	1466.00	1173.00
Lave	ir-up					
	(a)	Qualified	1258.50	1007.00	1263.50	1011.00
	(b)	Learner		***************************************	***************************************	
		First year				***************************************
		First six months of experience	1059.50	850.00	1064.00	851.00
		Second six months of experience	1096.00	877.00	1099.50	879.50
	ļ	Second year				•••••
	ļ	First six months of experience	1144.50	915.50	1150.50	920.50
		Thereafter, the wage specified in (a), i.e.	1258.50	1007.00	1263.50	1011.00
ļ	L	Part B - Factory Operatives	-	***************************************		
Gran	le A en	nployee:				
	(a)	Qualified	1610.50	1288.50	1615.50	1292.50
	(b)	Learner				7
		First year				***************************************
		First six months of experience	1133.00	906.50	1137.00	909.50
ļ		Second six months of experience	1221.00	977.00	1226.00	981.00
	ļ	Second year	4004 50	301020	4000 00	a A sin or a
		First six months of experience Second six months of experience	1304.50	1043.50	1309.50	1047.50
		Third year	1370.50	1096.50	1378.50	1103.00
<b></b>		First four months of experience	1459.50	1167.50	1466.00	1173.00
		Thereafter, the wage specified in (a), i.e.	1610.50	1288.50	1615.50	1292.50
Grac	le B en	ployee:		***************************************		***************************************
	(a)	Qualified	1375.50	1100.50	1381.00	1105.00
***************************************	(b)	Learner				
	L	First year	<u> </u>			

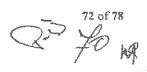
70 of 78

70 of 78

		WAGE SCHEDULE		. employees on the Incentive Scheme)	on the 0.5% Pri	e. employees NOT oductivity incentive heme)
		DESCRIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b></b>			R	R	R	Ŕ
<b></b>	<b></b>	First six months of experience	1116.00	893.00	1121.50	897.00
<b></b>	<b></b>	Second six months of experience	1174.50	939.50	1179.50	943.50
<b></b>		Second year	1177.00	303.00	1170.00	3*0.00
<b></b>	<b></b>	First six months of experience	1234.00	987.00	1239.00	991.00
	<b> </b>	Thereafter, the wage specified in	\$~~~~~~~~~~~~			
	7.	(a), i.e.	1375.50	1100.50	1381.00	1105.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1375.50	1100.50	1381.00	1105.00
		Second six months from date of advancement	1416.50	1133.00	1423.00	1138.50
		Third six months from date of advancement	1459.50	1167.50	1466.00	1173.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1610.50	1288.50	1615.50	1292.50
Grac	,	nployee:				
ļ	(a)	Qualified	1221.00	977.00	1226.00	981.00
	(b)	Learner				
ļ	<b></b>	First year				
		First six months of experience	1094.00	875.00	1098.50	879.00
<u></u>		Second six months of experience	1125.00	900.00	1130.00	904.00
		Thereafter, the wage specified in (a), i.e.	1221.00	977.00	1226.00	981.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	1221.00	977.00	1226.00	981.00
		Next six months from date of advancement	1234.00	987.00	1239.00	991.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1375.50	1100,50	1381.00	1105.00
ļ	L					
<u></u>	Santanananananananananananananananananan	Part C - Clerical employees			•••••••••••••••••••••••••••••••••••••••	
Clerk	·		,			A 1-00-00-00-00-00-00-00-00-00-00-00-00-00
ļ	<u>(a)</u>	Qualified	1772.00	1417.50	1781.00	1425.00
	(b)	Learner		***************************************		



			WAGE SCHEDULE		employees on the Incentive Scheme)	on the 0.5% Pri	e employees NOT oductivity Incentive neme)
	D	ESCI	RIPTION OF OCCUPATION	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			t year	1308.50	1047.00	1312.50	1050.00
		Sec	ond year	1421.50	1137.00	1428.00	1142.50
		Thir	d year				
			First four months of experience	1554.00	1243.00	1561.00	1249.00
			Thereafter, the wage specified in (a), i.e.	1772.00	1417.50	1781.00	1425.00
Facto	ory Cle	rk					
	(a)	Qua	lified	1329.50	1063.50	1337.00	1069.50
	(b)	Lea	rner				
		Firs	t year	1059.50	850.00	1064.00	851.00
		Sec	ond year	1128.50	903.00	1134.00	907.00
		Thir	d year				***************************************
			First four months of experience	1221.00	977.00	1226.00	981.00
			Thereafter, the wage specified in (a), i.e.	1329.50	1063.50	1337.00	1069.50
		<u></u>	Part D – General				
Rollo	r atten	dant	rait N - Zeliaiai	1263.00	1010.50	1269.50	1015.50
	iatch p	*******		1304.50	1043.50	1309.50	1047.50
	eral Wo			1221.00	977.00	1226.00	981.00
Labo	~~~~	~ 52 1641		1234.00	987.00	1239.00	991.00
Moto	r vehic		ver of a vehicle, the unladen mass of s such vehicle -				
	(a)	doe	s not exceed 1 360 kg	1304.50	1043.50	1309.50	1047.50
	(b)	exc	eds 1 360 but not 2 720 kg	1354.50	1083.50	1359.50	1087.50
	(c)		eeds 2 720 kg	1543.50	1235.00	1553.00	1242.50
			y controller and instructor	1654.50	1323.50	1662.00	1329.50
Trave	eller's c			1354.50	1083.50	1359.50	1087.50
	hman	or car	etaker, whose ordinary hours of work	are -			
Watc	1111CH 1						
Watc	(a)		than 60 hours per week	1407.50	1126.00	1413.50	1131.00



WAGE SCHEDULE	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme)		Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per	New	Wage per	New
	week from	Employees	week from	Employees
	01 Sep 2019	on	01 Sep	on
	to 31 Aug	Incentivised	2019 to 31	Incentivised
	2020	Scheme	Aug 2020	Scheme
***************************************	(Where	Effective 1	(Where	Effective 1
	applicable	September	applicable	September
	the	2019 = 80%	the	2019 = 80%
	Minimum	(Where	Minimum	(Where
	Wage	applicable	Wage	applicable
	Payable	the	Payable	the
	plus	Minimum	plus	Minimum
	Incentive	Wage	incentive	Wage
	has been	Payable	has been	Payable
	adjusted to	plus	adjusted	plus
	comply	Incentive	to comply	Incentive
	with the	has been	with the	has been
	National	adjusted to	National	adjusted to
	Minimum	comply with	Minimum	comply with
	Wage)	the National	Wage)	the National
		Minimum		Minimum
		Wage)		Wage)
	R	R	R	R

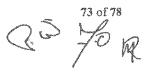
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.

17

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

64

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



R26,37	R28,20	
R26,37	R28,20	
R26,37	R28,20	
44 cents	47 cents	
66 cents	70 cents	
29 cents	31 cents	
52 cents	55 cents	
31 August 2019	31 August 2020	
1 September 2018	1 September 2019	
	R26,37 R26,37 44 cents 66 cents 29 cents 52 cents 31 August 2019	

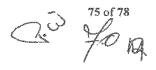
#### 4. PART I (PROVISIONS FOR THE NON-METRO AREAS)

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

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

3 74 of 78

		R	R	R	R
Category A					
	0 - 6 months	968.00	900.00	936.00	900.00
	Thereafter	1,035.50	900.00	976.50	900.00
					****
Category I					
	0 - 6 months	966.50	900.00	948.00	900.00
	7 - 12 months	1,012.00	900.00	975.50	900.00
	13 - 18 months	1,059.50	900.00	1,003.00	900.00
	Thereafter	1,121.50	900.00	1,037.00	900.00
~	***************************************				~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~
Category (		000.00	000 00	A-CO -CO	000.00
	0 - 6 months	999.00	900.00	952.50	900.00
	7 - 12 months	1,099.00	900.00	1,010.50	900.00
	13 - 18 months	1,200.50	960.50	1,070.00	900.00
	19 - 22 months	1,297.50	1,038.00	1,133.50	907.00
	Thereafter	1,397.00	1,117.50	1,197.50	958.00
Category I	)		***************************************		***************************************
	0 - 6 months	999.00	900.00	952.50	900.00
	7 - 12 months	1,073.00	900.00	996.00	900.00
	13 - 18 months	1,172.00	937.50	1,040.00	900.00
	19 - 22 months	1,220.00	976.00	1,083.00	900.00
	Thereafter	1,374.50	1,099.50	1,183.00	946.50
	***************************************		·····		***************************************
Category E	980 680		**************************************		***************************************
	0 - 6 months	1,049.00	900.00	982.00	900.00
	7 - 12 months	1,165.50	932.50	1,051.50	900.00
	13 - 18 months	1,300.00	1,040.00	1,134.50	907.50
	19 - 22 months	1,431.50	1,145.00	1,221.00	977.00
	Thereafter	1,574.50	1,259.50	1,311.50	1049.00
Band Knife	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~				
	0 - 6 months	960.00	900.00	929.50	900.00
	7 - 12 months	1,035.50	900.00	973.50	900.00
	13 - 18 months	1,107.00	900.00	1,017.00	900.00
	19 - 22 months	1,186.00	949.00	1,062.50	900.00
	Thereafter	1,305.00	1,044.00	1,140.00	912.00
		•			
Clerical	0 - 6 months	984.50	900.00	944.00	900.00
	7 - 12 months	1,078.50	900.00	999.50	900.00
	13 - 18 months	1,154.50	923.50	1,044.00	900.00
	Thereafter	1,326.00	1,061.00	1,150.50	920.50
		1 8	2 \$ mm \$ 7 mm mm	11.22.22	~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~
~~~~~	Head Cutter	1,528.00	1,222.50	1,282.50	1026.00
Head Cutte	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	1,845.50	1,476.50	1,487.50	1190.00
Foreperso	n	1,655.00	1,324.00	1,400.50	1120.50
Watchpers	on	1,150.00	920.00	1,041.00	900.00
Driver 1 (4:	54kg)	1,096.00	900.00	1,009.50	900.00
Driver 2 (4	54 - 2722kg)	1,173.00	938.50	1,055.50	900.00
Driver 2 /2	722 -4540kg)	1,325.00	1,060.00	1,150.00	920.00



Category / Occupation		erial Districts of uMzinto, Paarl, and Uitenhage	All Other Areas	(Non-Metro B)
	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
Driver 4 (4540kg)	1,445.00	1,156.00	1,294.50	1035.50

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019 increase the Weekly Wage for those employees by the agreed Wage increase based on 2018/19 Rand value, in Non-Metro A and Non-Metro B.

27

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

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

Q. 50 76 of 78

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

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

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

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

Signed at <u>CAPE TOWN</u> on behalf of the Parties this ...30... day of <u>October 2019</u>.

MARTHIE RAPHAEL

Chairpérson

FREDA OOSTHYSEN Vice-Chairperson

General Secretary

Q3 /6 18