



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

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

**IMPORTANT NOTICE OF OFFICE RELOCATION****government  
printing**Department:  
Government Printing Works  
**REPUBLIC OF SOUTH AFRICA**Private Bag X85, PRETORIA, 0001 149 Bosman Street, PRETORIA  
Tel: 012 748 6197, Website: [www.gpwonline.co.za](http://www.gpwonline.co.za)**URGENT NOTICE TO OUR VALUED CUSTOMERS: PUBLICATIONS  
OFFICE'S RELOCATION HAS BEEN TEMPORARILY SUSPENDED.**

Please be advised that the GPW Publications office will no longer move to 88 Visagie Street as indicated in the previous notices.

The move has been suspended due to the fact that the new building in 88 Visagie Street is not ready for occupation yet.

We will later on issue another notice informing you of the new date of relocation.

We are doing everything possible to ensure that our service to you is not disrupted.

As things stand, we will continue providing you with our normal service from the current location at 196 Paul Kruger Street, Masada building.

Customers who seek further information and or have any questions or concerns are free to contact us through telephone 012 748 6066 or email Ms Maureen Toka at [Maureen.Toka@gpw.gov.za](mailto:Maureen.Toka@gpw.gov.za) or cell phone at 082 859 4910.

Please note that you will still be able to download gazettes free of charge from our website [www.gpwonline.co.za](http://www.gpwonline.co.za).

We apologise for any inconvenience this might have caused.

Issued by GPW Communications

**IMPORTANT NOTICE:**

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

**No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.**

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government  
printing

Department:  
Government Printing Works  
REPUBLIC OF SOUTH AFRICA

## HIGH ALERT: SCAM WARNING!!!

### TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

[PROCUREMENT@GPW-GOV.ORG](mailto:PROCUREMENT@GPW-GOV.ORG)

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

*GPW* has an official email with the domain as [@gpw.gov.za](mailto:@gpw.gov.za)

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

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

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

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

## Fake Tenders

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

### How tender scams work

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

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

OR

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

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

Protect yourself from being scammed

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

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

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

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

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

# Closing times for **ORDINARY WEEKLY** **REGULATION GAZETTE** **2020**

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

- **24 December 2019**, Tuesday for the issue of Friday **03 January 2020**
- **03 January**, Friday for the issue of Friday **10 January 2020**
- **10 January**, Friday for the issue of Friday **17 January 2020**
- **17 January**, Friday for the issue of Friday **24 January 2020**
- **24 January**, Friday for the issue of Friday **31 January 2020**
- **31 February**, Friday for the issue of Friday **07 February 2020**
- **07 February**, Friday for the issue of Friday **14 February 2020**
- **14 February**, Friday for the issue of Friday **21 February 2020**
- **21 February**, Friday for the issue of Friday **28 February 2020**
- **28 February**, Friday for the issue of Friday **06 March 2020**
- **06 March**, Friday for the issue of Friday **13 March 2020**
- **13 March**, Thursday for the issue of Friday **20 March 2020**
- **20 March**, Friday for the issue of Friday **27 March 2020**
- **27 March**, Friday for the issue of Friday **03 April 2020**
- **02 April**, Thursday for the issue of Thursday **09 April 2020**
- **08 April**, Wednesday for the issue of Friday **17 April 2020**
- **17 April**, Friday for the issue of Friday **24 April 2020**
- **22 April**, Wednesday for the issue of Thursday **30 April 2020**
- **30 April**, Thursday for the issue of Friday **08 May 2020**
- **08 May**, Friday for the issue of Friday **15 May 2020**
- **15 May**, Friday for the issue of Friday **22 May 2020**
- **22 May**, Friday for the issue of Friday **29 May 2020**
- **29 May**, Friday for the issue of Friday **05 June 2020**
- **05 June**, Friday for the issue of Friday **12 June 2020**
- **11 June**, Thursday for the issue of Friday **19 June 2020**
- **19 June**, Friday for the issue of Friday **26 June 2020**
- **26 June**, Friday for the issue of Friday **03 July 2020**
- **03 July**, Friday for the issue of Friday **10 July 2020**
- **10 July**, Friday for the issue of Friday **17 July 2020**
- **17 July**, Friday for the issue of Friday **24 July 2020**
- **24 July**, Friday for the issue of Friday **31 July 2020**
- **31 July**, Thursday for the issue of Friday **07 August 2020**
- **06 August**, Thursday for the issue of Friday **14 August 2020**
- **14 August**, Friday for the issue of Friday **21 August 2020**
- **21 August**, Friday for the issue of Friday **28 August 2020**
- **28 August**, Friday for the issue of Friday **04 September 2020**
- **04 September**, Friday for the issue of Friday **11 September 2020**
- **11 September**, Friday for the issue of Friday **18 September 2020**
- **17 September**, Thursday for the issue of Friday **25 September 2020**
- **25 September**, Friday for the issue of Friday **02 October 2020**
- **02 October**, Friday for the issue of Friday **09 October 2020**
- **09 October**, Friday for the issue of Friday **16 October 2020**
- **16 October**, Friday for the issue of Friday **23 October 2020**
- **23 October**, Friday for the issue of Friday **30 October 2020**
- **30 October**, Friday for the issue of Friday **06 November 2020**
- **06 November**, Friday for the issue of Friday **13 November 2020**
- **13 November**, Friday for the issue of Friday **20 November 2020**
- **20 November**, Friday for the issue of Friday **27 November 2020**
- **27 November**, Friday for the issue of Friday **04 December 2020**
- **04 December**, Friday for the issue of Friday **11 December 2020**
- **10 December**, Thursday for the issue of Friday **18 December 2020**
- **17 December**, Thursday for the issue of Friday **24 December 2020**
- **23 December**, Wednesday for the issue of Friday **31 December 2020**

# LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

**COMMENCEMENT: 1 APRIL 2018**

## NATIONAL AND PROVINCIAL

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

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

## EXTRA-ORDINARY

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

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

### CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website [www.gpwonline.co.za](http://www.gpwonline.co.za)

All re-submissions will be subject to the standard cut-off times.

**All notices received after the closing time will be rejected.**

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

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

### EXTRAORDINARY GAZETTES

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

### NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website [www.gpwonline.co.za](http://www.gpwonline.co.za).
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za). The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
  - 8.1. Each of the following documents must be attached to the email as a separate attachment:
    - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
      - 8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
      - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
    - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
    - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
    - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
    - 8.1.5. Any additional notice information if applicable.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by “walk-in” customers on electronic media can only be submitted in *Adobe* electronic form format. All “walk-in” customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

### QUOTATIONS

13. Quotations are valid until the next tariff change.
  - 13.1. **Take note:** **GPW**'s annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
  - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
  - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
  - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
  - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
    - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
  - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
  - 19.1. This means that **the quotation number can only be used once to make a payment.**

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

**CANCELLATIONS**

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must accompanied by the relevant notice reference number (N-) in the email body.

**AMENDMENTS TO NOTICES**

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

**REJECTIONS**

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****APPROVAL OF NOTICES**

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

**GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY**

27. The Government Printer will assume no liability in respect of—
  - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
  - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
  - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

**LIABILITY OF ADVERTISER**

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

**CUSTOMER INQUIRIES**

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

**GPW** has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

### PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za) before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

### PROOF OF PUBLICATION

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**PROCLAMATIONS • PROKLAMASIES**

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

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

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

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

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

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

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

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

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

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

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

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

## SCHEDULE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**BYLAE**

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

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

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

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

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

3. Enige onreëlmatige, onbehoorlike of onwettige gedrag deur—
  - (a) beamptes of werknemers van die SAL; of
  - (b) enige ander persoon of entiteit,

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

**PROCLAMATION NO. R. 3 OF 2020**  
**by the**  
**PRESIDENT of the REPUBLIC of SOUTH AFRICA**

**SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): AMENDMENT OF PROCLAMATION NO. 11 OF 2018**

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

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

"1. The contracting for or procurement of—

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

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

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

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

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

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

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

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

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

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

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

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

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**PROCLAMATION NO. R. 4 OF 2020****by the****PRESIDENT of the REPUBLIC of SOUTH AFRICA****SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT**

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

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

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

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

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

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

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

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

**CM Ramaphosa**

**President**

By Order of the President-in-Cabinet:

**R Lamola**

**Minister of the Cabinet**

## SCHEDULE

1. The procurement of, or contracting for the Integrated Financial Management System by or on behalf of the National Treasury, and payments made in respect thereof in a manner that was—
  - (a) not fair, competitive, transparent, equitable or cost-effective;
  - (b) contrary to applicable—
    - (i) legislation;
    - (ii) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury; or
    - (iii) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the National Treasury; or
  - (c) facilitated through the unlawful, irregular or improper intervention of employees or officials of the National Treasury,  
and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by the National Treasury or the State as a result thereof.
  
2. Any unlawful or improper conduct by employees or officials of the National Treasury or the service provider in question, its employees or any other person or entity, relating to the allegations set out in paragraph 1 of this Schedule.

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

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

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

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

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

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

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

die Nasionale Tesourie;

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

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

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

**CM Ramaphosa**

**President**

Op las van die President-in-Kabinet:

**R Lamola**

**Minister van die Kabinet**

**BYLAE**

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

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

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

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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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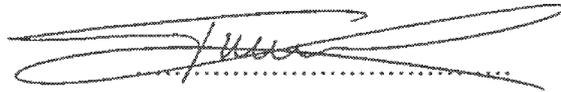
**DEPARTMENT OF LABOUR**

NO. R. 80

31 JANUARY 2020

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

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



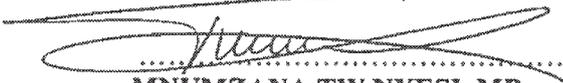
MR. TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 15/01/2020

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

  
MNUMZANA TW NXESI, MP

UNGQONGQOSHE WEZABASEBENZI

USUKU: 15/01/2020

**SCHEDULE**  
**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING**  
**INDUSTRY**  
**NATIONAL MAIN COLLECTIVE AGREEMENT**

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

Apparel and Textile Association of South Africa

Eastern Province Clothing Manufacturers' Association

South African Apparel Association

South African Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

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

Southern African Clothing and Textile Workers' Union

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

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## 1. SCOPE OF APPLICATION

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

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

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

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

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

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

## 2. PERIOD OF OPERATION OF THIS AGREEMENT

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

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

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

| WAGE SCHEDULE             |   | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|---|---|---|---|---|
|                           |   | 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) |
| DESCRIPTION OF OCCUPATION |   | R   | R   | R   | R   |
| (a)                       | Foreman                                       | 2290.50   | 1832.50   | 2302.00   | 1841.50   |
| (b)                       | Designer:                                     |   |   |   |   |
|                           | (i) Qualified:                                | 2921.00   | 2337.00   | 2934.50   | 2347.50   |
|                           | (ii) Learners:                                |   |   |   |   |
|                           | first six months of experience                | 996.00  | 840.00  | 1001.00   | 840.00  |
|                           | second six months of experience               | 1160.50   | 928.50  | 1164.50   | 931.50  |
|                           | third six months of experience                | 1389.00   | 1111.00   | 1395.50   | 1116.50   |
|                           | fourth six months of experience               | 1546.50   | 1237.00   | 1554.50   | 1243.50   |
|                           | fifth six months of experience                | 1719.50   | 1375.50   | 1729.50   | 1383.50   |
|                           | sixth six months of experience                | 1865.00   | 1492.00   | 1873.50   | 1499.00   |
|                           | seventh six months of experience              | 2030.00   | 1624.00   | 2040.50   | 1632.50   |
|                           | eighth six months of experience               | 2193.50   | 1755.00   | 2205.00   | 1764.00   |
|                           | next four months of experience                | 2328.50   | 1863.00   | 2337.50   | 1870.00   |
|                           | Thereafter, the wage specified in (b)(i) i.e. | 2921.00   | 2337.00   | 2934.50   | 2347.50   |
| (c)                       | Grader:                                       |   |   |   |   |
|                           | (i) Qualified:                                | 2098.50   | 1679.00   | 2107.00   | 1685.50   |
|                           | (ii) Learners:                                |   |   |   |   |

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

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

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

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

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

| WAGE SCHEDULE             |  | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
| (w)                       | Beader   | 1320.00   | 1056.00   | 1325.50   | 1060.50   |
| (x)                       | Chlorinator  | 1187.00   | 949.50  | 1193.50   | 955.00  |
| (y)                       | Componder  | 1405.00   | 1124.00   | 1410.50   | 1128.50   |
| (z)                       | Dipper   |   |   |   |   |
|                           | (i) Qualified:   |   |   |   |   |
|                           | Category A   | 1405.00   | 1124.00   | 1410.50   | 1128.50   |
|                           | Category B   | 1436.00   | 1149.00   | 1442.50   | 1154.00   |
|                           | Category C   | 1484.00   | 1187.00   | 1489.00   | 1191.00   |
|                           | (ii) Learners:   |   |   |   |   |
|                           | first six months of experience to Category A   | 1068.50   | 855.00  | 1074.00   | 859.00  |
|                           | first six months of experience to Category B   | 1405.00   | 1124.00   | 1410.50   | 1128.50   |
|                           | first six months of experience to Category C   | 1436.00   | 1149.00   | 1442.50   | 1154.00   |
| (aa)                      | Glove turner   | 1703.50   | 1363.00   | 1711.00   | 1369.00   |
| (ab)                      | Mouldmaker   | 1350.50   | 1080.50   | 1356.00   | 1085.00   |
| (ac)                      | Packer   | 1134.00   | 907.00  | 1140.00   | 912.00  |
| (ad)                      | Quality product co-ordinator   | 1781.50   | 1425.00   | 1788.50   | 1431.00   |
| (ae)                      | A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:  |   |   |   |   |
|                           | Provided that-   |   |   |   |   |
|                           | (i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent; |   |   |   |   |
|                           | (ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.             |   |   |   |   |

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

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

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

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

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

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

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

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

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

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

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| 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<br>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) | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) |
|---------------|--|--|
|---------------|--|--|

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

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

| WAGE SCHEDULE             |  | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |  | R   | R   | R   | R   |
|                           | second six months of experience  | 969.00  | 840.00  | 972.50  | 840.00  |
|                           | Thereafter, the wage specified in (vi)(b)(i) i.e.  | 1129.00   | 903.00  | 1134.00   | 907.00  |
| (vii)                     | <b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>                  |   |   |   |   |
|                           | (i) Qualified  | 1216.50   | 973.00  | 1221.00   | 977.00  |
|                           | (ii) Learners  |   |   |   |   |
|                           | first six months of experience   | 840.00  | 840.00  | 840.00  | 840.00  |
|                           | second six months of experience  | 840.00  | 840.00  | 840.00  | 840.00  |
|                           | third six months of experience   | 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)                    | <b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b> |   |   |   |   |
|                           | (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)                      | <b>Part-time Driver of a Motor Vehicle</b>   | 1211.00   | 969.00  | 1216.50   | 973.00  |
| (x)                       | <b>Knitting Machine Operator</b>   |   |   |   |   |
|                           | (i) Qualified  | 1584.50   | 1267.50   | 1593.00   | 1274.50   |
|                           | (ii) Learners  |   |   |   |   |
|                           | first six months of experience   | 840.00  | 840.00  | 840.00  | 840.00  |
|                           | second six months of experience  | 876.50  | 840.00  | 882.00  | 840.00  |
|                           | third six months of experience   | 1017.50   | 840.00  | 1020.50   | 840.00  |
|                           | fourth six months of experience  | 1160.00   | 928.00  | 1163.50   | 931.00  |
|                           | fifth six months of experience   | 1300.50   | 1040.50   | 1305.00   | 1044.00   |
|                           | next four months of experience   | 1443.50   | 1155.00   | 1451.00   | 1161.00   |
|                           | Thereafter, the wage specified in (x)(i) i.e.  | 1584.50   | 1267.50   | 1593.00   | 1274.50   |
| (xi)                      | <b>Maintenance hand</b>  |   |   |   |   |
|                           | (i) Qualified  | 909.50  | 840.00  | 912.00  | 840.00  |

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

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

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

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

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

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



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

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

“(a)

| WAGE SCHEDULE             |   | Group A (i.e. Employers contributing to the Productivity Incentive Scheme)  |   | Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)  |   |
|---------------------------|---|---|---|---|---|
| Description of Occupation |   | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |   | R   | R   | R   | R   |
| <b>GRADE 1</b>            |   |   |   |   |   |
| (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   |
| <b>GRADE 2</b>            |   |   |   |   |   |
| (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  |
| <b>GRADE A</b>            |   |   |   |   |   |
| (a)                       | Qualified                               | 1228.10   | 982.50  | 1233.65   | 986.90  |
| (b)                       | Learner                                 |   |   |   |   |
|                           | 0 - 6 months                            | 953.90  | 850.00  | 958.45  | 850.00  |

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

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

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

“(b)

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

| WAGE SCHEDULE             |   |  | Group A (i.e. Employers contributing to the Productivity Incentive Scheme)  |   | Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)  |   |
|---------------------------|---|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |   |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |   |  | R   | R   | R   | R   |
|                           |   | sixth six months of experience                   | 1298.25   | 1038.60   | 1304.30   | 1043.45   |
|                           |   | seventh six months of experience                 | 1377.40   | 1101.90   | 1383.80   | 1107.05   |
|                           |   | eighth six months of experience                  | 1457.40   | 1165.90   | 1463.90   | 1171.10   |
|                           |   | ninth six months of experience                   | 1536.50   | 1229.20   | 1543.60   | 1234.90   |
|                           |   | next four months of experience                   | 1616.25   | 1293.00   | 1623.60   | 1298.90   |
|                           |   | Thereafter, the wage specified in (v)(i) i.e.    | 1695.80   | 1356.65   | 1703.70   | 1362.95   |
| (vi)                      | Supervisor:   |  | 1792.65   | 1434.10   | 1800.95   | 1440.75   |
| (vii)                     | Final Examiner of fully-fashioned garments:   |  | 1664.75   | 1331.80   | 1672.40   | 1337.90   |
| (viii)                    | Factory Clerk, Despatch Clerk, Stores Clerk:  |  |   |   |   |   |
|                           | (i)   | Qualified:                                       | 1630.05   | 1304.05   | 1637.65   | 1310.10   |
|                           | (ii)  | Learners:  |   |   |   |   |
|                           |   | first six months of experience                   | 900.25  | 850.00  | 904.50  | 850.00  |
|                           |   | second six months of experience                  | 1082.50   | 866.00  | 1087.60   | 870.10  |
|                           |   | third six months of experience                   | 1265.05   | 1012.05   | 1271.00   | 1016.80   |
|                           |   | next four months of experience                   | 1447.75   | 1158.20   | 1454.45   | 1163.55   |
|                           |   | Thereafter, the wage specified in (viii)(i) i.e. | 1630.05   | 1304.05   | 1637.65   | 1310.10   |
| (ix)                      | Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper: |  |   |   |   |   |
|                           | (i)   | Qualified:                                       | 1630.05   | 1304.05   | 1637.65   | 1310.10   |
|                           | (ii)  | Learners:  |   |   |   |   |
|                           |   | first six months of experience                   | 900.25  | 850.00  | 904.50  | 850.00  |
|                           |   | second six months of experience                  | 1021.50   | 850.00  | 1026.40   | 850.00  |
|                           |   | third six months of experience                   | 1143.00   | 914.40  | 1148.35   | 918.70  |
|                           |   | fourth six months of experience                  | 1265.05   | 1012.05   | 1271.10   | 1016.90   |
|                           |   | fifth six months of experience                   | 1386.65   | 1109.30   | 1392.95   | 1114.35   |
|                           |   | next four months of experience                   | 1508.60   | 1206.90   | 1515.55   | 1212.45   |

| WAGE SCHEDULE             |      |  | Group A (i.e. Employers contributing to the Productivity Incentive Scheme)  |   | Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)  |   |
|---------------------------|------|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |      |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |      |  | R   | R   | R   | R   |
|                           |      | Thereafter, the wage specified in (x)(i) i.e.  | 1630.05   | 1304.05   | 1637.65   | 1310.10   |
| (x)                       |      | Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer: |   |   |   |   |
|                           | (i)  | Qualified:   | 1422.30   | 1137.85   | 1429.05   | 1143.25   |
|                           | (ii) | Learners:  |   |   |   |   |
|                           |      | first six months of experience   | 900.25  | 850.00  | 904.50  | 850.00  |
|                           |      | second six months of experience  | 1030.40   | 850.00  | 1035.05   | 850.00  |
|                           |      | third six months of experience   | 1160.85   | 928.70  | 1166.25   | 933.00  |
|                           |      | next four months of experience   | 1291.90   | 1033.50   | 1297.85   | 1038.30   |
|                           |      | Thereafter, the wage specified in (x)(i) i.e.  | 1422.30   | 1137.85   | 1429.05   | 1143.25   |
| (xi)                      |      | Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:  |   |   |   |   |
|                           |      | (a) does not exceed 453,5 kg   | 1359.75   | 1087.80   | 1366.00   | 1092.80   |
|                           |      | (b) exceeds 453,5 kg but not 2 721 kg  | 1605.40   | 1284.30   | 1612.85   | 1290.30   |
|                           |      | (c) exceeds 2 721 kg but not 4 535 kg  | 1709.60   | 1367.70   | 1717.45   | 1373.95   |
|                           |      | (d) exceeds 4 535 kg   | 1855.20   | 1484.15   | 1863.70   | 1490.95   |
| (xii)                     |      | Security Officer:  | 2076.65   | 1661.30   | 2086.30   | 1669.05   |
| (xiii)                    |      | Watchman:  | 1602.65   | 1282.10   | 1610.05   | 1288.05   |
| (xiv)                     |      | Employee not elsewhere specified:  |   |   |   |   |
|                           | (i)  | Qualified:   | 1668.55   | 1334.85   | 1676.15   | 1340.90   |
|                           | (ii) | Learners:  |   |   |   |   |
|                           |      | first six months of experience   | 900.25  | 850.00  | 904.50  | 850.00  |
|                           |      | second six months of experience  | 1091.90   | 873.50  | 1097.15   | 877.70  |
|                           |      | third six months of experience   | 1284.65   | 1027.70   | 1290.50   | 1032.40   |
|                           |      | next four months of experience   | 1476.40   | 1181.10   | 1483.25   | 1186.60   |

| WAGE SCHEDULE  |  | Group A (i.e. Employers contributing to the Productivity Incentive Scheme)  | Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)  |   |   |
|--|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION  |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|  |  | R   | R   | R   | R   |
|  | thereafter, the wage specified in (xiv)(i) i.e.  | 1668.55   | 1334.85   | 1676.15   | 1340.90   |
| (xv)   | Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner. |   |   |   |   |
|  | (i) Qualified:   | 1169.30   | 935.45  | 1174.70   | 939.75  |
|  | (ii) Learners:   |   |   |   |   |
|  | first six months of experience   | 900.25  | 850.00  | 904.50  | 850.00  |
|  | second six months of experience  | 989.65  | 850.00  | 994.25  | 850.00  |
|  | third six months of experience   | 1080.15   | 864.10  | 1085.00   | 868.00  |
|  | Thereafter, the wage specified in (xv) (i) i.e.  | 1169.30   | 935.45  | 1174.70   | 939.75  |
| (xvi)  | Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker   | 1169.30   | 935.45  | 1174.70   | 939.75  |
| (xvii)   | General Worker (Knitting)  | 1358.25   | 1086.60   | 1364.60   | 1091.70   |
| NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board. |  |   |   |   |   |

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

"

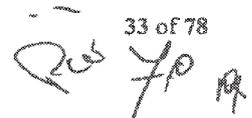
| Clause No.                    | Existing         | New              |
|-------------------------------|------------------|------------------|
| 25(1)                         | R3,34            | R3,58            |
| 25(2)                         | R4,54            | R4,85            |
| 26(1)     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

"

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

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

"

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

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

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

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

| WAGE SCHEDULE   |  | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION   |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|   |  | R   | R   | R   | R   |
| Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement |  |   |   |   |   |
| NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.                    |  |   |   |   |   |

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

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

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

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

| WAGE SCHEDULE             |  | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |  | R   | R   | R   | R   |
| (a)                       | <b>Supervisor:</b>   | 2081.90   | 1665.50   | 2086.80   | 1669.40   |
| (b)                       | <b>Milliner (Upgrade to Trimmer):</b>                      |   |   |   |   |
|                           | (i) Qualified  | 1651.20   | 1321.00   | 1655.60   | 1324.50   |
|                           | (ii) Learners:   |   |   |   |   |
|                           | first six months of experience                             | 1169.90   | 935.90  | 1172.70   | 938.20  |
|                           | second six months of experience                            | 1279.30   | 1023.40   | 1282.20   | 1025.80   |
|                           | third six months of experience                             | 1404.60   | 1123.70   | 1407.80   | 1126.20   |
|                           | next four months of experience                             | 1557.60   | 1246.10   | 1561.30   | 1249.00   |
|                           | Thereafter, the wage specified in (b)(i) i.e.              | 1651.20   | 1321.00   | 1655.60   | 1324.50   |
| (c)                       | <b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b> |   |   |   |   |
|                           | (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   |
|                           | <b>(2) Driver:</b>   | 1389.40   | 1111.50   | 1392.70   | 1114.20   |
| (d)                       | <b>Machine Operator &amp; Chopper-Out:</b>                 |   |   |   |   |
|                           | (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)                       | <b>Trimmer/General Worker/Labourer/Assistant Blocker:</b>  |   |   |   |   |

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| WAGE SCHEDULE             |   | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|---|---|---|---|---|
| DESCRIPTION OF OCCUPATION |   | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |   | R   | R   | R   | R   |
| (i) Qualified:            |   | 1096.00   | 876.80  | 1098.50   | 878.80  |
| (ii) Learners:            |   |   |   |   |   |
|                           | first six months of experience                | 820.00  | 820.00  | 820.00  | 820.00  |
|                           | second six months of experience               | 888.70  | 820.00  | 890.70  | 820.00  |
|                           | third six months of experience                | 954.10  | 820.00  | 956.70  | 820.00  |
|                           | next four months of experience                | 1026.80   | 821.40  | 1029.00   | 823.20  |
|                           | Thereafter, the wage specified in (e)(i) i.e. | 1096.00   | 876.80  | 1098.50   | 878.80  |
| (f)                       | Boiler Attendant & Watchman:                  | 1198.70   | 959.00  | 1201.80   | 961.40  |

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

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

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

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

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

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

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

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

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

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

| WAGE SCHEDULE             |  | GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)  |   | GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)  |   |
|---------------------------|--|---|---|---|---|
| DESCRIPTION OF OCCUPATION |  | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|                           |  | R   | R   | R   | R   |
| (xv)                      | Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner: | 1349.60   | 1079.70   | 1355.80   | 1084.60   |
| (xvi)                     | General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:   | 1161.70   | 929.40  | 1167.10   | 933.70  |
| (xvii)                    | All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:   |   |   |   |   |
|                           | (i) Qualified:   | 1161.70   | 929.40  | 1167.10   | 933.70  |
|                           | (ii) Learners:   |   |   |   |   |
|                           | first six months of experience   | 894.20  | 850.00  | 898.50  | 850.00  |
|                           | second six months of experience  | 982.90  | 850.00  | 987.60  | 850.00  |
|                           | third six months of experience   | 1073.00   | 858.40  | 1077.80   | 862.20  |
|                           | Thereafter, the wage specified in (xvii) (i) i.e.  | 1161.70   | 929.40  | 1167.10   | 933.70  |

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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| DESCRIPTION OF OCCUPATION  |     |   | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|--|-----|---|---|---|---|---|
|  |     |   | R   | R   | R   | R   |
|  |     | i.e.  |   |   |   |   |
| Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -  |     |   |   |   |   |   |
|  | (a) | does not exceed 2268 kg                     | 1346.50   | 1077.00   | 1354.00   | 1083.00   |
|  | (b) | exceeds 2268                                | 1423.00   | 1138.50   | 1429.00   | 1143.00   |
| Plain Sewer (Millinery):   |     |   |   |   |   |   |
|  | (a) | Qualified                                   | 1060.00   | 850.00  | 1065.50   | 852.50  |
|  | (b) | Learner                                     |   |   |   |   |
|  |     | First year                                  |   |   |   |   |
|  |     | First six months of experience              | 888.50  | 850.00  | 894.00  | 850.00  |
|  |     | Second six months of experience             | 935.50  | 850.00  | 942.00  | 850.00  |
|  |     | Second year                                 |   |   |   |   |
|  |     | First six months of experience              | 996.50  | 850.00  | 1001.00   | 850.00  |
|  |     | Thereafter, the wage specified in (a), i.e. | 1060.00   | 850.00  | 1065.50   | 852.50  |
| Supervisor (Millinery)   |     |   | 1520.50   | 1216.50   | 1528.00   | 1222.50   |
| Watchman or Caretaker (Millinery)  |     |   | 1534.00   | 1227.00   | 1540.50   | 1232.50   |
| <b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2019 increase the Weekly Wage for those employees by the agreed Wage Increase based on 2018/19 Rand Value, Across-the-Board.</b> |     |   |   |   |   |   |

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

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

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

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

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

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

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

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

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

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

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

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

“

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

”

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

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

“

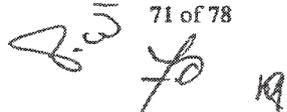
| WAGE SCHEDULE | Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) | Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) |
|---------------|--|--|
|---------------|--|--|

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| DESCRIPTION OF OCCUPATION          |   | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | Wage per week from 01 Sep 2019 to 31 Aug 2020 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) | New Employees on Incentivised Scheme Effective 1 September 2019 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage) |
|------------------------------------|---|---|---|---|---|
|                                    |   | R   | R   | R   | R   |
| <b>Part A - Cutting Department</b> |   |   |   |   |   |
| <b>Pattern Maker:</b>              |   |   |   |   |   |
| (a)                                | Qualified                                   | 2603.50   | 2083.00   | 2614.00   | 2091.00   |
| (b)                                | Learner                                     |   |   |   |   |
|                                    | First year                                  |   |   |   |   |
|                                    | First six months of experience              | 1458.00   | 1166.50   | 1463.50   | 1171.00   |
|                                    | Second six months of experience             | 1610.50   | 1288.50   | 1615.50   | 1292.50   |
|                                    | Second year                                 |   |   |   |   |
|                                    | First six months of experience              | 1761.50   | 1409.00   | 1769.50   | 1415.50   |
|                                    | Second six months of experience             | 1923.00   | 1538.50   | 1932.50   | 1546.00   |
|                                    | Third year                                  |   |   |   |   |
|                                    | First six months of experience              | 2098.00   | 1678.50   | 2106.50   | 1685.00   |
|                                    | Next four months of experience              | 2263.50   | 1811.00   | 2274.50   | 1819.50   |
|                                    | Thereafter, the wage specified in (a), i.e. | 2603.50   | 2083.00   | 2614.00   | 2091.00   |
| <b>Pattern Grader</b>              |   |   |   |   |   |
| (a)                                | Qualified                                   | 2100.00   | 1680.00   | 2108.00   | 1686.50   |
| (b)                                | Learner                                     |   |   |   |   |
|                                    | First year                                  |   |   |   |   |
|                                    | First six months of experience              | 1370.50   | 1096.50   | 1378.50   | 1103.00   |
|                                    | Second six months of experience             | 1458.00   | 1166.50   | 1463.50   | 1171.00   |
|                                    | Second year                                 |   |   |   |   |
|                                    | First six months of experience              | 1543.50   | 1235.00   | 1553.00   | 1242.50   |
|                                    | Second six months of experience             | 1654.50   | 1323.50   | 1662.00   | 1329.50   |
|                                    | Third year                                  |   |   |   |   |
|                                    | First six months of experience              | 1761.50   | 1409.00   | 1769.50   | 1415.50   |
|                                    | Next four months of experience              | 1875.00   | 1500.00   | 1884.50   | 1507.50   |
|                                    | Thereafter, the wage specified in (a), i.e. | 2100.00   | 1680.00   | 2108.00   | 1686.50   |
| <b>Football Jersey Cutter</b>      |   |   |   |   |   |
| (a)                                | Qualified                                   | 1459.50   | 1167.50   | 1466.00   | 1173.00   |
| (b)                                | Learner                                     |   |   |   |   |
|                                    | First year                                  |   |   |   |   |
|                                    | First six months of experience              | 1096.00   | 877.00  | 1099.50   | 879.50  |
|                                    | Second six months of experience             | 1162.00   | 929.50  | 1166.00   | 933.00  |
|                                    | Second year                                 |   |   |   |   |
|                                    | First six months of experience              | 1222.00   | 977.50  | 1228.00   | 982.50  |

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

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

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

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

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

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

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

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

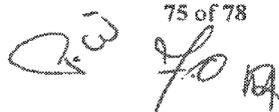
- In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

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

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

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

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

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

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

## 12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

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

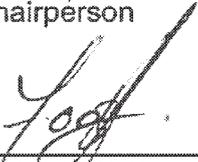
| Clause No. | Existing | New      |
|------------|----------|----------|
| 4(1)(a)    | R2,84    | R3,04    |
| 4(1)(b)    | R3,06    | R3,27    |
| 5A(2)(b)   | R26,60   | R28,45   |
| 5B(2)(b)   | R26,60   | R28,45   |
| 6(5)       | 20 cents | 21 cents |
| 7A(2)(b)   | R12,34   | R13,20   |
| 7B(2)(b)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

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



**MARTHIE RAPHAEL**  
Chairperson



**FREDA OOSTHYSEN**  
Vice-Chairperson



**PAUL WILD**  
General Secretary







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